

# EM-POWERING TOMORROW, **RESPONSIBLY**

Alembic's Renewable Shift



**SUSTAINABILITY REPORT 2024-25**

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## LAYING THE FOUNDATION



### About This Report

This Sustainability Report, "Em-powering Tomorrow, Responsibly: Alembic's Renewable Shift" marks Alembic Pharmaceuticals Limited's (hereafter referred to as "Alembic", "the Company", "our", or "us") continued commitment to transparency, accountability, and responsible business practices.

The report provides a comprehensive overview of our Environmental, Social, and Governance (ESG) performance, with a specific focus on environmental stewardship, enterprise risk management, and community engagement. It reflects our efforts to integrate sustainability into every aspect of our operations—creating long-term value for our stakeholders and minimizing our environmental footprint.

## Report Scope and Boundary

This report details a location-based approach for Alembic's standalone operations of 11 plants (including 9 Manufacturing Plants and 2 R&D Centres) and 2 corporate offices, encircling our three business verticals:

- Indian Branded Business: Focused on developing branded formulations.
- International Generic Business: Offering diverse generic products on multiple delivery platforms catering to multiple therapies including Oncology products (OSDs and injectables).
- Active Pharmaceutical Ingredients (API): Developing niche APIs at FDA-approved facilities primarily as a backward integration to international generic business and sold to other formulators.

## Reporting Frameworks

The report has been developed with reference to the Global Reporting Initiative GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, and GRI 3: Material Topics 2021 and aligns with:

- UN Sustainable Development Goals (UN SDGs)
- UN Global Compact (UNGC)
- Task Force on Climate-related Financial Disclosures (TCFD)
- International Financial Reporting Standard (IFRS)-S
- Sustainability Accounting Standards Board (SASB)
- National Guidelines on Responsible Business Conduct (NGRBC)
- Carbon Disclosure Project (CDP)
- Taskforce on Nature-related Financial Disclosures (TNFD)
- Dow Jones Sustainability Indices (DJSI)
- Climate Disclosure Standards Board (CDSB)

## Reporting Period and Cycle

This report covers the financial year from April 1, 2024, to March 31, 2025, and is published annually to provide timely insights into our sustainability journey, targets, and achievements.

## External Assurance

This report has been externally assured by Bureau Veritas India Private Ltd on a limited basis to enhance the reliability and credibility of the disclosed data and methodologies. Kindly refer to page no. 139-148 for assurance certificate.

## Materiality

The list of material topics remains consistent with previous reporting periods. This report focuses on the sustainability issues identified through comprehensive stakeholder engagement and a thorough materiality assessment. It is designed to provide transparent and meaningful insights to investors, key stakeholders, and others interested in the company's sustainability approach, performance, and impact.

## Forward Looking Statements

The Report may include forward-looking statements pertaining to the company's business activities. These statements are not guarantees of future results and reflect the company's current expectations based on reasonable assumptions. However, actual results may differ significantly from the projections in these forward-looking statements due to various events, risks, uncertainties, and other factors.

## Feedback and Responsibility Statement

We value stakeholder feedback to continuously improve our sustainability performance. For queries or suggestions, please contact us at [sushil.kharkwal@alembic.co.in](mailto:sushil.kharkwal@alembic.co.in).

This report has been reviewed and approved for publication by the Management of Alembic Pharmaceuticals Limited, affirming our accountability and commitment to responsible and sustainable growth.



# EM-POWERING TOMORROW, RESPONSIBLY: ALEMBIC'S RENEWABLE SHIFT

The theme of Alembic Pharmaceuticals Limited's Sustainability Report, "Em-powering Tomorrow, Responsibly: Alembic's Renewable Shift," encapsulates the company's proactive approach to integrating sustainability into its core business practices. This theme reflects a commitment to not only meet the current needs of stakeholders but also to ensure that future generations inherit a healthier planet and a more equitable society.

## Empowerment Through Responsibility

At the heart of this theme is the concept of empowerment - empowering stakeholders, communities, and the environment through responsible actions and decisions. Alembic recognizes that true empowerment comes from a foundation of accountability and transparency. By openly sharing its sustainability journey, the company aims to inspire trust and collaboration among its stakeholders, fostering a shared vision for a sustainable future.

Increasing renewable energy capacity through rooftop solar installations within the plant premises, 2Nos. of 12MW solar parks at Bhatpur, Vadodara, and a windmill installation in Kutch.

## A Shift Towards Renewability

The term "Renewable Shift" signifies Alembic's strategic transition towards more sustainable practices across its operations. This shift is not merely a response to regulatory pressures or market demands; it is a fundamental transformation of the business model that prioritizes environmental stewardship and social responsibility.



During FY25, Alembic strengthened this transition by commissioning another 12 MW solar power plant, augmenting its existing 12 MW facility. Alongside in-house rooftop solar projects, these initiatives are steadily moving the company towards its ambitious goal of sourcing 80% of total power consumption from green energy. Every watt generated from renewable sources reflects Alembic's belief that growth must be in harmony with the planet.

Already, these efforts are yielding significant operational benefits, including measurable power savings of more than 28,000 kWh per day, a clear demonstration of how environmental responsibility can be seamlessly integrated with business efficiency.

## Long-Term Vision and Ambitious Goals

The theme of this report is further reinforced by Alembic's ambitious sustainability roadmap, with a sharp focus on accelerating the transition to Renewable Energy and reducing Scope-2 emissions at the earliest. While our near-term target is to reduce absolute Scope 1, 2, and 3 GHG emissions by 63% by FY2034, and our long-term target is to achieve a 90% reduction by FY2050 from an FY2022 base year, we are actively working to surpass these timelines. This year, our Scope-1, 2, and 3 emissions reduction targets received approval from the Science Based Targets initiative (SBTi), reflecting our alignment with the 1.5°C pathway. At the same time, we are determined to accelerate progress by leveraging renewables, innovative technologies, and efficiency improvements to achieve these goals well ahead of schedule.

In summary, the theme "Em-powering Tomorrow, Responsibly: Alembic's Renewable Shift" serves as a guiding principle for Alembic Pharmaceuticals Limited's sustainability efforts. It reflects a holistic approach to business that prioritizes environmental integrity, social equity, and governance excellence. Through this report, Alembic aims to communicate its commitment to sustainability, engage stakeholders, and inspire collective action towards a more sustainable and responsible future.



Side View of 24 MW Solar park at Bhatpur, Vadodara, Gujarat





# DATA THAT DRIVES IMPACT

	FOCUS AREA	KEY ACHIEVEMENTS	TARGETS
	CLIMATE & ENERGY	<ul style="list-style-type: none"> <li>GHG emissions verified &amp; validated by <b>SBTi</b></li> <li>Commissioned <b>second 12 MW Solar Park</b> at Bhatpur, Vadodara (total capacity: <b>24 MW</b>)</li> </ul>	Net-Zero by 2050 (1.5°C pathway)
	WATER MANAGEMENT	<ul style="list-style-type: none"> <li><b>19% reduction</b> in specific water consumption (KL/MT) from the previous year.</li> <li><b>81% wastewater recycled</b></li> <li>Developed <b>102 recharge wells</b></li> </ul>	Water neutrality by 2027
	BIODIVERSITY	<ul style="list-style-type: none"> <li>Planted <b>25,000+ trees</b> till date</li> </ul>	50,000 Trees by 2027
	WASTE	<ul style="list-style-type: none"> <li><b>16% reduction</b> in landfill waste from previous year.</li> </ul>	
	SOCIAL RESPONSIBILITY	<ul style="list-style-type: none"> <li><b>Zero fatality</b> in last 4 years.</li> <li><b>Great Place to Work</b> certified for <b>3rd consecutive year</b>.</li> <li><b>7% improvement</b> in safety leading indicators from previous year.</li> <li><b>2,44,460 beneficiaries (1,13,749+ positively impacted families)</b> through CSR initiatives</li> <li><b>Increase</b> in female employees participation from 4.5% to 6.5% from previous year.</li> </ul>	
	GOVERNANCE & RISK	<ul style="list-style-type: none"> <li>Implemented Sustainable Procurement Policy &amp; <b>Supplier Code of Conduct</b></li> <li><b>27% critical vendors</b> assessed against ESG criteria - Initiated comprehensive organizational risk assessment</li> </ul>	
	EXTERNAL RATINGS	<ul style="list-style-type: none"> <li>Improved rating in <b>Carbon Disclosure Project (CDP)</b></li> </ul>	





# A WORD FROM THE HELM

Dear Stakeholders,

## Em-powering Tomorrow, Responsibly

Every generation inherits not just the achievements of those before it, but also the responsibilities. At Alembic, we have always believed that our role as a Pharmaceutical leader extends far beyond delivering medicines—it extends to **safeguarding the well-being of people, communities, and the environment**.

Last year, our theme "**Water Neutrality and Beyond**" marked a critical milestone in our sustainability journey. We focused on **reducing water consumption per unit of production** through state-of-the-art management systems, advanced technologies, and a commitment to recharge wells that replenish groundwater. I am proud to share that we have already achieved **85% water neutrality** against our total water consumption. Yet, I reminded my team that progress should not stop at neutrality — our aspiration must be water positivity, ensuring we replenish more than we consume, safeguarding the needs of future generations.

I hold a simple belief close to heart: "**Every drop counts; loss of water is loss of wealth.**" Guided by this principle, we continue to strengthen measures like **water recycling and rainwater harvesting** to conserve this precious resource, reduce our environmental impact, and ensure long-term water security.

Building on that momentum, this year we shift our focus towards another essential resource — energy. Our new theme, "**Em-powering Tomorrow, Responsibly: Alembic's Renewable Shift**," reflects both our vision and our resolve. It signifies our ongoing transition to cleaner energy sources and our responsibility to embed sustainability at the core of growth. Just as we pursued water neutrality with determination, we now commit ourselves to an energy transformation that not only powers our operations but also protects the planet.

At Alembic, we see sustainability as a continuum — from conserving every drop of water to capturing every ray of clean energy. These themes are not isolated, but interconnected steps in a long-term journey towards resilience and responsibility. And as I often remind myself and my colleagues: "**Leadership is not measured by what we build today, but by what we make possible for tomorrow.**"



## A Renewable Shift in Action

Though the path of sustainability is one of deliberate choices, but at Alembic, we see sustainability as a journey of innovation and responsibility. I am proud to announce that our decarbonisation targets aligned with the 1.5°C pathway by 2050, approved by the Science-Based Targets initiative (SBTi), underscoring our resolve to achieve net-zero emissions.

Our focus is on building long-term resilience through renewable energy, reducing our environmental footprint. As a part of our decarbonization journey, we have been developing solar parks and increasing solar rooftops to reduce our Scope 2 emissions. Though it may sound less attractive as investment option, but I suggest to develop number of solar parks. We should extend and exhaust solar rooftop capacity and try to maximize. We are striving to achieve 80% share of Renewable Energy in total energy mix target well before 2030.

But our responsibility does not end with energy. Our Scope-1 emissions are now stable in nature and to reduce it, we are also envisaging the possibility of using biofuel and more robust and cleaner technologies by switching steam usage to electricity. We are also actively exploring the potential of hydrogen technology, keeping a close watch on global advancements and evaluating its feasibility within our operations.

We are expanding our green cover through plantation drives. I am deeply committed to expanding carbon sequestration through plantations, and we have set ourselves the challenge of increasing our green cover year after year. I have given a clear instruction to my team that no tree should be cut for our new building or construction need, wherever required, we should restructure/reshaped it.



We recognise that the real challenge lies in Scope 3. That is why we are working closely with our value chain partners—handholding suppliers and engaging customers—to collectively drive meaningful reductions. “Sustainability is not achieved by systems alone, but by people who believe in the cause. I have encouraged my team to conduct awareness sessions that empower our employees to actively reduce emissions at their individual level, while also sensitising our value chain partners. Only when every stakeholder is engaged and informed we can truly create lasting impact.

We are reimagining the way we use resources—water, waste, and materials—with a clear focus on circularity, efficiency, and innovation. Beyond compliance, our teams are empowered to drive awareness and embed sustainability thinking across the organisation and with our value-chain partners. These actions are not symbolic—they reflect a fundamental shift in how Alembic envisions its role: an enterprise that powers its growth not at the cost of nature, but in harmony with it.

### People at the Centre of Change

Sustainability is ultimately about people. Our workforce of more than 16,500 employees is the driving force behind every milestone. Their resilience, creativity, and dedication turn strategies into outcomes. Safety always remains as a culture and Value, embedded across all functions, and we are proud to have institutionalised it as a shared responsibility. For the fourth year in a row, we are proud to report zero fatalities across all our operations.

We are proud to have maintained a record of zero fatalities across all our sites for the fourth consecutive year.

“Our Safety Team is relentlessly driving efforts to institutionalize safety as a cultural cornerstone. We are committed to making safety a genuine line function, practiced and lived across the organization.”

Equally important is our contribution to communities around us. Through sustained investments in healthcare, education, and social development, we continue to reaffirm our belief that “businesses succeed when communities thrive.” In FY25, we spent INR 14 Crores on CSR initiatives, impacting 2,44,460 beneficiaries through healthcare, education, and social development programmes.

Recognition as a Great Place to Work for the third consecutive year stands as testimony to the culture of trust and collaboration we nurture.

### Governance that Builds Trust

At Alembic, we see governance not just as compliance, but as our moral compass. Integrity, ethics, and accountability are central to our way of working. For us, progress without integrity is never sustainable. As I often say, “trust is earned not by words, but by consistency of action.”

At Alembic, ethics is non-negotiable. I expect my leaders to walk the talk, inspiring others through their actions. No gain is ever worth compromising on integrity, and we are committed to ensuring that every worker is treated with dignity and fairness.

### Looking Ahead: Responsible Growth

The pharmaceutical industry stands at a transformative moment, with science and technology opening new horizons. Yet, our north star remains unchanged: to create affordable, quality healthcare while preserving the resources that sustain life itself.

Our renewable shift is not a project—it is a cultural transformation. It is how Alembic is preparing for the future—responsibly, inclusively, and with conviction.

To our employees, partners, shareholders, and communities: thank you for being part of this journey. Together, we are not just delivering medicines—we are em-powering tomorrow, responsibly.

- Chirayu Amin  
Chairman & CEO



Dear Stakeholders,

### **Driving Growth Through Innovation and Responsibility – with Ethics and People at the Core**

As Alembic advances into its next chapter, we are privileged to carry forward a legacy built over more than a century, while steering the organisation through the demands of a rapidly evolving pharmaceutical landscape. The Chairman's message reflects the why of our journey, our role is to define the how—the strategies, innovations, and actions that make Alembic's purpose a reality.

This year's theme, "Em-powering Tomorrow, Responsibly: Alembic's Renewable Shift," represents a pivotal step forward in our sustainability journey.

It encapsulates our deliberate move towards cleaner energy and the deeper integration of responsible practices across all facets of our operations—driven by the belief that sustainable progress is the only path to meaningful growth.

### **Innovation and Market Leadership**

Pharmaceuticals today is an industry defined by constant change—emerging therapies, complex generics, biologics, and shifting global markets. Alembic continues to invest strategically in R&D to strengthen its pipeline and ensure access to affordable medicines across geographies.

Our state-of-the-art research facilities, robust filing strategy, and collaborations are enabling us to build a future-ready portfolio.

This innovation-driven approach ensures that Alembic remains a trusted global partner in healthcare, while maintaining the highest standards of quality and compliance.

As we look ahead, the U.S. generics market, complex products, and our expansion in emerging economies remain critical growth drivers. We are also deepening our capabilities in specialty therapies—reflecting our belief that innovation must be both scientifically cutting-edge and socially meaningful. Our ongoing work in areas such as peptides and tinibs is a step forward in providing safer, more effective treatment options to patients.

### **Operational Excellence and Digital Transformation**

Digitisation is playing a vital role in advancing our ESG agenda. We have deployed digital platforms to monitor key sustainability KPIs, including energy and water tracking systems, to enhance operational efficiency and reduce manual intervention. A new ESG software solution now enables real-time monitoring of GHG emissions and environmental metrics, while digital tracking of paper consumption and disposal reflects our drive towards resource efficiency.

One of our most significant milestones this year has been our accelerated transition to renewable energy. In FY 2024–25, 39% of the total power consumed was sourced from renewables, and following the commissioning of an additional solar power plant and other initiatives, this figure has already exceeded 60% from the first quarter of FY2025-26.

Our investment in renewable infrastructure—including a **24 MW solar power plant** with Rooftop Solar Panels installations across multiple manufacturing sites—marks a substantial reduction in our carbon footprint.

**During FY 2024–25, we achieved a 16% reduction in Scope 1 and 2 GHG emissions intensity per unit of production, demonstrating improved energy efficiency and greater renewable adoption.**

We have set an ambitious roadmap to reduce absolute Scope 1, 2, and 3 GHG emissions by 63% by FY 2034 and 90% by FY2050 (from a FY 2022 baseline)—and are determined to achieve this milestone ahead of schedule.

Water and waste management remain critical pillars of our environmental strategy. We are working towards water neutrality by FY 2027, supported by 102 rainwater recharge wells for groundwater replenishment, and we are confident of achieving this milestone as early as FY 2025–26. We achieved 81% water recycling rate across our plants through Zero Liquid Discharge (ZLD) systems and reduced freshwater consumption by 19% per unit of production output FY2024-25.

On the waste front, 100% of non-hazardous waste was recycled, and 46% of hazardous waste was co-processed, further strengthening our approach to the circular economy.

#### **People and Communities at the Core**

Our commitment to social responsibility continues to shape lives. These efforts reaffirm our belief that inclusive growth drives sustainable success.

At the same time, ethics and people remain central to our governance. At Alembic, every employee is expected to uphold ethical behaviour, guided by our Code of Conduct. In FY25, our employees were trained on ethics, human rights, EHS, anti-corruption, and Whistle Blower mechanisms—ensuring alignment with our values. We also advanced responsible sourcing by conducting ESG assessments for 27% of our critical suppliers, reinforcing the resilience of our supply chain.

#### **Looking Ahead: Resilient, Responsible, Ready**

This year is marked a remarkable milestone in our sustainability journey, we won silver award in prestigious Times Now Global Sustainability Alliance SDG Summit in Best Climate Action Project Category. Apart from this, as per SEBI guideline, we have received ESG Rating Provider (ERP) score from three Schedule-1 ERPs, which is much more above the peer industry average score. This year, our Net Zero targets are validated and approved by SBTi.

We are able to reduce our GHG Emission by 7.73% from the previous FY2023-24. We believe that there is always scope for improvement, in line with this we have refined our Scope-3 Calculation methodology to make it more realistic and taking it closer to activity based approach in upcoming years. Entire organization has undergone Climate Risk Assessment to identify the Physical Climate Risk and quantify its financial implication and opportunities arise from that. We have planned Double Material Assessment for the forthcoming year to know our relevant material issues and its financial implication.

For the fourth year in a row, we are able to report Zero Fatality, which shows Safety is our culture and value. Our Safety Indicators are continuously improving, showing Safety awareness amongst the employee. Safety is deep down penetrated till the shop floor due to different Safety awareness Programmes, trainings, and continuous employee engaging activities results in improved safety statistics.

As we look ahead, we remain steadfast in our mission to integrate sustainability into the heart of our business strategy—**Empowering tomorrow, responsibly.** We will continue to expand access to quality healthcare, invest in responsible growth, and embrace digital and renewable transformation.

Together with our Chairman's vision and the dedication of our people, Alembic is poised to deliver growth that is **innovative, impact-driven, ethical, and sustainable.**

**- Pranav Amin**  
Managing Director

**- Shaunk Amin**  
Managing Director

## Company Profile

We are a leading Indian pharmaceutical company, generating consolidated revenues of more than INR 6,672 crores from the market. We operate in both national and international markets. ~48% of our revenue is derived from the international market.

We manufacture and market an extensive range of Pharmaceutical Formulations, International Generics, and Active Pharmaceutical Ingredients (APIs) with vertical integration capabilities through its 9 manufacturing and 2 R&D facilities and a worldwide distribution network in 76 countries. We are internationally acknowledged for our robust capabilities in research and development, manufacturing, product commercialization, and adherence to global regulatory standards.



*Glimpse of some historical moments*

We invest significantly in innovation through multiple dedicated R&D centres, driving the expansion and diversification of our product pipeline. This focus enables us to develop advanced therapies across key therapeutic areas such as cardiology, orthopaedics, anti-diabetics, ophthalmology, gynaecology, nephrology, gastrology, urology, dermatology, anti-infective, cold & cough and animal health. These segments represent some of the most critical global health challenges, positioning Alembic to address pressing medical needs.

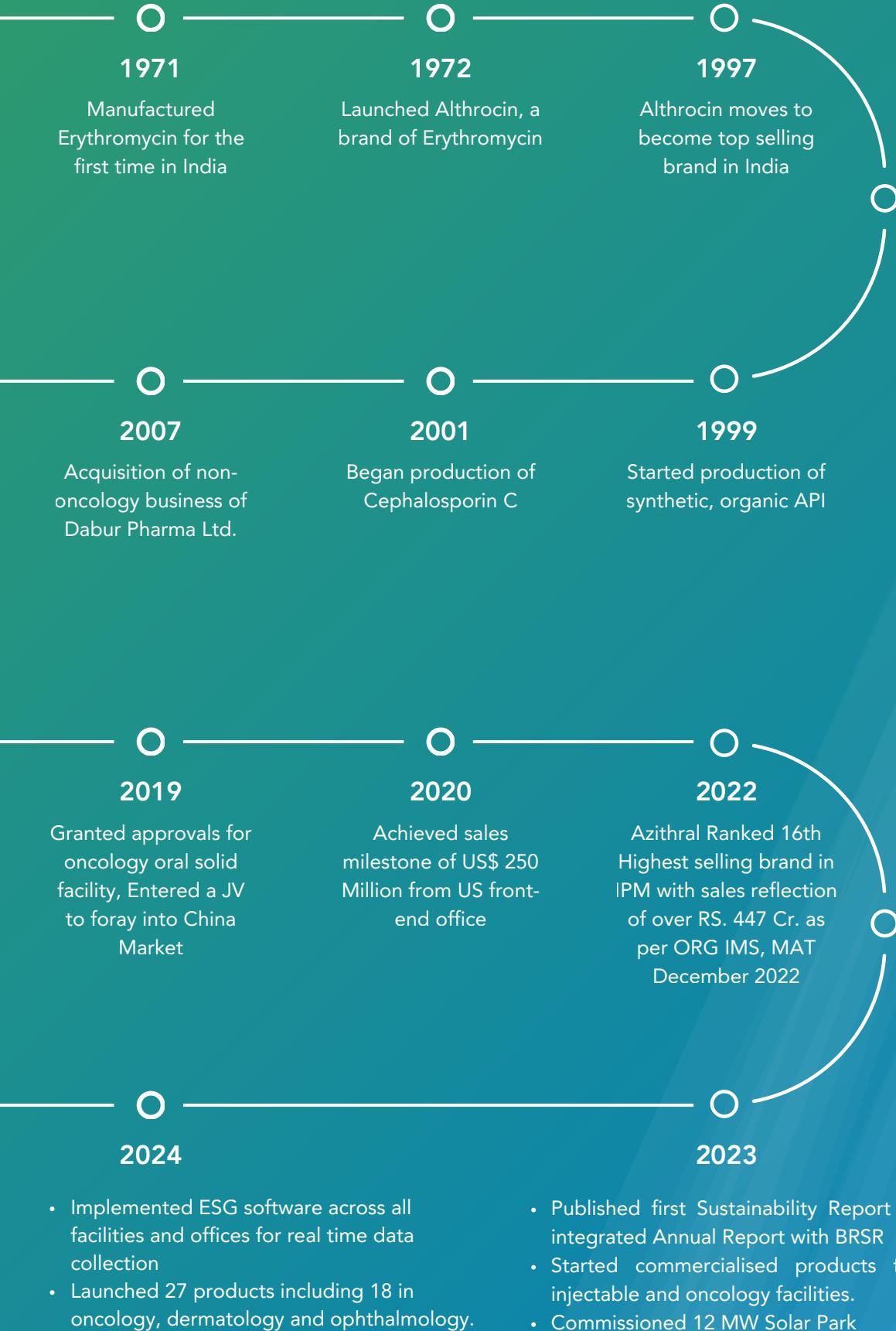
All our International Business units are USFDA approved

We are expanding our global footprint by leveraging strengths in quality, cost-effectiveness, and innovation. With USFDA approvals and a growing presence in the U.S. and Europe, our generics portfolio continues to gain traction. Beyond commercial growth, Alembic upholds high ethical standards and focuses on improving patient outcomes. Through research, innovation, and regulatory compliance, we play a vital role in addressing global healthcare challenges.

# Milestones & Momentum

We started our journey with manufacturing tinctures and alcohol at Vadodara in 1907. Below are the milestones achieved so far:







## Mission

- Improve healthcare with innovation, commitment and trust.
- To enhance the quality of life through innovative and accessible healthcare solutions.



## Vision

- Improve healthcare globally by providing affordable, high-quality generic medicines and consistently striving to improve access to essential medications while upholding stringent quality standards



## Values

• Integrity	• Openness
• Recognition	• Collaboration
• Ownership	• Creativity

## Our Business Segments

Alembic's business is organized across three main verticals, and the consolidated performance details are provided in this section.

### International Generics

Our International Generics division caters to major regulated markets and several rapidly growing emerging regions across the globe. We have consistently invested in the development of innovative therapies and advanced delivery systems, particularly in the areas of dermatology, ophthalmology, oncology, and injectable formulations. In FY 2024-25, we have successfully launched 16 new products of which 9 Oral Solid Dosage (OSD), 2 Injectable, 2 Ophthalmic, 3 Dermatology.

**8 Drug Master File (DMFs) filed and 76 Other global filings**

**8 Abbreviated New Drug Application (ANDAs) were filed in the FY 2024-25**

**1,957 Cr. (61%) Revenue from US Market**

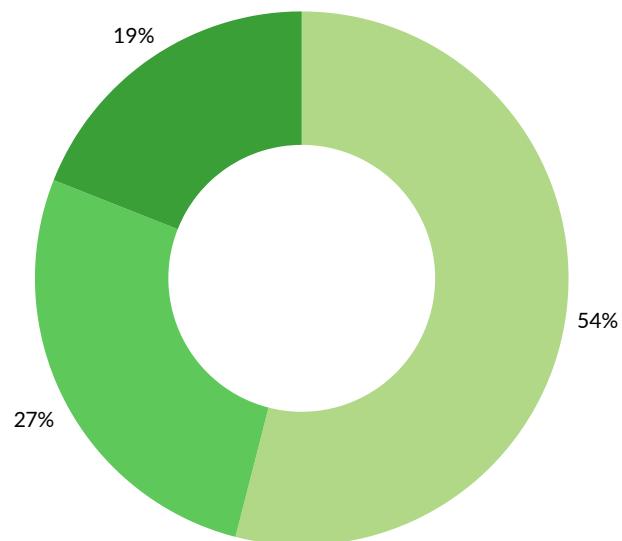
**1,243 Cr. (39%) Revenue from RoW Business**

**Total INR 3,200 Crores Revenue in FY 2024-25**



## India Branded Business

The Indian formulation business is focused on developing and delivering specialty medicines across a range of chronic and acute therapeutic areas. Our formulations reflect our commitment to making affordable and effective treatments widely available to all who need them. We are very well accepted in the Indian market and enjoys 1.4% of market share in the Indian Pharma space. Our formulations cater to 12 therapeutic areas including:



**INR 2,339 Crores Revenue**  
in FY 2024-25

Speciality Therapies Rs.1270 Cr      Acute Therapies Rs. 639 Cr      Animal Health Rs. 430 Cr



## Active Pharmaceuticals Ingredients (API)

Alembic's API business is a vital component of the company's operations, contributing over 17% to its total revenue. We manufacture more than 190 APIs, which marketed to key formulators across more than 75 countries worldwide. We incorporate circularity principles into our operations by sourcing the niche APIs used in our formulation units from our own in-house API manufacturing facilities. With 140 Cumulative DMF filings and 11 APIs in development pipeline, we have emerged as a significant player in the API business.

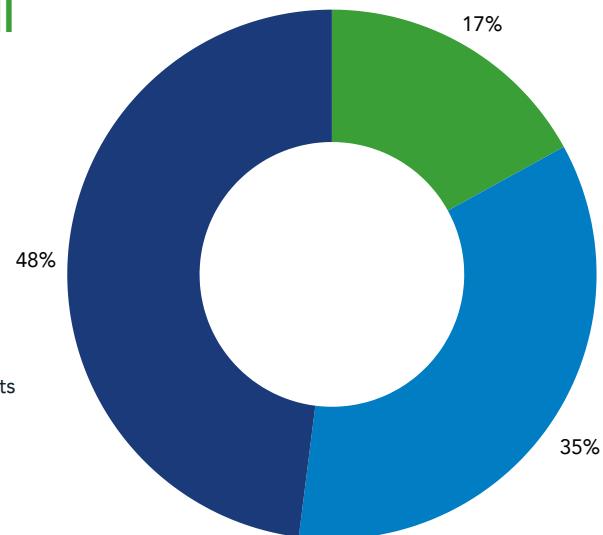
140 Cumulative DMF Filings

INR 1,133 Crores Revenue in  
FY 2024-25

## Our Business Growth in a Nutshell

During FY25, our consolidated revenue from operations reached ₹6,672 crore, marking a 7% year-on-year growth. EBITDA improved from ₹961 crore in FY24 to ₹1,053 crore, and Profit Before Tax rose by 10% to ₹696 crore. In the current global scenario, where sustaining momentum itself is a significant achievement, our ability to maintain stable revenues while advancing on these strategic fronts reflects the resilience and agility of our business model.

- India Branded Business
- Active Pharmaceutical Ingredients
- International Generics Business



In FY 2024-25, we have 46 ANDA filings with the USFDA pending for approvals out of which 24 filings are for OSD products, 11 filings relate to injectable products, 6 filings pertain to Ophthalmic products and 5 filings are for Dermatology products.

We made a strategic entry into the animal health space, this segment demonstrated an impressive increase of 21%, vindicating our diversification strategy.

We registered promising progress in the US markets, achieving robust volume growth of over 30%. This growth can be primarily attributed to increased product volumes, further supported by new product launches, including injectables, that address diverse lifestyle conditions.

We are also working on the expansion of our oncology API suite to cater to the increasing demand of existing as well as new oncology molecules in our pipeline.



# Glimpse of Our Product Portfolio

## DEMANDING PRODUCTS

AGINAL



FORTAFEN



MEGACLAV



PENDTAB



NEW GLYCODIN  
SYRUP



GLYCODIN XPT  
EXPECTORANT



PYREMOL



## NEWLY LAUNCHED



NIMEGESIC

NORBID



VOVO GEL



Legacy, Purpose & Presence



## Our Value Chain

We have adopted a 4-pillar value system, which drives our business towards being a global leading healthcare brand.

We have established a strong value chain for our upstream and downstream operations to ensure uninterrupted supplies to our customers. We maintain multiple vendors for raw material to ensure business continuity in case of any adverse situation. We have established 400+ suppliers across the globe and more than 65 of them are API intermediates for producing specific formulations.

Multiple audits and due diligence are conducted within the supply chain to evaluate the capability of vendors and long term contracts are made to ensure uninterrupted supplies of raw materials. In FY 2024-25, we assessed 27% of suppliers on ESG criteria, which includes key suppliers for Active Pharmaceutical Ingredients (API), Advance Intermediate, KSM and primary packing material.

In FY 2024-25, a total of 186 vendor sites (both domestic and international sites) were audited for GMP assessment in line with supplier qualification approach.

## Operational Footprint

### GLOBAL PRESENCE:

Alembic is leveraging global growth opportunities in US, Canada, Europe, Australia, Latin America, Middle East and Africa. Strategically located, our offices enhance export efficiency and provide the agility to cater to the changing demands of customers worldwide.



## Domestic Presence

We have 8 manufacturing units in Gujarat and 1 manufacturing unit in Sikkim:



**API - I ,  
PANCHAMAHAL**



**API- II,  
PANCHAMAHAL**



**API - III,  
VADODARA**



**FORMULATION – I ,  
PANCHAMAHAL**



**FORMULATION – II ,  
PANCHAMAHAL**



**FORMULATION – III,  
VADODARA**



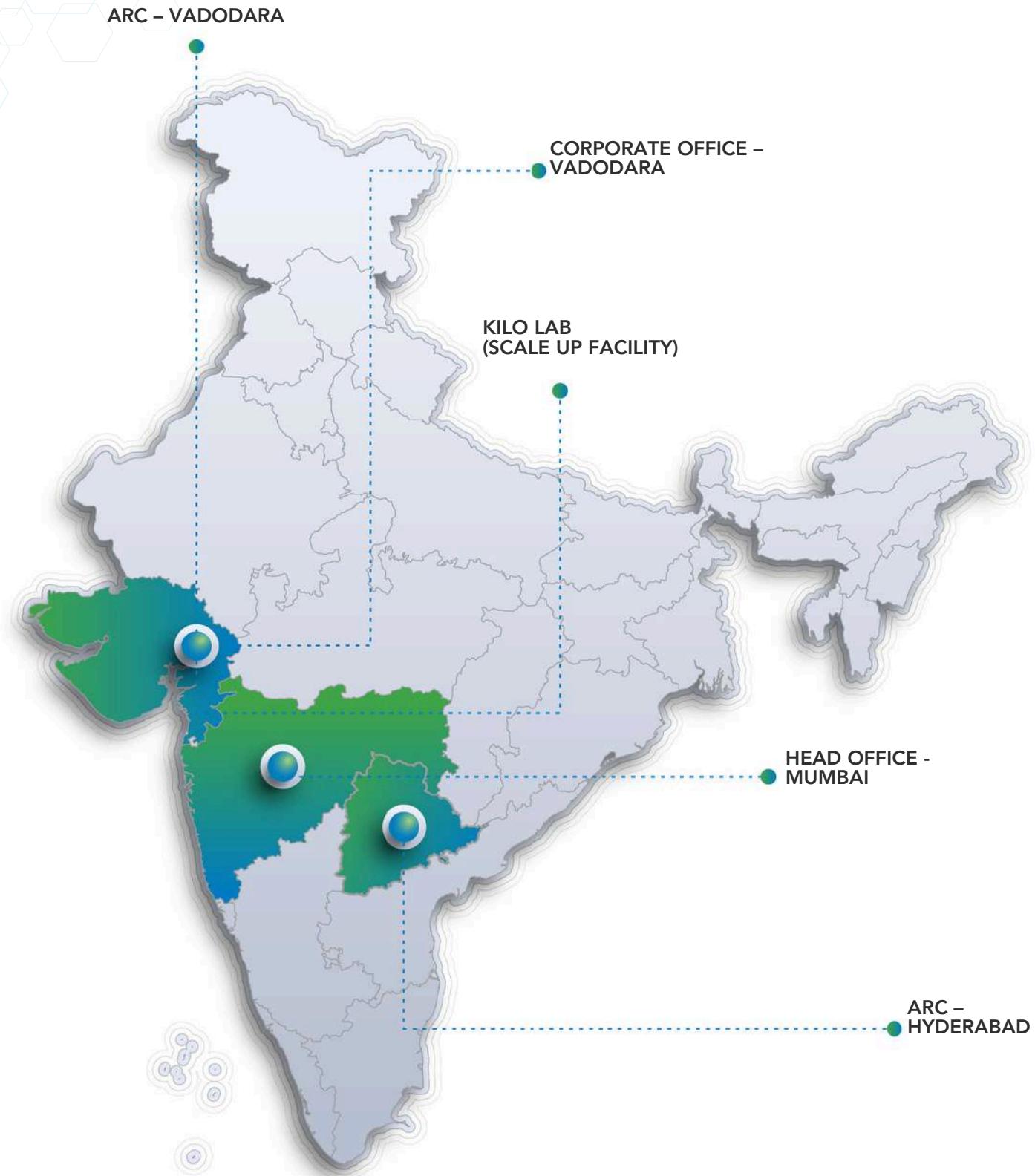
**FORMULATION – IV,  
VADODARA**



**FORMULATION – V ,  
VADODARA**



**SIKKIM UNIT**



Legacy, Purpose & Presence

## Our People and Culture

We foster a culture of excellence and innovation. Our dedicated team, comprising 16,500+ Global Employees (including employees and permanent workers), is the backbone of our success and helps us to deliver on our commitment to quality and customer-centricity. We remain committed to building a diverse and engaging workplace that enables individuals at all levels to thrive and contribute meaningfully.

1,020 Women  
as Permanent  
Employees in India

## Global Recognition



### TIMES NOW GLOBAL AWARD

Alembic has been awarded with Silver Award by Times Now Global Sustainability Alliance SDG 6th Edition Summit 2024 for Best Climate Action Project.



### GREAT PLACE TO WORK

Alembic has been certified as a "Great Place to Work" for the third consecutive year, reflects commitment to foster a positive and supportive work environment.

## Commitment to Global Standards

Our operations consistently align with international quality standards and regulatory requirements, ensuring the safety, efficacy, and reliability of our products worldwide. Our manufacturing facilities and research centres are approved by major global health authorities.



Australian Government  
Department of Health  
Therapeutic Goods Administration



COMISIÓN FEDERAL PARA LA PROTECCIÓN  
CONTRA RIESGOS SANITARIOS



EUROPEAN UNION  
GMP



Bundesinstitut  
für Arzneimittel  
und Medizinprodukte



agencia española de  
medicamentos y  
productos sanitarios





# ELEVATING RESPONSIBILITY: OUR ESG COMPASS

At Alembic, sustainability is more than a commitment—it is a guiding principle that shapes every decision we make. Our ESG Compass aligns our business objectives with our responsibilities to people, the planet, and ethical governance. From minimizing our environmental footprint and promoting equitable workplaces to fostering transparent governance and responsible sourcing, ESG is embedded across all levels of our operations. As a company rooted in healthcare, we understand that true well-being extends beyond medicine—it encompasses how we operate, who we impact, and the legacy we leave behind. With this compass in hand, we are navigating the future with purpose, resilience, and integrity.

## ESG at Alembic

### Introduction to ESG

As global challenges like climate change, social inequality, and corporate accountability intensify, the importance of Environmental, Social, and Governance (ESG) principles in building resilient and responsible organizations continues to grow. ESG is not merely a risk management tool—it is a strategic approach to creating long-term value for stakeholders, society, and the planet.

Our environmental efforts focus on reducing greenhouse gas emissions, managing waste responsibly, conserving water, and restoring groundwater. These actions align with our long-term goals of achieving Net Zero emissions by 2050 and Water Neutrality by 2027.

We also foster a diverse, inclusive workplace where every voice is valued, driving innovation and collaboration. Our operations are grounded in ethical conduct, transparency, and accountability, ensuring that integrity remains central to how we engage with all stakeholders.

## ESG Journey

### Materiality Assessment:

At Alembic, we embarked on a mission to align our operations with stakeholder interests. In FY 2022-23, we identified key material topics and evaluated their mitigation measures, ensuring they create a meaningful impact on our stakeholders.

### ESG Strategy Development:

Building on the identified material topics, we developed a robust sustainability strategy. We have set ambitious ESG goals and targets, including our goal of achieving Net Zero emissions by 2050, Planting 50,000 trees by 2027 and attaining water neutrality by 2027. These targets reflect our dedication to minimizing our environmental impact and promoting sustainable practices across our operations.

### ESG Strategy Deployment:

As part of our Net zero initiative, we conducted comprehensive GHG Accounting to gain a clearer understanding of our greenhouse gas emissions. This assessment allows us to identify key areas for improvement and implement targeted strategies to reduce our carbon footprint effectively. We pledged to the Science-Based Targets initiative (SBTi) with the aim of achieving Net Zero by 2050.

As part of our commitment to become water neutral, we conducted water assessment to understand the impact of our operations and products on local water resources.

### Policy Development:

We established policies aligned with BRSR Principles, ensuring our operations adhere to these guidelines and reflect our commitment to responsible business practices.

### Disclosure:

Our dedication to sustainability is evident in our detailed ESG disclosures for FY24 and FY25, which align with the United Nations SDG Goals and the GRI Framework. Furthermore, we released our Third party assured BRSR report for FY24 and FY25, ensuring compliance with legal standards and promoting greater corporate transparency.

Through this journey, we aim to foster a sustainable future that benefits both our stakeholders and the environment.



# OUR SUSTAINABILITY STRATEGY

Our mission — to improve healthcare through innovation, commitment, and trust, and to enhance quality of life with accessible solutions — is the driving force behind all our actions.

Guided by this mission, we have defined three strategic sustainability pillars that steer our journey with focus and intent.

## Environmental Stewardship

We are committed to safeguarding and improving the environment through the responsible use of natural resources, efficient waste management, and substantial emission reductions. Our objective is to minimize the ecological impact of our operations while actively contributing to environmental sustainability and conservation efforts.



## Governance and Ethics

We uphold a strong commitment to integrity, operating our business in a transparent and responsible manner. All our actions align with legal and regulatory requirements, reflecting our dedication to ethical practices. Maintaining exemplary corporate governance and ethical standards remains at the core of our organizational values and decision-making.

## Social Responsibility

We aim to create an inclusive, supportive environment for everyone we serve. We focus on maintaining the well-being of our employees, communities and other stakeholders by following fair labour practices, supporting impactful community initiatives, and promoting social programs focused on health, education, and overall well-being.



# ESG Goals & Targets

ENVIRONMENT		
GOALS AND TARGETS	KPIs	PERFORMANCE AGAINST TARGETS
<ul style="list-style-type: none"> <li>Net Zero by 2050</li> <li>Reduce absolute Scope 1, 2 and 3 GHG emissions 63% by FY2034</li> <li>Reduce absolute Scope 1, 2 and 3 GHG emissions 90% by FY 2050.</li> </ul>	Reduction in Scope 1 + 2 + 3 emissions	<ul style="list-style-type: none"> <li>4% reduction in Scope 1&amp;2 compared to the base year of FY 2020-21</li> <li>7.73% reduction in total emissions compared to FY 2023-24</li> </ul>
	Consumption of Renewable Energy	69645 MWh of Renewable Energy consumed in FY 2024-25 (39% electricity sourced from Renewable Energy)
Water Neutrality by 2027	Reduction in total water consumption	7% reduction in water consumption compared to the base year of FY 2020-21
	Groundwater recharge wells capacity	We have developed 102 water recharge wells, contributing to groundwater recharge capacity.
Waste Recycle	Non Hazardous	100% non-hazardous waste recycled in FY 2024-25
50,000 Trees Plantation by 2027	Greenbelt, No. of Trees	25000+ till FY2024-25
SOCIAL		
GOALS AND TARGETS	KPIs	PERFORMANCE AGAINST TARGETS
Upliftment of Social Infrastructure	Beneficiaries from social schemes	1,13,749+ families impacted through CSR till FY24-25
Improve Safety	Fatalities reported	In FY 2024-25, Zero fatality was reported
Work Force	Employees	The global workforce has increased from 14,858 in FY 2023-24 to 16,571 in FY 2024-25
GOVERNANCE		
GOALS AND TARGETS	KPIs	PERFORMANCE AGAINST TARGETS
Improving Financial Performance	Turnover	The Turnover has increased from INR 5,874.06 Cr. in FY 2023-24 to INR 6032.63 Cr. in FY 2024-25
IT Breaches	No. of breaches in data privacy	In FY2024-25, there were Zero data breaches reported





# VOICES THAT SHAPE OUR STRATEGY

## Stakeholder Engagement

Our sustainability journey is guided by the voices of those who matter most our stakeholders. By actively listening to employees, customers, investors, communities, and partners, we gain meaningful insights that influence how we operate and grow responsibly. These conversations help us identify the environmental, social, and governance issues that are most material to our business and to the people we serve.



*By prioritizing these voices, we ensure our strategy is grounded in shared values, fostering trust and driving lasting positive impact.*

## Stakeholder Mapping & Engagement

We at Alembic, places a strong emphasis on engaging and collaborating with stakeholders throughout the value chain, acknowledging their vital role in enhancing organizational efficiency and delivering sustained value. Stakeholders play a key part in defining objectives and shaping sustainability strategies through materiality assessments. Through careful analysis, we have identified both internal and external stakeholders who have the potential to impact or influence business operations.



*Townhall talk*

### Internal Stakeholders:

Employees

Shareholders

### External Stakeholders

Bankers and Lenders

Customers and Communities

Suppliers and Contractors

Financial Institutions

Regulatory Bodies and Government Agencies



# Stakeholder Engagement Process

Our stakeholder engagement process involves the following steps:



STAKEHOLDERS	KEY PRIORITIES	FREQUENCY	HOW WE ENGAGE	PURPOSE OF ENGAGEMENT	IMPACT ON ALEMBIC
Customers	<ul style="list-style-type: none"> <li>• Quality &amp; Timely Delivery</li> <li>• Competitive Cost</li> <li>• Responsible Production</li> <li>• Transparency in disclosure</li> </ul>	Monthly/ Need Basis	<ul style="list-style-type: none"> <li>• Video Conferencing</li> <li>• Emails</li> </ul>	<p>We are committed to delivering high-quality products by implementing rigorous quality management systems and investing continuously in research and development. Regular feedback sessions enable us to adapt and improve in line with customer expectations.</p>	Enhanced customer satisfaction, product quality, and brand loyalty
Regulatory Bodies & Government Agencies	<ul style="list-style-type: none"> <li>• Proactive compliance</li> <li>• Implementation of compliance management system</li> <li>• Governance at different levels</li> </ul>	Quarterly/ Need Basis	<ul style="list-style-type: none"> <li>• Open Invitations</li> <li>• Media releases</li> <li>• Conferences</li> <li>• Membership and Associations</li> </ul>	<p>We ensure adherence to all legal and regulatory requirements by conducting regular audits and maintaining ongoing dialogue with authorities, reinforcing ethical and sustainable business practices.</p>	Ensured compliance, strengthened governance, and reduced legal risks
Financial Institutions, Bankers & Lenders	Good Return on investment	Annually/ Need Basis	<ul style="list-style-type: none"> <li>• Annual reports</li> <li>• Investor Meets</li> <li>• Need basis during financial discussion meeting</li> <li>• Regular feedback through emails</li> </ul>	<p>Alembic fosters trust and clarity by providing consistent updates on financial performance and growth projections during scheduled engagements.</p>	Strengthened investor trust, financial ties, and access to capital.

STAKEHOLDERS	KEY PRIORITIES	FREQUENCY	HOW WE ENGAGE	PURPOSE OF ENGAGEMENT	IMPACT ON ALEMBIC
Employees	<ul style="list-style-type: none"> <li>Diversity</li> <li>Quality of Work &amp; Life</li> <li>Fair wages &amp; Remuneration benefits</li> <li>Training &amp; Development</li> <li>Career Growth</li> <li>Health &amp; Safety</li> </ul>	Quarterly/Need Basis	<ul style="list-style-type: none"> <li>Leadership development interventions</li> <li>Performance Dialogue</li> <li>Continuous Feedback</li> <li>Employee Induction</li> <li>Employee Experience</li> <li>Town hall briefing</li> <li>Employee Engagement Survey</li> <li>Emails</li> <li>Quarterly/ Publications</li> <li>Newsletters</li> </ul>	We focus on promoting well-being through comprehensive health and safety training and proactively addressing employee feedback to create a supportive work environment.	Boosted employee satisfaction, safety, and retention.
Suppliers & Contractors	<ul style="list-style-type: none"> <li>Product Quality</li> <li>Cost Timely delivery</li> <li>On time payment</li> <li>Ethical behaviour</li> <li>Upcoming technologies or equipment</li> <li>Health &amp; Safety</li> </ul>	Need Basis	<ul style="list-style-type: none"> <li>Supplier meets</li> <li>Supplier assessment</li> <li>MoU Agreements</li> <li>Contract discussion meetings</li> <li>Performance review</li> </ul>	Alembic actively promotes ethical sourcing and sustainability throughout the supply chain by fostering collaboration and regular evaluation of supplier practices.	Strengthened supplier relationships and improved supply chain efficiency
Shareholders	<ul style="list-style-type: none"> <li>Economic value generated &amp; distributed</li> <li>Long term value creation</li> <li>Transparency</li> <li>Good Governance</li> <li>High Reputation &amp; Brand image</li> </ul>	Quarterly / Annually / Need Basis	<ul style="list-style-type: none"> <li>Annual reports</li> <li>Investor Meets</li> <li>Quarterly Results</li> <li>Company Website</li> <li>Intimation to Stock Exchange</li> </ul>	Alembic ensures consistent transparency and informed shareholder engagement through comprehensive financial reporting and strategic updates.	Improved shareholders trust and enhanced company's reputation
Local Communities	<ul style="list-style-type: none"> <li>Local employment generation</li> <li>Development interventions</li> </ul>	Need Basis	<ul style="list-style-type: none"> <li>Regular engagement to understand concerns &amp; requirement</li> <li>Community engagement during CSR initiatives</li> </ul>	Alembic's CSR efforts focus on creating local job opportunities and collaborating with community organizations to enhance health, education, and overall social well-being.	Enhanced community relationships and positive local impact.

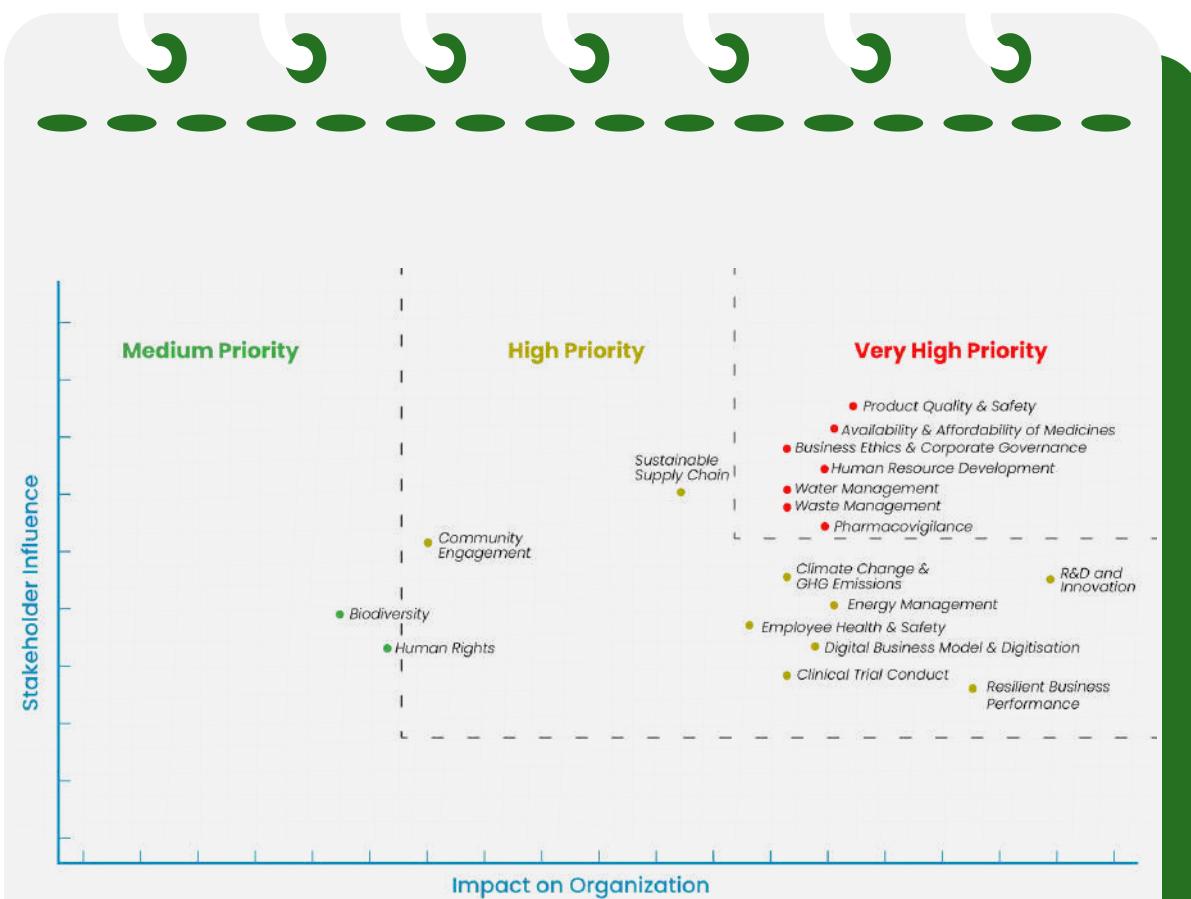
# Materiality Assessment

We are dedicated to placing stakeholder interests at the forefront. We have a materiality assessment process to engage deeply with various stakeholder groups, with the objective of gaining insights into their key concerns and priority areas. We conduct & revisit our materiality assessment in every three years.

In FY 2022-23, we conducted a stakeholder consultation to assess material topics relevant to our business, identifying 18 key issues along with associated risks and opportunities.

## Approach to Materiality Assessment

We consider stakeholder engagement to be a crucial part of our materiality assessment. By engaging directly with our stakeholders, we identify the most important ESG issues that impact both them and our operations. This helps us uncover ESG-related risks and opportunities, align our strategic plans with our long-term goals, and ultimately deliver greater value to our stakeholders.





### Stakeholder Engagement: Turning Insight into Action.

- **Strategic Input Gathering:** We engaged a broad spectrum of stakeholders—including employees, customers, investors, suppliers, communities, and regulators—to identify priority ESG issues through structured input.
- **Targeted Engagement Channels:** We deployed surveys, interviews, focus groups, and public consultations to capture actionable insights aligned with stakeholder expectations.

### Internal Assessment: Aligning ESG with Business Strategy

- **Executive Workshops:** We facilitated cross-functional workshops with senior leadership to align on ESG priorities that directly impact operational resilience and strategic direction.
- **Risk & Opportunity Mapping:** We evaluated material ESG issues through a risk-opportunity lens to determine their relevance to long-term business performance.

### External Benchmarking: Positioning for Leadership

- **Industry Alignment:** We benchmarked against leading industry standards and global best practices to calibrate our ESG approach and surface forward-looking issues.
- **Peer Analysis:** We conducted peer comparisons to highlight competitive gaps and identify areas for performance enhancement.

### Prioritisation: Focusing on What Matters Most

- **Materiality Matrix Development:** We created a dynamic matrix ranking ESG issues by stakeholder importance and business impact, ensuring clarity in focus areas.
- **Rigorous Validation:** We validated findings through stakeholder feedback loops and executive reviews to ensure relevance, credibility, and alignment with organizational goals.

# Stakeholders Engagement



# Alignment of Key Material Topics with Our Sustainability Strategy

Based on the comprehensive materiality assessment, we developed a materiality matrix that categorizes topics into very high, high, and medium priority levels. This enables us to strategically align and refine our corporate focus accordingly.

## Action Plans for Materiality Assessment:

At Alembic, materiality assessment provided us with the insights to identify and prioritize the ESG topics that matter most to our stakeholders and to our long-term business success. In the reporting period, we continued to engage with internal and external stakeholders to ensure our sustainability priorities remain aligned with evolving expectations and industry standards.

Looking ahead, we are committed to deepening this approach. In upcoming years, we will undertake a comprehensive double materiality assessment—an exercise that will evaluate both the *impact of sustainability issues on our business (financial materiality)* and Alembic's *impact on people and the planet (impact materiality)*.



# Alignment with Business Strategy

## HUMAN RIGHTS

## RISK



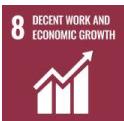
Human rights exert a substantial influence on the entire supply chain and can significantly damage a Company's reputation and public relations if violated. Consequently, this underscores the importance of this topic for us.



We have shifted our focus towards creating an enabling, supportive, and safe environment for our employees. Additionally, we have implemented a policy to prevent sexual harassment and established a robust grievance redressal mechanism to address violations of human rights.



Costs incurred in implementing systems to ensure adherence to human rights principles may pose negative implications, including financial burdens and operational disruptions. However, investing in these systems can yield positive outcomes such as enhanced reputation, increased consumer trust, and improved employee morale and productivity.



Medium



## PRODUCT QUALITY AND SAFETY

## RISK



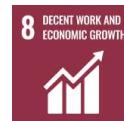
With heightened regulatory constraints on product quality to safeguard consumer safety, it is imperative to comply with them rigorously to prioritize consumer-centricity.



We prioritize our quality commitments, fostering an environment where everyone embraces a culture of quality to produce responsible work. We have consistently invested in initiatives to enhance quality across our plants, ensuring compliance with international standards and regulations.



This Dedication leads to positive implications such as increased customer loyalty and acceptance.



Very High



Rationale for identifying the risk/ opportunity



In case of risk, approach to adapt or mitigate



Financial Impact



Voices That Shape Our Strategy

GRI 3-2  
GRI 3-3

## R&D AND INNOVATION

## OPPORTUNITY



In today's market, there are numerous opportunities to create innovative solutions and cater to customer needs. By proactively engaging in research and development (R&D), companies can enhance operational efficiency, productivity, and accuracy.



Our R&D teams remain updated on the latest product development tools and technologies to gain a competitive edge in the market. Additionally, we have made substantial investments to strengthen R&D capabilities in various high-growth and high-value therapy areas.



This results in a positive impact, including increased productivity and the development of new products.



High

## DIGITAL BUSINESS MODEL AND DIGITISATION

## OPPORTUNITY



With the rapid advancement of technology and innovation, the pharmaceutical industry is witnessing a significant shift towards digitization. This transformation is expected to revolutionize various aspects of the industry, including the emergence of e-pharmacies, digital clinical trials, digital pills, artificial intelligence tools, and the production of precise medicines.



We are actively embracing this digital evolution by focusing on digitizing our operations. To achieve this goal, we have developed a detailed digital blueprint, which will be implemented in a phased manner.



The adoption of digital technologies is anticipated to yield several positive outcomes, including enhanced precision, increased efficiency, improved quality, and enhanced productivity throughout the organization.



High



Rationale for identifying the risk/opportunity



In case of risk, approach to adapt or mitigate



Financial Impact



Voices That Shape Our Strategy

GRI 3-2  
GRI 3-3

35



## PHARMACOVIGILANCE

RISK



Pharmacovigilance is intrinsically linked with pharmaceutical products' hazards, necessitating diligent monitoring of their effects to identify adverse reactions. This monitoring is paramount for ensuring patient safety.



To this end, we have established a dedicated portal for reporting side effects of our products, facilitating the systematic recording of Pharmacovigilance risks post drug administration. Additionally, a customer care number is provided on the portal for individuals to report Adverse Drug Reactions (ADR) promptly. Furthermore, Corrective Action and Preventive Actions (CAPA) protocols are enforced for each ADR incident, incorporating measures such as change control and impact analysis.



Despite the imperative nature of these measures, there may be negative implications, primarily stemming from the additional costs associated with monitoring and tracking procedures.



Very High



## CLINICAL TRIAL CONDUCT

RISK



Clinical trials are pivotal in advancing medical science, developing novel treatments, and safeguarding patient welfare. Compliance with stringent regulatory frameworks is imperative to uphold integrity and mitigate risks that could adversely impact the Company's reputation.



The Company diligently ensures adherence to all regulatory stipulations throughout the clinical trial lifecycle, encompassing comprehensive protocols, informed consent acquisition from participants, prioritization of patient safety, preservation of data integrity, and protection of participant confidentiality.



While implementing these measures may entail additional expenditures, they are indispensable for upholding ethical standards and ensuring the reliability and success of clinical trials as negative implications.



High



Rationale for identifying the risk/ opportunity



In case of risk, approach to adapt or mitigate



Financial Impact



Voices That Shape Our Strategy

GRI 3-2  
GRI 3-3

36

## RESILIENT BUSINESS PERFORMANCE

RISK



Disruptions to business operations can stem from various sources such as shifts in the business landscape, evolving regulatory requirements, and natural or man-made disasters. Therefore, it is crucial for a Company to establish a robust business continuity and resilience mechanism to ensure uninterrupted business performance.



To address these challenges, we have implemented a comprehensive risk management mechanism aimed at effectively identifying and managing emerging risks. This includes the development of mitigating strategies to address potential threats. Additionally, we have formulated and implemented a Business Continuity Plan (BCP) for organisation. This plan delineates specific emergency scenarios and outlines a structured approach for response, rescue, and recovery efforts.



Despite the importance of these preparedness measures, there may be negative implications associated with the expenditure required for their implementation.



High



## HUMAN RESOURCE DEVELOPMENT

OPPORTUNITY



In today's rapidly changing technological landscape and with the availability of highly skilled and knowledgeable workers, it has become crucial for organizations to focus on developing and retaining the right talent to ensure effective and profitable operations. We recognize the importance of talent development and has implemented a comprehensive learning management system (LMS) designed to provide essential training modules to all employees.



Moreover, we emphasize the nurturing of internal talent for leadership roles through skill enhancement programs.



By investing in the professional growth of our workforce, we anticipate an improvement in productivity and efficiency, which will ultimately contribute to the overall success of the organization as positive implications.



Very High



Rationale for identifying the risk/ opportunity



In case of risk, approach to adapt or mitigate



Financial Impact



Voices That Shape Our Strategy

GRI 3-2  
GRI 3-3

## SUSTAINABLE SUPPLY CHAIN

RISK



A sustainable supply chain is essential for long-term business success, environmental stewardship, and social well-being. By integrating sustainability into supply chain strategies, companies can realize numerous benefits, including cost savings, risk mitigation, enhanced brand value, and competitive advantage. However, any violation of environmental, social, and governance (ESG) principles within the supply chain can result in the loss of business from reputable customers and damage to our reputation.



To address these challenges, we have implemented sustainable procurement policy, supplier code of conduct and comprehensive procedures known as 'sustainability assurance across the value chain.' This involves assessing critical suppliers on ESG parameters using two primary methods: 1. Audit Method: Through on-site audits, we evaluate our major suppliers on sustainability parameters and assign ratings. These ratings inform the procurement team for further action. 2. Checklist Method: Sustainability data is collected from suppliers through a checklist, allowing us to rate them based on their adherence to sustainability criteria.



While these measures ensure sustainability across our supply chain, there are associated costs involved. However, we believe that these investments are necessary to uphold our commitment to sustainability and maintain the trust of our stakeholders, thus adhering to positive implications.



High



## COMMUNITY ENGAGEMENT

OPPORTUNITY



Community engagement is vital for fostering trust and minimizing conflicts within the community. It is imperative for a Company to align with community needs and provide comprehensive support.



We actively collaborate with various communities based on their expressed requirements. The Alembic Group has established, nurtured, and promoted several non-profit organizations focusing on three key areas: education, healthcare, and rural development, aimed at enhancing the well-being of rural populations.



Consequently, positive implications arise, including an enhanced reputation and increased goodwill within the community.



High



Rationale for identifying the risk/ opportunity



In case of risk, approach to adapt or mitigate



Financial Impact



Voices That Shape Our Strategy

GRI 3-2  
GRI 3-3

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## BUSINESS ETHICS & CORPORATE GOVERNANCE

RISK



Ethical conduct in both internal operations and external engagements is a cornerstone of sustainable business practices.



We have instituted a robust policy framework addressing ethics, bribery, and corruption, ensuring adherence to high standards of integrity and transparency across all facets of our operations. Our organizational ethos underscores the values of patience and perseverance, motivating our team and partners to pursue excellence while upholding ethical principles and fostering a culture of good governance.



These concerted efforts contribute to maintaining our reputation and trustworthiness in the business landscape without significant positive financial implications.



Very High

## AVAILABILITY AND AFFORDABILITY OF MEDICINE

RISK



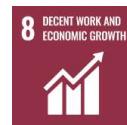
The pricing and availability of medicines entail a complex process influenced by various factors. Balancing the need to make medicines affordable for customers with maintaining a competitive edge in the market presents a significant challenge.



In response to this challenge, we are dedicated to enhancing global health by providing affordable, high-quality generic medicines. Through consistent efforts, we strive to improve access to essential medications while upholding stringent quality standards. Furthermore, we are committed to strengthening our Intellectual Capital by prioritizing innovation. By developing a portfolio of high-quality and cost-effective medicines, we aim to meet the evolving needs of patients worldwide.



While these endeavours may initially incur certain costs and complexities, they are expected to yield positive outcomes in the long run. Anticipated benefits include an expanded market share and continued growth and development within the pharmaceutical industry.



Very High



Rationale for identifying the risk/ opportunity



In case of risk, approach to adapt or mitigate



Financial Impact



Voices That Shape Our Strategy

GRI 3-2  
GRI 3-3

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## BIODIVERSITY

RISK



Being recognized as a responsible corporate citizen entail aligning with the preservation and sustainability of biodiversity. We acknowledge the significance of maintaining harmony with our surrounding biodiversity.



To uphold this commitment, we prioritize efforts aimed at nurturing and preserving biodiversity. Through various initiatives, we seek to minimize the impact of our operations on the surrounding environment, thereby safeguarding biodiversity.



While these initiatives require investments and resources, they are essential for the protection and preservation of biodiversity. Thus, while there may be associated costs, we remain dedicated to fulfilling our environmental responsibilities and contributing positively to biodiversity conservation efforts.



Medium

## WASTE MANAGEMENT

RISK



Given the nature of the industry, waste generation is an inevitable aspect of our operations. However, irresponsible waste management practices, such as improper disposal or incineration of hazardous waste, can have detrimental effects on the environment.



To address this issue, we have implemented several measures aimed at ensuring responsible waste management: We have established a robust mechanism for diverting high-calorific waste to the cement industry for co-processing. This approach helps minimize environmental impact by utilizing waste as an alternative fuel source in cement kilns. Additionally, we have implemented recycling initiatives for both products and waste materials. A special drive has been launched to collect plastic waste from neighbouring villages. Moreover, we are committed to adopting sustainable practices in our packaging materials. Approximately 50% of the cardboard boxes used in packaging are made from recycled materials, reducing the reliance on virgin resources and minimizing environmental footprint.



While these initiatives contribute positively to environmental sustainability, it's important to acknowledge that there are associated costs incurred in handling and safely disposing of waste. Despite the potential negative implications in terms of costs, we remain committed to our responsible waste management practices as part of its broader environmental stewardship efforts.



Very High



Rationale for identifying the risk/ opportunity



In case of risk, approach to adapt or mitigate



Financial Impact



Voices That Shape Our Strategy

GRI 3-2  
GRI 3-3

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## CLIMATE CHANGE AND GHG EMISSIONS

RISK



Given the increasing focus on climate change and sustainable practices, it is crucial to acknowledge the significance of greenhouse gas (GHG) emissions and their impact on the environment.



Managing GHG emissions involves navigating through a complex and scattered process, which can pose critical risks if not properly addressed. To tackle this challenge, we have developed extensive plans aimed at reducing its GHG emissions. These initiatives include:

- Internal utilization of solar power to reduce reliance on conventional energy sources.
- Installation of windmills to harness renewable energy.
- Procurement of renewable power for our operations, further reducing carbon footprint.
- Implementation of efficiency measures across our manufacturing sites to optimize energy consumption.

Moreover, we have established corporate policies focused on identifying and addressing climate-related risks and global climate issues. These policies serve as a framework for implementing control measures and



By implementing these initiatives and adhering to its corporate policies, we anticipate several positive outcomes, including process improvements, enhanced energy efficiency, and improved stakeholder outcomes. These efforts align with our commitment to environmental sustainability and responsible business practices."



High



## EMPLOYEE HEALTH AND SAFETY

RISK



Employees and workers within we are routinely exposed to hazardous chemicals and substances, which may pose health risks if not properly managed.



To address these challenges, we have implemented comprehensive measures aimed at safeguarding the health and well-being of our workforce. These initiatives include: Implementation of an Environmental Health and Safety (EHS) policy, providing a comprehensive framework for various environmental-related systems and processes. Establishment of dedicated EHS personnel at all sites to oversee the implementation of safety policies and programs. Provision of physical classroom training to all employees on relevant EHS topics. Conducting periodic medical checkups for both employees and contractual workers to monitor their health status. Regular conduct of robust risk assessment exercises to identify and mitigate EHS risks effectively. Provision of appropriate Personal Protective Equipment (PPE) to employees based on their job roles. Adherence to strict Standard Operating Procedures (SOPs) for chemical handling to minimize risks. Continuous efforts to identify and address unsafe acts and conditions in the workplace.



While these initiatives are essential for ensuring the safety of employees and mitigating EHS risks, they may lead to increased operational costs associated with safety training programs and the provision of protective gear. However, these investments are necessary to uphold our commitment to workplace safety and regulatory compliance thus adhering to positive implications.



High



Rationale for identifying the risk/ opportunity



In case of risk, approach to adapt or mitigate



Financial Impact



Voices That Shape Our Strategy

GRI 3-2  
GRI 3-3

## ENERGY MANAGEMENT

RISK



Efficient utilization of energy resources is essential for managing costs and alleviating environmental burdens, particularly amid increasing concerns about climate change.

Recognizing this imperative, we have made significant investments in renewable energy initiatives, including: Expansion of solar energy capacity through the installation of rooftop solar panels and commissioned 24 MW Solar Park at Bhatpur, Vadodara in two phases. 1st Phase 12MW Solar Park commissioned in the FY 2023- 24 for Panelav campus and 2nd phase 12MW Solar Park commissioned in the FY 2024- 25 for Karakhadi campus. Deployment of windmills to bolster the proportion of renewable energy sources in its energy mix. Moreover, we are actively engaged in the development of flow chemistry techniques for our production processes, aiming to enhance yield and reduce energy consumption.

While these endeavours may entail increased costs associated with fuel and capital expenditure on energy-efficient equipment in the short term, they are anticipated to yield positive financial outcomes in the long run through reduced energy expenses.



High



## WATER MANAGEMENT

RISK

The mismanagement of water resources can result in adverse outcomes such as excessive consumption and the discharge of toxins, which not only pose regulatory risks but also invite stakeholder activism and the potential shutdown of operations. Given the indispensability of water across various activities like heating, cooling, and manufacturing processes, ensuring a consistent water supply is paramount.

We are committed to responsible water management through several initiatives: Conversion to Zero Liquid Discharge (ZLD) at all API sites and utilization of treated effluents in industrial processes and gardening at formulation units. Implementation of groundwater restoration measures, including the construction of charging wells with ongoing efforts to expand this infrastructure. Efficient utilization of wastewater by repurposing domestic treated water for gardening and industrial treated water for boilers and chillers. Construction of artificial ponds at select sites to enhance rainwater harvesting capabilities.

While these efforts incur costs associated with handling and safe disposal, we remain dedicated to mitigating environmental risks and promoting positive sustainable water stewardship.



Very High



Rationale for identifying the risk/ opportunity



In case of risk, approach to adapt or mitigate



Financial Impact



Voices That Shape Our Strategy

GRI 3-2  
GRI 3-3



# ETHICS FIRST, ALWAYS

At Alembic, corporate governance forms the foundation of our commitment to ethical business practices, accountability, and long-term value creation. As a pharmaceutical company operating in a highly regulated and scientifically driven industry, we recognize the critical importance of ethical conduct, transparent decision-making, and rigorous oversight.

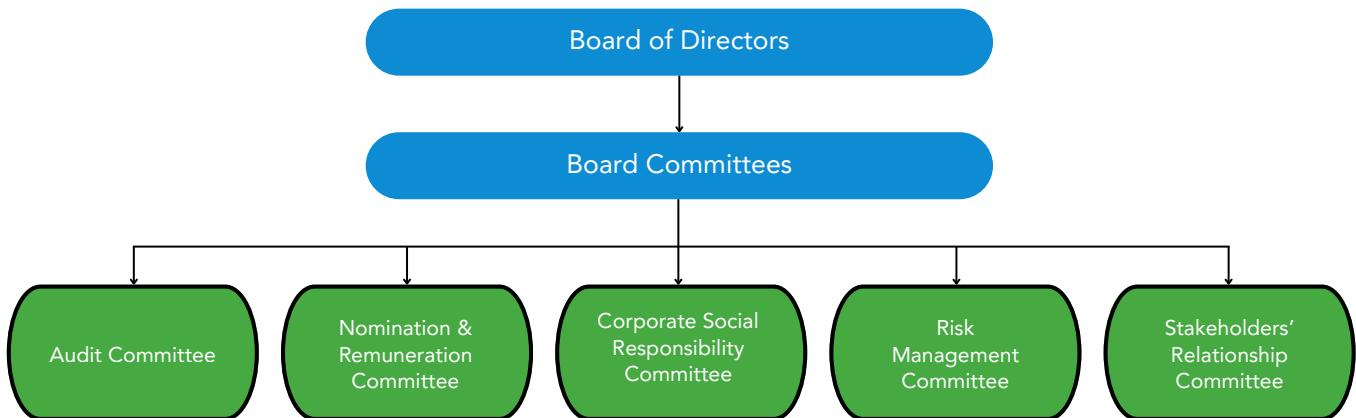
## UNSDG Mapping



*Good governance is not just about rules; it's about putting ethics first, always, to build lasting trust*

## Governance Framework

Our governance framework is designed to support transparency, integrity, and effective oversight across all levels of the organization. It aligns with global best practices and evolving industry expectations from investors, regulators, and society at large.



Ethics First, Always

GRI 2-9, GRI 2-10,  
GRI 2-11, GRI 2-12

## Commitment to Ethical Leadership

12.50%	4 Nos.	5 Years
Representation of women in the Board	Independent Directors on Board	Average Tenure of Board

Our Board of Directors and executive leadership are committed to fostering a culture of ethical conduct and corporate responsibility. Our Board provides strategic oversight and guidance across all aspects of the business, with a strong focus on risk management, regulatory compliance, and long-term sustainability. Our Board is composed of a highly respected team of professionals with diverse expertise and broad experience across multiple fields.

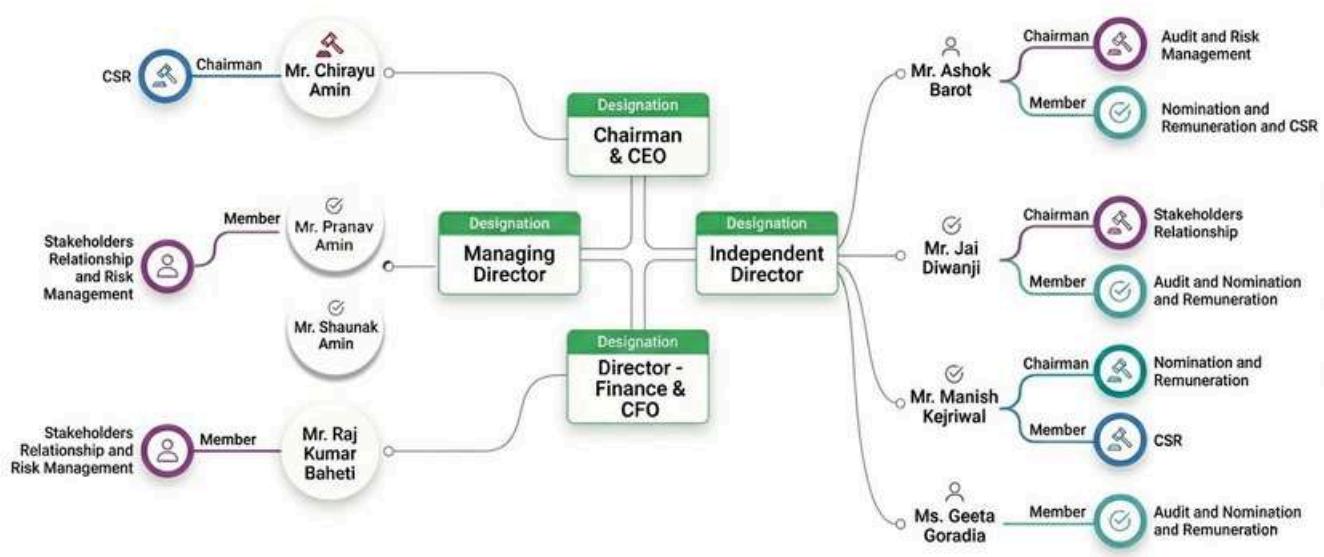
In the context of our business and activities, the Board has those skills/expertise/ competencies in the areas of General Management, Entrepreneurship, Sales and Marketing, Finance, Accounts, Taxation, Strategy and Law skills are needed for it to function effectively.

The Board consists of 8 members: 3 Promoter Executives, including the Chairperson and Chief Executive Officer (CEO); 1 Professional Executive Director; and 4 Non-Executive Independent Directors. Among the members, there is 1 woman director. The Board of Directors (BoD) plays a crucial role in shaping the company's vision, policies, and strategic objectives, as well as overseeing its performance.

FY 2024-25, 4 board meetings were held. The time gap between any two meetings was not exceeding one hundred and twenty days. Out of the 4 meetings, 100% of board members attended 3 meetings, and 88% of board members were present at 1 meeting. The dates for Board meetings are determined in advance. Adequate notice is given to all the Directors before scheduling Board Meetings. Agendas were sent at least seven days in advance and a system exists for seeking and obtaining further information and clarification on the Agenda items before the meeting and for meaningful participation at the meeting.



# Composition of Board



## Key Responsibilities of the Board of Directors:



Guiding the company's strategic direction and ensuring alignment with our mission and vision.

**Strategic Oversight**



Identifying and mitigating risks that could impact the Company's operations and reputation.

**Risk Management**



Evaluating the performance of the management team and ensuring accountability for achieving business objectives.

**Performance Monitoring**

# Board Committee

The Board committees regularly meet to discuss specialized issues and provide valuable recommendations to the Board. They play a crucial role in overseeing the evaluation and implementation of initiatives, reflecting our commitment to corporate governance. Additionally, the Board and its committees ensure the execution of our strategies, Code of Conduct, and compliance with regulations and company policies, emphasizing our dedication to responsible business practices across our operations.



## Audit Committee

Oversees financial reporting and internal controls. Ensures compliance, accurate disclosures, and auditor independence to maintain transparency and integrity in the Company's financial processes.



## Corporate Social Responsibility (CSR) Committee

Develops and monitors CSR policies and initiatives. Ensures alignment with the Company values, manages budgets, measures impact, and engages stakeholders for effective social and environmental responsibility.



## Nomination and Remuneration Committee

Manages Board and Senior Management Personnel(s) appointments, diversity, and director evaluations. Sets fair remuneration policies aligned with company goals to attract and retain qualified leadership for sustainable growth.



## Stakeholders Relationship Committee

Handles shareholder grievances, oversees investor communication, and manages Registrar and Transfer Agents to ensure efficient resolution of share-related issues and strengthen stakeholder relations.



## Risk Management Committee

Oversees ESG matters, risk governance, ensuring key risks are identified, assessed, and managed. The Committee supports the Board in promoting a risk-aware culture aligned with both strategic priorities and sustainability objectives.

## Nomination and Remuneration

The Nomination and Remuneration Committee at Alembic is composed of Independent Directors, supervises the compensation of senior management to ensure it aligns with the company's goals. They are evaluated on performance-related incentives, compare them to industry standards, and ensure compliance with legal and regulatory obligations and sustainability goals. The committee's decisions are shaped by corporate governance principles and sustainability objectives.

In 2024-25, Annual compensation of CEO and median annual compensation of all employees is 1:0.00320.

### ANNUAL TOTAL COMPENSATION RATIO

 INR 191,300,000

Highest Paid Individual Compensation

 Male employees' median compensation INR 4,50,000

(Including Workers)

 Female employees' median compensation INR 4,50,000

(Including Workers)

### Capacity Building and Performance Evaluation of the Board

Alembic encourages training and development programs on sustainability initiatives, compliance policies, risk management etc. for Board members to enhance their skills and performance.

In FY2025, 87.50% of the Board members participated in ESG trainings and development programs.



# Economic Performance

Alembic remains committed to delivering strong financial performance while seamlessly embedding sustainability into our core business operations. Our strategy focuses investing in our employees, suppliers, communities, shareholders and governments, hence, contributing to the overall well-being and development of the societies we operate in.

*In FY 2024-25, Alembic effectively navigated external challenges, achieving a revenue of ₹6,032.63 Crores.*

## VALUE CREATION

- Revenue Generation:** Through the sale of pharmaceutical products, we generate significant revenue, which is the foundation of our economic value creation.
- Operational Efficiency:** By optimising our operations and enhancing productivity, we maximise the economic value generated from our resources and investments.

## ECONOMIC VALUE GENERATED (STANDALONE)

Economic Value Generated	FY 2025 (₹ Cr)	FY 2024 (₹ Cr)
<b>Revenue from operations</b>	6,032.63	5,874.06
<b>Operating cost (includes cost of raw materials, depreciation and other expenses)</b>	5408.33	5146.68
<b>EBITDA</b>	949.27	1,029.84
<b>Net profit</b>	608.59	704.23
<b>Dividend/Payout to shareholders</b>	216.22	157.25
<b>Payment to government (taxes)</b>	-	16
<b>Employee wages and benefits</b>	1,466.57	1,335.91
<b>CSR expenditure</b>	11.47	16.13

### Employee Retirement and Benefits Programs

As a responsible employer, we are committed to supporting our employees' long-term financial well-being by providing them with a defined contribution plan and a range of valuable perks.

These employee benefits include medical insurance, life insurance, access to healthcare services, maternity leave, and paternity leave, in addition to our defined contribution plan.

### Contributions & Other Spending

In FY 2024-25, Alembic has donated in political contributions INR 5 Crores (PY: INR 4 Crores) through Electoral Trust & in previous year INR 0.50 Crores was donated through Electoral Bond.

# Tax Strategy

We are fully committed to complying with all legal and tax obligations in every region where we operate. This includes accurate tax reporting and filings, timely payments, and the completion of all legally mandated audits. We also maintain comprehensive documentation to substantiate our transactions and ensure full compliance with applicable tax regulations.

## Tax Governance

Strong tax governance plays a vital role in reducing business risk by promoting regulatory compliance and enhancing tax efficiency. At Alembic, our forward-looking approach involves routine audits and clear, transparent reporting, supported where possible by tax automation. This framework ensures a resilient tax governance structure that aligns with our ethical principles and long-term sustainability objectives.

## Tax Risk Management Strategy

Managing tax-related risks effectively is essential to ensure legal compliance and reduce potential exposure from uncertain tax interpretations. We adopted a thorough strategy that includes clearly defined policies, robust oversight, ongoing monitoring, and active collaboration with key stakeholders. This enables us to navigate complex tax landscapes while safeguarding both financial performance and corporate.

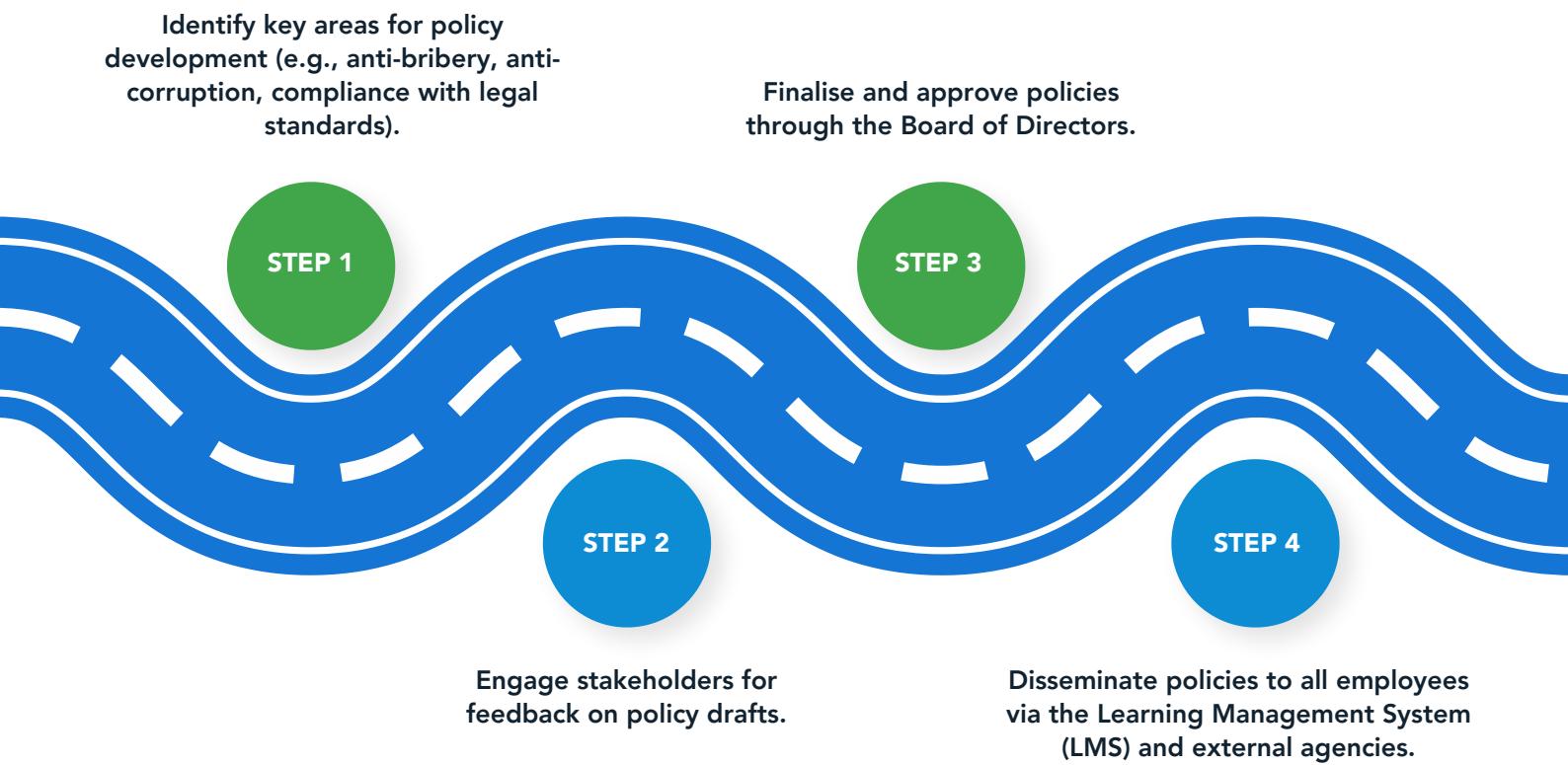
## Tax details (Standalone)

Tax Jurisdiction (Standalone)	India
<b>Name of Resident entities</b>	Alembic Pharmaceuticals Limited
<b>Primary activities of the organisation</b>	Pharmaceutical APIs and Formulations
<b>Number of employees and permanent workers basis of calculation for this number</b>	16,571
<b>Total Employee remuneration</b>	1,466.57 Cr
<b>Taxes collected from customers on behalf of tax authority</b>	1.40 Cr (TCS), 582.99 Cr (GST)
<b>Significant uncertain tax positions</b>	None
<b>Revenues from third party sales</b>	1544.29 Cr
<b>Profit/loss before tax</b>	704.23 Cr
<b>Corporate income tax paid on cash basis</b>	112.81 Cr
<b>Corporate income tax accrued on profit/loss</b>	103.36 Cr
<b>The time period covered by the information reported above</b>	FY 2024-25

# Policies

To ensure effective strategic planning and an atmosphere of accountability across Alembic, corporate codes, policies, guidelines, and standard operating procedures are vital for us. Our policies and codes act as guiding forces and drive our business conduct and ethical norms of behaviour.

## Process of Policy Development



## Our Policies

### Governance & Ethics

Policy on Ethics, Transparency and Accountability

Anti-Corruption and Anti-Bribery Policy

Policy on Social Media and External Representation

Policy on Organizational Code of Conduct

Policy on Document Retention

Code of Conduct

Whistle Blower Policy

Board Diversity Policy

Risk Management Policy

# Sustainability & Responsibility

- Corporate Social Responsibility (CSR) Policy
- Policies on Business Responsibility and Sustainability Reporting (BRSR)
- Policy on Stakeholder Engagement
- Policy on Human Rights
- Policy on Environment
- Policy on Product Sustainability
- Policy on Employees' Well-Being
- Policy on Sustainable Procurement and Supplier Code of Conduct

# Quality & Safety

- Environment, Health and Safety (EHS) Policy
- Drug Safety Reporting Policy
- Policy on POSH (Prevention of Sexual Harassment)

# Compensation & Benefits

PF (Provident Fund) Guidelines	Gratuity Guidelines
Policy on Compensation for Working Extra Hours	Policy on Domestic Travel
Policy on International Travel	Policy on Local Conveyance
Policy on Company Accommodation	Policy on Leave
Policy on Guest House Facilities	
Policy on Group Personal Accident Insurance	
Policy on Leave Travel Assistance (LTA)	
Policy on Availing Creche Facility (Day Care Support)	

## Human Resources & Administration

- Policy on Attendance – Manufacturing Sites
- Policy on Attendance – Non-Manufacturing Sites
- Policy on Attire
- Policy on External Training
- Policy on Internal Hiring
- Policy on Recruitment
- Policy on Women Referral
- Policy on Acquiring Higher Education- Support to Achieve Higher Academics and Scholarship (SAHAS)

## Information Technology (IT) & Digital

- IT Security Policy
- Incident Response & Management Policy
- Work From Home Guidelines
- AI Acceptable Usage Policy
- Policy on Telecom Infrastructure

# Business Ethics and Compliance

## Code of Conduct

Our Code of Conduct outlines the ethical principles that guide our actions and decisions. It serves as a comprehensive framework for maintaining high standards of ethical behaviour in all aspects of our business.

Key elements of the Code of Conduct include:

Integrity	Transparency	Fairness	Accountability
Upholding honesty and integrity in all business dealings.	Ensuring transparency in our operations and communications.	Treating all stakeholders with fairness and respect.	Taking responsibility for our actions and their impacts.

The Code of Conduct covers concerns about handling conflicts of interest, protecting the company's confidential information, insider trading, regulatory compliance, financial reporting practices, free and fair competition, equal opportunities in employment, and duties of Independent Directors.

## Anti-Corruption and Bribery

0	0
Cases on Anti-corruption and Bribery	Cases on Anti-competitive behaviour

At Alembic, we are committed to conducting the business with the utmost integrity and in strict compliance with all applicable anti-bribery and anti-corruption laws and regulations, both domestic and international. We uphold a zero-tolerance policy toward bribery and corruption in any form, recognizing that such practices undermine trust, damage reputations, and pose serious legal and ethical risks.

To reinforce this commitment, we have implemented a dedicated Anti-Corruption and Bribery Policy that defines the Company's approach to preventing, identifying, and addressing any instances of bribery or corrupt behaviour. This policy serves as a guiding framework for ethical conduct and ensures that all business dealings are carried out in a transparent, lawful, and responsible manner.

Our policy covers guidance on gifts, political contributions, charitable contributions, etc. as well states the implications in case of violation of policy.

More than 57% of our employees have been equipped with training on Anti-Corruption practices, reinforcing our culture of integrity and ethical conduct.

FY 2024-25, no disciplinary action was taken against Directors, Key Managerial Personnel (KMPs), or employees by any law enforcement agency for anti- corruption or conflicts of interest, anti-competitive practices and discrimination.

# Whistle Blower Policy

Alembic is firmly committed to conducting the business with the highest levels of ethical, moral, and legal integrity. This commitment is embedded in our corporate culture and reflected in every aspect of our operations. We believe that maintaining these standards is essential for building trust with our stakeholders, sustaining long-term success, and fulfilling our responsibilities to society.

To uphold these principles, we have established clear policies and mechanisms that promote transparency, accountability, and responsible conduct. We actively encourage all stakeholders—including employees, business partners, customers, and suppliers—to speak up if they have concerns about actual or suspected misconduct, unethical behaviour, or violations of company policies or legal requirements.

The complaints are raised in written to the Whistle Officer through email – [disclosure@alembic.co.in](mailto:disclosure@alembic.co.in) or through a letter which can be hand delivered or courier/post addressed to the whistle officer, chairman or the Managing Director of Alembic at Alembic Pharmaceuticals Limited, Administrative Building, Alembic Road, Vadodara-390003.

All the reports and records associated with whistle blower complaints are considered confidential and its access is restricted with whistle officer and HR and only the necessary information required by legislation is disclosed.

We ensure that any individual who raises a concern in good faith remains anonymous and is protected from retaliation, harassment, or unfair treatment. Our whistleblower mechanism is designed to be accessible, confidential, and secure, reinforcing our zero-tolerance stance on unethical practices and our dedication to fostering a safe and compliant work environment.

In FY 2024-25, no instance of non-compliance with laws and regulations, resulting in fines or other non-monetary penalties, was reported.

AREAS OF BREACHES	NO. OF INCIDENTS
Corruption or Bribery	0
Conflict of Interest	0
Money Laundering or Insider Trading	0

We have pivoted our focus to provide an enabling, supportive and safe environment for our employees and we also have an internal Policy on prevention of Sexual Harassment. The POSH policy prohibits any form of sexual harassment in the way employees behave with each other.

It is applicable equally for all the employees permanent and temporary. The Management has setup an Internal Committee for POSH consisting of 22 members including one member each from Legal and NGO fraternity having tenure of 3 years.

In FY 2024-25, Zero complaints on POSH were received.



Specialized Training for POSH Committee Members

## Grievance Redressal

At Alembic, we have grievance redressal mechanism in place for our Stakeholders to address and resolve concerns raised by its stakeholders effectively and transparently. This ensures that employees, customers, suppliers and shareholders have a clear and accessible channel to report grievances related to ethical issues, workplace conditions, service quality, environmental impacts, or any other concerns.

- For shareholders, the policies guiding Alembic's conduct with all its stakeholders including grievance mechanism. Further, the shareholders can raise their complaints through the grievance redressal mechanism provided by SEBI under its SCORES Portal or SMART ODR Portal.
- For employees, the complaints can be raised through town hall talks or site HR.
- For customers, we have provided access for complaint management through mobile application. The customers can also raise complaints through the website. [Report Adverse Drug Effects | Alembic Pharmaceuticals](#).
- For Value chain, the grievance can be raised through mail ID provided in the supplier code of conduct or as mentioned in the purchase order.

## Data Privacy & Cyber Security

Zero	Zero
Number of data breaches recorded in FY 2024-25	Consumer complaints received on data privacy related issues or loss of customer data

We are committed to protect the information of all our users and consumers' data as well. We have adequate safeguards in place to protect and ensure compliance with various regulations. We have an 'Information Security Policy' in place along with AI Policy and Incident response and Management policy. All sensitive information is protected according to Alembic's IT Policy and available on intranet portal. We are committed to safeguarding the information of all users and consumers. Violations of policy standards will result in disciplinary actions. This policy applies to all our Employees, Contract workers, Business Partners, and all support members of the Company. Policy website link is <https://alembicpharmaceuticals.com/privacy-policy>.



### **Process followed in case any cyber risk is identified:**

Our IT team proactively monitors, and analyses risks and threats to IT systems and protects it against any possible breach. When any security incident related to data breach is reported, the complaint is escalated to Alembic's IT team for further case investigation. The compromised department which has been targeted to malicious attempt is warned and the data access gets restricted and limited to mitigate the severity of the incident. After the case closure the data systems and software are updated and modify to prevent the recurrence of any similar breach.

### **Measures in place to ensure effective implementation of privacy policy:**

A firewall is installed at the perimeter security level.	Applications are deployed on a secure layer, with role-based access granted as required.	Application Firewall is utilized for all internally hosted applications.	Network security is managed through SDWAN and IPSEC tunnelling.	Endpoints are secured using a NextGen EDR-based solution.
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**We follow the below process to Inform our customers regarding Privacy protection issue**

## **Information Security Policy**

The policy outlines procedures for data handling, disposing stored data and restoration, ensuring that customer data is not kept longer than necessary and is disposed of securely. Employee training is also emphasized, helping staff understand the importance of data privacy and how to handle information responsibly.

## **Incident Response and Management Policy**

At Alembic, we understand that our digital assets—whether computers, servers, cloud workloads, or data—are critical to our operations and stakeholder trust. With this comes the reality that we may face cyber-attacks or data breaches. To address this, we have created a Cybersecurity Incident Response Policy that equips us to act swiftly and effectively before, during, and after any such incident.

Through this policy, we aim to provide clear direction on how information security incidents are handled. Our focus is on ensuring that we are aware of significant security events, respond quickly to stop attackers, minimize any damage caused, and prevent similar events from recurring in the future.

We have put in place a structured plan that empowers our IT security team to detect, contain, and resolve incidents while protecting the integrity of our systems and data.

Some incidents may only require observation and guidelines for strengthening our systems, while others may demand immediate corrective and preventive measures.

## **IT Audits**

We are doing due diligence to respect the privacy of all our user's and customers' data. Our IT security cell is committed to maintaining a secure environment to ensure users' information meets a high level of security, with all possible and available tools and technologies.

We conduct regular security audits and vulnerability assessments of critical digitised systems.

## **Cybersecurity Training**

We mandatorily provide cybersecurity training and enforce data-handling policies for all employees.



# RESILIENCE THROUGH RESPONSIBILITY

At Alembic Pharmaceuticals Limited, we recognize that strong governance and proactive risk management are essential to build long-term business resilience. Our commitment to regulatory compliance, responsible risk oversight, and climate preparedness is embedded in our strategic decision-making and daily operations.



## Regulatory Compliance

We uphold the highest standards of compliance across all facets of our business, adhering to applicable domestic and international regulations governing pharmaceutical manufacturing, environmental protection, health and safety, and ethical conduct. Regulatory compliance is monitored through internal audits, external inspections, ensuring adherence to both statutory requirements and voluntary ESG commitments.

## Risk Governance

Our Enterprise Risk Management (ERM) framework is designed to identify, assess, and mitigate emerging and material risks that may impact our operations, stakeholders, or reputation. The Risk Management Committee plays a central role in overseeing our ESG strategy and performance. Our Head of EHS leads the sustainability function, ensuring alignment with regulatory expectations and corporate goals.

The Risk Management Committee, in collaboration with the Board of Directors, plays a critical role in embedding ESG considerations into the Company's broader risk framework. Its key responsibilities include:

<b>Strategic Direction:</b> Aligning sustainability goals with corporate objectives	<b>Policy Development:</b> Creating and implementing policies and internal guidelines	<b>Performance Monitoring:</b> Tracking progress against defined environmental and social targets	<b>Internal Controls:</b> Conducting regular performance reviews and audits	<b>Transparent Reporting:</b> Publicly disclosing progress through sustainability and annual reports
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## Risk Management Approach

At Alembic, we maintain a robust and dynamic approach to risk management, ensuring the prompt identification and effective mitigation of potential threats to our operations and sustainability. We are committed to a continuous review process, addressing new risks as they emerge and re-evaluating existing ones.

This proactive stance is complemented by a responsive framework, wherein management swiftly informs relevant stakeholders in the event of an adverse incident, ensuring transparency and facilitating timely corrective actions. This integrated approach underpins our operational resilience and strategic stability.

At Alembic, our **Risk Management Policy** is central to our commitment to sustainable business growth and stability. Our primary objective is to foster a proactive culture of reporting, evaluating, and mitigating risks that could impact our business. This policy is a foundational part of our operational framework, designed to ensure we can navigate potential challenges effectively. It extends across our entire organization, including all business units and subsidiaries, guaranteeing a unified approach to risk management.

Our Risk Management Committee regularly reviews this policy to ensure it remains relevant and effective in addressing the changing dynamics and complexities of our industry. This periodic review process is crucial for us to maintain control over risks through a properly defined and up-to-date framework.

The core of our risk management process is a four-step cycle: Risk Identification, Risk Assessment, Risk Mitigation, and Monitoring & Reporting. This systematic approach allows us to embed risk management into our daily operations. We identify potential risks by assessing all functions, from operational and financial to environmental and cybersecurity. Once identified, each risk is assessed based on its potential impact and likelihood of occurrence. We then employ various strategies—such as risk avoidance, transfer, reduction, or retention—to mitigate them. Finally, our Risk Management Committee continuously monitors and reviews these risks on a half-yearly basis, apprising the Board of key findings and mitigation plans as needed. This comprehensive process ensures that risk is managed at every level of our organization.

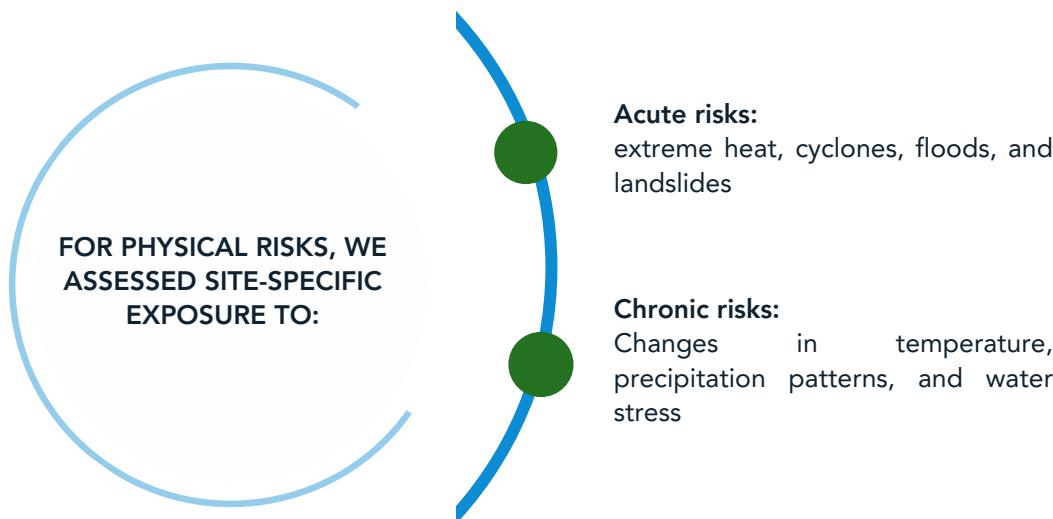
For detailed information on our currently visible risks and mitigation measures, kindly refer to pages 68 to 71 of the Annual Report FY 24-25.



# Climate Risk Assessment

At Alembic, we are committed to addressing the adverse effects of climate change from our operations, in alignment with the goals of the Paris Agreement. To support this ambition, we are actively reducing emissions through energy efficiency initiatives and a transition towards alternative energy sources. At the same time, we recognize that climate change poses material risks to our operations and value chain. We are therefore focused on strengthening our resilience while capturing opportunities that support long-term sustainability.

In 2025, we conducted and disclosed a comprehensive climate risk and opportunity assessment in line with IFRS-S2 recommendations. This assessment covers both physical and transition risks, supported by scenario analysis and qualitative and quantitative impact evaluation. The scope includes our direct operations in India as well as upstream value chains in India, the USA, and China.



Chronic risks were evaluated using IPCC combined SSP-RCP scenarios (SSP1-2.6, SSP2-4.5, SSP5-8.5) across 2030, 2040, and 2050 horizons. Key vulnerabilities were identified at our R&D and formulations facilities in Vadodara and Sikkim, where extreme weather and hydrological changes could disrupt research and pharmaceutical manufacturing processes.

For transition risks, carbon pricing emerged as the most material risk given its unpredictability, jurisdictional variability, and limited mitigation levers. It was assessed under NGFS Net Zero (Orderly) and Delayed Transition (Disorderly) scenarios. Other transition risks include:

- Policy and legal risks due to evolving carbon taxes and regulatory compliance for exports
- Technology risks due to high CAPEX for renewable energy integration and HVAC efficiency
- Market risks from customer Scope 3 GHG reduction demands and evolving sustainable packaging trends in pharma sector
- Reputation risks associated with ESG ratings, net-zero commitments, and brand equity

Transition risks are expected to manifest across different timeframes: long-term impacts in India (our primary operations) due to regulatory and market shifts, and medium-term risks in the USA and China from supplier compliance and carbon costs.

We also recognize opportunities from the low-carbon transition, such as cost savings through renewable energy adoption and water conservation.

This study integrates scientific climate projections, business impact modeling, and financial quantification, providing a forward-looking view of potential impacts and opportunities. Climate risks are incorporated into our enterprise risk register, ensuring alignment with broader risk management. Current measures and gaps are mapped, with a focus on adaptation, strategic investment, and resource allocation.

Through these efforts, we are embedding climate resilience and sustainability into its business strategy, supporting informed decision-making, safeguarding supply chains, and strengthening stakeholder confidence in an evolving regulatory and environmental landscape.

For more in-depth details on our Climate Risk Assessment kindly refer to our Climate-related Disclosures Report <https://alembicpharmaceuticals.com/assets/pdf/climate-risk-assessment-report-alembic-pharmaceuticals-limited.pdf>

# Key Risk Areas & Risk Register

We maintain a comprehensive risk register that serves as a dynamic tool for identifying, assessing, monitoring, and mitigating potential risks across our operations. This systematic approach ensures that we proactively address challenges and safeguard our business objectives.

Our risk register is meticulously structured with the following key details and categories, enabling a holistic view and effective management of each identified risk:

## Risk Description

### Impact

An assessment of the potential consequences should the risk materialize. This quantifies or qualifies the severity of the risk's effect on financial performance, reputation, operational continuity, compliance, or other critical areas.

### Risk (Overall Rating)

A composite rating derived from the combination of "Impact" and "Likelihood." This provides a consolidated view of the inherent risk level before mitigation, allowing for prioritization of management efforts.

### Risk Owner

The individual or department explicitly assigned responsibility for managing the specific risk and overseeing the implementation and effectiveness of its mitigation plan. This ensures clear accountability.

### Control Type (Preventive/Detective/Both)

Classification of the primary function of the mitigation control.

- **Preventive:** Controls designed to stop a risk from occurring.
- **Detective:** Controls designed to identify a risk after it has occurred.

### Fraud Risk (Yes/No)

An indicator to identify whether the particular risk has a potential nexus with fraudulent activities, prompting additional scrutiny and specialized controls.

*This structured approach to our risk register enables Alembic to maintain a vigilant and adaptive risk management framework, ensuring continuous oversight and timely, effective responses to an evolving risk landscape.*

## Risk Culture

Alembic prioritizes a company-wide risk management culture, supported by a robust framework for timely risk assessment and mitigation. We believe that cultivating such a holistic and resilient risk culture is essential for effective risk management.



# UNCOMPROMISING EXCELLENCE

At Alembic Pharmaceuticals, "Quality is not an act—it's a habit." We are steadfast in our commitment to delivering products that uphold the highest standards of quality and safety, recognizing that every pill we produce impacts lives and wellbeing. Our pursuit of excellence is uncompromising, ensuring that patient health and trust remain at the core of everything we do.

Successfully cleared 335 regulatory inspections of Its Facility (11 Regulatory audits, 138 Customer audits and 186 Internal audits) in FY 2024-25.

Alembic proudly operates multiple state-of-the-art manufacturing facilities, 9 of which are approved by the USFDA, reaffirming our commitment to global quality standards and regulatory excellence.

## Quality. One destination. Two paths.

At Alembic, quality and safety are not end goals—they are embedded into every stage of our product journey. We pursue excellence through two distinct yet integrated paths: rigorous Good Manufacturing Practices (GMP) and forward-looking technological innovation.

Our manufacturing and quality control teams strictly adhere to GMP protocols across all product life cycles, ensuring that every formulation we produce meets the highest global standards. We continuously upgrade our processes and technologies, integrating advanced digital systems such as Laboratory Information Management Systems (LIMS) and TrackWise to strengthen traceability, data integrity, and real-time decision-making. As part of our digital transformation, we are also moving towards paperless operations, further enhancing efficiency, compliance, and environmental sustainability.

In fiscal year 2025, we successfully underwent a series of regulatory audits, reinforcing our commitment to quality and compliance across our manufacturing facilities. Here are the key highlights:

- **USFDA Audits:** Our facilities passed multiple inspections from the U.S. Food and Drug Administration (USFDA). During this year our F1 facility (Oral Solid Dosage), F2 unit (Oncology products), and API-III facility all cleared their respective inspections with zero Form 483 observations, demonstrating our adherence to cGMP standards. Our F4 facility (Oral Solid Dosages) also passed its USFDA audit with no major observations.
- **International Regulatory Audits:** Beyond the USFDA, we also successfully cleared inspections from other significant global regulators. Our API-II facility at Panelav cleared the ANVISA audit from Brazil. Additionally, our F2 and F3 facilities successfully underwent and cleared audits by European regulatory authorities. These positive outcomes underscore our ability to meet stringent international standards and maintain our global market access.



At the heart of our approach is an integrated, risk-based quality management system that operates across all our manufacturing sites. This system supports our Quality by Design (QbD) initiative, where quality is proactively built into products through scientific understanding and robust control strategies. It ensures the safety, efficacy, and consistency of our medicines—so patients receive exactly what they need, every time.



Uncompromising Excellence

# Quality Management Systems

*"Quality is our promise; safety, our responsibility."*

Our world-class Quality Management System (QMS) is the foundation of our promise to excellence. Designed to exceed global benchmarks such as ICH guidelines, and regulations from leading authorities like the US FDA and EMA, our QMS guarantees stringent control over every stage from research and development to manufacturing and distribution. "Quality by Design, built for life" drives our risk-based approach, enabling us to anticipate and mitigate challenges proactively, continuously elevating operational performance and product integrity.

## Good Manufacturing Practices (GMP)

*"Excellence in every batch, safety in every dose."*

Compliance with current Good Manufacturing Practices (cGMP) remains the foundation of our operations. All of our facilities rigorously follow globally benchmarked cGMP standards, ensuring products meet uncompromised safety, efficacy, and quality requirements.

Our commitment extends beyond production floors to encompass the entire value chain, where suppliers are evaluated and monitored against stringent quality benchmarks. By embedding risk management and data integrity at every step, we ensure transparency, accountability, and patient safety.



**ZERO OALs in FY 24-25 USFDA audits for F1 facility manufacturing Oral Solid Dosage, F2 unit for Oncology products, and API-III facility at Karakhadi.**

## Quality Assurance

At Alembic, our commitment to quality is fundamental to everything we do. We believe that a proactive and robust Quality Assurance (QA) framework is essential for maintaining patient safety, ensuring product efficacy, and upholding our reputation as a trusted pharmaceutical company. Our approach is built on a foundation of continuous improvement and strict adherence to global regulatory standards.

RISK-BASED APPROACH	ROBUST DOCUMENTATION & DATA INTEGRITY	TRAINING AND COMPETENCY	AUDIT PREPAREDNESS
We use proactive risk assessment tools to identify and mitigate quality-related issues before they impact production or patient safety.	We ensure traceability, transparency, and regulatory readiness through standardized procedures and secure digital systems.	Our ongoing training programs ensure that all employees understand and uphold Alembic's high-quality standards.	Our successful completion of USFDA, EMA, and customer inspections with zero critical observations underlines the maturity of our systems.



Uncompromising Excellence

# Quality Assurance at Alembic



Our Quality Assurance function ensures adherence to the highest standards of compliance, safety, and operational excellence through a structured framework that includes:

## Governance & Compliance 1

- Change Management
- Handling of Out-of-Specification (OOS) results and Incident Management
- Review & Control of Master Records
- cGMP Enhancement Plans
- Plant Management Reviews
- Annual Product Review (APR)

## Validation & Qualification 2

- Preparation and execution of Validation Master Plans
- Process and Cleaning Validation Protocols and Reports (ensuring adherence to approved protocols)
- Qualification Protocols and Reports of Equipment, Utilities, and Systems (ensuring compliance as per protocol)

## Audits & Inspections 3

- Internal Self-Inspections
- Supplier Qualification and Audits

## Training & Knowledge Building 4

- Continuous Trainings for workforce capability building
- Knowledge Sharing and Professional Learning initiatives

## Customer & Stakeholder Engagement 5

- Customer Complaint Handling
- Supplier Qualification Program

## Product Lifecycle Management

**"INNOVATE RESPONSIBLY, DELIVER RELIABLY."**

By embracing Quality by Design (QbD), Alembic integrates quality deep into product development, reducing risks and enhancing product reliability. Our teams work collaboratively across technology transfer, regulatory compliance, and post-market surveillance, ensuring swift innovation coupled with unwavering quality assurance. Through rigorous stability testing and an active pharmacovigilance program, we remain vigilant, ensuring ongoing safety and efficacy.

# Product Quality, Safety and Efficacy

At Alembic, ensuring the highest standards of product safety and efficacy is a cornerstone of our commitment to patient health and well-being. We rigorously adhere to stringent quality control protocols and regulatory guidelines throughout every stage of our product development and manufacturing processes. Our robust clinical and laboratory testing frameworks are designed to validate the safety profiles and therapeutic effectiveness of our pharmaceutical formulations. By integrating cutting-edge research with continuous monitoring and risk management, we consistently deliver reliable and effective healthcare solutions that meet the evolving needs of patients and healthcare providers worldwide.

Our Quality Control (QC) laboratories are equipped with advanced infrastructure, robust processes, and skilled professionals to ensure the highest standards of product safety, efficacy, and compliance.

1

## Advanced Infrastructure & Instrumentation

- High-performance equipment including HPLC, UPLC, UV/Vis, FT-IR, GC, IC, Auto Titrator, Particle Size Analyzer, TOC Analyzer, X-ray Diffraction, GC-MS & LC-MS.
- State-of-the-art facilities enabling precise, reliable, and reproducible testing.

2

## Skilled Workforce

- Trained and qualified analysts with strong technical expertise.
- Continuous competency building through structured training programs.

3

## Segregated Testing Areas

- Dedicated sections for Wet Chemistry, Instrumentation, Microbiology, Stability, Raw Material, and Packaging Material testing.
- Ensures accuracy, contamination control, and regulatory compliance.

4

## Standardized Procedures & Compliance

- Approved specifications and validated test procedures issued for consistent usage.
- Alignment with global quality and regulatory benchmarks.

5

## Stability & Regulatory Assurance

- Stability studies conducted as per ICH guidelines.
- Ensures product quality, safety, and efficacy throughout its lifecycle.



Uncompromising Excellence

# Product Recall Management

Alembic maintains a robust product recall management system to promptly address any quality concerns and ensure patient safety. In the recent period, there have been 8 voluntary recalls initiated due to non-compliant results detected during our stringent quality checks.

During FY 2024–25, a total of 8 voluntary recalls were initiated, reflecting our commitment to rigorous quality monitoring and precautionary action. These included:

- **1 recall** due to a non-compliant result detected through our stringent HPLC analysis. The issue is under thorough evaluation, and Corrective and Preventive Actions (CAPA) are being implemented to prevent recurrence.
- **7 recalls, due to impurity observations.** These recalls were conducted as a proactive measure to uphold the highest product safety standards.

Our recall process involves immediate identification, isolation, and withdrawal of the affected product batches from the supply chain, thereby ensuring no risk reaches patients. Each case is carefully evaluated, followed by CAPA implementation, reinforcing our culture of continuous improvement.

These actions demonstrate Alembic's unwavering focus on **vigilance, accountability, and transparency**, strengthening trust among patients, healthcare providers, and regulatory stakeholders while continually enhancing product quality and reliability.

## Vision for Future:

<b>Social Responsibility</b>	Product Quality and Safety	Ensure robust quality control, maintaining transparency while delivering high quality medicine to deliver safe product to community.
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## HEALTHCARE WITHOUT BARRIERS

At Alembic, our mission is to break down barriers and ensure that high-quality medicines are available, affordable, and accessible to every individual across India and beyond. We believe that equitable healthcare access is a cornerstone of social responsibility and sustainable growth, and we continuously strive to make this vision a reality through strategic initiatives and partnerships.

*Our goal is clear—healthcare access that leaves no one behind, powered by innovation, integrity, and empathy.*

### Availability: Nationwide Reach

Alembic ensures widespread availability of our products across 19 States in India. Our robust distribution network covers:

- Over 2,40,000 prescribing doctors ensuring medicines reach urban and rural consumers alike.
- Established partnerships with wholesalers and distributors to guarantee seamless product availability, even in remote regions.

This extensive network ensures that patients and healthcare providers can consistently find Alembic's medicines when and where they need them.

### Affordability: Pricing with Purpose

Our pricing strategies are designed to:

- Offer cost-effective medicines without compromising on quality.

Moreover, Alembic employs health economic evaluations, including cost-effectiveness and cost-benefit analyses, to ensure our products deliver tangible value for healthcare systems and patients alike. This helps position Alembic's medicines as affordable therapeutic options compared to existing standards and innovations.

### Accessibility: Multiple Channels for Greater Reach

To enhance accessibility, we expand our reach by:

- Traditional channels such as pharmacies and hospitals enable easy access to medicines nationwide.

By embracing both conventional and innovative channels, we ensure that healthcare solutions are within easy reach of all patients, including those in remote and economically challenged regions.

### A Holistic Approach to Healthcare Access

We are committed to an integrated strategy that bridges availability, affordability, and accessibility to deliver **healthcare without barriers**. Through continual innovation, collaboration, and patient-centric initiatives, we are shaping a future where quality medicines are within reach for every individual.

#### Vision for Future:

<b>Social Responsibility</b>	<b>Availability and Affordability of Medicines</b>	Strengthening existing supply chain network while optimizing distribution network to deliver high quality generic product at affordable rate. Also includes developing low cost generic products in place of high cost patented medicines to make them affordable.
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# PATIENT SAFETY BEYOND THE PILL

At Alembic Pharmaceuticals, patient safety is not limited to the chemical integrity or therapeutic efficacy of a product—it is an enduring commitment that extends beyond the pill. From early-stage clinical trials to post-marketing surveillance, we embed safety at the heart of every decision, process, and product lifecycle phase.

**At Alembic, patient safety goes beyond medicine—it's embedded in how we design trials, monitor outcomes, and respond with integrity at every stage of care.**

## Pharmacovigilance

Pharmacovigilance (PV) is a fundamental aspect of our dedication to patient safety and regulatory excellence. At Alembic, Vadodara, India, we have established a dedicated system and team to manage global Drug Safety/Pharmacovigilance activities. These activities encompass the detection, assessment, understanding, prevention, and reporting of adverse events.

We instil awareness of drug safety reporting responsibilities in all employees through our drug safety policy, which is communicated at the time of joining and reinforced annually. Comprehensive Standard Operating Procedures (SOPs) are in place to cover all aspects of pharmacovigilance.

There are dedicated portals to facilitate the collection of medicine safety information from healthcare professionals, distributors, patients, and other stakeholders.

We use global safety database, Oracle Argus, which is a highly advanced and validated technology that allows for the analysis of adverse events, ensuring faster and more accurate reporting. Safety physicians conduct thorough evaluation of adverse events including seriousness, expectedness and causality assessment. Our Drug Safety team works to mitigate any newly identified risk associated to APL medicines.

To ensure we remain at the forefront of pharmacovigilance, we continuously review and enhance our processes. We invest in training and development programs for our team members to keep them updated with the latest regulatory requirements and best practices in drug safety.

In our PV division, we adhere to the highest standards of quality and compliance, following ICH guidelines, Good Pharmacovigilance Practice (GPVP), and other regulatory guidance documents issued by the Food and Drug Administration (FDA) and other regional authorities.

The APL PV system has been inspected and approved by regulatory authorities such as the USFDA and the Therapeutic Goods Administration (TGA), Australia.



## Clinical Trial Conduct

At Alembic, our approach to clinical research is grounded in scientific integrity, ethical responsibility, and unwavering compliance with global regulatory frameworks. Our clinical research projects are designed and executed with the highest standards of rigor, transparency, and patient safety to ensure the development of safe and effective drugs.

Safety starts at the research level. Alembic follows internationally recognized guidelines such as Good Clinical Practice (ICH-GCP), Declaration of Helsinki, New Drug and Clinical Trial rule 2019 and regulatory guidance documents issued by the applicable regional authorities in all clinical studies.



## Collaboration and Innovation in Research

To advance innovation and maintain global research standards, Alembic collaborates with leading academic institutions, hospitals, clinical research organizations (CROs), and regulatory experts. These partnerships enhance our access to diverse patient populations, global expertise, and evolving methodologies in clinical trial conduct.

*Through collaboration, we extend our reach, sharpen our insights, and accelerate progress—always with the patient at the centre.*



# ADVANCING THE FUTURE OF HEALTH

Alembic remains committed to transforming healthcare through relentless investment in research, innovation, and collaboration. Our mission—to improve health with innovation, commitment, and trust—drives every element of our R&D strategy.

We see innovation not merely as a competitive advantage but as a moral imperative to address unmet medical needs, enhance patient outcomes, and promote global well-being.



## R&D Strategy

Alembic's R&D strategy is built on three pillars: innovation, quality, and sustainability. Our ability to innovate stems from a deep commitment to scientific discovery and operational excellence.

With a dedicated R&D team of over 915 professionals and an annual R&D investment of ₹530 crore, we continue to build a strong pipeline that delivers cutting-edge pharmaceutical products across a broad therapeutic spectrum.

To align with evolving healthcare needs, we regularly engage in feedback loops with clinicians and patients, ensuring our product development remains patient-centric.

Our R&D pipeline comprises 75+ molecules, including 25+ in high-growth areas such as oncology and dermatology, with 35–40% leveraging non-oral solid dosage (non-OSD) platforms like injectables and ophthalmics.

## Innovation in Therapeutics

Innovation in therapeutics is the core of Alembic's value creation. Our strategic focus spans a wide array of critical therapeutic areas including anti-infectives, cardiovascular diseases, oncology, diabetes care, pain management, and gastroenterology. We are actively developing complex molecules, high-potency APIs, and first-to-file opportunities, many of which aim to provide Day-One Launch advantages.

**We are dedicated to addressing unmet medical needs and enhancing patient outcomes by focusing on the creation of breakthrough therapies.**

In line with environmental goals, Alembic is committed to sustainable formulations that employ eco-friendly ingredients and green chemistry practices. These efforts minimize our environmental impact while maintaining high efficacy and safety.



Advancing the Future of Health

# Embracing Green Chemistry: Alembic's Approach to Sustainable Manufacturing

At Alembic, the Process Development (PD) Lab drives sustainability by embedding Green Chemistry principles into daily operations. Our focus is to balance technology, cost efficiency, and environmental responsibility. During last year we have worked intensively on three products for process optimization.

## Key Green Chemistry Principles Implemented

Principle 1	Principle 4	Principle 5
Waste Prevention — Minimizing solvent, reagent, and intermediate consumption.	Designing Safer Chemicals — Developing safer alternative synthesis routes.	Safer Solvents and Auxiliaries — Reducing or replacing hazardous chemicals.
Principle 6	Principle 7	Principle 9
Energy Efficiency — Reducing process cycle time and unit operations.	Use of Renewable Feedstocks — Recovering, reusing, and recycling solvents and materials wherever possible.	Catalysis — Improving yields through better reaction understanding and catalysis.

## KEY TAKEAWAYS

- Atom economy was maintained across all three products.
- Mass intensity reduced drastically.
- Reaction yields increased significantly
- Solvent and water intensity reduced sharply, cutting costs and environmental impact.

## CONCLUSION

By applying Green Chemistry principles in process design, Alembic has achieved significant waste reduction, higher product yields, and cost savings, demonstrating our commitment to operational excellence and environmental responsibility.

# Technological Breakthroughs in Sustainable Packaging

In FY 2025, we advanced our commitment to sustainability by implementing three targeted projects aimed at reducing the environmental footprint of our product packaging. These initiatives leveraged innovation in packaging design and optimization, ensuring reduced material use while safeguarding product quality, patient safety, and regulatory compliance.



1. Reduced bottle size from 85 cc to 60 cc.
2. Achieved weight reduction of 4 g per bottle.
3. With an annual volume of 4,89,828 bottles, material savings amounted to 19.6 kg.



1. Reduced bottle size from 60 cc to 40 cc.
2. Achieved weight reduction of 4 g per bottle.
3. With an annual volume of 3,55,824 bottles, material savings amounted to 1,423 kg



1. Reduced bottle size from 75 cc to 40 cc.
2. Achieved weight reduction of 3.5 g per bottle.
3. With an annual volume of 1,22,676 bottles, material savings amounted to 429 kg.

**Antihypertensive Tablets (1 mg – 100's count)**

**Antibiotic Tablets, USP (250 mg – 30's count)**

**Anti-Viral Tablets (100 mg – 100's count)**

## OVERALL ENVIRONMENTAL IMPACT

- Total material saved: 1,871.6 kg annually.
- Reduced plastic use directly translates into lower CO<sub>2</sub> emissions, reduced transportation weight, and improved recyclability.
- These projects strengthen Alembic's alignment with circular economy principles and reinforce its commitment to sustainable operations.

## Digital Drug Development

We are embracing the digital era by integrating advanced technologies across the drug development lifecycle. From AI-driven molecule design to predictive analytics in clinical trials, we are optimizing every stage of pharmaceutical R&D. To strengthen our innovation capabilities, we leverage specialized platforms such as SciFinder® for chemical compound databases and ChemSketch & ISIS/Draw for chemical structure visualization, enabling faster, more accurate discovery and development.

## Collaborations

Alembic believes that collaboration fuels innovation. We actively engage in strategic partnerships with academic institutions, biotechnology firms, and global pharma companies to co-develop breakthrough solutions.



Advancing the Future of Health

## GREEN CHEMISTRY

Green chemistry focuses on designing products and processes that minimize the use and generation of hazardous substances. It aims to reduce the environmental and health impacts of chemical production and use.

### Process Development in View of Green Chemistry

- Keeping the consumption norm of solvent, reagents and KSM's / Intermediate to the lowest possible (Principle 1: Waste Prevention)
- Keeping the yield highest by understanding the chemistry involved. (Principle 9: Catalysis)
- Improving efficiency of process to reduce time cycle and unit operations to the lowest (Principle 6: Energy Efficiency)
- Recover and reuse / recycle the solvents and material as possible (Principle 7: Use of Renewable Feedstocks)
- Highly hazardous chemical use needs to be minimized or replaced (Principle 5: Safer Solvents and Auxiliaries)
- Develop alternate route of synthesis wherever possible (Principle 4: Designing Safer Chemicals)

At Alembic, we have successfully maintained a consistent atom economy while significantly reducing mass intensity. Additionally, the reaction yield has improved substantially, leading to lower waste generation and higher product output. These advancements contribute to cost savings and a reduced environmental impact.

Green Chemistry Principles	Product 1	Product 2	Product 3
Atom Economy	Same	Same	Same
Mass Intensity	87% decrease	74.5% decrease	35% decrease
Mass productivity	Increased from 2% to 20%	Increased from 0.5% to 1.9%	Increased from 0.4% to 0.7%
% Reaction Yield	Increased from 65% to 93%	Increased from 51% to 67%	Increased from 58% to 69%
Solvent Intensity	94% decrease	20% decrease	20% decrease
Water Intensity	84% decrease	75% decrease	100% increase

## Looking Ahead

As a research-driven pharmaceutical company founded in 1907, Alembic's legacy of innovation continues to shape its future. With plans to progressively increase R&D expenditure to 6.5–7% of revenue, we are laying the foundation for long-term, sustainable growth. Alembic continues to expand its portfolio by introducing new-age molecules, with a focused emphasis on adding more tinibs and peptides to strengthen its presence in advanced therapeutic segments.

By investing in complex chemistry, injectable platforms, cardiovascular peptides, and specialty products, we are not only enhancing our profitability margins but also fulfilling our responsibility to global health. As we move forward, Alembic remains unwavering in its commitment to scientific innovation, patient well-being, and environmental stewardship.

## Vision for Future:

<b>Governance and Ethics</b>	<b>R&amp;D and Innovation</b>	<ul style="list-style-type: none"><li>• Practicing and promoting Ethical and transparent BA/BE trials, keeping patient safety as paramount</li><li>• Ethical development of new products, keeping all national and international infringement regulations in consideration.</li><li>• Continuously work on upgrading processes and practices to reduce cost of manufacturing.</li></ul>
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# COMMITTED TO NET-ZERO

At Alembic, we are committed to minimising our environmental footprint while achieving economic success. We diligently work towards extending our environmental stewardship beyond complying with applicable laws and regulations for resource conservation and energy efficiency. We optimise our consumption of natural resources in a sustainable manner. Embedding the tenets of circular economy helps us optimise resource requirements.

We are guided by a comprehensive Environment Policy that reflects our commitment to sustainable and responsible operations. This policy outlines our core principle of protecting the environment while ensuring business continuity and growth. It serves as a framework for integrating environmental considerations into all aspects of our operations—from manufacturing and resource management to waste disposal and emissions control.

In FY 2024-25, our focus has increased on biodiversity, energy, water, and waste management for which we have implemented a few initiatives to enhance energy efficiency, promote afforestation, conserve water, and improve waste management across our sites.

To reduce our environmental footprint and drive positive impact, we have established ambitious sustainability goals. Through the adoption of efficient technologies, investment in renewable energy, and implementation of best practices in managing waste, water, and carbon emissions, we are committed to achieving these targets within the defined timelines.

## Carbon Emissions

Targets	Near-Term Targets: To reduce absolute scope 1, 2 and 3 GHG emissions 63% by FY2034 from a FY2022 base year
	Long-Term Targets: To reduce absolute scope 1, 2 and 3 GHG emissions 90% by FY2050 from a FY2022 base year
Achievements	39% of our electricity consumption is from renewable energy
	7.73% reduction in total emissions compared to FY 2023-24, and 0.03% reduction in total emissions compared to the base year of FY 2022-23

## Water Management

Targets	Attaining water neutrality by 2027
Achievements	We have developed 102 water recharge wells for groundwater recharge through which we have achieved 85% water neutrality

## Biodiversity

Targets	50,000 saplings plantation by 2027
Achievements	We have planted more than 50% saplings (25000+) till FY 2024-25



## SDGs Impacted



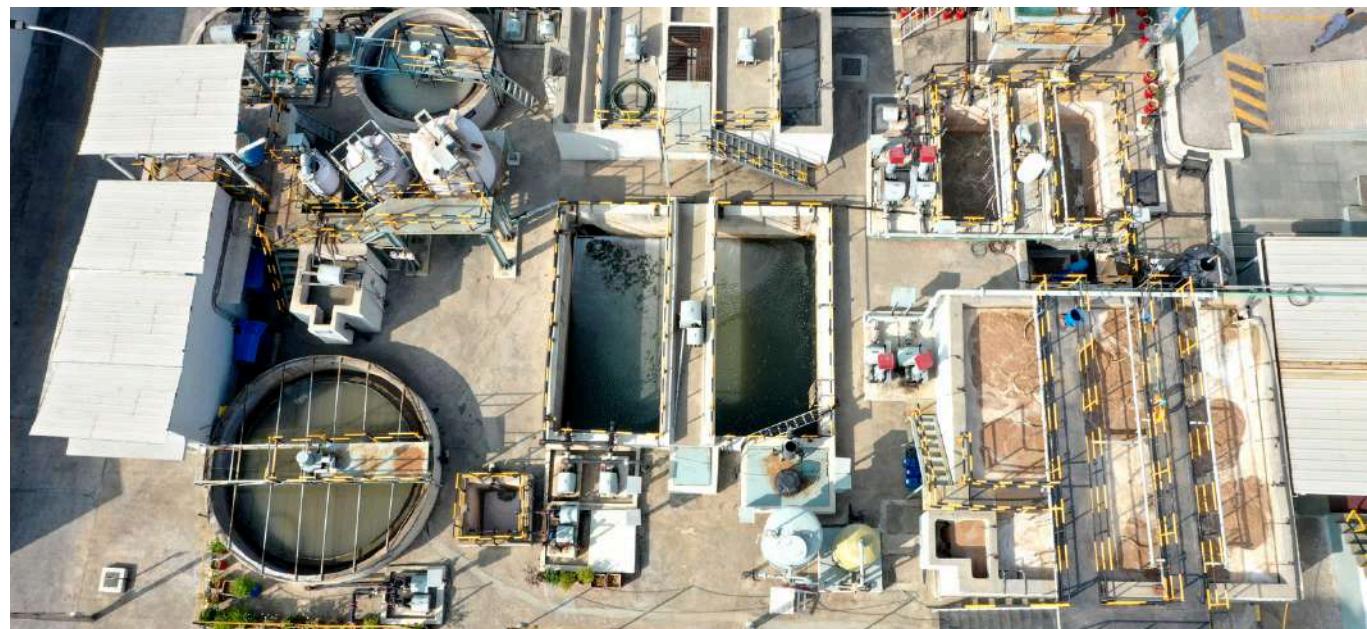
### New Environmental Initiatives of the FY2024-25 :

1,52,710 Litres	37 kg/batch	28,343 kWh/day	12 Tonnes/day
LDO fuel saved	Solvent reduction in formulation unit	Power Saving through different initiative	Steam Saving with heat pump

## Environment Management System

Alembic operates under a comprehensive Environmental Policy, which is reinforced by a well-structured, in-house Environment, Health, and Safety (EHS) Manual. This manual outline detailed procedures and guidelines that govern all EHS-related operations and activities across our sites. It serves as a practical framework to ensure that our environmental practices, occupational health standards, and safety protocols are consistently implemented, monitored, and improved.

We are committed to strictly complying with all relevant local, state, national and international regulatory requirements, prioritising the identification and reduction of potential or actual risks from non-compliance. We have not paid significant fines or penalties related to the environment or ecology in the past four fiscal years.



Effluent Treatment Plant of our one of the facility

# Energy Management

We aim to maximize energy efficiency to support environmental sustainability. The key priority is to make our existing system energy efficient, which in turn reduces operational expenses and boosts profitability, all while aligning with our Science Based Targets initiative (SBTi). We are also aiming to increase the share of renewable energy within the overall energy mix across our facilities.

We routinely conduct energy audits at frequent interval to identify opportunities for reducing energy consumption. In FY 2024-25, we conducted energy audit at our Jarod Site. We have identified potential for ~6-7% of reduction through these audits.

Energy Intensity (MJ/million USD of Revenue)	0.02121
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## ENERGY MIX

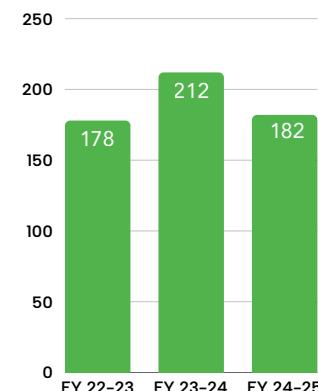
Our energy mix consists of fuel sources: coal, purchased grid electricity, renewable energy, diesel for vehicle, High Speed Diesel (HSD), Light Diesel Oil (LDO), and petrol for vehicle. Out of total energy mix, Coal consumption is 563585 GJ (44%) and grid electricity 386076 GJ (30%) forms the largest shares, indicating reliance on conventional energy. Renewable energy also contributes a larger and growing portion, reflecting steps toward sustainability. The mix highlights our current energy profile and suggests areas for improvement, particularly in reducing fossil fuel dependence and increasing renewable energy adoption to support long-term environmental and operational goals.

In FY 2024-25, we observed a growth in our total energy demand from 10.89 to 12.79 lakh GJ. This growth is observed due to increase in production.

Item	2022-23	2023-24	2024-25
<b>Fuel Energy (Coal, HSD, LDO, Diesel, Petrol,FO) (GJ)</b>	523946	547927	642770
<b>Purchased Grid Energy (GJ)</b>	419744	339607	386076
<b>Renewable Energy (GJ)</b>	86322	201587	250723
<b>Total Energy (GJ)</b>	1030012	1089122	1279569
<b>Total Production (Ton)</b>	5780	5140	7027
<b>Energy Intensity GJ/Ton of Production</b>	178	212	182



**ENERGY INTENSITY  
(GJ/TON OF PRODUCTION)**



Committed to Net-Zero

GRI 302-1, GRI 302-2,  
GRI 302-3, GRI 302-5

Some of our interventions for energy efficiency taken in FY2024-25 are:

### CHILLER AND COOLING SYSTEM OPTIMIZATION

- Conversion from Screw chiller to centrifugal chiller.
- CFM Reduction of 47 AHUs in unclassified & Storage area.
- Optimization of CHW temperature & cooling water pump operation during winter season.
- Cooling tower fan operation based on temperature.
- Duct modification to stop line B Quarantine area.

### ENERGY AND RESOURCE EFFICIENCY

- Warm water generation by Heat pump in place of steam.
- Optimization of Level & Temperature of WFI loops resulting in energy saving.
- Reduction in operation of DG during power changeover from 30 to 15 minutes.
- Water system room AHU VFD frequency reduction from 50 Hz to 25 Hz.
- Saved 152 KL of LDO in a year, a reduction of 62%.
- Saving of 5 MT of steam per day by use of Heat pump in another Formulation unit.

### OPERATIONAL ADJUSTMENTS

- Partial stoppage of AHU.
- Shutdown of Line B area for 10 days.
- Area utilization & stoppage of Different areas.



Committed to Net-Zero

GRI 302-4, GRI 305-5

## LIGHTING AND AUTOMATION IMPROVEMENTS

Lighting uses optimization due to the use of motion sensor installation and controlled switch off of unused lights.

## EQUIPMENT AND MOTOR UPGRADES

As a policy, replacing all motors with latest International Efficiency ('IE')-4 motors, providing around 10% saving in power consumption.

Replaced conventional Air conditioners with Variable refrigerant flow (VRF) type Air conditioners for facilities like QC and Canteen.

## Energy conservation With Heat pump

As part of an energy conservation initiative, we replaced conventional steam-based hot water generation with a heat pump system. At the Formulation-2 plant, hot water for HVAC requirements was previously generated using boiler steam.

**The implementation of the heat pump has resulted in an average reduction of 50% in boiler steam consumption, equating to a savings of 12 tons per day.**



Heat Pump installed at formulation - II facility .

## Renewable Energy

During FY 2024-25, we have added one more solar power plant of 12 MW alongside our already existing 12 MW power plant. Our total solar power generation capacity through power plants is now 24 MW. We have entered into Power Purchase Agreements (PPA) of Hybrid power for increasing green power ratio in our purchased power.

24-Megawatt power generation by our Solar power plant in FY 2024-25.

**With all green power substitutions and in-house roof top solar plants, we aim to reach 80% of total power consumed to green power before our target date of 2030. This will be a giant leap towards our Net Zero commitment.**

## Vision for Future

Our future energy plans aim to decrease reliance on fossil fuel-based sources by shifting towards the adoption of renewable energy. We also plan on continuing our efforts to improve energy efficiency by switching to low carbon emitting machineries and change processes from high energy to low energy consuming processes. Currently, we have achieved 39% of our energy demand from renewable energy sources and we aim to achieve 80% of our electricity demand through renewables.



Committed to Net-Zero

## Climate Action

Alembic prioritises environmental stewardship by minimising its footprint through sustainable practices and innovative technologies. We are aiming for net-zero emissions aligned with the 1.5°C pathway by 2050 and our targets are successfully approved by The Science-Based Targets initiative (SBTi). This serves as the cornerstone of our environmental strategy, guiding our efforts to mitigate climate change and reduce our carbon footprint. This year remains remarkable in our sustainability journey as we have secured Carbon Disclosure Project (CDP) badge for our improved performance motivates us to strive for garning up our sustainability journey.



SCIENCE  
BASED  
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

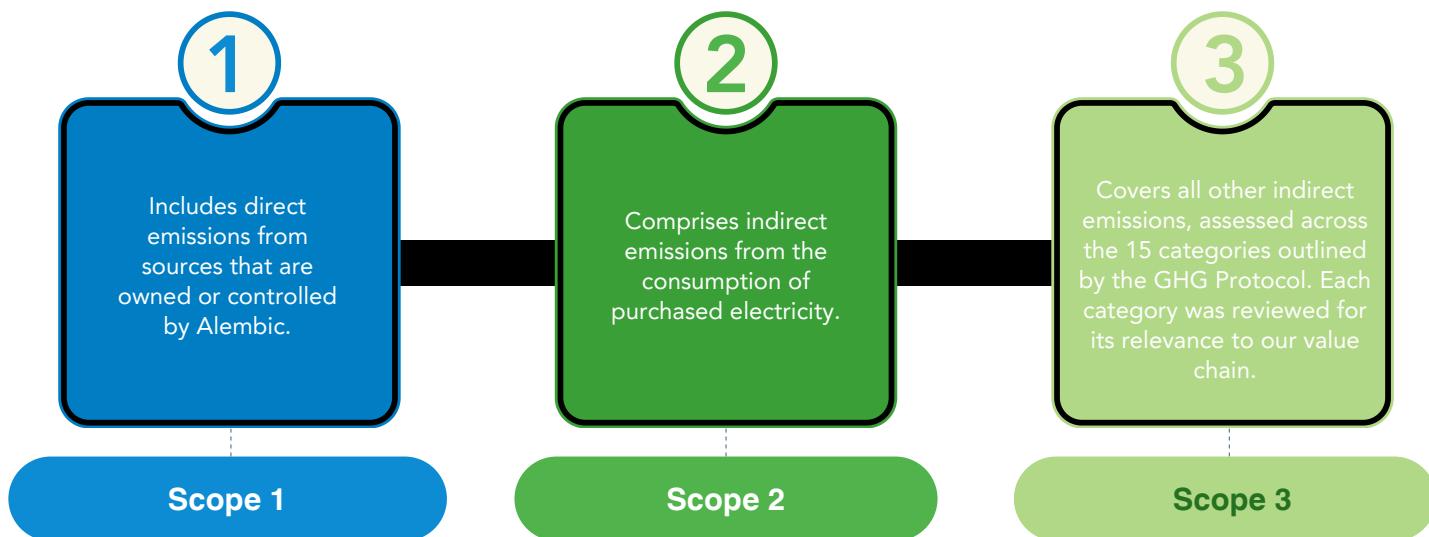


SCOPE 1 EMISSIONS
80,278 tCO2e
SCOPE 2 EMISSIONS
77,966 tCO2e
SCOPE 3 EMISSIONS
6,02,935 tCO2e
Emission Intensity for Scope 1,2 & 3(tCO2e/INR)
0.0000126

## GHG Emissions Inventory

The boundary for GHG inventorization is determined using the operational control approach. The calculations align with the GHG Protocol Corporate Standard and the GHG Protocol Corporate Value Chain (Scope 3) Standard, and involve the following steps:

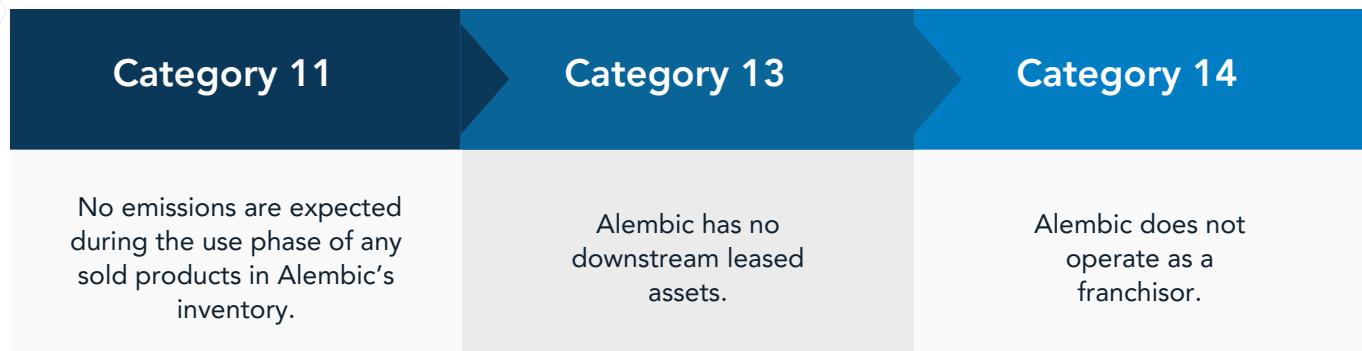
Organizational and operational boundaries were defined to accurately determine the scope of GHG emissions accounting, categorized into Scope 1, 2, and 3 emissions:



Committed to Net-Zero

GRI 305-1, GRI 305-2,  
GRI 305-3, GRI 305-4

## EXCEPTIONS INCLUDE:

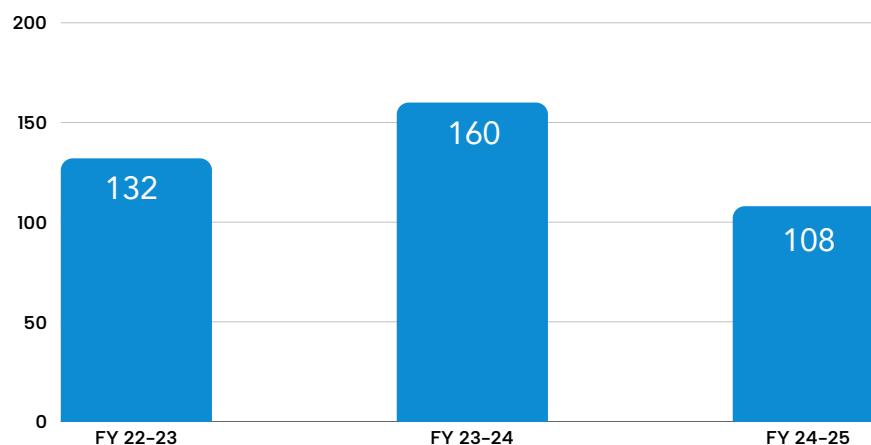


Comprehensive activity data was available for the GHG inventory. As part of our commitment to continuous improvement, we will review the GHG inventory annually, focusing on enhancing both the quality and completeness of activity data and updating its decarbonization roadmap.

## GHG SCOPE 1, 2 AND 3

EMISSION TYPE	FY 2022–23 (tCO <sub>2</sub> e)	FY 2023–24 (tCO <sub>2</sub> e)	FY 2024–25 (tCO <sub>2</sub> e)
Scope 1	67,993	71,132	80,278
Scope 2	83,482	67,544	77,966
Scope 3	609,963	686,304	602,935
<b>Total Emissions</b>	<b>761,438</b>	<b>824,980</b>	<b>761,179</b>
<b>Total Production (Ton)</b>	<b>5780</b>	<b>5140</b>	<b>7027</b>
<b>Emission (MT)/MT of Production</b>	<b>132</b>	<b>160</b>	<b>108</b>

### Emission Intensity (tCO<sub>2</sub>e/MT of Production)



Committed to Net-Zero

## SCOPE 3 EMISSIONS FOR FY2024-25

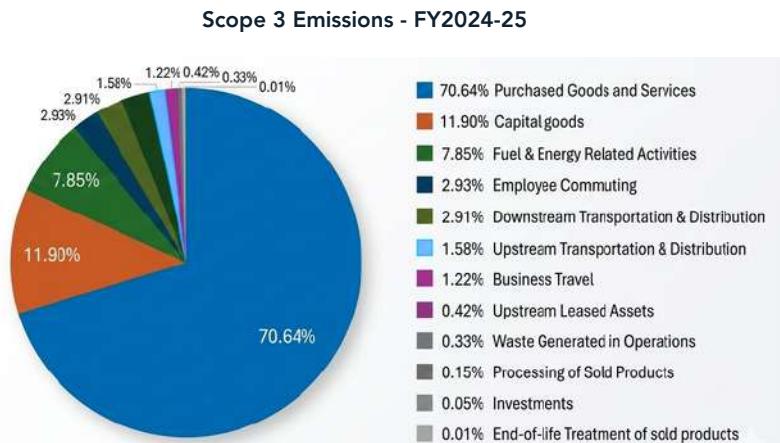
At Alembic, we have conducted comprehensive assessments for all relevant sources of our Scope 3 emissions in line with GHG Protocol standards.

Scope 3 Emissions Category		Emissions (tCO2e)		
		FY 2022-23	FY 2023-24	FY 2024-25
Category 1	Purchased Goods and Services	4,54,402	532,857	425,916
Category 2	Capital Goods	12,150	35,240	71,773
Category 3*	Fuel and Energy related Activities	41,657	41,784	47,330
Category 4*	Upstream Transportation and Distribution	5,807	7,242	9,512
Category 5*	Waste Generated in Operations	2,666	1,536	1,994
Category 6*	Business Travel	6,306	7,517	7,376
Category 7*	Employee Commuting	26,423	16,649	17,688
Category 8*	Upstream leased assets	43,042	27,233	2,557
Category 9*	Downstream Transportation and Distribution	15,782	14,311	17,520
Category 10	Processing of Sold Products	1,448	1,644	906
Category 11	Use of Sold Products	-	-	-
Category 12	End-of-life treatment of sold products	8	17	84
Category 13	Downstream Leased Assets	-	-	-
Category 14	Franchises	-	-	-
Category 15*	Investments	272	272	280

\*Note: Well to tank emissions are accounted in the following categories:- Category 3, 4,5,6,7,8,9 and 15.

The assessment reveals that the total greenhouse gas (GHG) emissions footprint for the financial year 2024–25 stands at 7.16 lakh tonnes of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e). Of this, direct and energy-related emissions—classified as Scope 1 and Scope 2—account for 1.58 lakh tCO<sub>2</sub>e, representing 21% of the total footprint.

The remaining emissions, classified as Scope 3 and encompassing value-chain activities such as procurement, transportation, and waste management, amount to 6.02 lakh tCO<sub>2</sub>e, contributing 79% of the total.

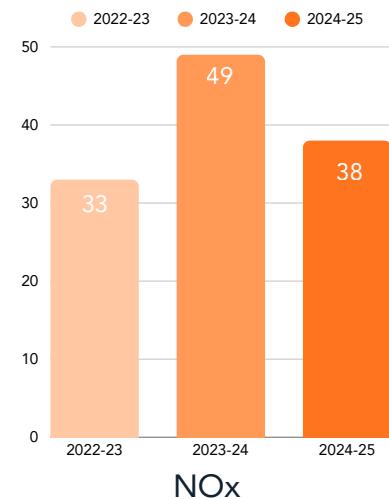
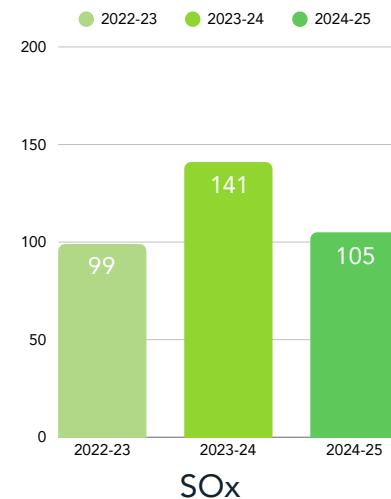
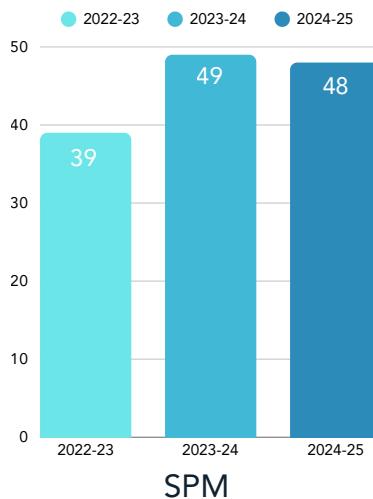


## Air Emissions

Managing air emissions is a critical part of our commitment to environmental stewardship and sustainable operations. We continuously monitor and control pollutants released into the atmosphere from our processes, aiming to minimize our impact on air quality.

We carefully track emissions of air pollutants such as Sulphur Oxides (SOx), Nitrogen Oxides (NOx), and Suspended Particulate Matter (SPM) to ensure they remain within limits established by central and state pollution control authorities, maintaining compliance and minimizing environmental impact. The total air emissions for FY 2024-25 is 192 MT.

### AIR EMISSIONS (MT)



# Measures Implemented for Air Emission Control

We have implemented a Continuous Emission Monitoring System (CEMS) across all boilers in API units to monitor real time data to identify any abnormality in the emissions and take agile corrective action to maintain emission within the limits prescribed by regulatory body. The Company has implemented initiative like using imported low sulphur coal, installing Electrostatic precipitator (ESP)/bag filters in boilers, implementing line injection method in boilers and multi-stage scrubbing at all process vents to reduce the air emission impacts of the operations.

All plants are equipped with scrubbers and VOC levels are internally monitored for Active Pharmaceutical Ingredients (APIs).

## Emission of Ozone-Depleting Substances (ODS)

ODS Emissions
2930.22 tCO2e

Our main source of Ozone-Depleting Substances (ODS) emissions comes from the utility system where chiller and brine are used, AC used by 3rd party, heating cooling system and VRF (Variable refrigerant flow ) in the cold room systems and chiller plants. These refrigerants includes R404A, R407C, R134A, R32, HFC-23, R410A, etc.

These substances, while essential for cooling processes, have different impacts on the ozone layer and global warming potential. Managing and minimizing leaks or releases of these refrigerants is a key part of our operational strategy to reduce ozone depletion and greenhouse gas emissions. We continuously monitor and maintain these systems to ensure responsible handling and compliance with environmental regulations.

## Vision for Future

We aim to reduce our emissions by reducing energy consumption and increasing renewable energy consumption in our operations. We are also planning to adopt agro waste boiler instead of coal based for upcoming requirements or new green fuel technology to reduce carbon emission.



Scrubber at our one of API Facility



# EVERY DROP COUNTS

Water conservation is essential as freshwater sources are rapidly depleting due to overuse and mismanagement. Climate change exacerbates this crisis, altering weather patterns and reducing water availability. Hence, conserving water wisely has become imperative to ensure sustainability for future generations and protect ecosystems reliant on it.

At Alembic, we realise the need for judicious water management and focused replenishment. In keeping with this understanding, achieving water neutrality is central to our environmental sustainability strategy as we strive to balance water consumption with replenishment efforts.

***Every drop of water holds the power to sustain life. By valuing each one, we move closer to a future where water is respected, preserved, and shared responsibly.***

## Water Management

Water recycled
168.9 ML
Water neutrality achieved till FY 2024-25.
85%
Water Intensity (Total Water Consumption in Liter/Revenue from operations in Rs.)
0.01119

Water neutrality lies at the heart of our environmental sustainability strategy. We strive to balance our water consumption by actively replenishing water resources, making sure our activities do not contribute to water shortages.

Our Environment Policy includes specific provisions related to the monitoring of water usage across all our operations and having measures in place before discharging wastewater.

As a commitment, we are actively investing in initiatives such as development of water recharging wells and systems like Zero Liquid Discharge (ZLD). Currently, 6 of our sites have installed ZLD systems and the rest of all sites are treating the water as per GPCB norms and using it within the premises for gardening purpose. These efforts are aimed at enhancing water efficiency and sustainability across our operations and thereby achieving water neutrality by FY'27. In FY 2024-25, we have achieved 85% of water neutrality targets.

We firmly believe that effective water management is pivotal for our long-term sustainability and operational success. It not only conserves precious resources and protects the environment but also improves overall operational efficiency, ensuring compliance with regulations and meeting evolving stakeholder expectations.

We have not been subjected to any fines, enforcement orders, and/or other penalties for violation of water-related regulation.

Operating in the pharmaceutical sector, our operations predominantly rely on high-quality surface water, groundwater, and purchased water from third party for manufacturing of the pharmacy products. In FY 2024-25, total of 769.3 megalitres of water was withdrawn out of which 47% was withdrawn from Fresh water sources, Third-Party Water is 51% and 2% was through rainwater. In FY 2024-25, there was an increase by 7% water withdrawal due to expansion of operations.

Water withdrawal by source (in megalitres)	FY 2022-23	FY 2023-24	FY 2024-25
(i) Surface water	0	0	0
(ii) Groundwater	288	307	360
(iii) Third party water	369	401	392
(iv) Seawater / desalinated water	0	0	0
(v) Others (Rainwater storage)	14	10	18
<i>Total volume of water withdrawal (in megalitres)</i>	671	718	770
<i>Total volume of water consumption (in megalitres)</i>	571	614	675
Water Intensity ML/MT of Production	0.0987	0.1193	0.096

For FY2024-25, total water consumed from all areas is 675 ML, the water consumed has increased y-o-y due to increase in production. However, our water intensity per unit of output has reduced. We remain committed to implementing water-saving measures and optimizing usage across all facilities to balance operational needs with responsible water stewardship, ensuring that our environmental impact is minimized despite the increased consumption.



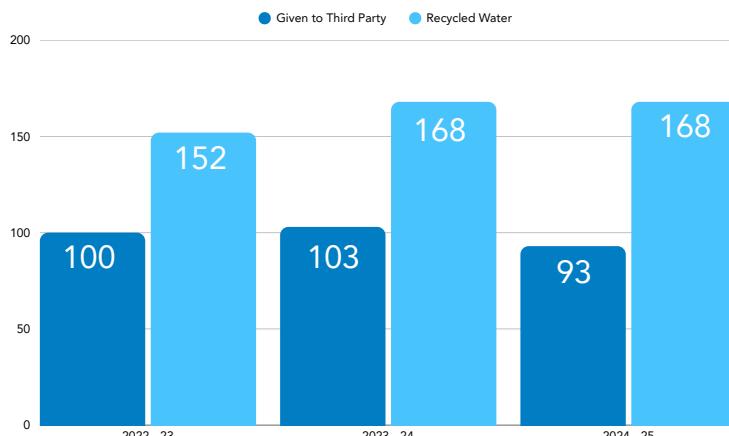
We are actively working toward achieving water neutrality by 2027, a commitment that involves maximizing water reuse and recycling across all our operations.

Our strategy is to treat water as a precious resource, and our recent results from FY2024-25 clearly show the impact of our efforts:

- We generated a total of 263 ML of wastewater (covering both our industrial and domestic needs).
- We successfully recycled and reused 81% of this total wastewater right here on our premises.
- The remaining 19% of the wastewater was responsibly handled by sending it to a third party for proper treatment.

For recycling of water, we have adequate infrastructure. Separate Sewage Treatment Plants (STPs) and Effluent Treatment Plants (ETPs), have been installed to treat and recycle wastewater. Reverse Osmosis (RO) plants at manufacturing locations ensure that water and effluents are treated and recycled to the maximum extent possible. STPs and ETPs have been technologically upgraded across all operational facilities to treat the wastewater to an extent that it is fit to reuse the same as substitute of fresh water. Water is completely recycled by use of ZLD (Zero Liquid Discharge) systems for use in boilers, cooling towers, gardening and other operations.

## WASTEWATER GENERATED (ML)



Out of all the sites, only 3 sites are in water stress areas as per Central Groundwater Authority (CGWA) publication.

### Total water Withdrawal from water stress area

Water withdrawal by source (in megalitres)	FY 2024-25	FY 2023-24
(ii) Groundwater	216.88	211.85
(v) Others (Rainwater storage)	5.53	0.98
Total volume of water withdrawal (in megalitres)	222.41	212.83

### Total wastewater discharge/treated in water stress areas

Water discharge by source (in megalitres)	FY 2024-25	FY 2023-24
(i) Given to Third Party	34.49	29.25
(ii) Recycled	68.42	83.68

To effectively manage water resources, we adhere to industry best practices, including regular monitoring, efficient usage, recycling initiatives, and continuous improvement to minimize consumption and reduce environmental impact across all operations.:

- Screw Press Installation: The installation of a Screw Press for ETP sludge has replaced traditional filter press methods, improved efficiency and reducing waste. This upgrade contributes to reduction in sludge management costs.
- MBR Technology Upgrade: The old Sewage Treatment Plant (STP) was upgraded with Membrane Bioreactor (MBR) Technology, allowing us to treat 100% of the sewage on-site and reuse it for gardening, leads to reduction in freshwater consumption.
- MVR System Replacement: By replacing the Multiple Effect Evaporator (MEE) with a Mechanical Vapor Recompression (MVR) system, Steam consumption considerably reduced.
- Specific projects, such as the Ultra Filtration (UF) and additional agitated/vertical thin film dryer (ATFD), use of low TDS water as input, Implementing Reverse Osmosis (RO) technology to achieve high levels of water purification, etc. highlight our commitment to enhance efficiency in our operations.
- Continuous improvement of manufacturing processes to minimise water consumption and eliminate inefficiencies.

## Anti Microbial Resistance

We are acutely aware of the growing challenge of Antimicrobial Resistance (AMR) and forthcoming regulations. To address this, we have implemented stringent measures to ensure that our antibiotic products do not pollute the environment:

- The Zero Liquid Discharge (ZLD) status of our API units helps achieve Zero PPB of antibiotics in our treated effluent.
- We have institutionalised a process to ensure separate collection and treatment of packing material contaminated with antibiotic products.
- No mixing of process effluent into storm water drains.
- All vents containing antibiotic powders are diverted to bag filters.
- All date-expired medicines are strictly incinerated.

## Water Footprint Assessment

In FY 2024-25, we conducted comprehensive Water assessment for 4 sites i.e. ARC, API-3, F-2 and F-5. The assessment helps to understand the direct and indirect water dependencies across our operations.

This assessment enables us to quantify our water use, identify hotspots, and develop targeted interventions to reduce consumption and improve efficiency.

## Key Findings from one of the Audits

### WATER CONSUMPTION

Our average water consumption in the plant during FY2024-25 was 229 KLD (Kilolitres per Day). This consumption is met using a combination of sources, including groundwater, reuse water, and recycled ETP treated water.

### WASTEWATER INITIATIVES

ETP-Treated Water: Water treated by the ETP is primarily used for cooling tower make-up. Any balance of ETP-treated water is not discharged but is instead sent to a third-party Common Effluent Treatment Plant (CETP) for further specialized treatment.

### WATER CONSERVATION MEASURES

The plant has installed an automatic tube cleaning system (ATC) in the chiller unit which optimizes thermal performance, reduces energy consumption, and indirectly conserves water by lowering the load on cooling systems and minimizing the need for frequent manual cleaning or blowdowns. Additionally, the cleaning process for the hot water generator has been replaced with dry cleaning methods saving total water of 2190 m3/day

### PROPOSED WATER SAVING INITIATIVES

As per the Audit, the rooftop rainwater harvesting by storing rooftop rainwater in tanks and utilizing it for industrial purposes can further save 6200 m3/day



Rain water harvesting pond at F-1 Facility

## Vision for Future

As part of our future plans, we are committed to achieving water neutrality by 2027. To accomplish this, we will continue to strengthen and expand our initiatives focused on recycling water and minimising overall water consumption. Our strategy includes adopting advanced water-saving technologies, optimizing processes to enhance efficiency, and promoting water conservation awareness throughout our organization and developing more numbers of rainwater recharge wells around our manufacturing operations.



# CLOSING THE LOOP

In a linear economy, resources are extracted, used, and disposed of, leading to significant waste generation and environmental degradation. However, by rethinking our relationship with waste, we can shift towards a circular model that prioritizes the continual use of resources, minimizes waste, and promotes the regeneration of natural systems.

*In a circular world, waste is not the end—it's the beginning of something new.*

## Waste & Circularity

Waste management is crucial, considering our manufacturing operations and their significant impact on environmental sustainability, regulatory compliance, and corporate reputation. It is not just a regulatory necessity but a strategic opportunity to align with sustainability priorities, boost operational efficiency, and build lasting trust in the industry. Our Environment Policy highlights the identification of hazardous processes and determine appropriate control measures to minimize the impact on Environment.

Our robust Waste Management strategy, focused on minimizing waste sent to landfill through recycling and co-processing, resulted in a significant total diversion volume.

The total volume of waste diverted from landfills/ other final destruction options, during the reporting period was 39,735 metric tons (or equivalent units), calculated as follows:

Waste Stream	Quantity (MT)
Non-Hazardous Waste (Recycled)	8,889
Hazardous Waste (Recycled)	14,832
Co-Processing (Recycled)	15,993
Other Disposal Operations	21
<b>Total Waste Diverted</b>	<b>39,735</b>

**No Significant spills in FY 25**

**In FY2024-25, we have recycled 100% of our plastic waste.**

Effective waste management and recycling are critical components of our environmental sustainability strategy. At Alembic, we are committed to minimizing waste generation, maximizing recycling and ensuring the responsible disposal of waste to reduce our environmental footprint. Below are some of the initiatives taken by us for managing waste:

- We prioritise the management of hazardous waste by ensuring its safe disposal through collaborations with certified companies and adherence to stringent regulatory compliance. The process encompasses proper waste collection, segregation, transportation, storage, and disposal. Every kg of waste is identified, recorded and controlled through this process.
- We gradually enhanced our solvent recovery plant efficiencies in API units, leading to ~83% of recycled solvents leading to substantial cost savings for us.

We employ 5R Strategy (Reduce, Reuse, Recycle, Recover, Rethink) waste hierarchy principal within its operation to manage waste in an efficient and effective manner. For Example,

- Segregation of each and every waste item and its separate disposal as per utility
- Diverting boiler ash in the brick manufacturing industry.
- Recycling of oil waste through third party recyclers.
- Recycling of E-waste to authorised recyclers
- Recycling of all plastic waste through authorized recyclers
- Implementing digitisation program to reduce paper waste generation.
- Biomedical waste generated in its Occupation Health Centres and media waste generated in microbiology labs are given to authorised agencies.
- Glass bottles and waste vials are turned in form of glass cullet and sent to glass industry, through authorised third party (Non-Hazardous Waste Recycler).
- Glass or vial crushers have been provided in the units, where there is substantial generation of these items.
- Use of Screw Presses to reduce volume of ETP sludge going to landfill
- All hazardous waste is disposed under manifest system in dedicated hazardous waste transport vehicles, having GPS tracking facility.



Hazardous Waste carrying vehicle



Hazardous Waste Storage Area at one of our facility

- With IT graduating into the critical business platform, we have progressively increased our dependence on smart IT solutions across all functions, reducing our paper consumption. Below are some of the IT solutions which has reduced paper consumption are:

1. We partnered with Credibl to strengthen ESG data management and reporting capabilities. Through the implementation of Credibl ESG software, we now tracks our complete Environmental footprint including GHG emissions, with automated configuration and data ingestion.
2. **Learning Management System** is software designed to manage, deliver, and track online learning and training programs.
3. **Track wise System** is a leading QMS software designed to integrate and automate quality processes across an organization. TrackWise Digital is the cloud-based version, offering document control and other functionalities.
4. **Documentum D2** is an electronic document management system that stores, manages and automatically publishes documents.
5. **Laboratory Information Management System (LIMS)** is software designed to manage and streamline laboratory operations. It's a crucial tool for labs in various sectors, including scientific and industrial settings, as it enhances efficiency, data accuracy, and collaboration.
6. **Warehouse Management System (WMS)** is software designed to manage and optimize the daily operations within a warehouse. It helps businesses track inventory, manage order fulfillment, and streamline shipping activities.

## Reduction in the Paper Quantity



- We ensure that all plastic waste is managed by certified plastic waste recycler, thereby ensuring comprehensive traceability and compliance with the requisite standards.

These efforts collectively reduce our environmental footprint while fostering a culture of sustainability.

In FY 2024-25 our business operations have generated a total of 43,512 metric tonnes of hazardous and non-hazardous wastes. The hazardous waste includes biomedical waste, electronic waste, battery waste and other process related waste. Other waste includes ETP Sludge, Discarded drums, Used oils, etc. The Non-Hazardous waste includes Plastic and other waste. Other waste includes Aluminium Scrap, Glass Cullet, MS Scrap, Fly Ash, etc. There is an increase of 26.5% waste generated compared to previous year. This is due increase in production.

## Generation of Hazardous and Non Hazardous Waste

Category	Item	Unit	2022-23	2023-24	2024-25
Non-Hazardous Waste	Plastic	MT	100	312	228
	Other	MT	2719	4679	8661
	<b>Total</b>	<b>MT</b>	<b>2820</b>	<b>4991</b>	<b>8889</b>
Hazardous Waste	Battery Waste	MT	4	13	22
	Biomedical Waste	MT	21	25	17
	E Waste	MT	4	2	2
	Other	MT	22844	26942	34582
	<b>Total</b>	<b>MT</b>	<b>22873</b>	<b>26981</b>	<b>34623</b>
<b>Total Waste</b>	<b>Hazardous &amp; Non Hazardous Waste</b>	<b>MT</b>	<b>25693</b>	<b>31972</b>	<b>43512</b>

In FY 2024-25, we successfully recycled 100% of our non-hazardous waste, demonstrating our strong commitment to waste reduction and resource recovery. We have CPCB Registration for Plastic Waste Disposal.

Alembic has been granted registration by the Central Pollution Control Board (CPCB) for the disposal of Multi-Layered Plastic (MLP) and other plastic waste generated from our products. We strictly comply with the Plastic Waste Management Rules, 2016 and all subsequent amendments, including the prohibition on banned Single-Use Plastics (SUP) as per the 2021 amendments.

Additionally, 43% of our hazardous waste was recycled, while 46% was co-processed, ensuring that a significant portion of hazardous materials were diverted from traditional disposal methods. Other disposal operations include Buyback and reuse of waste.

Compared to FY'24, we have reduced the Incineration by 39% and Landfill by 16% during this year. We are working to minimise waste to landfill by expanding our waste initiatives and focusing on waste minimisation, recycling and co-processing/pre-processing.

## Disposal of Hazardous and Non Hazardous Waste

Category	Item	Unit	2022-23	2023-24	2024-25
Non-Hazardous Waste	Recycle	MT	1648	4991	8889
	Reuse	MT	10	0	0
	Others Disposal Operations	MT	1162	0	0
	<b>Total</b>	<b>MT</b>	<b>2820</b>	<b>4991</b>	<b>8889</b>
Hazardous Waste	Incineration	MT	251	142	86
	Landfilling	MT	3731	4282	3599
	Recycling	MT	12461	12633	14832
	Co-processing / Pre-processing	MT	6356	9840	15993
	Other Disposal Operations	MT	4	19	21
	<b>Total</b>	<b>MT</b>	<b>22803</b>	<b>26916</b>	<b>34531</b>
<b>Total Waste</b>	<b>Hazardous &amp; Non Hazardous Waste</b>	<b>MT</b>	<b>25623</b>	<b>31907</b>	<b>43420</b>

## Environmental Emergency Response Measures:

Spill kits are readily available at all designated areas to ensure prompt and effective management of any accidental spills. These kits are equipped with the necessary tools and materials to contain, control, and clean up spills, minimizing environmental impact and ensuring workplace safety.

Furthermore, all our sites have an established On-Site Emergency Response Plan (OSERP) in place.

This plan is specifically designed to address environmental risks and emergencies, outlining clear procedures to prevent, respond to, and mitigate environmental incidents. The OSERP is regularly reviewed and updated to align with best practices and regulatory requirements, ensuring that our operations consistently maintain a high standard of environmental protection.

## Vision for Future

As a responsible and forward-looking organization, we are continually expanding and driving growth across our operations. Alongside this growth, we remain deeply committed to upholding our environmental responsibilities, with effective waste management being a key focus area. We recognize that as our operations scale, so does our responsibility to minimize the environmental impact of waste generation.

Therefore, we are dedicated to implementing robust waste management practices that prioritize reduction, reuse, recycling, and safe disposal.

Material Topic	Action Plan
Waste Management	Minimizing Waste to Landfill by diverting waste to Pre / Co-processing. This will be supported by segregation and accounting of waste at source to improve its reuse/recycle.



# PRESERVING NATURAL CAPITAL

Preserving biodiversity is a vital component of natural capital. By recognizing the intrinsic value of ecosystems and their services, we can promote sustainable practices that protect our environment, enhance resilience, and ensure the well-being of future generations.

*Preserving natural capital is not just an environmental responsibility—it's an investment in the resilience, prosperity, and sustainability of future generations.*

## Biodiversity & Ecosystem Protection

Green cover is vital in an increasingly urbanised world dominated by concrete structures. Trees act as natural carbon sinks, reducing the impact of climate change and protecting ecosystems. At Alembic, we undertake activities to protect and restore natural habitats around our operational sites.

Our Environmental Policy encompasses a strong commitment to the protection and preservation of biodiversity. We recognize the vital role that healthy ecosystems play in sustaining life and supporting long-term business resilience.

As part of this commitment, we actively assess our operations for potential adverse impacts on biodiversity and natural habitats. Where significant risks are identified, we take appropriate and timely measures to prevent, minimize, or mitigate those impacts.

### Biodiversity Conservation

At Alembic, the conservation of biodiversity and protection of natural ecosystems are considered material issues, with significant implications for both society and the planet. Recognizing the urgent need to strengthen ecological resilience, we have launched a long-term biodiversity initiative rooted in science-based restoration methods.

As part of this initiative, Alembic has committed to planting 50,000 saplings of native and indigenous species by FY 2027.

By focusing on native species, the initiative aims to conserve ecological balance and support local biodiversity—particularly pollinators such as insects, birds, and small mammals that are vital to ecosystem health and agricultural productivity.

A distinctive feature of Alembic's plantation strategy is the adoption of the Miyawaki method, a proven afforestation technique that involves planting dense clusters of native plant species in small urban, semi-urban or rural plots.

This approach ensures rapid growth, higher carbon sequestration, and the development of self-sustaining, multi-layered green cover in a short period of time. The Miyawaki technique not only accelerates ecosystem recovery but also enhances biodiversity and creates micro-habitats for various species.

As a demonstration of this commitment, we have already developed a model Miyawaki forest plot comprising 7,450 saplings over ~3000 sq.m in FY2023-24.

This pilot plantation serves as a scalable example of how scientifically designed green spaces can revitalize degraded lands and contribute to biodiversity conservation. Currently, a tree plantation drive is going on for planting 15000 trees over ~8000 sq.m area.

We have not been subjected to any fines, enforcement orders, and/or other penalties for violation of biodiversity-related regulation

## Vision for Future

Alembic has set phased targets—planting 50,000 saplings by 2027. Through this forward-thinking initiative, the company aims to make a measurable impact on landscape restoration, climate mitigation, and community well-being.



*Miyawaki Forest at API-2 Facility*





# PEOPLE. PASSION. PURPOSE.



## Human Capital Development at Alembic

At Alembic Pharmaceuticals, our people are the heart of our innovation and the driving force behind our commitment to improving health worldwide. We recognize that our success depends on cultivating a workforce that is passionate, skilled, and aligned with our purpose of delivering quality healthcare solutions. Investing in our human capital is fundamental to sustaining growth, advancing science, and meeting the evolving needs of patients and communities.

## Our Targets and Achievement

### Diversity, Equity & Inclusivity

Inclusive Policies: Implementing and monitoring inclusive policies that promote diversity and prevent discrimination.

### Achievement:

Our women representation has increased from 4% to 6.50% in FY 2024-25 through different women recruitment drives.

### SDGS IMPACTED



### Employee Health & Safety

- Incident Rate Reduction: Reducing workplace incident rates through enhanced safety programs and training.
- Health and Wellness Participation: Ensuring 100% employee participation in health and wellness programs.
- Increasing Safety Observations: Increasing awareness amongst all sites to increase safety observations by 15% by 2025.
- Risk Assessment: All manual activities to be assessed for risk by HIRA Method by 2025.

### Achievement

More than 98% of our permanent employees & 100% of our permanent workers received training on Health and safety measures.



# Diversity, Equity & Inclusion: Fostering an Empowered Workforce

Alembic champions diversity and inclusion as vital to driving innovation and reflecting the diverse patient populations we serve. Our policies encourage equitable representation across gender, ethnicity, disability status, and other dimensions, ensuring all voices are heard and valued.

Our leadership team is accountable for promoting inclusive practices and regularly reviewing progress against diversity goal of promoting diversity and preventing discrimination in order to improve gender ratio.

At Alembic, we are continuously striving to enhance gender diversity and inclusion across our operations. Through focused women recruitment drives, we have successfully increased the representation of women in our workforce from 4% to 6.5%, marking a 2.5% growth over the previous year. We have introduced rotational shifts with suitable and safe working hours, ensuring flexibility and work-life balance. A rise in women hiring has been observed across key departments such as Quality Control, Quality Assurance, Human Resources, and Research & Development, reflecting our commitment to building a more inclusive and balanced workplace where every individual has the opportunity to thrive.

## Diversity & Inclusion: Fostering an Equitable and Inclusive Workplace

Alembic recognizes a diverse and inclusive workforce as a strategic advantage, driving innovation and enriching our culture. Our recent International Women's Day (IWD) celebration actively embraced the #AccelerateAction theme, emphasizing the urgent need to expedite gender parity.

Beyond mere celebration, this initiative championed women's contributions and reinforced our commitment to dismantling systemic barriers, paving the way for a more equitable and inclusive future across Alembic.

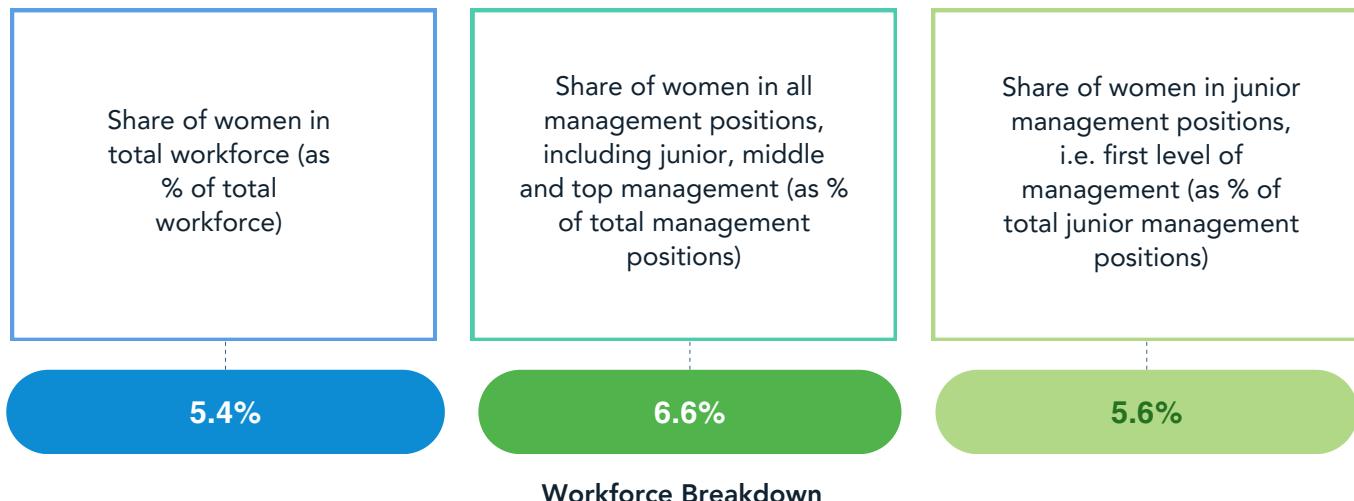
**In terms of our workforce, it is entirely based in India, with 100% of our employees holding Indian nationality.  
We have total 8 numbers of differently abled employees with us.**

**Employees by Management Level**

Employee category		Total Number	Age Group (NO.)			Gender (NO.)	
			<30 yrs	30-50 yrs	>50 yrs	Male	Female
Permanent (Employees + Workers)	Senior Management	140	0	58	82	131	9
	Junior/Middle	16431	9107	7011	313	15421	1010
<b>Total</b>		16571	9107	7069	395	15552	1019
Other Than Permanent (Contract workers)	Subcategories	2655	-	-	-	2610	45
<b>Total</b>		2655	-	-	-	2610	45

## Women Participation

We recognize the critical role of women in advancing healthcare innovation and leadership. Currently, women represent 6.5% of Alembic's permanent employees, and we are actively focused on increasing their representation, particularly in technical and leadership roles, through targeted development programs. Though there are challenges of getting female employees for field work and for rotational shift duties, the company continuously find avenues where female staff can replace male members.



## Fair Compensation: Ensuring Equity and Transparency

Alembic is deeply committed to fair and equitable compensation practices, believing firmly in rewarding employees based solely on their performance and qualifications, irrespective of gender. To uphold our commitment to transparency and equality, we regularly monitor our progress and continuously review compensation practices. This ongoing process allows us to proactively identify and address any potential pay gaps, demonstrating our dedication to making significant strides towards a future where equal work consistently receives equal pay.

### Gender Pay Indicators

Employee Level	Average Women Salary (INR)	Average Men Salary (INR)
Executive level (base salary only)	7136470	10563778
Executive level (base salary + other cash incentives)	7136470	10563778
Management level (base salary only)	2550643	2143007
Management level (base salary + other cash incentives)	2550643	2143007
Non-management level (base salary only)	567473	568917

Category	Average Basic Salary of Men (Rs.)	Average Basic Salary of Women (Rs.)
Senior Management	10563778	7136470
Mid Management	2143007	2550643
Junior Management	1071184	1246314
Non-Management	473572	477555
Workers	366427	-

**Ratio of Basic Salary and Remuneration of Women to Men**

## Talent Acquisition: Building Expertise for a Healthier Tomorrow

To remain at the forefront of pharmaceutical innovation, Alembic continuously attracts and hires talent with deep technical expertise and a shared commitment to our values. Our merit-based hiring process ensures that we bring onboard professionals who not only excel in their fields but also embody integrity, collaboration, and patient-centricity.

We see employee transitions as opportunities to infuse fresh perspectives and specialized skills critical for addressing complex healthcare challenges. Our Talent Acquisition Strategy incorporates industry outreach, campus recruitment, and digital sourcing to secure diverse talent pools aligned with our strategic vision.

**Empowering Through Our Women Talent Referral Program:** Alembic is deeply committed to fostering a diverse and inclusive workforce, and a key initiative in this endeavour is our Women Talent Referral Program.

This program encourages our workforce to leverage their professional networks to identify and refer talented women candidates, significantly contributing to our continued success and enhanced inclusivity. By actively promoting the recruitment of skilled women, this initiative directly aligns with our commitment to building a diverse workforce and ensuring equal opportunities for all, with successful referrers even earning a dinner voucher as a token of our appreciation for shaping our future workforce.



# FreshWave 2024 – Comprehensive Training for New Talent

Our FreshWave 2024 Alembic Talent Pool undergoes a robust training program designed for seamless integration and success.

## PROGRAM HIGHLIGHTS & IMPACT

**Comprehensive Training:** Combines theoretical knowledge with practical, hands-on experience.

**Dedicated Supervision:** Senior team members provide crucial mentorship and guidance.

**Support & Resources:** Ensures access to learning materials and a supportive environment for excellence.

## DRIVING CONFIDENCE & EXCELLENCE

The FreshWave 2024 program fosters confidence and belonging by:

**Accelerating Professional Growth:** Equipping new hires for faster integration and contribution.

**Enhancing Productivity:** Creating more efficient and effective professionals.

**Strengthening Talent Pipeline:** Building a robust pool of future leaders.

**Increasing Engagement & Retention:** Fostering loyalty through a supportive onboarding experience.

## New Hires

Category	Age Group			Gender		FY 2024-25
	<30	30-50	>50	Male	Female	Total
Senior management	0	8	11	18	1	19
Middle management	74	573	8	629	26	655
Junior management	2717	131	0	2810	38	2831
Workers	178	31	0	209	0	209
Staff	2044	370	0	1961	453	2414



# Employee Recognition & Retention: Creating a Workplace that Values and Grows Its People

Alembic is committed to creating a workplace that not only attracts top talent but also supports long-term growth, loyalty, and well-being. Recognizing, retaining, and continuously engaging our employees is a vital element of our human capital strategy. Our aim is to ensure that every team member feels valued, motivated, and empowered to grow within the organization.

## Employee Recognition Programs

Performance Excellence Awards recognizing innovation, compliance, and cross-functional impact

Long-Service Awards honouring commitment and institutional knowledge

Spot Awards for quick wins and proactive initiative

## CAREER DEVELOPMENT & GROWTH REVIEWS

Each employee undergoes a structured career development review process that includes:

Annual goal setting and performance evaluation

Individual development plans tailored to aspirations and strengths

Internal mobility and succession planning for critical role

100% of our permanent employees and workers undergone performance and career development reviews in FY 2024-25 across all management levels.

Our 'Scientist of the Quarter' program at Alembic acknowledges and celebrates the crucial role our scientists play in driving innovation and company growth through R&D, inspiring them to excel.

## RETENTION METRICS:

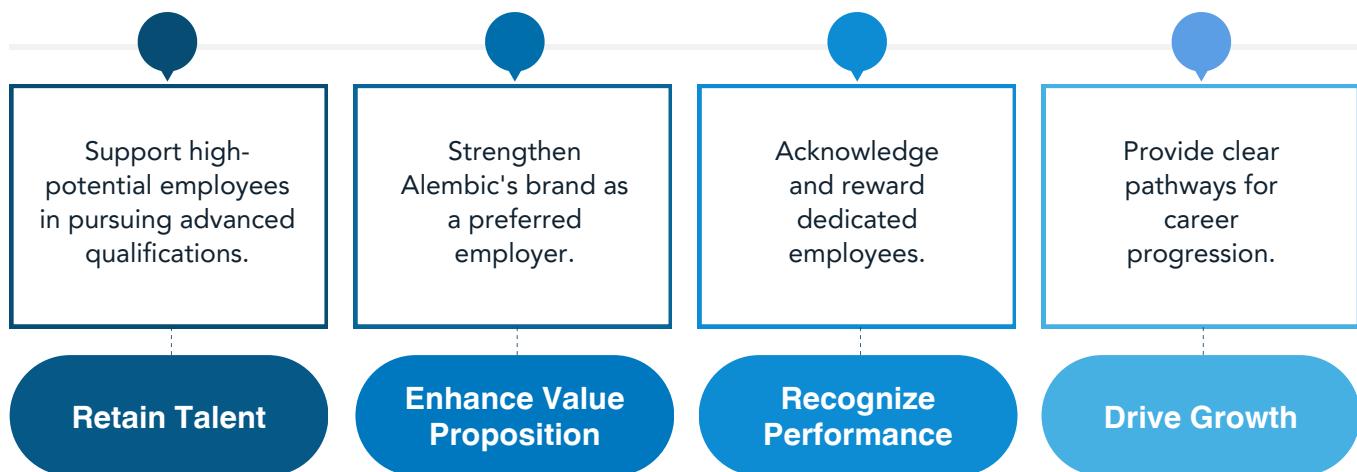
At Alembic, we recognize that retaining our skilled and experienced workforce is fundamental to our sustained success, operational continuity, and institutional knowledge preservation. Our comprehensive retention strategy is designed to foster an engaging, growth-oriented, and supportive environment where employees feel valued and motivated to build long-term careers with us. Reducing attrition is a key performance indicator for our human capital strategy, ensuring stability and maximizing the return on our talent investments.

4% Reduction in Turnover Rate in FY 2024-25.

# Employee Development & Growth: Investing in Our People's Future

Alembic is committed to fostering continuous learning and career growth as central to our human capital strategy and sustainable success. Our Employee Retention & Growth Program sponsors higher studies (SAHAS – Support to achieve higher academics and scholarship) for ambitious employees, strengthening their value and ensuring their continuous development within the company.

## PROGRAM OBJECTIVES & IMPACT



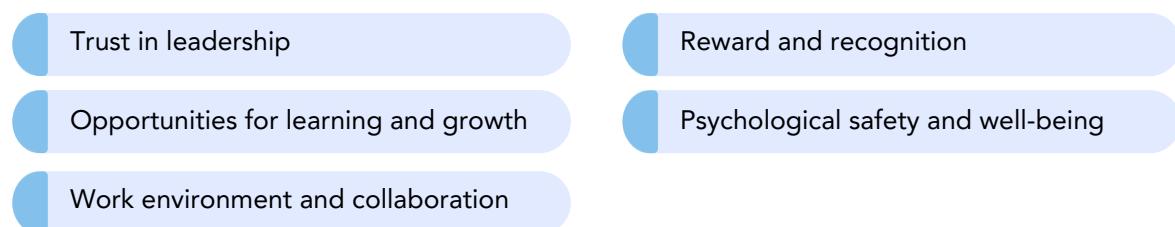
Open to eligible permanent employees with 3+ years of service, the program covers up to 70% of fees for relevant diploma, degree, and postgraduate studies. This strategic investment builds internal capabilities, enhances employee loyalty, strengthens our talent pipeline, and promotes a culture of lifelong learning, reinforcing our commitment to a resilient and prosperous future.

## Employee Turnover Rate

Category	Males (%)	Females (%)	Total (%)
Permanent Employees	27.56	20.33	27.15
Permanent Workers	7.5	0	7.5

## EMPLOYEE SATISFACTION AND ENGAGEMENT

We conduct annual Employee Satisfaction Surveys with high participation rates. Key dimensions assessed include:



To assess how our employees feel and how we can improve, we conduct regular employee engagement and satisfaction surveys. These surveys capture feedback on a range of factors such as trust in leadership, work environment, diversity and inclusion, and career opportunities. Insights gathered from these surveys are crucial in shaping our HR strategies and directly influence policy updates and organizational decisions.

Alembic also remains committed to the continuous improvement of our people practices. We regularly review and revise our diversity, inclusion, and engagement frameworks based on employee feedback, industry trends, and evolving expectations. This commitment ensures that our workplace remains relevant, inclusive, and motivating for all.

Actionable insights from these surveys directly inform leadership priorities and workplace improvements. Recent improvements include flexible work arrangements, revamped onboarding, and enhanced health and wellness offerings.

*Employees who feel seen, supported, and empowered don't just stay—they lead, they innovate, and they elevate those around them. That's the culture we are committed to building at Alembic.*

## Learning & Development: Advancing Competencies for Innovation and Compliance

In the highly regulated pharmaceutical industry, continuous learning and skill enhancement are imperative. Alembic invests in comprehensive training programs that develop technical proficiency, foster regulatory compliance, and promote an inclusive culture.

Alembic prioritized employee growth by investing 10,78,570 training-person learning hours in training for our full-time workforce during FY 2024-25.

### Cultural Competency and Inclusive Leadership

We provide training that increases awareness of unconscious bias, strengthens cross-cultural communication, and nurtures inclusive leadership qualities. These programs support a collaborative workplace where diverse ideas thrive.

### Mandatory Compliance Training

Ensuring patient safety and regulatory adherence is paramount. We deliver mandatory training on topics including Good Manufacturing Practices (GMP), Data Integrity, Anti-Corruption, Information Security, and Prevention of Sexual Harassment (POSH). Full participation across the organization underscores our commitment to the highest standards of ethical conduct.

**Fostering a Gender-Sensitive and Respectful Workplace:** Alembic is dedicated to cultivating an inclusive and equitable workplace. Our recent Gender Sensitization Program focused on enhancing gender sensitivity by addressing conscious and unconscious biases at work, promoting inclusive language and conduct, and creating a safe, supportive environment.

This vital session aims to foster a truly gender-sensitive culture, contributing to enhanced employee well-being, fairer practices, stronger collaboration, and the attraction and retention of diverse talent, aligning with our sustainability goals.



Leadership Training

# Leadership Development

Our leadership programs emphasize the importance of ethical decision-making, diversity, and patient-focused innovation, preparing leaders to guide teams effectively in a dynamic industry landscape.

- Cultivating Future-Ready Leaders:** Alembic launched SPRINT, an exclusive leadership development intervention for over 120 AGM-level and above employees. In February 2025, Inaugurated by Mr. Pranav Amin, who shared his vision for empowering leaders to drive business growth, SPRINT aims to hone leadership acumen and create a highly competent, future-ready pool of leaders for the company, with support from other senior leaders.



- Emerging leaders Program (SPRINT) :** Strengthening Financial Acumen by Welingkar Institute: Our employee development session focused on enhancing financial literacy, covering key concepts such as basic finance, costing for business decisions, understanding financial statements, ratios, performance metrics, and break-even analysis. Our facilitator effectively blended theoretical understanding with practical application through questionnaires, self-assessments, and case-lets for business data analysis.

- Participants engaged in analyzing real-world business case studies and simulation-based scenarios, providing active participation in decision-making processes. These simulations, particularly those focused on the pharma industry, enabled them to navigate business challenges, identify key issues, and propose strategic solutions. This hands-on approach fostered valuable insights into problem-solving, critical thinking, and effective decision-making within a dynamic business environment.



- Teach N Learn Journey" Train the Trainer Programme:** To empower internal knowledge sharing and foster continuous learning, we launched our program. This initiative equipped budding internal trainers with essential pedagogical skills, practical insights into adult learning, and effective techniques for delivering impactful sessions. By strengthening our internal training capabilities and leveraging the expertise of our seasoned professionals, this program significantly contributes to building a self-sustaining learning ecosystem, enhancing skill development, and fostering a robust learning culture across Alembic, aligning with our goals for human capital development and operational excellence.



Our leadership programs are grounded in the principles of ethical decision-making, embracing diversity, and driving patient-focused innovation. These core values equip our leaders to effectively guide teams through change and complexity, ensuring sustainable success in a dynamic industry.

The Future Leaders Program, a custom-designed, four-module training initiative covering Strategic Thinking, Financial Acumen, Executive Presence, and Executive Rigor, is delivered in collaboration with Mahindra University as a cornerstone of Alembic's broader Leadership Development Intervention – SPRINT. This immersive program is tailored to prepare high-potential talent for future leadership roles through experiential learning and strategic thinking.



SPRINT

### Key highlights of the workshop include:

Formulating strategy in Volatile, Uncertain, Complex, and Ambiguous (VUCA) world

Introduction of new business model and assessment of its financial sustainability

Insights on crafting a growth strategy

Effectively planning in times of uncertainty

## Career Growth and Technical Skill Building

We offer specialized courses and certifications in pharmaceutical sciences, quality assurance, and emerging technologies to empower employees in advancing their careers and contributing to innovation pipelines.

Alembic prioritizes clear communication for efficient operations, strong partnerships, and innovation. Our workforce attended an "Impactful Written Communication" workshop, covering subjects like writing skills, email etiquette, grammar, and report drafting through interactive exercises and self-assessment, this training directly improves clarity, professionalism, and internal/external collaboration, ultimately contributing to our sustained success.

## ESG Awareness

Sustainability training equips our workforce to integrate environmental, social, and governance considerations into daily operations, aligning with Alembic's commitment to responsible healthcare delivery.

Our investment in employee development ensures that our teams remain agile, knowledgeable, and ready to meet the evolving demands of the pharmaceutical sector.

57.25% of our workforce received EHS/ESG trainings.

# Engagement, Wellness, and Belonging: Alembic's Commitment to Employee Well-being

At Alembic, we believe that employee engagement is deeply rooted in how people experience work—not just in their roles and responsibilities, but in the support systems that surround them. Our approach to engagement extends beyond conventional benefits and aims to create a workplace that acknowledges the diverse life circumstances of our people, enabling them to thrive both professionally and personally.

## Workforce Engagement: Cultivating a Thriving & Resilient Organization

At Alembic, we believe that deep, proactive engagement with our workforce is the bedrock of a thriving, innovative, and future-ready organization. Beyond mere communication, we are committed to genuinely understanding our employees' diverse perspectives and evolving needs.



***Yoga Day celebration at our one of the facility***

Through dynamic avenues such as town halls, comprehensive engagement surveys, and impactful leadership development interventions, complemented by continuous Performance Dialogues, robust feedback mechanisms, and seamless employee induction processes, we actively foster an exceptional employee experience.

Our regular E-mails and quarterly publications/newsletters further ensure transparent and consistent information flow. This multi-faceted approach allows us to proactively address concerns, empower our people, and co-create solutions, solidifying a culture where every voice contributes to our collective success and propels us towards new heights of excellence.

## Flexible Work Arrangements

At our corporates, Alembic Research Centres (ARCs), Bioequivalence Centers, R&D Injectable, HYD, Mumbai office only, Alembic supports flexible work arrangements including remote work, flexible hours, and job-sharing where operationally feasible. These options are designed to help employees better balance their personal obligations with professional responsibilities, promoting overall well-being. While such flexibility may not be viable in our manufacturing units due to operational demands, we continue to explore alternative forms of support and engagement for our factory teams.

# Family-Friendly Policies

We understand that caregiving responsibilities can impact employees at various life stages. To support this, we offer enhanced parental leave, including maternity and paternity leave that goes beyond statutory requirements. Additionally, we provide childcare assistance in select locations and extend healthcare benefits for elderly dependents through our policies, supporting employees in managing dependent care responsibilities. These initiatives reflect our belief that employees should not have to choose between family and career—they should feel fully supported in both.

## EMPLOYEE LEAVES AND RETENTION STATISTICS:

Category	Total Employees on Leave	Employees Returned / Still with Company	Return / Retention Rate (%)
FY 2024-25 Maternity Leave (Female)	23	22 returned	96%
FY 2024-25 Paternity Leave (Male)	387	387 returned	100%
FY 2023-24 Maternity Leave (Female)	19	15 still with company	78.95%
FY 2023-24 Paternity Leave (Male)	420	345 still with company	82.14%

At Alembic, we recognize that parenthood brings unique responsibilities, and we consciously support our employees by providing day-care facilities within our premises—ensuring peace of mind for parents and a nurturing environment for their children.

## Mental Health & Medical Wellness

Employee wellness is not complete without a strong focus on mental health. Alembic has introduced mental health awareness campaigns, stress management sessions, and confidential counselling support services to promote psychological well-being. Our comprehensive medical insurance coverage includes not just physical healthcare, but mental health support as well—ensuring employees and their families have access to holistic care.



Mental Health Awareness Session by renowned Psychiatrist

# The Alembic Parivar Card – Family Healthcare Support

The Alembic Parivar Card is an exclusive program offering our valued workforce and their immediate families significant healthcare benefits through Bhailal Amin General Hospital, easing access and financial burdens.



## KEY BENEFITS

- Hassle-Free Indoor Admission (IP)
- Green Channel Admission: Priority and swift admission during emergencies.
- Zero Deposit: No upfront deposits for indoor medical services for cardholders and their immediate families.
- Mediclaim Security Deposit Waiver: No security deposit required at discharge for Mediclaim cases.
- Comprehensive Outpatient Service Benefits (OPD)
- Discounts on all full-time doctor consultations and in-House Radiology & Pathology Investigations

## OVERALL IMPACT

The Alembic Parivar Card provides essential peace of mind by:

- Reducing Employee Stress: Alleviating financial and logistical healthcare worries.
- Improving Health Outcomes: Encouraging timely medical care.
- Enhancing Loyalty & Morale: Demonstrating Alembic's commitment to employee well-being.

## Cancer Awareness and Screening Campaign

Our cancer awareness and screening camp held at Vadodara, Panelav, Karkhadi and Jarod was a resounding success. The event brought together women employees for vital health screenings and insightful awareness sessions.

Comprehensive screenings: 460+ women employees

Informative sessions: Expert led talks on early detection of cancer, prevention and treatment options for 160+ women employees.

By empowering women with knowledge and providing access to essential screening, we aim to contribute to early detection of cancer and improved health outcomes. We extend our sincere gratitude to all participants and experts who made this event a success.



## Work-Life Balance as a Pillar of Engagement

We view work-life balance as a core component of employee engagement, not an add-on. By designing policies that enable flexibility and personal time, we empower employees to show up as their best selves—at work and beyond. We are continuously evaluating the impact of these programs and improving them based on direct employee feedback.

Our Sports Meet 2024 at Alembic Research Centre Hyderabad was a resounding success! We have witnessed incredible talents, exceptional energy, camaraderie, and teamwork that truly exemplify the spirit of Alembic. This event was more than just a competition. It was a platform to connect, collaborate, and create memories that will last a lifetime. From the thrilling matches to the spirited cheering, every moment was a celebration of togetherness and mutual support. The Women participation whose inspiring performances stole the spotlight. This event not only strengthened the bond as a unified team but also gave memories to cherish as we step into the new year with new hopes, fresh energy and enthusiasm to achieve greater milestones.



## Milestone on ESG Engagement

Community Engagement & Sustainable Lifestyles: Fostering Local Vibrancy: Alembic's commitment to community and sustainability was showcased through the Art District Bazaar, an "Organic & Sustainable Bazaar" held on March 1st-2nd at Alembic City.

This event supported local farmers, artisans, and small businesses by providing a platform for fresh produce, handicrafts, and organic products. With free entry and a pet-friendly atmosphere, the bazaar fostered community interaction and educated attendees on sustainable consumption, reinforcing Alembic's dedication to local economic vitality and environmental consciousness.

Alembic's people philosophy is simple: support the individual, and the professional will thrive. Our commitment to employee well-being is not just a response to changing expectations—it is a strategic pillar of how we grow, sustain, and lead in the pharmaceutical industry.

## Vision For Future

Social Responsibility	Human Resource Development	Supporting local hiring from nearby communities to enhance their quality of life and talent acquisition Upgrade skills of human resource to enhance their career growth
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# SAFE WORK, STRONG WORKFORCE

Ensuring the health and safety of employees is not only a legal obligation but also a moral imperative that drives engagement and loyalty. By implementing robust OHS practices, organizations can mitigate risks, reduce workplace injuries, and promote a culture of safety that empowers employees.

**A safe workplace is the foundation of a strong workforce — when we protect our people, we empower our progress.**

## Occupational Health & Safety

0.032	0
Lost Time Injury Frequency Rate for employees	Fatalities for employees
0.065	0
Lost Time Injury Frequency Rate for workers	Fatalities for workers

Alembic is committed to creating a clearly defined, safe, and healthy working environment, recognizing it as a fundamental right for all employees. We firmly believe that every injury and illness is preventable.

Our commitment to health and safety is further encapsulated in our Environment, Health, and Safety (EHS) policy, which gives a broad framework for various environmental related systems and processes being followed.

We have established a safety committee that includes representatives from various departments, ensuring diverse perspectives in monitoring safety practices, addressing concerns, and promoting a proactive safety culture. We have established processes for workers to report work-related hazards and to remove themselves from such risks. These processes empower workers to identify and report hazards promptly, ensuring their safety and well-being in the workplace.

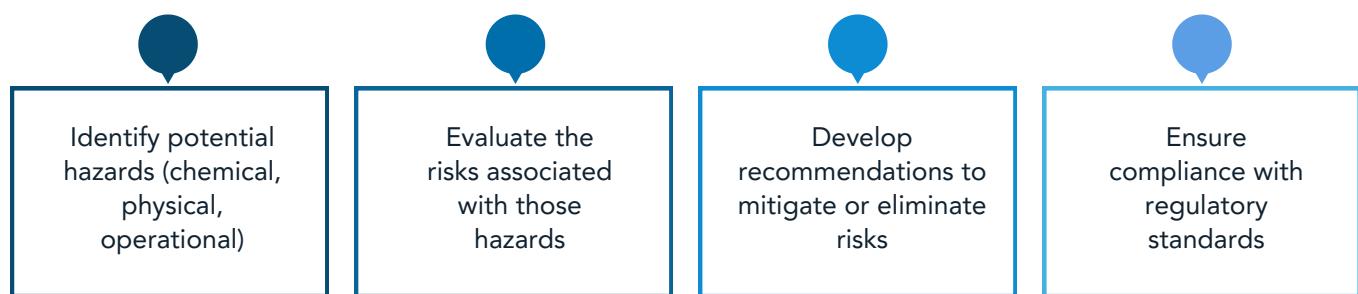


**OHC Facility at Formulaiton-1 Unit**



# Safety Related Risk Identification Processes Followed

We adhere to the guidelines of Process Hazard Analysis (PHA) for identifying and managing risks:



Once the hazard is identified, based on the complexity of the risk, we adopt holistic procedure that includes methods like Hazards and Operability (HAZOP), Failure Mode and Effects Analysis (FMEA), Job Safety Analysis (JSA), Hazard Identification & Risk Assessment (HIRA), etc. to effectively manage hazardous risks.



Hazard Identification and Risk Assessment (HIRA)	Job Safety Analysis (JSA)	Hazard and Operability (HAZOP) studies	Failure Mode and Effects Analysis (FMEA)
Identify hazards and evaluate associated risks in workplace activities to implement effective control measures	To assess risks, and determines preventive measures	Examine processes to identify potential risks and their causes	Identify possible failure modes in systems

After identifying the potential hazard, its causes and consequences, we suggest corrective actions to be taken by the responsible personnel and timeline for implementation.

## Incident Reporting

We have established a robust incident reporting system that encourages employees to report safety incidents and near-misses without fear of retaliation. This proactive approach enables us to identify trends and implement effective corrective actions.

We maintain a highly qualified and experienced team tasked with reviewing the risk assessment process and implementing mitigation measures according to a predefined schedule. This proactive approach underscores our commitment to ensuring the safety and well-being of all individuals involved in its operations.

We also maintain a separate risk register at organisation level which is reviewed by Board level risk committee. These risks are considered while designing companies Business Continuity Plan.

## Safety Performance in FY 2024-25

Description	Employees	Workers
Fatalities (as a result of work-related injury)	0	0
High-consequence work-related injuries (excluding fatalities)	0	0
Recordable work-related injuries	1	2
Rate of fatalities	0	0
Lost Time Injury Frequency Rate (LTIFR)	0.032	0.065
High consequence work-related injury or ill-health	0	0
High consequence work-related injury or ill-health - Fatality	0	0

# Safety Training

Alembic is dedicated to the health and safety of its employees and provides training on essential occupational health and safety modules for all staff and workers. Upon joining, the employees and workers receive comprehensive safety training and become familiar with safety procedures.

Throughout their tenure, they participate in regular Learning Management System and classroom sessions, to stay updated and well-prepared. Regular safety and emergency evacuation drills are conducted, equipping them to handle emergency equipment, including fire hydrants, firefighting systems, leak and spill control procedures, and safety alarms. Additionally, function-specific training is offered based on competency assessments tailored to each level and designation.

98.18%

Employee Coverage on Safety Trainings

100%

Contractor Worker Coverage on Safety Trainings

## Contractor safety management

For contractors, we have incorporated environmental, health, and safety (EHS) requirements into contracts and service agreements. It ensures that contractors' workers are equipped with mandatory personal protective equipment (PPE) and receive adequate safety training relevant to their job tasks before they commence work.



Fire Safety Training conducted for contract workers

## Well-Being Programs

### Occupational Health Services

To enhance our safety initiatives, we have implemented comprehensive incident reporting systems that encourage employees to report safety incidents and near-misses without fear of retaliation. This open reporting culture allows us to identify trends, analyze root causes, and implement corrective actions effectively, thereby continuously improving our safety performance.

### Health Support Program

Employees and workers have access to non-occupational medical and healthcare services. All sites have Occupational Health Centres (OHC), which are operative round the clock and have qualified staff to take care of any healthcare services, including non-occupational medical services. This ensures that they receive comprehensive healthcare support beyond occupational-related needs, promoting their overall health and well-being.

## Emergency Response Plans

We have established a comprehensive risk management framework designed to identify, assess, and address emerging risks while developing effective mitigation strategies. This proactive approach enables us to navigate potential challenges and safeguard our operations.

In addition to our risk management efforts, we have implemented a detailed Business Continuity Plan (BCP). This plan outlines specific emergency scenarios that could impact our operations and provides a structured response strategy. It includes protocols for immediate response, rescue operations, and recovery processes to ensure that we can swiftly resume normal activities following any disruption.



# REIMAGINING PHARMA IN THE DIGITAL AGE

At Alembic, we view digital transformation not just as an operational upgrade—but as a strategic imperative that is reimagining the very fabric of pharmaceutical innovation, manufacturing, and distribution.

By embedding intelligence, agility, and data-driven precision into our core operations, we are building a future-ready organization that's faster, more transparent, and more connected to the evolving needs of patients and partners worldwide.

*Digital transformation is not about tools—it's about rethinking our role in the future of healthcare.*

## Digital Business Models

Alembic is actively reshaping its business model to align with the digital age. The FY25 plan focuses on enabling business and technology, enhancing operational efficiency, ensuring compliance and security, and establishing a strong digital infrastructure. This strategic roadmap transitions from descriptive to predictive and prescriptive analytics, building a robust digital foundation for sustained growth. For our India branded formulations business, a key vertical, we have repurposed commercial operations to better serve Healthcare Medical Professionals (HMPs) and patients.

We introduced iPad-based digital tools for our medical representatives (MRs), enhancing the quality and effectiveness of medico-marketing interactions. This not only increases engagement time with doctors but also ensures full compliance with the Uniform Code for Pharmaceutical Marketing Practices, 2024 (UCPMP).

To support this transformation:

- We migrated to Salesforce CRM, providing our field teams with a 360-degree real-time view of HMPs.
- We launched Alembic Ask TARA, a GenAI-powered WhatsApp bot built on OpenAI's latest models and AWS Cloud, designed to enhance internal support, productivity, and agility.
- We are leveraging digital technologies to decentralise clinical trials and automate processes—aligning with industry trends in precision medicine and faster drug development.

## Smart Manufacturing

Our journey toward smart manufacturing is focused on integrating intelligence into production, ensuring operational excellence and sustainability. Alembic is modernising its entire digital manufacturing stack to improve quality, reduce waste, and increase compliance.

**Key initiatives include:**

- Implemented comprehensive LIMS dashboards covering sample ageing, search functionality, testing locations, and results tracking, enabling operational leaders to access real-time insights through PowerBI interactive drill-through dashboards across all GxP-compliant plants (Formulations & API).
- Governance of data with role-based security protocols ensures plant-specific data access while providing leadership with enterprise-wide visibility.
- Developed integrated Trackwise dashboards providing centralized views of all CAPA (Corrective and Preventive Actions) in a single interface.
- Deployed RPA solutions using UiPath to automate metadata creation in QA/LIMS systems—reducing manual effort from 2–3 months to near-instant automation—while laying the foundation for AI-enabled quality management.
- Transitioning from paper-based to digital Quality Management Systems (QMS), with major milestones achieved in FY25 and full implementation targeted for FY26.
- Development of a digital record-keeping system for GMP compliance to replace traditional paper-intensive processes, reducing environmental impact.

*Through our digitization efforts, we eliminated the use of approximately 6.5 lakh A4 sheets, equivalent to saving nearly 6,000 trees in FY 2024–25.*



## Our integrated systems roadmap includes:

Enterprise Quality Management Systems (EQMS)

Enterprise Content Management Systems (ECMS)

Manufacturing Execution Systems (MES)

Computer System Validation (CSV)

These platforms are building a unified, responsive, and digitally empowered production ecosystem.

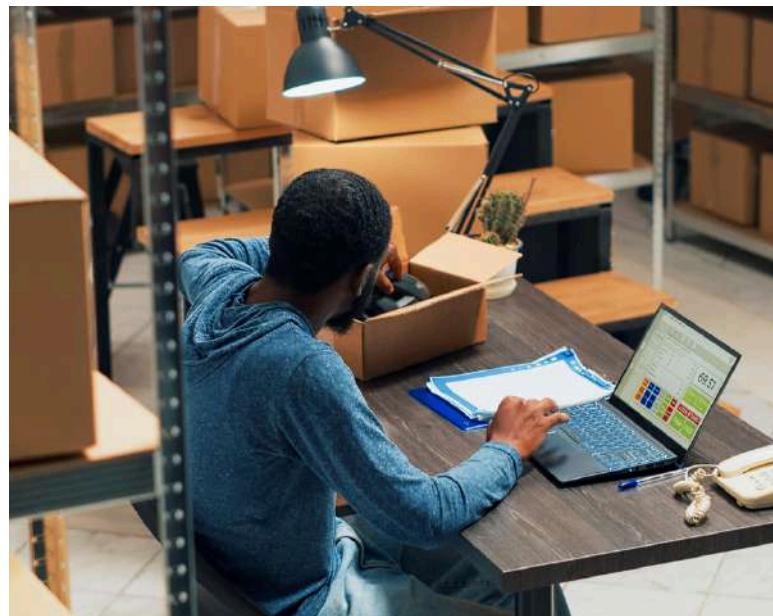
## AI & Data-Driven Decisions

With digitisation, data becomes a powerful asset. Alembic is investing in a modern data infrastructure that supports real-time analytics, predictive insights, and AI-enabled decision-making.

- Deployed Microsoft Fabric as our next-generation data platform, with OneLake as the central repository for structured and unstructured data across all IBU operations.
- Implemented SAP S/4HANA to enhance high-performance architecture, ensure robust data lineage, and provide scalable business intelligence with an improved user experience via FIORI 3.0.
- Collaborating with QA teams to develop aggregated data structures that will enable advanced AI deployment post-data cleansing and integration.
- We have deployed Snowflake, a next-generation data platform, to enable big data analytics across the enterprise.
- Our enterprise data lake serves as a central repository for structured and unstructured data, enabling advanced analytics and business intelligence.

## Digital Supply Chain

Alembic is building a digitally resilient supply chain that can respond dynamically to market shifts and patient demands. Through digital integration, we ensure faster, safer, and more transparent product delivery.





# RESILIENCE THROUGH RESPONSIBLE SOURCING

As a responsible pharmaceutical leader, we recognize that a sustainable supply chain is not just a business imperative, but a societal one — essential for ensuring long-term resilience, environmental stewardship, and equitable value creation across our ecosystem. We aim to build a supply chain that is ethical, transparent, and future-ready — one that supports the health of both people and the planet.

**Sustainable supply chain practices are not just about operational efficiency — they are about responsibility, trust, and future-readiness. At Alembic, we believe that how we source, produce, and deliver medicines reflects who we are as an organization committed to global health and sustainability.**

Our supply chain plays a vital role in our operations, ensuring efficient and sustainable product delivery. We are committed to implementing and maintaining sustainability at every stage of the supply chain. We strive to work with suppliers who share our commitment to environmental stewardship, social responsibility and ethical business conduct.

We have a comprehensive Code of Conduct for suppliers that outlines our expectations for ethical behaviour, environmental responsibility and social practices. Suppliers are required to adhere to this Code of Conduct as a condition of their partnership with us. The code of conduct includes the below Principles:

- Key Critical suppliers for Active Pharmaceutical Ingredients (API), Advance Intermediate, KSM and primary packing material assessed on ESG performance.
- Increased Critical Supplier Assessment from 4.4% to 27%.

The suppliers should be committed to follow laws and regulations, reduce environmental and social impacts and follow ethical sourcing practices.

The Suppliers should support local communities and be transparent about their business practices.

The Suppliers should maintain quality and be in compliant with health and safety practices.

**Commitment to Sustainability**

**Community Engagement**

**Quality and Safety**

## Code of Conduct

Principle	Environmental Standards	Social Standards	Ethical Standards
Commitment to Sustainability	Compliance with environmental regulations	Respect for labour rights	Anti-corruption policies
	Reduction of environment impact	Fair treatment of workers	Ethical sourcing of materials
Community Engagement	Support for local communities	Engagement in community development initiatives	Transparency in business operations
Quality and safety	Product quality standard	Health and safety practices	Compliance with legal regulations



# Value Chain Model

- We source raw materials and packaging components from a network of trusted suppliers who are committed to meeting our quality and sustainability standards.
- These suppliers are regularly evaluated against defined sustainability KPIs to ensure ongoing compliance and continuous improvement.

Our manufacturing facilities are strategically positioned to enhance production efficiency and lower transportation emissions. We have adopted cutting-edge manufacturing technologies and processes to reduce waste, as well as minimize water and energy usage.

We utilize an extensive distribution network to guarantee the prompt delivery of our products to diverse markets. Our distribution strategy emphasizes minimizing carbon emissions by optimizing logistics and transportation routes.

## Responsible Sourcing

## Manufacturing

## Distribution

## Local sourcing

As part of our commitment to sustainability and supporting local economies, we contribute a significant proportion of our spending on local suppliers. In the past year, our company has made a conscious effort to source input materials from suppliers that are not only local but also contribute to the small-scale industry sector.

In FY 2024-25, 18% of our total input materials, by value, for our operational sites in India were directly sourced from Micro, Small, and Medium Enterprises (MSMEs) and small producers.

## Warehouse Management

Alembic's central warehouse in Vadodara serves as a vital hub for managing raw materials, solvents, packaging materials, and finished goods (APIs). The facility is designed with advanced temperature-controlled infrastructure to ensure the integrity and stability of all stored materials. Inventory operations are seamlessly managed through automated systems that enable real-time tracking, minimize material wastage, and optimize storage efficiency. By integrating best practices in environmental management and operational efficiency, the warehouse upholds Alembic's commitment to quality, safety, and sustainability across the supply chain.



*Awareness training to Warehouse person's at F-1 Facility*



Resilience through Responsible Sourcing

GRI 204

# Sustainable Supply Chain framework

At Alembic, we are committed to delivering prompt and high-quality supplies to our customers and patients. We have built a resilient and adaptable supply chain that can respond swiftly to changing needs. Below is our process of sustainable supply chain engagement:

## 1. Initial Assessment & Supplier Prioritization

We evaluate potential suppliers through a sustainability and quality lens to identify critical partners whose operations have a significant ESG impact.

### KEY ACTIVITIES

Screening of suppliers for alignment with Alembic's Supplier Code of Conduct and ESG policies.

Assessment of past performance, risk exposure, and supply continuity.

Critical Supplier Identification: Top 20% of suppliers (by criticality and impact) are prioritized based on:

- API/KSM supply criticality
- Annual turnover
- Single source/OEM status

## 2. Negotiation & Agreement

Once a supplier is deemed suitable:

Define clear terms of engagement, regulatory requirements, and performance metrics via the Supplier Code of Conduct.

Ensure alignment on compliance and continuous improvement expectations from the outset.

## 3. Onboarding & Training

During onboarding, suppliers are integrated into Alembic's ecosystem:

Sharing of Supplier Code of Conduct

Introduction to the desktop audit questionnaire for critical suppliers

## 4. Monitoring & Evaluation

Alembic maintains proactive oversight to track supplier performance:

### DESKTOP AUDIT

Critical suppliers complete ESG assessment checklists, which are reviewed and scored by EHS/ESG.

Suppliers are informed to correct or resubmit incomplete data.

ESG Priority List is prepared to identify suppliers requiring onsite audits.

## ONSITE AUDIT

Conducted based on ESG and criticality scores.

Audit reports are shared with suppliers within 15 days.

## CORRECTIVE ACTION & CAPA MONITORING

Suppliers provide CAPA plans with target dates.

EHS/ESG tracks CAPA implementation and conducts re-assessment as needed.

## 5. Continuous Improvement & Risk Management

Suppliers demonstrating poor performance undergo corrective actions.

Alternate suppliers are identified in cases of underperformance.

Risk mitigation strategies include:

- Low Risk: Accept and monitor
- Medium Risk: Mitigate with contract conditions
- High Risk: Avoid unless controls are in place

We maintain continuous relationships with suppliers who consistently demonstrate excellence in product quality, timely delivery, and uphold the highest standards of ethical conduct.

*Supplier development is a shared journey — one that enables us to innovate responsibly and stay ahead of global challenges.*

## Our Sustainability Criteria for Initial Assessment

At Alembic, we believe that sustainability is a shared responsibility across our value chain. To uphold our commitment to Environmental, Social, and Governance (ESG) excellence, we have established clear and rigorous Sustainability Criteria that all suppliers maintain throughout the duration of their engagement with us.

In addition, critical suppliers are subject to periodic audits to ensure continued alignment with our sustainability expectations and evolving regulatory standards.

Our sustainability criteria are structured around four core pillars:

### 1. Ethical Standards & Governance

Ethical conduct and strong governance are fundamental requirements. Suppliers must:

Uphold robust anti-corruption and anti-bribery policies.

- Ensure ethical sourcing of raw materials, free from conflict or exploitation.
- Maintain full compliance with legal and regulatory frameworks.
- Adopt sound corporate governance frameworks.
- Demonstrate ethics and integrity in all business dealings.
- Comply with international standards and certifications, including ISO, GRI, and other ESG-related benchmarks.

## 2. Environmental Standards

We expect all suppliers to demonstrate responsible environmental practices that go beyond mere compliance:

- Full adherence to applicable environmental laws and regulations.
- Active measures to reduce greenhouse gas emissions.
- Implementation of effective waste management, recycling, and resource efficiency programs.

## 3. Social Standards

Alembic holds suppliers accountable for upholding human dignity and social equity through:

- Respect for labour rights, provision of fair wages, and safe working conditions.
- Implementation of comprehensive health and safety policies.
- Promotion of diversity, equity, and inclusion in their workforce.

## 4. Quality and Innovation

Sustainability also means delivering high-quality products and solutions in innovative ways:

- Adherence to product quality standards in line with industry best practices.
- Investment in sustainable innovations that reduce environmental and social impact.
- Active pursuit of continuous improvement initiatives and best-in-class practices

By setting these standards, Alembic fosters a responsible, transparent, and value-aligned supply chain — one that not only supports our business goals but also contributes meaningfully to a healthier planet and society.

*Our suppliers are our partners in sustainability. When they grow responsibly, we grow together — with purpose, with integrity, and with impact.*

Coverage & Progress of Supplier Assessment Program	FY 2025
Total Critical suppliers assessed via desk assessments/on-site assessments	124

# Supplier Training and Capacity Building

At Alembic, building a sustainable and resilient supply chain is a vital part of our broader sustainability strategy. Recognizing that the success of our ESG goals is closely tied to our suppliers' capabilities, we are committed to equipping them with the knowledge, tools, and resources needed to align with our sustainability expectations.

## Reducing Scope 3 Emissions

One of the most critical aspects of our supplier engagement strategy is addressing Scope 3 emissions, which account for the largest share of Alembic's overall carbon footprint. To achieve our climate objectives, it is imperative that our suppliers actively work to minimize their emissions and adopt environmentally responsible practices. This effort is also key to ensuring long-term reliability and resilience in the supply of raw materials and components critical to our operations.

## Training Programs for Suppliers

To enhance supplier awareness and compliance with our sustainability standards, Alembic offers targeted training and communication programs, including:

- **Awareness sessions during supplier audits**
- **Regular communication mailers** outlining Alembic's sustainability goals and performance expectations
- **Formal training modules** covering key sustainability topics such as:
  - Resource and energy efficiency
  - Waste minimization and circular practices
  - Water conservation
  - Ethical labor and sourcing standards
  - Health, safety, and well-being in the workplace



## Capacity Building Initiatives

Beyond training, Alembic supports long-term capacity building among its suppliers to meet and exceed ESG benchmarks.

**Our initiatives include:**

Technical assistance and consultation on improving environmental and social performance

Best practice sharing sessions with industry peers and subject-matter experts

*Empowering suppliers is essential to amplifying our sustainability impact. By building their capacity, we are investing in a stronger, more responsible future for all.*



Resilience through Responsible Sourcing

## De-Risking the Supply Chains

We conduct risk assessments to identify potential ethical and sustainability risks within our supply chain. This proactive approach allows us to prioritize areas that require immediate attention and implement effective mitigation strategies.

Additionally, we develop risk profiles for our suppliers, evaluating their performance in critical areas such as environmental impact, labour practices, and compliance with ethical standards. By analysing these profiles, we can make informed decisions regarding supplier partnerships and ensure alignment with our sustainability objectives. This comprehensive assessment process enhances our ability to manage risks effectively and fosters a responsible and sustainable supply chain.

## Embedding Ethics and Responsibility: Alembic's Procurement Culture

At Alembic, ethical and responsible sourcing is not just a compliance obligation—it is a strategic priority deeply rooted in our procurement philosophy. Our Procurement Team plays a central role in driving this vision forward, ensuring that every sourcing decision reflects our values of integrity, transparency, and long-term sustainability.

### Internal Capacity Building and Empowerment

Alembic believes that responsible sourcing begins with a well-informed and empowered team. To that end, our procurement professionals are regularly trained and upskilled in sustainability, compliance, and stakeholder engagement.

**Key initiatives include:**

- Capacity-building programs for procurement staff on:
  - ESG risk identification and management
  - Supplier sustainability evaluation tools
  - International frameworks such as UNGC, GRI, and ISO standards
- Workshops and learning sessions with external sustainability experts and thought leaders
- Creation of an internal knowledge-sharing platform to document and disseminate best practices, regulatory updates, and supplier case studies

***We invest in our people because they are the catalysts for responsible transformation. A well-trained procurement team can influence positive change across our entire supply chain.***



# RESPECT AT EVERY LEVEL

Alembic recognize that respecting human rights is not only a legal obligation but also a moral imperative that underpins sustainable growth, inclusive development, and corporate accountability.

Our Human Rights Policy is rooted in internationally accepted frameworks including the Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights, and the International Bill of Human Rights, as well as the Constitution of India.

## Alembic embraces the principles enshrined in



*Upholding human dignity across every role, site, and supply chain is essential to how we do business.*

We are committed to a zero-tolerance policy towards all forms of harassment and discrimination—including sexual and non-sexual harassment—within the workplace. Our Code of Ethics & Conduct explicitly prohibits such behaviour and mandates regular training programs for all employees on identifying, preventing, and reporting discriminatory practices.

An established escalation and grievance redressal mechanism, led by the Head of Human Resources, ensures prompt investigation and corrective or disciplinary action where necessary.

*In FY 2024-25, Alembic reported zero human rights violations involving indigenous people, zero instances of child labour, forced labour and discrimination within its operations, and zero cases of discrimination.*

As part of our broader responsibility, Alembic integrates human rights requirements into all contracts and business agreements. This includes strict prohibitions on child labor, forced labor, human trafficking, and a commitment to the freedom of association and collective bargaining. To reinforce this, we have a dedicated HRMS system in place where employee and worker details are verified manually and digitally. The system is designed with safeguards — for instance, if the age entered is below 18 years, the portal does not accept the data — ensuring compliance with our zero-tolerance policy on child labor.

Currently, we do not have any collective bargaining agreements in place. We remain committed to engaging with our employees in a fair and transparent manner, consistent with relevant legal framework.

**Fair compensation** to all employees and minimum wage requirements are protected. In line with Alembic's Human Rights Policy, we guarantee compliance with all applicable laws related to wages, working hours, and overtime compensation. Moreover, Alembic continuously reviews and adjusts compensation frameworks to ensure that remuneration remains adequate to meet the essential needs of employees, fostering dignity, well-being, and economic security irrespective of local legal minimums.

**Safe, Supportive, and Inclusive Working Environment:** At Alembic, we are deeply committed to fostering a safe, healthy, and respectful workplace environment in line with our Human Rights Policy. We strictly comply with all applicable health and safety laws and regulations, while proactively working to maintain a workplace free from violence, harassment, and any conditions—whether internal or external—that could compromise the physical or psychological well-being of our employees.

Our approach to optimal working conditions goes beyond compliance, adopting a holistic view of employee welfare. We offer a range of Family-Friendly Programmes (FFPs), including parental leave, childcare support, and family-related allowances, enabling employees to maintain a healthy balance between professional and personal responsibilities. Our performance-linked bonus schemes ensure that individual contributions are fairly recognized and aligned with the company's overall success, while appropriate compensation is provided for extra or atypical working hours.

Two-way communication mechanisms are actively encouraged, ensuring that employees have a voice in shaping their working conditions. Regular employee engagement and satisfaction surveys are conducted to measure workplace morale and identify areas for improvement. In addition, flexible work arrangements such as remote work and flexitime are provided to support diverse employee needs.

We also takes steps to support broader aspects of employee well-being, including access to adequate housing assistance and comprehensive healthcare coverage. Transparency in our compensation processes—through clear salary structures and advancement pathways—further strengthens trust and confidence among our workforces. Through these initiatives, Alembic reaffirms its commitment to building a workplace that is safe, equitable, and empowering for all.

## Due Diligence & Vigilance

We actively monitor and evaluate human rights impacts across our business operations and implement corrective actions when needed. During the reporting period, 11 out of 13 sites (84.62%) were assessed for the following areas:

Child labor

Sexual harassment

Forced or involuntary labor

Workplace discrimination

Wage compliance





# BEYOND THE BUSINESS

At Alembic, we believe that true success is measured not only by financial performance, but by the positive impact we create for people and the planet. Our Corporate Social Responsibility (CSR) efforts reflect a commitment to going beyond business—supporting communities, fostering inclusion, and driving meaningful change that extends far beyond our bottom line.

## Community Engagement & Development

### Our CSR Philosophy

For over fifty years, we have proactively led CSR initiatives, establishing, nurturing, and promoting various non-profit organizations. Our long-standing commitment reflects our belief in creating lasting social impact, empowering communities, and driving inclusive growth—demonstrating that our responsibility extends far beyond business and into the heart of societal development.

Throughout the year, we invested 14.41 crores/-\* in CSR initiatives, focusing primarily on enhancing health, education, livelihood, environment and promotion of Art & Culture primarily in Vadodara & Panchmahal districts in Gujarat.

11.44 Crores
<b>Spent on CSR initiatives in FY25</b>
244,460
Beneficiaries impacted through CSR initiatives

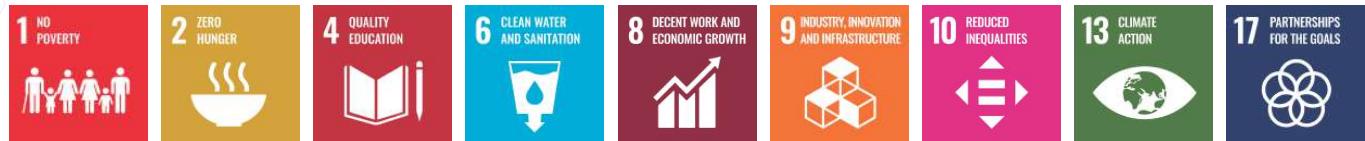
The total expenditure on CSR initiatives in FY25 was ₹14.41 Crores, which comprised ₹11.44 Crores from the current year's investment and ₹2.97 Crores utilized from the unspent CSR amount carried over from the last financial year.

Our CSR policy, established in compliance with Section 135 of the Companies Act, 2013, outlines our commitment to sustainable and impactful community development. The CSR Projects being implemented through Alembic CSR Foundation which aims to address critical social issues and contribute to the well-being of communities.

### Our Focus Areas



## Alignment to UNSDGs:



## CSR Strategy

**CSR Committee :** Our CSR Committee, comprising members of the Board, is responsible for developing and updating our CSR Policy, recommending the annual action plan, and identifying key CSR projects. The Committee also reviews the progress of all CSR initiatives for the year.

**Implementation :** Based on the annual action plan approved by the Board, we implement our CSR projects mainly through the Alembic CSR Foundation taking support of Knowledge partners wherever needed.

**Geographic Footprint :** In FY 24-25, CSR Activities were carried out in villages around our operations in Panchmahal and Vadodara districts of Gujarat.

## Social Impact Assessment

In the fiscal year 2024-25, the following projects underwent mandated Social Impact Assessment (SIA):

FOCUS AREAS	PROJECTS	POSITIVE SOCIAL IMPACTS	KEY FINDINGS
Education	Vikas School-Focused on providing quality education to underprivileged students in Panelav Village, Gujarat	<p>The high levels of safety perceived by the students imply a secure stay in a learning environment where students feel safe and supported.</p> <p>The availability of sufficient study time and tutor-based assistance in the hostel has facilitated notable academic improvements, particularly in core subjects like English and Mathematics.</p>	<p>97.9% of the students would recommend VIKAS school, reflecting strong satisfaction with its educational offerings.</p> <p>100% of the male students reported feeling safe within the hostel environment</p> <p>98.6% students rated the cleanliness of the hostel as very good.</p>

FOCUS AREAS	PROJECTS	POSITIVE SOCIAL IMPACTS	KEY FINDINGS
<b>Health</b>	Healthcare Awareness campaign - #ForHerWithHer- ( This program helps women assess symptoms of Anaemia and HMB through anaemia screening tool and seek timely medical advice). This is a PAN India program implemented through our implementation partner Havas.	The IDA campaign encouraged women to take action and use the anaemia screening tool, demonstrating a strong conversion from awareness to action. The average percentage viewed was high in all languages, including Tamil, leading at nearly 80.0%	The YouTube campaign saw the highest number of views in Hindi (599,015+). Viewers consistently watched a significant portion of the videos, indicating high message relevance and emotional engagement.
<b>Health</b>	Suposhan- Focused on malnutrition and anaemia in women and children through interventions in 53 Anganwadi centres and schools located in Panchmahal & Vadodara dist. in Gujarat	96.7% of the respondents highlighted that they received regular health updates about their child. The major support received from the project team included identification of malnourishment status and awareness about malnutrition followed by regular follow-ups.	92.7% of the respondents reported improvement in health after consuming the supplements provided before delivery. 96.7% of the respondents believe that the project has made a positive impact on their child's health and attribute the child's normal growth status to the efforts of the project team.



FOCUS AREAS	PROJECTS	POSITIVE SOCIAL IMPACTS	KEY FINDINGS
<b>Livelihood</b>	Sustainable Agriculture-Supported smallholder farmers in adopting new agricultural technologies to improve productivity. This program is located in 25 villages in Panchmahal & Vadodara dist. in Gujarat	The program engaged experienced farmers (41-60 years: 49.5%) and maintained gender inclusivity.  69.4% of the farmers attended exposure visits on crop diversification, and 64.6% focused on micro-irrigation/ drip irrigation.	81.5% of the respondents joined farmers' clusters; 48.3% collectively sourced inputs.  84.2% of the respondents secured higher prices through grading/branding; 84.2% benefited from upper-end market ties.
<b>Livelihood</b>	Animal Husbandry-Focused on improving livestock productivity through better management practices and artificial insemination. This program is located in 25 villages in Panchmahal & Vadodara dist. in Gujarat	Enhanced livestock productivity and farmer income, improved cattle health and breed quality, and reduced disease incidence. Strengthened linkages with veterinary services and premium dairy markets.	Farmers adopted sex-sorted semen for better herd management, regularly used mineral mixtures, and participated in vaccination and deworming drives. Awareness of livestock health and breeding improved.



# Healthcare Outreach

Alembic's CSR initiatives focus on strengthening community health through four key pillars:

- Preventive Care – Building awareness on communicable and non-communicable diseases and promoting early detection, especially for breast cancer.
- Curative Care – Conducting health check-ups and ensuring access to essential medicines and quality treatment.
- Health Insurance Coverage – Facilitating the issuance of Ayushman cards to ensure comprehensive financial protection for the neighbourhood population.
- Strengthening Public Health Systems – Enhancing frontline health service delivery and aligning it with national quality standards.

84,511
Beneficiaries impacted through healthcare initiatives

Through above initiatives we strive to bridge the healthcare gaps and promote well-being across all sections of the society.

Sr. No.	Project Name	Initiatives	Achievements
1	Swasthya Setu	Breast Screening Program	Screened 2165 women in 22 Urban Primary Health centres
		Ayushman Card Enrolment	Successfully enrolled 49,561 individuals under the Ayushman Bharat Scheme
		E-Shram Card Enrolment	Issuance of 7,740 E-Shram cards
		E-KYC in Ration Card	2,489 community members benefitted
		Farmers Registry	Registered 550 farmers
		Vikas Arogya Kendra	7125 patients benefitted this year
		Ayushman Card IPD	Comprehensive support to 44 IPD patients with various diseases

Sr. No.	Project Name	Initiatives	Achievements
2	Suposhan	<p>Project initiated with an aim to increase nutritional status of the beneficiaries of all 53 Anganwadi Centres &amp; 39 schools.</p> <p>Target is to reduce malnutrition, anemia &amp; low birth weight among lactating mothers, pregnant women, adolescents and children whereas increase their immunization, antenatal care, institutional delivery &amp; pre-school education</p>	<p>12,500+ beneficiaries benefitted by this project directly on yearly basis.</p> <p>Monthly Anthropometry of 2500+ children.</p> <p>Malnutrition reduced from 42% to 25%.</p> <p>Immunization of children and antenatal care check-up are maintained above 90%.</p> <p>Low Birth Weight reduced from 31% to 15%.</p> <p>Pre-primary school attendance increased from 50% to 82%</p>
3	Sports	<p>Project initiated to inculcate the culture of health &amp; fitness as a habit among all rural school students.</p> <p>Creating a platform for identified talents to grow from grassroot to elite level</p>	<p>1524 students participated in various competitions; rare participation before intervention.</p> <p>Participation at District Level – 294 students.</p> <p>Participation at Zonal / State Level – 31.</p> <p>Students 1500 children &amp; community adults participated in Diwali &amp; Sports Camps</p>
4	Specialised Adoption Agency	Public Private Partnership Intervention in Specialized Adoption Agency, Nizampura, Vadodara initiated from 17th Dec'2020 to facilitate adoptions of abandoned children	Covering all the programmatic & financial responsibilities of SAA. Focusing upon various interventions on children's health & nutrition, early childhood education, counselling, individual intervention as per the child's need & capacity building of staff.
5	Group Foster Care	This home is the 1st such facility in Gujarat with a capacity of 24 children who are provided holistic care and development in a child friendly and family like environment	Residential facilities for 23 children along with quality education and health. Character building to promote self-dependency in future. Children growing and flourishing in a child friendly environment.
6	Blood Transfusion Centre	51 Thalassemia patients are benefitting different essential services which includes monthly blood transfusions, consultation and half yearly tests	Starting from April 2024 to May 2025 total 676 blood transfusions were done.

# Swasthya Setu Project

## (Case Study)

### Sitaben Parmar's Journey to Recovery

Sitaben Parmar, a housewife from Ujeti Village, was struggling with recurring tooth pain. Despite taking medicines from the sub-centre, the pain persisted. It wasn't until she visited Muni Ashram for a check-up that she discovered she had tongue cancer.

**The Challenge:** Sitaben's family relied on a single income source, and the cost of treatment seemed daunting. However, when the doctors at Himalaya Hospital asked about her Ayushman card, Sitaben's fortunes changed.

**The Solution:** Thanks to the Ayushman card provided by Alembic CSR Foundation, Sitaben received the necessary treatment, including chemotherapy. The total cost of the operation was ₹4 lakhs, which was fully covered by the Ayushman card.

**The Impact:** Sitaben's recovery was nothing short of miraculous. She expressed her gratitude to Alembic CSR Foundation, stating that without the Ayushman card, she wouldn't have received treatment and might not have survived. Today, Sitaben is fit and fine, managing her household chores and even working on her farm.



Follow-up visit of IPD patients

"I'm thankful to Alembic CSR Foundation for the Ayushman card, which saved my life".



Health check-up at Arogya Kendra



Beyond the Business

# Sports Project – Gulfraj's Journey: A Story of Determination and Triumph

In the heart of Karkhdi village, amidst financial struggles and limited resources, a young athlete named Gulfraj is making his mark in the world of athletics. A 12th-grade student at Karakhdi High School, Gulfraj's unwavering passion for sports, particularly sprinting, has driven him to achieve remarkable feats despite the odds stacked against him. His journey in athletics took a significant turn when the Alembic CSR Foundation initiated sports activities in rural regions, including Karkhdi High School. This initiative provided students like Gulfraj with an opportunity to explore their athletic potential, access better training, and compete at various levels. With structured sports programs and encouragement from his mentors, Gulfraj was able to sharpen his skills and take his performance to the next level.

Specializing in the 100m and 200m sprints, Gulfraj's dedication and hard work have earned him accolades at various levels. In 2024 and 2025, he secured 1st place in the 100m race at the Taluka level, a testament to his relentless training and commitment. At the District level, he finished 2nd in the 100m and 200m races in 2024 and placed 4th in the 100m in 2025. Twice in 2024, he reached the third round of the prestigious State-level competition in Godhra, and a feat that reflects his growing prowess on the track.

However, Gulfraj's journey has not been an easy one. His family faces significant financial hardships, with his father, Shaikh Abdul, currently unemployed after years of working in the sugar factory, cold storage, and agriculture industry. The lack of stable income has made it difficult for Gulfraj to access quality training, proper nutrition, and other essential resources that could elevate his performance. Yet, his spirit remains unshaken.

With makeshift training conditions and minimal equipment, Gulfraj continues to push himself every single day. His passion extends beyond just competing—he dreams of representing his region at higher levels and, ultimately, serving his country by joining the Army. His deep sense of patriotism and admiration for the discipline of the armed forces fuel his determination to succeed, believing that his athletic background will prepare him for the rigorous physical demands of military service.

**પીએમ નરેન્દ્ર મોદીના હિટ ઇન્ડિયા અભિયાન સાથે જોડવાનો પ્રયાસ**

**અલેન્ઝિક ફાઉન્ડેશનને ૧૮ ગામોના બાળકો માટે સમર કેમ્પ યોજ્યો**

**સંચા**

અલેન્ઝિક નીચેનાના કાઉન્સિલના કાર્યક્રમના પોંટેક્ટ અનેનિંબના સ્પર્ટ્સ નેનેની કર્ણાની અને પાંચાંશની આસપાસના ૧૮ ગામોના સંદર્ભે સમર કેમ્પ આપોન કરાયું હતું. અન્યાંની સુધી કેમ્પમાં બાળકોને નેત્રોમણ કરાવતું હતું. બાળકોને નેત્રોમણ કરાવતું કોચિયા આપવાના વાયું હતું. આ સ્પર્ટ્સ નીચેના પાંચાંશના માન્યતાવાળા કોચ્યા કે માન્યતાવાળા વરીઓના અને જમાના આપવાનાં પાંચ કિલો, કુલાંબ, પોંખો, કાન્ફ્લી, વોલીબાલ, ઇડ અને અને માર્ગરેન્ઝ રૂટોના ૧૦૦૦ વી વ્યુ આપવાના જોયાના. માર્ગરેન્ઝ રૂટોના વિભેન બેલાયોનું હોય, મેરાં અને પદમાસયાં આપી સન્માનિત કરવાના આપાયા હતું.

પોંટેક્ટ અનેનિંબના સંદર્ભે ડેન્યુલ વાર્કટીનો અને પરિવર્તનો વાર્ષાના નરેન્દ્રમાં મોદીના હિટ ઇન્ડિયા અભિયાનની સાથે જોડવાના અને તેમની કિટાબના અને સ્પાર્ટ્સ માર્ગરેન્ઝ ને નેત્રોમણ કરવાના હતું. આ સ્પર્ટ્સ ને પદમાસયાં હિન્દુનામાં દિયત અલેન્ઝિક પાંચાંશના આસપાસની ૨૮ રદરાની લાયાનોના ૫૦૦૦ વિદ્યાર્થીના આપાંશિક કાર્ય વાળા મેળવી રહ્યા હત્યાં હું. પણ માન્યતાવાળાની વિદ્યાર્થીનોની આપાંશિક કાર્ય વાળા મેળવી રહ્યા હત્યાં હું. અને પદમાસયાં



જુદું અને વિભેનના સાથોના મેળવી રહ્યું હતું. આપવાના આપવાના અથે એ અને તેમાં કર્ણાની બાળોની સાગાનાના અલેન્ઝિક CSR કાઉન્સિલની બાળોનારી પદ નાયાના ૪૦૦, વિદ્યા માને ૨૫ અને શાશ્વત સારની સંખ્યાનોમાં ૨૧ વિદ્યાર્થીનોને વિવિધ રમણીમાં આગ લોયું હતું. અન્યાંની પદ કાર્યાલયના રમણીની અને હિન્દુનાની લક્ષ્ણના પ્રોફેલ હતું.

Newspaper coverage of Sports camp



State level competition of Khel Mahakumbh

Despite the challenges, Gulfraj remains optimistic, hoping that his performance will attract the support he needs—be it through sponsorships, scholarships, or organizations recognizing his potential. His story is a testament to the power of perseverance, hard work, and an unbreakable spirit.

The Alembic CSR Foundation's sports initiative has played a crucial role in shaping Gulfraj's journey, giving him and many others in rural areas the platform to showcase their talent and build a future in sports. As he continues his journey, Gulfraj stands as an inspiration to countless young athletes facing similar struggles. With the right guidance and support, there is no doubt that he will achieve even greater heights, proving that dreams, when pursued with dedication, can indeed turn into reality.



## Education Outreach

We have a comprehensive approach towards education. We ensure access to education of children starting from pre-primary to higher secondary. We ensure pre-school learning at Anganwadis, support educational initiatives by providing quality education at Vikas school and improving the learning levels of Government school children. Our efforts include providing residential facilities, nutritious food, learning materials, teacher trainings, parents meeting, exposure visits, co-curricular activities, scholarships etc. to encourage students achieve their optimum potential.

6,084

Beneficiaries impacted through education initiatives

SR. NO.	PROJECT NAME	INITIATIVES	ACHIEVEMENTS
1	Vikas Secondary & Higher Secondary School	<p>Aim is to encourage the community to continue education even after class 8 and pursue higher education.</p> <p>Focuses on providing quality classroom teaching &amp; leadership opportunities to children free of cost.</p> <p>Emphasizes on overall development of the child with focus on academic performance, health, nutrition, training, scholarship, counselling etc.</p>	<p>340+ beneficiaries benefitted by this project directly</p> <p>School attendance was increased from 75% to 84%</p> <p>Hostel attendance was increased from 67% to 85%</p> <p>Student's performance in Class 10 increased to 99% pass percentage</p> <p>Student's performance in Class 12 increased to 87%</p>
2	Shiksha Setu	<p>Working in 19 Govt. Primary Schools with focus on improving academic performances of the students.</p> <p>Aim is to bring weaker students in the mainstream and ensure their participation in the higher studies with a special methodology</p>	<p>3080+ beneficiaries benefitted by this project directly for Maths</p> <p>Reading and writing gujarati proficiency increased to 60%</p> <p>Arithmetic proficiency increased to 40%.</p>

## Vikas School

### POSITIVE ENVIRONMENT: JOURNEY FROM REJECTION TO RECOGNITION

Jignesh Rathod, a 12th-standard student of the Vikas School, comes from a large and loving agricultural family with six siblings. Jignesh is the youngest son of the family, he grew up in a close-knit environment, but his previous academic performance had many setbacks. Jignesh faced stigmatization and discrimination in his earlier primary school. He was labelled and told that he cannot succeed in academics. He was even humiliated in front of his peers.

Jignesh joined Vikas School in 2021, and since then he has been surrounded by encouraging teachers and nurturing environment. His confidence grew and his favourite teacher shared various motivational speeches with him. Jignesh's efforts and mindset changed towards building a stronger base for his career. His academic performance improved from 35% (pass class) to more than 58%. He was voted by students and got elected as the Prime Minister of the School Bal-Sansad Program in the year 2024-25.

Jignesh now engage himself in mentoring younger students, encourage children to go to Vikas school, attends his Village Panchayat meetings, and raises awareness on digital fraud.

## Mobile Science Lab

Due to summer vacations as schools were closed, Mobile Science Lab made 4 visits to villages, where they engaged children in their village atmosphere in various science. A 6-day summer camp was organized for 312 children of Bhikhpura Primary School children.

The project conducted 2 sessions on education advocacy in the community, they interacted with 24 parents. Science tutors participated in a 10-day training program organized by Agastya



Training program by Agastya

## Livelihood Outreach

We implement livelihood generation projects for marginalised sections of the community focused on increasing their income and standard of living. Our initiatives include capacity building of farmers and implementing best management practices in agriculture and animal husbandry. We have also impacted the lives of community and urban slums through various income generation opportunities like Pink Autos, individual small enterprises and industrial stitching training.

44,675	Beneficiaries impacted through Livelihood initiatives	
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SR. NO.	PROJECT NAME	INITIATIVES	ACHIEVEMENTS
1	Pink Auto	<p>Objective is to generate livelihood for needy women &amp; support them in their journey towards self-reliance</p> <p>Provides safe and reliable mode of transportation, ensuring safety of girls and women besides enabling women to become entrepreneurs and earn a sustainable livelihood</p>	<p>Supported 15 women under the Pink Auto initiative to promote women's empowerment, financial independence, and social mobility</p> <p>These 15 Women have not just learnt driving skills, they have learnt to manage their finances also. They have attained financial independence and are earning in the range of 8,000 to 20,000</p>
2	Farmers Empowerment	Farmers capacity building on best management practice through resource person, training, exposure visit etc, in regular farmers meeting	30% of Farmers following best management practices
		Facilitating improved variety of seeds and collective procurement to save the input cost	20% Increase in paddy production and 15% reduction in input cost
		Facilitating to establish rewarding market linkage	47% of agricultural Households are benefitted by this project directly
3	Cattle Breed Development	Genetic improvement of livestock through Dissemination of Sex Sorted Semen (SSS)- Artificial Insemination through improved SSS technology ensuring more than 90% of the calves born are females	<p>99% of Households are benefitted by this project directly in the Jarod cluster.</p> <p>Decreasing birth of male calves by 90% due to implementation of SSS artificial insemination</p>
		Regular monthly farmers meetings for capacity building of women and awareness on best management practices about animal husbandry	20% of farmers claimed increased Milk production
		Ensured cattle health improvement through various inputs like Mineral mixture, Vitamins, timely deworming and vaccination	Ensured 70% deworming and vaccination of calves in project villages
4	Direct Family Empowerment	Individual income generation activities such as pink autos, sewing, frame making, food carts, phenyl making, jewellery making etc.	91 people have attained livelihood with steady incomes and are supporting their families

# Pink Auto Project



## From being dependent to becoming self-dependent...

Traditional gender roles and patriarchal structures limit the participation of women in decision-making processes and restrict their access to opportunities which impacts their overall well-being. Alembic CSR has strived to create supportive social networks and community-based initiatives to help these women overcome social barriers and enhance their resilience.

Chauhan Chandaben, 33-year-old woman lives in Abrhampura village, Vadodara with her parents and brother. She has a heart ailment due to which she could not get married. She lives with her parents and her brother's family. Her parents were worried about her future due to her medical condition and dependency on them for finances.

The Pink Auto initiative by Alembic CSR has given Chandaben a ray of hope. She was keen to drive the rickshaws despite her health issues. Alembic team saw the potential in her and she was trained for appearing at the learning license exam along with learning driving. Despite of several failed attempts, she cleared the exam and earned her license now she drives the rickshaw with confidence. She collects milk from families in her neighborhood and delivers to the village dairy besides carrying regular passengers. She is one of the highest earning members of the Pink Auto earning INR 20,000 per month.



## Farmers Empowerment Project

### Increase in income through crop diversification

In the 7 villages of Jarod periphery, Paddy, Castor and Cotton are cultivated in monsoon. Wheat is the main crop in winter. During the summers most of the farmers do not grow any crops. Also, there is not enough water for irrigation from canals and ponds in the summer season. Farmers usually do not grow any crops due to which they do not have any earnings during the summers. The agricultural experts suggested sesame cultivation during the summers as it requires less water. Farmers were trained and were given complete information about sesame cultivation.

Around 106 farmers cultivated sesame in 132 bigha land in Jarod area. Arjunbhai Rathwa a progressive farmer from Jarod was not growing any crop earlier he decided to experiment with sesame cultivation which yielded him an income of INR 1.45 lakhs. He was very happy with the expert support and guidance provided to him for the crop diversification and cultivation thus making a significant increase in his annual income.

"I am regular attending farmer meeting in jarod. In the meeting we are getting knowledge of best management practice, collective marketing, crop diversification etc. To fulfil the fodder supply Alembic supported improved verity fodder which can be harvest 5 years, so my cattle need also fulfilled. "



Monthly Farmer's Meeting

## Environmental Outreach

Alembic has always strived to conserve natural resources through targeted interventions. Our initiatives to build waste weir, groundwater recharge wells, plastic waste management, toilet construction and tree plantation are testimony to it. Towards water conservation efforts we undertook a geo-hydrological survey to identify suitable locations to build recharge wells. The wells have been constructed as per technical specifications by subject matter specialist. Regular monitoring is done pre and post monsoon to see the progress in water quality and volume of water recharge.

1,09,125

Beneficiaries impacted through Environment initiatives

SR. NO.	PROJECT NAME	INITIATIVES	ACHIEVEMENTS
1	Sanrakshit Paryavaran	<p>Identified an area to build recharge well under technical sound expert.</p> <p>Ensured implementation and construction of recharge well as per technical specification.</p> <p>Pre and Post monsoon sample collection for quality check.</p>	<p>Total Dissolved Solids (TDS) in the Jarod cluster is reduced by 17.66%</p> <p>TDS in Panelav cluster is reduced by 20%</p> <p>In the karakhadi cluster TDS is constant with minor change</p>



# Strengthening Water Security through Groundwater Recharge Initiatives

At Alembic, sustainable water management is a key focus of our environmental stewardship. To address groundwater depletion and enhance water availability, we have implemented extensive groundwater recharge and rainwater harvesting initiatives across our facilities at Panelav, Karkhadi, and Jarod.

## Our Initiative

We developed 102 recharge wells capable of infiltrating ~75,000 liters of rainwater per hour, effectively replenishing the local aquifers. Additionally, rainwater collection ponds have been created within our premises, enabling reuse of harvested water in utility operations. Through Hydrogel technology, we further optimized irrigation efficiency in nearby agricultural areas.

## IMPACT HIGHLIGHTS

Water saved through Hydrogel technology: ~677,200 KL, benefiting ~17,952 individuals across 11 villages under the Sanrakshit Paryavaran Initiative

Designed recharge capacity: ~19,220 KLD

Seasonal water saved: ~672,684 KL (considering 35 rainy days per season)

Water neutrality achieved: ~85% in FY 2024–25

## Key Outcomes

These efforts have resulted in improved potable water quality, increased groundwater availability, and enhanced water security for our surrounding communities. Facilities such as Karkhadi and Jarod are steadily progressing toward full water neutrality, reinforcing Alembic's commitment to sustainable water resource management.



# Emergency Response to Flood victims in Vadodara

During the devastating floods in Vadodara the CSR team along with 100 employee volunteers of Alembic Group carried out the relief work in the worst affected areas of the city and nearby villages

- 3125 packets of dry food, hot cooked meal packets (khichdi & poori sabji) and packaged drinking water was provided to the flood affected families of Kalyannagar, Kapurai village and Karakhadi village
- 400 dry food packets and packaged drinking water was distributed at Gokulnagar, Khiskoli circle, in coordination with Vadodara Municipal Corporation.
- 75 poor families of Paldi and Panchdevla village who lost their stored grains in the floods were provided with dry ration kits (wheat, rice, dal, oil, salt, spices etc.) to meet their needs for the next few days.



- Sanitation drive was conducted in two slum pockets under the Direct Family Empowerment.
- Assessment of loss of documents of the 150 affected families in Kapurai Village and Kalayan nagar was carried out. Team will facilitate reissuance of the cards/documents to these families.





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## SASB Index

SASB Topic	Reference	Remarks	Page No
Energy Efficiency (HC-MS-110a.1)	Environmental Stewardship, Net Zero Targets, GHG Emissions Inventory	We are committed to reducing GHG emissions and expanding renewable energy use, targeting net-zero by FY 2050	73-82
Water Efficiency (HC-MS-140a.1)	Water Management, Water Neutrality Initiatives	Our water neutrality goal by FY 2027 is driven by rigorous water recycling and groundwater recharge initiatives	83-86
Waste Efficiency (HC-MS-150a.1)	Waste Circularity, Hazardous/Non-Hazardous Waste Disposal	We actively minimize waste through recycling and co-processing,	87-90
Safety of Clinical Trial Participants (HC-MS-240a.1)	Product Quality, Safety and efficacy, Clinical Trial Conduct	Patient safety is paramount in clinical trials, where we strictly follow ICH-GCP and global ethical frameworks	67-68
Affordability and Fair Pricing (HC-MS-240b.1)	Healthcare Access, Availability & Affordability	We ensure medicines are affordable and accessible by following global guide in our pricing strategies	66
Employee Health and Safety (HC-MS-320a.1)	Employee Health & Safety, Occupational Health, Safety Programs	Workplace safety is embedded in our culture with comprehensive health programs and zero-fatality achievements	106-109
Manufacturing and Supply Chain Quality Management (HC-MS-430a.1)	Sustainable Supply Chain, Supplier ESG Assessment	We uphold supplier assessments and sustainable procurement policies	112-118
Corruption and Bribery (HC-MS-510a.1)	Corporate Governance, Business Ethics, Anti-corruption, Risk Management	Our strong governance and zero-tolerance anti-corruption policies maintain ethical integrity	53-56



## INDEPENDENT ASSURANCE STATEMENT



To

**Alembic Pharmaceuticals Limited**

### Introduction and objectives of work

The Board of Directors of **Alembic Pharmaceuticals Limited** ('the Company') have engaged us to undertake an Independent Assurance of the company's Sustainability report for the financial year ended **March 31, 2025 (Alembic Pharmaceuticals Limited - Sustainability Report – FY 2024-25)** and provide **Limited Assurance** Statement on the aforesaid report. **Alembic Pharmaceuticals Limited** has prepared the Sustainability Report with reference to Global Reporting Initiative (GRI) Standards, 2021 with stated parameters (**Annexure 1**) for the reporting period **April 1, 2024 to March 31, 2025**, based on which this overall assessment has been carried out. This Assurance Statement applies to the related information included within the scope of work described below.

### Intended User

The intended user of this assurance statement is **Alembic Pharmaceuticals Limited**. We disclaim any liability or responsibility to a third party for decisions, whether investment or otherwise, based on this assurance Statement. Bureau Veritas planned and performed the work to obtain the evidence, considered necessary to provide a basis for our assurance opinion.

The assurance engagement considers an acceptable uncertainty ratio based on the materiality threshold for estimation, measurement errors, and omissions. We did not engage with any external stakeholders as part of this assurance engagement.

### Scope of Work

We have performed the **Limited Assurance** engagement for Sustainability report prepared with reference to GRI Standards 2021, verification engagement in accordance with the requirements of International Federation of Accountants (IFAC) International Standard on Assurance Engagement (ISAE) 3000 and 3410 and in line with the requirements of Bureau Veritas's standard procedures and guidelines for External Assurance of Sustainability Reports, based on current best practice in independent assurance for the reporting period April 1, 2024 to March 31, 2025. The selected GRI disclosures referred to in Appendix – 1 for this statement



The reporting boundaries considered for this reporting period are as follows.

<u>Site Name/ Location</u>	<u>Site Address</u>
API-1	Village Panelav, Taluka Halol, Dist. Panchmahal - 389350
API-2	Village Panelav, Taluka Halol, Dist. Panchmahal - 389350
API-3	Village Karkhadi, Taluka Padra, Dist. Vadodara – 391450
Formulation-1	Village Panelav, Taluka Halol, Dist. Panchmahal - 389350
Formulation-2	Village Panelav, Taluka Halol, Dist. Panchmahal - 389350
Formulation-3	Village Karkhadi, Taluka Padra, Dist. Vadodara – 391450
Formulation-4	Village Jarod, Halol Road, Taluka Vaghodia, Dist. Vadodara – 391510
Formulation-5	Village Karkhadi, Taluka Padra, Dist. Vadodara – 391450
Kilo Lab	Village Panchdevla, Vadodara-Halol Highway, Taluka Vaghodia, Dist. Vadodara - 391510
Alembic Research Center, Vadodara	Alembic Research Center-1, Alembic Road, Gorwa, Taluka & Dist. Vadodara – 390003 Alembic Research Center-2 (ARC-2) Building, Alembic Road, Gorwa, Taluka & Dist. Vadodara – 390003
Alembic Research Center, Hyderabad	Drug Discovery Lab - Building No. 2700, Genome Valley, Lalgadi Malakpet (V), Shamirpet (M), Medchal-Malkajgiri District Lab Suit No. 111-114, 123-124, 132 & 234 Building 450, Genome Valley, Turkapally (V), Shameerpet (M), Medchal-Malkajgiri District Lab Suit No. B-21/1 & B-21/2, Building 2700, Genome Valley, TSIIC Biotech Park Phase-II, Lalgadi Malakpet (V), Shameerpet (M), Medchal-Malkajgiri District
Domestic Formulation Unit – Sikkim	Samardung Basti, Karek Block, Namchi, Sikkim
Corporate Office, Vadodara	Alembic Pharmaceuticals Limited, Alembic Road, Vadodara, Gujarat, India – 390003
Head Office, Mumbai	2 <sup>nd</sup> Floor, Prime Corporate Park, Behind ITC Grand Maratha Sheraton, Sahar Road, Andheri (E), Mumbai – 400099



As part of its Independent Assurance, we assessed the appropriateness and robustness of underlying reporting systems and processes, used to collect, analyze and review the information reported. In this process, we undertook the following activities:

Samples verified for Panelav sites API-1, API-2, Formulation 1 & 2. All other sites mentioned above are following same practice for data compilation. Bureau Veritas interviewed personnel of the Company including CSR, L&D, EHS, Administration, Finance, CM, Store and Warehouse, Sustainability and other relevant departments and review of the Company's data & information systems for collection, aggregation, analysis and review.

The Scope of Sustainability Assurance includes:

- An assessment of the procedures or approaches followed for data compilation and reporting of the sustainability performance on non-financial disclosures for specific operations.
- Testing, on a sample basis, of evidence supporting the data.
- Verification of the sample data evidence and information on selected material topics reported at the above-mentioned operations for the defined reporting period.
- Assessment of the suitability between the backup data for the selected sustainability performance non-financial disclosures and the information presented in report.
- The General and topic specific sustainability non-financial standard disclosures subject to limited assurance based on extent of information available for assurance
- Completion of assurance statement for inclusion in the report reflecting the verification, findings and conclusion of the disclosure's assurance. Gap assessment as per GRI standards, highlights of finding during verification of disclosures, draft assurance statement, final signed assurance statement as per GRI standards compliance

The Universal and Topic Specific Standard Disclosures of subject to limited assurance were as follows:

#### **General Disclosures**

- Organizational Profile
- Strategy
- Ethics and Integrity
- Governance
- Stakeholder Engagement
- Reporting Practice

#### **Topic Specific Standard Disclosures**

##### **Environment**

- Materials (301-2)
- Energy (302-1- 302-5)
- Water and Effluent (303-1 to 303-5)
- Emissions (Scope-1,2 and 3 with its relevant categories) (305-1 to 305-7)



- Waste (306-1 to 306-5).

#### **Social**

- Employment (401-1, 401-2, 401-3).
- Occupational Health and Safety (403-1 to 403-10).
- Training and Education (404-1, 404-2, 404-3).
- Diversity and Equal Opportunity (405-1 to 405-2).
- Supplier Environmental Assessment (308-1, 308-2).
- Supplier Social Assessment (414-1, 414-2).

#### **Governance**

- General Disclosure (2-1 to 2-30)
- Economic Performance (201-204)
- Procurement Practices (204-1)
- Anti-Corruption (205-3)
- Anti-Competitive Behaviors (206-1)
- Tax (207-1 to 207-4)

Data on various GRI disclosures were assessed for the locations that were visited. Later, it was confirmed that the same assessed data went into preparation of the final data within the Sustainability Report 2024-25.

#### **Management Responsibility**

The Selection of reporting criteria, reporting period, reporting boundary, monitoring and measurement of data, preparation, and presentation of information in the Sustainability report are the sole responsibility of the Company and its management. We are not involved in drafting or preparation of Sustainability Report. Our sole responsibility is to provide Independent Assurance on the Sustainability report for the financial year ended **March 31, 2025**.

#### **Our findings**

On the basis of our methodology and the activities described above,

- Based on our review, the GRI disclosures are accurate, and the information included therein is fairly stated.
- It is our opinion that Company has established appropriate systems for the collection, aggregation, and analysis of data on Sustainability/Non-Financial performance disclosures with reference to GRI.
- The Sustainability Report provides a fair representation of the Company's activities as included therein such as.
  - GHG Footprint: Total scope 1, scope 2 and scope 3.
  - Water Footprint: Total Water consumption, withdrawal, discharge and water consumption Intensity
  - Energy Footprint: Total energy consumed, Percentage of energy consumed from renewable sources and energy intensity.
  - Embracing circularity -details related to waste management by the entity: Waste generated, disposal/recycled, recovered, re-used.
  - Enhancing Employee Wellbeing and Safety
  - Employee diversity & inclusion



- Human rights and supply chain audits
- The information is presented in a clear, understandable, and accessible manner, and allows readers to form a balanced opinion over the Company and status during the reporting period.

### **Limitations and Exclusions**

Excluded from the scope of our work is any assurance of information relating to:

- Data and Information falling outside the defined reporting assurance period (April 1, 2024 to March 31, 2025).

Positional statements (expressions of opinion, belief, aim or future intention by the Company and statements of future commitment).

Our assurance does not extend to the activities and operations of the Company outside of the scope and geographical boundaries as well as the operations undertaken by any subsidiaries or joint ventures of the Company.

Our assurance of the economic and financial performance data or information about the Company is based solely on the annual audited financial statements for the Financial Year 2024-25, and our conclusions rest exclusively on that audited report.

### **Conclusion**

Based on the procedures performed and the evidence obtained, we believe that the sustainability disclosures in the **Alembic Pharmaceuticals Limited's** Sustainability Report for the year ended March 31, 2025, prepared with reference to the GRI Standards 2021, are fairly presented, in all materials respects.

### **Statement of Independence, Integrity, and Competence**

Bureau Veritas is an independent professional services company that specializes in quality, environment health, safety, and social accountability with over 196 years history. Its assurance team has extensive experience in conducting assessment over environmental, social, ethical and health and safety information, systems and processes.



Bureau Veritas operates a certified Quality Management System which complies with the requirements of ISO 9001:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA), across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behavior, and high ethical standards in their day-to-day business activities.

The assurance team for this work does not have any involvement in any other Bureau Veritas projects with Alembic Pharmaceuticals Limited.

#### **Competence**

The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health and safety information, systems, and processes, with an excellent understanding of Bureau Veritas' standard methodology for the assurance of sustainability reports.

#### **Restriction on use of Our Report**

Our Limited Assurance report for Sustainability Report has been prepared and addressed to the Management of **Alembic Pharmaceuticals Limited** at the request of the company solely to assist the company in reporting on the Company's Sustainability performance and activities. Accordingly, we accept no liability to anyone other than the Company. Our deliveries should not be used for any other purpose or by any person other than the addressees of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.



**Vijaykumar RABARI**  
Lead Assuror  
Bureau Veritas (India) Private Limited.  
Vadodara, Gujarat, India.  
Dt: 27<sup>th</sup> Sept 2025



**Munji Rama Mohan RAO**  
Technical Reviewer  
Bureau Veritas (India) Private Limited.  
Hyderabad, India.  
Dt: 29<sup>th</sup> Sept 2025



## Appendix-1

GRI Standard	Description
<b>General disclosures</b>	
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details 2-2 Entities included in the organization's sustainability reporting 2-3 Reporting period, frequency and contact point 2-5 External assurance 2-6 Activities, value chain and other business relationships 2-7 Employees 2-8 Workers who are not employees 2-9 Governance structure and composition 2-10 Nomination and selection of the highest governance body 2-11 Chair of the highest governance body 2-12 Role of the highest governance body in overseeing the management of impacts 2-14 Role of the highest governance body in sustainability reporting 2-15 Conflicts of interest 2-16 Communication of critical concerns 2-17 Collective knowledge of the highest governance body 2-18 Evaluation of the performance of the highest governance body 2-19 Remuneration policies 2-20 Process to determine remuneration 2-21 Annual total compensation ratio 2-22 Statement on sustainable development strategy 2-23 Policy commitments 2-24 Embedding policy commitments 2-25 Processes to remediate negative impacts 2-26 Mechanisms for seeking advice and raising concerns 2-27 Compliance with laws and regulations 2-28 Membership associations 2-29 Approach to stakeholder engagement 2-30 Collective bargaining agreements
<b>Material topics</b>	
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics 3-2 List of material topics 3-3 Management of material topics
<b>Economic performance</b>	
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed 201-2 Financial implications and other risks and opportunities due to climate change 201-3 Defined benefit plan obligations and other retirement plans 201-4 Financial assistance received from government
<b>Procurement practices</b>	
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers



<b>Anti-corruption</b>	
<b>GRI 205: Anti-corruption 2016</b>	205-3 Confirmed incidents of corruption and actions taken
<b>Anti-competitive behavior</b>	
<b>GRI 206: Anti-competitive behaviour</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax
	207-2 Tax governance, control, and risk management
	207-3 Stakeholder engagement and management of concerns related to tax
	207-4 Country-by-country reporting
<b>Materials</b>	
<b>GRI 301: Materials 2016</b>	301-2 Recycled input materials used
<b>Energy</b>	
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization
	302-2 Energy consumption outside of the organization
	302-3 Energy intensity
	302-4 Reduction of energy consumption
	302-5 Reductions in energy requirements of products and services
<b>Water and effluents</b>	
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource
	303-2 Management of water discharge-related impacts
	303-3 Water withdrawal
	303-4 Water discharge
	303-5 Water consumption
<b>Emissions</b>	
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions
	305-2 Energy indirect (Scope 2) GHG emissions
	305-3 Other indirect (Scope 3) GHG emissions
	305-4 GHG emissions intensity
	305-5 Reduction of GHG emissions
	305-6 Emissions of ozone-depleting substances (ODS)
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions
<b>Waste</b>	
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts
	306-2 Management of significant waste-related impacts
	306-3 Waste generated
	306-4 Waste diverted from disposal
	306-5 Waste directed to disposal
<b>Supplier environmental assessment</b>	
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria
	308-2 Negative environmental impacts in the supply chain and actions taken
<b>Employment</b>	
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time



	employees
	401-3 Parental leave
<b>Occupational health and safety</b>	
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system
	403-2 Hazard identification, risk assessment, and incident investigation
	403-3 Occupational health services
	403-4 Worker participation, consultation, and communication on occupational health and safety
	403-5 Worker training on occupational health and safety
	403-6 Promotion of worker health
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
	403-9 Work-related injuries
	403-10 Work-related ill health
<b>Training and education</b>	
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee
	404-2 Programs for upgrading employee skills and transition assistance programs
	404-3 Percentage of employees receiving regular performance and career development reviews
<b>Diversity and equal opportunity</b>	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees
	405-2 Ratio of basic salary and remuneration of women to men
<b>Non-discrimination</b>	
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken
<b>Freedom of association and collective bargaining</b>	
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<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor
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