

FROM
RESPONSIBLE
BUSINESS TO
○ **REGENERATIVE
IMPACT**





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ABOUT THE REPORT

At Alembic Pharmaceuticals Limited (“Alembic”, “APL” or “the Company”), sustainability is integral to our business philosophy, decision-making and long-term growth strategy. As a global generic pharmaceutical company committed to improving healthcare outcomes, we recognise our responsibility to conduct business ethically, minimize our environmental footprint, promote the well-being of our employees and communities and enhance access to quality medicines. By embedding responsible and sustainable practices across our operations and value chain, we aim to build business resilience, manage emerging risks and opportunities and create enduring value for all our stakeholders.

This fourth annual Sustainability Report for FY2025–26 shares our approach to Environmental, Social and Governance (ESG) priorities. It outlines our strategic focus, governance framework, key material topics and the initiatives we are pursuing to address the most significant ESG impacts of our operations.

The report covers our progress across environmental stewardship, responsible manufacturing, employee well-being, ethical governance and community engagement. It also highlights the policies, management systems and day-to-day practices that help us build resilience, reduce risks and support sustainable growth.

Driven by strong leadership and an organization-wide culture of responsibility, we aim to improve performance, strengthen transparency and continue contributing to a healthier and more sustainable world.

Reporting frameworks and standards

This Sustainability Report has been prepared with reference to the Global Reporting Initiative (GRI) Universal Standards 2021, which serve as the primary framework for our sustainability disclosures. In addition, the report aligns with several recognized reporting frameworks and regulatory requirements to ensure comprehensive and transparent disclosure of our ESG performance. These include:

- **Business Responsibility and Sustainability Reporting (BRSR)** requirements prescribed by the Securities and Exchange Board of India (SEBI)
- **Sustainability Accounting Standards Board (SASB)** standards relevant to

the pharmaceutical and biotechnology industry

- **Dow Jones Sustainability Indices (DJSI)** criteria, serving as a benchmark for evaluating our sustainability performance
- **United Nations Global Compact (UNGC)** principles, guiding our responsible business practices across human rights, labour, environment and anti-corruption.
- **United Nations Sustainable Development Goals (UN SDGs)**, reflecting our contribution towards addressing global sustainability challenges

By aligning our disclosures with these frameworks, we aim to provide stakeholders with meaningful, comparable and decision-useful information regarding our sustainability performance and long-term value creation.



Scope & Boundary

The scope of this report encompasses Alembic's standalone operations of 12 plants (including 10 Manufacturing Plants and 2 R&D Centres) and 2 corporate offices that collectively form the foundation of our three business verticals:

- **India Branded Business:** Focused on developing branded formulations in India.
- **International Generic Business:** Focusing in developing generic products for international market.
- **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.

The ESG disclosures presented in this report reflect Alembic's efforts to integrate sustainability into its business strategy, operational processes and decision-making frameworks. Data included in this report represents the environmental, social and governance performance of these operational units within the defined reporting boundary.

Reporting Period

This report has been prepared on a standalone basis and presents a comprehensive view of the sustainability performance and initiatives of Alembic Pharmaceuticals Limited. It reflects our continued efforts to integrate sustainability into our core business strategy, highlighting key developments and progress during the year. This Sustainability Report covers the period from April 1, 2025 to March 31, 2026, corresponding to the financial year FY2025-26.

Board Responsibility Statement

Sustainability-related decisions are driven by the Managing Directors, Mr. Pranav Amin and Mr. Shaunak Amin, along with the Risk Management Committee. Under their direction, sustainability considerations are integrated into the Company's strategic and operational decision-making processes. The Board-level Risk Management Committee is responsible for overseeing all aspects of environmental, social and governance (ESG) matters. This includes setting sustainability targets, monitoring performance and ensuring alignment with the Company's overall strategic objectives.

Through this structured governance approach, Alembic demonstrates its commitment to embedding sustainability into its core business operations and governance framework, supported by active involvement from senior leadership and dedicated oversight mechanisms.

Forward-looking Statement

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 from the projections in these forward-looking statements due to various events, risks, uncertainties and other factors.

Restatement of Information

Alembic continuously strengthens its data collection processes, reporting systems and measurement methodologies to enhance the accuracy and reliability of its sustainability disclosures. In instances where improvements in methodologies or corrections to previously reported information may significantly influence stakeholder interpretation, prior data may be restated to ensure clarity and comparability.

For the current reporting period, no restatement of previously disclosed information has been made.

External Assurance

To enhance the reliability, transparency and credibility of the information presented, this Sustainability Report has been externally assured on a limited assurance basis by M/s. Bureau Veritas (India) Pvt. Limited. Kindly refer to page no. 184 for assurance certificate.

Feedback

We value stakeholder feedback and welcome suggestions to further improve our sustainability disclosures and performance. For any queries, feedback, or suggestions related to this report, please contact us at sushil.kharkwal@alembic.co.in.

LEADERSHIP MESSAGES

Message from our Chairman & CEO



We are committed to building a culture of openness, where every employee feels encouraged to share ideas, provide feedback and actively contribute to improving the Company's policies, programmes and practices.



Dear Stakeholders,

At Alembic Pharmaceuticals, we have always believed that our responsibility does not end with making quality medicines. As a pharmaceutical company with a legacy built over generations, our duty is also to protect the resources we depend on, care for the communities around us and conduct our business with integrity and compassion.

Sustainability is increasingly embedded into the way we operate, invest and grow, ensuring that business success is aligned with environmental responsibility, social progress and strong governance.

I look back with a sense of humility and renewed responsibility. The world around us is changing rapidly. Climate concerns are becoming

more urgent, healthcare needs are expanding and communities are seeking institutions that are not only successful, but also responsible. In such times, I believe businesses must ask themselves a simple question: are we creating progress that future generations will thank us for?

As we present our Fourth Sustainability Report, this year's theme: "From Responsible Business to Regenerative Impact", For Alembic, Regenerative Impact means moving beyond reducing our footprint to actively restoring ecosystems, strengthening water security, supporting community resilience and creating long-term value for society alongside business growth. Sustainability is therefore embedded in the way we think, decide, operate and grow. As Chairman of the CSR

Committee, this area is especially close to me. I have always believed that a company grows best when the communities around it also progress. For Alembic, CSR is not charity; it is a long-term commitment to human development, dignity and opportunity"

Responsible Growth in a Changing World

The pharmaceutical industry today stands at an important point. Scientific advancement, digital transformation, evolving regulations and rising expectations from patients and society are reshaping our sector. At the same time, climate change, water stress, energy transition and social inequalities remind us that business growth must be more thoughtful than ever before.

At Alembic, we continue to focus on providing affordable and quality healthcare while strengthening the foundations of responsible growth. Our integrated operations, quality systems, research capabilities and expanding reach enable us to serve patients across markets. But I firmly believe that the true strength of an organisation is measured not only by what it delivers, but by how responsibly it delivers.

We recognize that climate change, resource constraints, evolving stakeholder expectations

and changing regulatory requirements present both risks and opportunities. Sustainability considerations are increasingly integrated into our business planning and risk management processes.

Moving Towards Cleaner Energy

Energy is central to manufacturing and it is also central to the climate challenge. As an organisation, we are consciously working to improve the way we source and use energy.

Our efforts include expanding renewable energy through solar installations, renewable power procurement and Power Purchase Agreements. We are also in the process of introducing bio-briquettes as an alternative to coal for boiler operations. This transition will be implemented in a phased manner across relevant sites, helping us reduce our dependence on fossil fuels and the associated greenhouse gas emissions. Together, these measures are supporting a gradual reduction in our operational emissions and carbon footprint while improving the efficiency and resilience of our manufacturing operations.

I have always believed that sustainability must be practical and action oriented. It is not enough to make commitments; we must build effective systems, invest in better

solutions and encourage every site and team to identify opportunities for improvement. Energy efficiency, process optimisation, cleaner technologies and responsible consumption will continue to remain important focus areas for us. I am happy to share that our GHG emissions are reduced 10.58% from previous FY25, driven by renewable energy adoption, energy efficiency projects and operational improvements.

Water Stewardship

Water has always been close to my heart because it is one of the most precious resources we share with society. In our business, responsible water management is not only an operational priority; it is also a moral responsibility. As some of our manufacturing locations may face increased water stress in the future, we recognise the need to be even more conscious and proactive in managing this vital resource.

Through our operations, we continue to strengthen water conservation, wastewater treatment, recycling, reuse and rainwater harvesting by installing advanced systems and technologies. These efforts help us reduce our reliance on freshwater sources and improve water-use efficiency across our sites. We are also undertaking significant efforts to continuously improve groundwater availability and quality

in and around the communities where we operate. We encourage our teams to integrate water-saving practices into their daily operations, making responsible water use a consistent part of our organisational culture.

I am particularly proud that Alembic achieved its water positivity commitment ahead of the timeline originally established three years ago, demonstrating the effectiveness of our focused and sustained efforts. It reflects the collective efforts of our teams and reinforces our commitment to responsible and sustainable water management.

Groundwater Recharge

Groundwater recharge deserves special attention because its benefits go beyond our factory boundaries. During the year, we continued investing in recharge wells, rainwater harvesting infrastructure and groundwater replenishment initiatives designed to strengthen local water security and improve long-term aquifer sustainability.

Our groundwater-recharge efforts play an important role in maintaining our water-positive position. At the same time, we understand that water positivity is not an endpoint, but an ongoing responsibility, particularly in locations that may experience greater water stress in the coming years. We will therefore continue to conserve water, improve efficiency and expand suitable recharge interventions.

For me, groundwater recharge represents the right spirit of sustainability — giving back to nature what we take from it. It is an area where industry and community interests come together and we will continue to support such interventions with sincerity.

Protecting Nature and Using Resources Wisely

Responsible environmental management also means using resources carefully and reducing waste wherever possible. Our afforestation and greenbelt programmes increasingly focus on strengthening biodiversity, ecosystem resilience and native species development, helping restore ecological balance around our operating locations. We continue to focus on greenbelt development, plantation drives, responsible waste management and circular economy practices across our sites.

Tree plantation is one of the simplest and most effective ways for an enterprise to benefit society and

the environment. Alembic has prioritised expanding and maintaining green cover through targeted plantation drives. We have planted over 40,000 trees so far and aim to reach 50,000 trees by FY2027, supporting biodiversity and healthier communities.

I have always felt that development should not come at the cost of nature. Wherever possible, we must design, build and operate in a way that respects the environment around us. Tree plantation, biodiversity protection, waste reduction and material efficiency may appear to be different initiatives, but they are all connected by one principle — use less, waste less and restore more.

Our People Make Sustainability Possible

No sustainability journey can succeed without people who believe in it. Alembic's employees are the driving force behind every improvement we make. Their discipline, commitment and sense of ownership give life to our values. Our people remain central to our sustainability journey and we are committed to strengthening safety, capability building, employee engagement and inclusive growth across the organization.

We are committed to building a culture of openness, where every employee feels encouraged to share ideas, provide feedback and actively contribute to improving the Company's policies, programmes and practices. We believe that listening to diverse perspectives strengthens decision-making, promotes innovation and creates a stronger sense of collective ownership.

Safety remains one of our most important responsibilities. We continue to work towards a culture where safety is not seen as a rule to be followed, but as a value to be lived every day. Training, awareness, leadership involvement and employee participation all play an important role in strengthening this culture.



We also encourage employees to openly raise safety concerns, report potential risks and suggest improvements without hesitation. By making safety a shared and open dialogue, we can identify risks early and create a safer workplace for everyone.

We are also investing in learning and capability building. Programmes on leadership development, communication, workplace readiness, technical knowledge sharing and employee engagement are helping our people grow with confidence. A company can only be future-ready when its people are future-ready.

CSR: Building Communities with Care

This year's sustainability theme, "Regenerative Impact through Responsible," reflects our belief that responsible business should not only minimize adverse impacts but also help communities regenerate, become self-reliant and build a better future. This approach is at the heart of our CSR programmes, through which we seek to create meaningful and lasting change by addressing local needs and enabling inclusive development.

Through our CSR programmes, we continue to support initiatives focused on healthcare access, nutrition, education, livelihood, rural development and environment. During FY2025–26, these initiatives positively impacted 3,00,000+ beneficiaries, reinforcing my belief that business success must go hand in hand with community progress.

Our flagship programmes such as Swasthya Setu, Suposhan, VIKAS School and Hostel, Shiksha Setu, livelihood interventions, farmer empowerment and environmental awareness initiatives are designed to address real community needs and create lasting impact. In healthcare and nutrition, we support preventive health, child development, immunization awareness and community wellbeing. In education, we focus on foundational learning, remedial support, student confidence, vocational exposure and leadership development.

Our livelihood programmes are also close to my heart because they help people stand on their own feet. Whether it is women gaining confidence, farmers improving awareness, or youth building new skills, these initiatives create self-reliance and hope. Ultimately, CSR must create confidence in children to learn, in women to lead, in families to progress and in communities to move forward.

Governance and Ethics

Strong governance is the foundation on which responsible business is built. At Alembic, ethics and integrity are non-negotiable. We continue to strengthen our governance systems, risk management processes, compliance culture and stakeholder engagement mechanisms.

For me, governance is not merely about policies and procedures. It is about trust that our stakeholder place in us. Trust is built slowly through consistent action and we must protect that trust every day. The Board and management periodically review sustainability priorities, risks and performance to ensure ESG considerations are appropriately integrated into long-term business decision-making.

We are also working with our value chain partners to promote responsible sourcing and ethical conduct. Sustainability cannot remain limited to our own operations. It must gradually extend across the ecosystem in which we operate.

Looking Ahead

As we look ahead, our priorities are clear. We will continue expanding renewable energy, strengthening climate resilience, enhancing water stewardship, promoting circularity, improving supply chain sustainability and increasing our positive impact on communities and ecosystems.

The future will demand more collaboration, more innovation and more responsibility from all of us. I believe Alembic is well placed to contribute meaningfully to this future because our foundation is strong — built on science, values, people and trust. I thank our employees, partners, shareholders, healthcare professionals, communities and all stakeholders for their continued faith in Alembic. Together, we will continue to build an organisation that not only grows, but grows responsibly — with care for people, respect for nature and commitment to future generations.

Sincerely,
Chirayu Amin,
Chairman & CEO

Message from our Managing Director *(International Business)*



Alembic's manufacturing network, supported by robust quality systems, Good Manufacturing Practices, data integrity controls and audit preparedness, enables us to meet stringent global standards.

Dear Stakeholders,

Alembic's international business continues to grow in a global pharmaceutical environment shaped by tightening regulations, pricing pressures, geo-political situation, supply chain uncertainty and rising demand for affordable, high-quality medicines. In this environment, our responsibility as a global generics manufacturer is clear: to deliver reliable medicines across geographies while maintaining the highest standards of quality, compliance and operational discipline.

During FY2025-26, our International Generics Business continued to make a steady contribution to Alembic's operations by serving diverse markets and supporting the availability of quality generic medicines across geographies,

supported by a strong product pipeline, integrated manufacturing capabilities and continued focus on regulated and emerging markets. Our ability to combine scientific depth with manufacturing scale has enabled us to serve diverse markets while strengthening trust with customers, regulators and healthcare systems.

Drug discovery and research and development remain central to our international strategy. Alembic's R&D teams apply scientific expertise to identify and develop promising product opportunities, including differentiated products, complex generics, advanced drug-delivery platforms, high-potency APIs and specialty therapies across key therapeutic segments. In parallel, we are selectively investing in innovative research and drug discovery opportunities

that have the potential to address unmet patient needs while creating long-term value for society and stakeholders. These efforts are supported by robust research capabilities, disciplined regulatory filings and continued investment in building a diverse and future-ready product portfolio.

All manufacturing facilities supporting our international business continue to maintain approvals from leading global regulatory agencies, including the USFDA. During the year, we successfully navigated regulatory inspections, reflecting the strength of our quality culture, compliance systems and operational discipline.

Quality remains the foundation of our global business. In highly regulated markets, trust is earned through consistency, transparency and compliance. Alembic's manufacturing network, supported by robust quality systems, Good Manufacturing Practices, data integrity controls and audit preparedness, enables us to meet stringent global standards. Our focus is not only on meeting regulatory expectations but on building a culture where quality is embedded across every stage of the product lifecycle.

At the same time, we recognize that global competitiveness must go hand in hand with responsible operations. Pharmaceutical manufacturing is resource intensive and we continue to focus

on improving energy efficiency, optimizing processes and reducing the environmental footprint of our operations. During FY2025-26, renewable power contributed 58.84% of our total power consumption, supported by our own solar parks, renewable power procurement, rooftop solar and energy conservation initiatives. These efforts contribute not only to emissions reduction but also to enhanced energy security and long-term business resilience.

Our sustainability approach also extends to our value chain. Through our Sustainable Procurement Policy and Supplier Code of Conduct, we are engaging suppliers on ethical conduct, environmental responsibility, human rights, labour practices, occupational health and safety and quality expectations. 28% of our critical suppliers were assessed on ESG parameters, marking an important step towards building a more resilient and responsible supply chain. While this is an ongoing process, it has helped us improve ESG awareness and practices across our supply chain, reduce Scope 3 emission and strengthen responsible sourcing practices across our operations.

Digital transformation is another key enabler for our operations. The deployment of digital platforms to monitor energy, water and emissions data is helping improve transparency and decision-making across facilities. In parallel, digital quality systems, automation

and optimized manufacturing technologies support greater efficiency, compliance and operational control. Improved data availability and transparency also support stronger sustainability performance monitoring and reporting across our manufacturing network.

Looking ahead, the international pharmaceutical market will continue to be shaped by scientific innovation, regulatory evolution, supply reliability and sustainability expectations. We will continue strengthening climate resilience, responsible sourcing, resource efficiency and product stewardship as integral components of our long-term growth strategy. Alembic is well positioned to navigate this landscape through continued investments in R&D, quality systems, manufacturing excellence, digital capabilities and responsible sourcing. Our focus remains clear: to deliver high-quality, affordable medicines to patients worldwide while ensuring that our growth is responsible, resilient and aligned with the needs of society.

I thank our employees, customers, regulators, suppliers, partners and stakeholders for their continued trust and support.

Sincerely,
Pranav Amin
*Managing Director
International Business*

Message from our Managing Director (India Branded Business)



During FY2025–26, we continued to strengthen our presence across key therapeutic segments through a focused portfolio of branded formulations, deeper medical engagement and strong distribution capabilities.

Dear Stakeholders,

India continues to be one of the most dynamic pharmaceutical markets in the world. Rising healthcare awareness, increasing diagnosis of chronic diseases, expanding access to medicines and greater focus on preventive care are reshaping healthcare needs across the country. At Alembic, our India Branded Business plays an important role in addressing these needs by making quality medicines available to patients across diverse geographies.

During FY2025–26, we continued to strengthen our presence across key therapeutic segments through a focused portfolio of branded formulations, deeper medical engagement and strong distribution capabilities. Our domestic strategy remains centred on patient needs, doctor trust, brand strength and

consistent availability of medicines across urban, semi-urban and rural markets.

Our engagement with healthcare professionals remains one of the most important pillars of our India business. With our reach extending to over 2,46,000 prescribing doctors, we continue to strengthen scientific communication, improve therapy awareness and support access to medicines across regions. This extensive engagement helps ensure that Alembic's products are available where patients and healthcare providers need them, supporting improved healthcare access and patient outcomes across India.

For the India Branded Business, growth is closely linked to trust. We remain committed to ethical marketing, responsible

product communication and evidence-based engagement with healthcare professionals. As the pharmaceutical marketplace evolves, maintaining transparency, compliance and credibility will continue to guide our approach.

Alongside business growth, our domestic operations continue to contribute to Alembic's broader environmental priorities. Through phase-wise mass tree plantation drives and greenbelt development activities, we have planted over 40,000 trees across multiple locations. These initiatives enhance biodiversity, improve local green cover and contribute to healthier ecosystems around our operating areas. Our plantation programmes are implemented through a targeted and phased approach, including both conventional and Miyawaki methodologies. These initiatives help improve local biodiversity, strengthen ecosystem resilience and support the return of diverse species of flora, fauna and avifauna across project locations.

Water stewardship also remains an important priority for our domestic operations. We continue to strengthen water conservation through rainwater harvesting systems, recharge wells, wastewater recycling and efficient water management practices. I am pleased to share that Alembic has achieved water positivity, marking an important milestone in our journey towards responsible water stewardship and long-term resource resilience. These measures are especially important in water-stressed regions and reflect our commitment to responsible resource use.

Our employees and field teams are central to the success of the India Branded Business. Their commitment, professionalism and daily engagement with healthcare professionals help us build lasting trust in the market. As we continue to grow, we will keep investing in capability building, digital enablement, responsible conduct, employee well-being and a culture of performance with purpose.

Looking ahead, Alembic's India Branded Business will continue to focus on strengthening patient access, deepening healthcare professional engagement, expanding across key therapies and using technology to improve reach and effectiveness. At the same time, we will continue strengthening our contribution to environmental stewardship, healthcare accessibility, responsible promotion practices and community well-being.

I extend my sincere gratitude to our employees, healthcare professionals, distributors, partners, patients and stakeholders for their continued trust, support and commitment.

Sincerely,
Shaunak Amin
Managing Director
India Branded Business



Advancing Healthcare with Responsibility and Innovation

ALEMBIC PHARMACEUTICALS LIMITED – AT A GLANCE

Alembic Pharmaceuticals Limited is a global generic pharmaceutical company focused on improving healthcare through innovation, quality manufacturing and responsible business practices. Founded in 1907 and headquartered in Vadodara, Gujarat, Alembic brings over a century of legacy, scientific expertise and operational excellence to its work. What began as a domestic manufacturer has grown into a globally integrated enterprise and trusted healthcare partner, delivering high-quality, affordable medicines to patients worldwide, with capabilities spanning research, development, manufacturing and commercialization.

Alembic's operations are anchored in three core business verticals:



India Branded Business



International Generics Business



Active Pharmaceutical Ingredients

Together, these verticals allow Alembic to leverage its strengths in chemistry, formulation development and advanced manufacturing to build a strong, diversified portfolio. Driven by its purpose of improving healthcare access, the Company develops innovative, cost-effective solutions across multiple therapeutic segments, while continued investments in research and development, regulatory compliance and global partnerships strengthen its ability to meet evolving healthcare needs worldwide.

Our Vision, Mission and Values

At Alembic, purpose is deeply embedded in the way the organisation operates. The Company believes that sustainable business success lies in delivering value not only to shareholders but also to patients, employees, communities and the environment.

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.

MISSION

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

VALUES

- Integrity
- Recognition
- Ownership
- Openness
- Collaboration
- Creativity

Our Business Portfolio and Strategic Pillars

Alembic’s diversified business structure allows the Company to serve both domestic and global pharmaceutical markets effectively. The three core business verticals form the foundation of its value creation strategy.

International Generics

Delivering Affordable Medicines Worldwide

Alembic’s International Generics Business represents a key growth engine for the Company, enabling it to expand its footprint across regulated and emerging markets. The Company has built a strong presence in the United States generics market, supported by its robust R&D capabilities, regulatory expertise and diversified product portfolio.

- Oral Solids
- Oral Suspension
- Dermatology
- Oncology (OSDs & Injectable)
- General Injectable & Ophthalmic Products
- Peptide

Alembic’s international strategy focuses on:

- Developing complex generics and specialty formulations
- Strengthening presence in regulated markets
- Leveraging partnerships in emerging markets
- Expanding product launches globally

In FY 2026:



As of March 31,2026



The international generics segment generated ₹3,028.57 crore in revenue in FY2026, with the United States contributing ~52% of total international revenues. Alembic continues to expand its presence across Latin America, Europe and other emerging markets, strengthening its position as a reliable supplier of affordable generic medicines worldwide.

India Branded Business

Strengthening Healthcare Access Across India

The India Branded Business is Alembic's flagship division and plays a pivotal role in delivering branded formulations across multiple therapeutic segments. The Company has built a strong presence among healthcare professionals through a knowledge-based engagement model, enabling it to strengthen brand recognition and build trust within the medical community.

Alembic's domestic portfolio spans several high-demand therapeutic areas, including:



Dermatology



Gastrology



Ophthalmology



Orthopaedic



Nephrology



Anti-Infective



Cardiology



Gynaecology



Anti-Diabetic



Cold & Cough



Animal Health



Urology

As of FY2026, the India Branded Business portfolio comprises:



The Company operates through 23 marketing divisions and a strong field force of over 5,500+ representatives, reaching more than 246,000+ prescribing doctors across India.

With continuous brand building, market expansion strategies and an expanding therapeutic portfolio, Alembic continues to strengthen its leadership in domestic pharmaceutical markets, recording revenue of INR 2,458 crore. This was led by Specialty therapies at INR 1,290 crore, contributing 52.5%, followed by Acute therapies at INR 649 crore, contributing 26.4% and Animal Health at INR 519 crore, contributing 21.1% of domestic revenue.

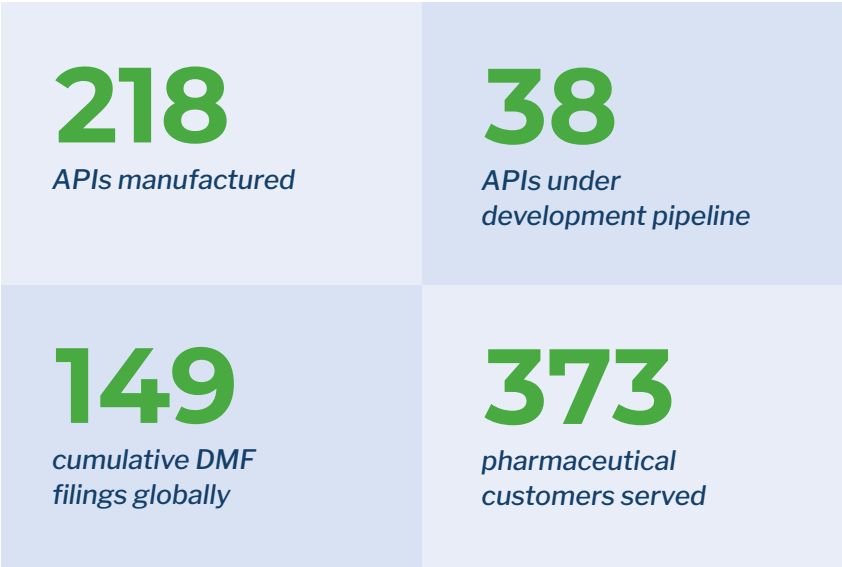
Active Pharmaceutical Ingredients (API) Business

Enabling Backward Integration and Supply Chain Strength

Alembic's API business was established to support the Company's formulation operations through backward integration while also serving external pharmaceutical manufacturers.

The Company's API facilities are equipped with advanced manufacturing infrastructure and comply with stringent global regulatory standards, including approvals from the USFDA and other international regulators.

Key highlights of the API segment include:



The API business continues to play a strategic role in enhancing supply chain resilience while creating new revenue opportunities through global partnerships, generating revenue of INR 1164.81 Crore with 38% consumed in-house and 62% sold to external customers.



Our Subsidiaries, Associates and Joint Venture

Alembic operates through a network of subsidiaries and strategic partnerships that support its global commercial and operational activities. These entities enable the Company to strengthen its international distribution channels, enhance market access and expand product commercialization across multiple regions. Through collaborative partnerships and joint ventures, we continue to strengthen its ability to serve global markets efficiently while maintaining operational agility. The below table presents an overview of our Holding company, subsidiaries, joint venture and associate companies:

Holding		
Nirayu Private Limited		
Subsidiary		
Alembic Pharmaceuticals Inc.	Alembic Global Holding SA	Alembic Pharmaceuticals Australia Pty Ltd
Alembic Pharmaceuticals Europe Ltd.	Alnova Pharmaceuticals SA	Alembic Pharmaceuticals Canada Ltd.
Alembic Pharmaceuticals Chile SpA	Alembic Pharmaceuticals S.A de C.V	TicTwo Therapeutics Inc.
Alembic Lifesciences Inc.	Utility Therapeutics Ltd	Alembic Therapeutics LLC
Alembic Pharmaceuticals (Thailand) Co. Ltd.		Alembic Pharmaceuticals Scientific Office L.L.C.
Joint Venture		
Alembic Mami SPA		SPH Sine Alembic (Shanghai) Pharmaceutical Technology Co. Ltd.
Associates		
Rhizen Pharmaceuticals AG	Fenix Research Labs Pvt Ltd	Dahlia Therapeutics SA

APL's Value Chain

At the core of our operations is a value system that guides how we conduct business, engage stakeholders and pursue our vision of becoming a globally respected healthcare brand. These values are embedded across our strategy, from leadership decisions to sourcing practices.

- Building a Resilient Value Chain:** A reliable and ethical supply chain enables us to deliver quality healthcare solutions worldwide. We have strengthened upstream and downstream operations to build an efficient, resilient value chain capable of withstanding operational, geopolitical and environmental disruptions. Our multi-vendor sourcing strategy for critical raw materials reduces single-point dependencies and supports uninterrupted manufacturing.
- Our Global Supplier Network:** We have built a global supplier base of 1,300+ partners across geographies and material categories, including more than 65 specialized suppliers of API intermediates. Regular supplier audits help assess technical capabilities, quality standards, regulatory compliance and financial stability.
- Responsible and Sustainable Sourcing:** We recognize that supply chain resilience must go hand in hand with responsibility. Integrating ESG criteria into supplier assessments helps ensure our supply chain reflects the values we uphold internally.

We cumulatively assessed 28% of our suppliers against ESG parameters. We conduct supplier ESG assessments across our supplier base, covering the following categories:

- Active Pharmaceutical Ingredients (APIs) - the core therapeutic compounds in our formulations
- Advanced Intermediates - specialized chemical inputs critical to API synthesis
- Key Starting Materials (KSMs) - foundational raw materials in our manufacturing process
- Primary Packaging Materials - the first line of product protection and patient safety

At APL, we view supplier ESG assessments not as a compliance exercise, but as a long-term investment in supply chain integrity, one that protects our business, supports our partners' growth and ultimately contributes to better outcomes for the communities and patients we serve.



A Legacy of Growth: Key Milestones

Alembic's journey reflects more than a century of innovation and growth in the pharmaceutical sector. Key milestones include:



Through continuous investments in research, manufacturing capacity and regulatory capabilities, Alembic has successfully strengthened its global pharmaceutical presence.

Operational Footprint

Alembic has established a strong operational footprint across multiple geographies through its manufacturing facilities, research centers and global marketing operations.

The Company operates:

- 10 Manufacturing Facilities (8 manufacturing units in Gujarat, 1 manufacturing unit in Sikkim and 1 manufacturing unit in Indore)
- 2 Research and Development Centers
- 2 Office Facilities (One Corporate office in Vadodara-IBU and one Head Office in Mumbai-Domestic)

These facilities support the Company's formulation, API and R&D operations, ensuring compliance with international regulatory standards.

Alembic's Manufacturing Units :



API - I, PANELAV



API - II, PANELAV



API - III, KARKHADI



FORMULATION - I, PANELAV



FORMULATION - II, PANELAV



FORMULATION - III, KARKHADI



FORMULATION - IV, JAROD



FORMULATION - V, KARKHADI



SIKKIM UNIT



INDORE UNIT

Alembic's R&D Centers, Offices :



ARC VADODARA



ARC HYDERABAD



KILO LAB (SCALE UP FACILITY), PANCHDEVLA



CORPORATE OFFICE VADODARA



HEAD OFFICE MUMBAI

Alembic's products are marketed across a wide range of regulated and emerging markets worldwide. The Company has established a growing presence in key global pharmaceutical markets, including:



The Company continues to expand its global presence through product registrations, regulatory approvals and strategic partnerships.

Commitment to Global Standards

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

Recognitions and Awards

Alembic's commitment to operational excellence, employee engagement, strong workplace practices and responsible business conduct continues to be acknowledged by leading industry bodies and forums. These recognitions reflect our ongoing efforts to build a high-performing, people-centric and sustainable organisation while creating long-term value for our stakeholders.



UBS Forums Award

Recognised at the UBS Forums Awards for excellence at our Sikkim and Indore units.



India Supply Chain Ranking 2025 (Functional Champion Award)

Honoured with the Functional Champion Award by ISCM at the India Supply Chain Ranking 2025.



Awarded winner in the **"Best Employee Engagement Practice"** category, reflecting our people-first culture.



Recognised with the **EF1-CII Award** for our commitment to workplace excellence and progressive practices.



Conferred the **"Excellence in Employee Relations 2025"** Award for fostering strong and collaborative employee relations.

Memberships and Associations

We participate in multiple state and national industry associations, advocating for best practices and contributing to industry standards. Through these memberships, we build networks, consensus and raise awareness through events like seminars and conferences. Our company affiliates with the following trade and industry chambers/ associations:



Alembic's ESG Highlights for FY 2025 – 26



ENVIRONMENT

58.84%

Share of renewable power in total power mix



57%

Increase in renewable power shares from FY 2024-25



10.6%

Reduction in GHG Emissions (Scope-1+2+3) from base year FY2022-23



71%

wastewater recycled



112

No of recharge wells developed



400000+

Trees Planted till date



100%

non-hazardous waste generated were recycled



100%

API units operate on a Zero Liquid Discharge (ZLD) system



**ESG AT
ALEMBIC**



SOCIAL

Zero

Fatality for the 5th consecutive year



3,00,000+

beneficiaries through CSR



98%

of Workforce covered in Human Rights training (Employees + Contract workers)



GOVERNANCE

Fourth

Sustainability Report launched



Zero

Data Privacy Breaches



Zero

Complaints on bribery/ corruption/ conflict of interest



Zero

POSH complaints



28%

Critical suppliers are cumulatively assessed based on the ESG Parameters



Our ESG Strategy

At Alembic Pharmaceuticals Limited, sustainability is deeply embedded in our purpose and long-term growth strategy. As a global pharmaceutical company dedicated to improving healthcare outcomes, we recognize that our operations carry responsibilities that extend beyond delivering medicines. Our commitment to Environmental, Social and Governance (ESG) principles enables us to create long-term value for stakeholders while minimizing environmental impact and strengthening social well-being.

To ensure a structured and focused approach, Alembic has developed a comprehensive ESG strategy that aligns sustainability priorities with business objectives, enabling us to integrate responsible practices across our value chain.

ESG Governance

ESG and sustainability are core to our governance and long-term strategy. We embed sustainability principles into how we make decisions to operate responsibly, strengthen stakeholder value over time and contribute positively to society and the environment.

Our Managing Directors lead oversight of sustainability, climate and ESG priorities, working closely with the Board's Risk Management Committee. Together, they embed ESG into strategic planning and day-to-day operations. The committee monitors progress against sustainability goals, reviews ESG performance and sets direction for improvement—ensuring our environmental, social and governance commitments stay aligned with our overall growth agenda.



Governance Structure for ESG

Our ESG governance framework is anchored by a strong oversight and accountability structure.



BOARD OVERSIGHT

The Board of Directors provides overall oversight of Alembic’s sustainability and ESG agenda. ESG-related matters are reviewed at the leadership level by the Managing Directors, Mr. Pranav Amin and Mr. Shaun ak Amin, along with the Risk Management Committee of the Board. The committee reviews sustainability priorities, monitors ESG risks and opportunities and ensures alignment of ESG initiatives with the Company’s long-term strategic objectives.



ESG POLICIES & FRAMEWORKS

Alembic has established a set of policies and internal frameworks that guide responsible business conduct across environmental, social and governance dimensions. These policies support areas such as environmental management, ethical business practices, employee well-being and responsible supply chain management. The policies are reviewed periodically to ensure alignment with evolving regulatory expectations and industry best practices.



MONITORING & REPORTING

Alembic tracks its sustainability performance through defined goals, targets and performance indicators aligned with its ESG strategy. Progress on key initiatives is reviewed periodically by the leadership team and the Risk Management Committee to ensure effective implementation and continuous improvement in the Company’s sustainability performance.



RISK MANAGEMENT COMMITTEE

The Risk Management Committee plays a key role in overseeing the Company’s ESG policies and sustainability initiatives. The committee periodically reviews ESG performance, evaluates sustainability risks and opportunities and guides the implementation of initiatives aligned with the Company’s sustainability targets and governance framework.



TRAINING & AWARENESS

To strengthen the integration of ESG principles across the organization, Alembic conducts awareness programmes and knowledge-sharing initiatives for employees across functions. These initiatives help build understanding of sustainability priorities and encourage employees to incorporate responsible practices into their day-to-day operations.

Building a Strategic Sustainability Framework

Our ESG strategy is informed by a rigorous assessment of the environmental, social and governance issues that are most relevant to our operations and stakeholders. Through Double materiality assessment process, we identified key ESG topics that have the potential to influence both our business performance and our societal impact.

Building on these material topics, we developed a robust sustainability roadmap supported by clearly defined goals, targets and performance indicators. This roadmap guides our sustainability initiatives and enables us to track progress toward achieving meaningful long-term outcomes.

Our major strategic ESG targets include:

- Net Zero by 2050
- Water neutrality by 2027
- Planting 50,000 trees by 2027

These commitments reflect our determination to reduce our environmental footprint while contributing to global climate and sustainability goals.

Aligning ESG with Business Strategy

To ensure that sustainability remains embedded in our strategic decision making, Alembic conducted a series of cross functional workshops with relevant stakeholders from multiple departments. These discussions helped identify key ESG priorities, understand business perspectives and integrate sustainability considerations into the Company’s strategy. These engagements helped establish clear ESG priorities that support operational resilience, innovation and long-term value creation.

Risk and Opportunity Mapping

Alembic also assessed key ESG issues through a risk and opportunity lens, enabling us to evaluate how environmental and social factors may influence business performance in the future. This approach allows us to proactively manage emerging risks while identifying opportunities for innovation, efficiency and sustainable growth.

Three Strategic ESG Pillars



These three pillars form the foundation of our ESG strategy and guide the initiatives we undertake across the organization.

Environmental Stewardship

Protecting Natural Resources and Addressing Climate Change

Alembic is committed to minimizing the environmental impact of its operations while contributing to global efforts to combat climate change and preserve natural ecosystems.

As part of our climate strategy, we conducted comprehensive greenhouse gas (GHG) accounting to better understand our emissions profile across Scope 1, 2 & 3 categories. This assessment provides valuable insights that help us identify key areas for improvement and implement targeted decarbonization initiatives.

To strengthen our climate commitments, Alembic has pledged to the Science Based Targets initiative (SBTi) and is working toward achieving Net Zero emissions by 2050.

Our environmental initiatives focus on:

- Increasing renewable power adoption across manufacturing facilities
- Improving energy efficiency through advanced technologies and operational optimization
- Reducing greenhouse gas emissions across our value chain
- Enhancing water conservation and recycling efforts to achieve water neutrality
- Expanding biodiversity and carbon sequestration initiatives through large-scale tree plantation programs
- Promoting responsible waste management and circular resource use

In addition, we conducted detailed water footprint assessments to better understand the impact of our operations on local water resources and to develop effective strategies for responsible water management. Through these initiatives, Alembic aims to build environmentally responsible operations that balance industrial growth with ecological sustainability.

Social Responsibility

Empowering People and Strengthening Communities

We believe that sustainable growth is only possible when the well-being of people remains central to our business. Our social responsibility efforts focus on creating positive impact for employees, communities and stakeholders across our value chain.

We are committed to fostering a safe, inclusive and supportive workplace environment where employees can thrive both professionally and personally. Our human capital strategy emphasizes employee safety, fair labour practices, continuous learning and equal opportunities.

Beyond our workforce, Alembic actively invests in community development initiatives that contribute to improved healthcare access, education and social well-being. Through our CSR programs and partnerships, we seek to address key societal challenges and support communities surrounding our operations.

Our social initiatives are guided by the belief that businesses succeed when communities thrive and we remain committed to creating meaningful and lasting social impact.

Governance and Ethical Business Practices

Upholding Integrity and Transparency

Strong governance forms the backbone of Alembic's ESG strategy. We are committed to conducting our business with the highest standards of integrity, transparency and accountability. Our governance framework ensures that sustainability considerations are embedded into corporate decision-making while maintaining strict adherence to ethical business practices.

To strengthen governance practices, Alembic has developed and implemented several internal policies aligned with the national and international principles, ensuring that our operations remain consistent with responsible business conduct. Further, the Company has also undertaken Double Materiality Assessment during FY 2025-26 to understand the evolving ESG risks and undertake proactive mitigation measures.

Our governance approach focuses on:

- Maintaining strong corporate governance structures and oversight mechanisms
- Upholding ethical conduct across all business activities
- Strengthening risk management and compliance systems
- Promoting transparency through comprehensive ESG disclosures



Advancing Our Sustainability Journey

Alembic recognizes that the journey toward sustainability is continuous and evolving. As environmental and social challenges become increasingly complex, we remain committed to strengthening our ESG strategy through innovation, collaboration and responsible leadership.

By embedding sustainability into our strategy, operations and culture, Alembic seeks to build a

resilient organization that not only delivers high-quality healthcare solutions but also contributes positively to society and the environment.

Our ESG strategy reflects our commitment to creating a healthier, more sustainable future for patients, communities and the planet.

Our ESG Goals & Targets

	Parameters	KPIs	Current Performance			Target
			FY26	FY25	FY24	
	GHG Emissions	Reduction in Scope 1 + 2 + 3 emissions	6,80,655	7,61,179	8,24,980	Reduce Scope 1,2&3 GHG emissions 63% by FY2034
	Water Management	Percentage of wastewater recycled	71%	71%	52.67%	Water neutrality by 2027.
		No of recharge wells developed (Cumulative)	112	102	102	
	Biodiversity	Tree Plantation (Cumulative)	40,000+	25,000+	20,000 +	50,000 Trees by 2027
	Waste Recycling	Non-hazardous waste utilization	100%	100%	100%	Recycle 100% non-hazardous waste every year
	Gender Diversity	% of total female representation	6.48%	5.53%	4.37%	Achieve 10% Gender diversity by 2030.
	Families impacted through CSR	Beneficiaries from social Schemes (Cumulative)	3,00,000 +	2,46,000 +	1,54,500 +	Upliftment of Social Infrastructure
	Improve Safety	Fatalities reported	0	0	0	Zero fatality
	Total Training Provided	Training Hours	14,42,000+	10,78,000+	8,09,000+	Keep employees updated through timely training.
	Improving Financial Performance	Revenue from Operations	6,651.38 Cr	6,032.63 Cr	5,874.06 Cr	Increased Revenue Y-o-Y
	IT Breaches	No. of breaches in data privacy	0	0	0	Zero data breaches

Our Commitment to Sustainable Development Goals

At Alembic Pharmaceuticals Limited, improving healthcare outcomes is central to how we operate and it aligns with the UN Sustainable Development Goals. As a healthcare company serving diverse markets, we see our responsibility as going beyond delivering medicines to help build a healthier, more sustainable and more equitable world.'

The SDGs guide our sustainability priorities and long-term strategy. We integrate them into our business

practices to create meaningful impact through environmental stewardship, social development and responsible governance.

This commitment is reflected across multiple aspects of our operations. By aligning our growth approach with the spirit of the UN SDGs, we deliver innovative healthcare solutions while supporting a healthier planet, stronger communities and a more sustainable future.

UN SDG's	ALEMBIC's Contribution
	<p>Alembic supports economically vulnerable communities through livelihood generation, social welfare, healthcare access and rural development initiatives. Key interventions included enabling over 2,200 farmer families affected by unseasonal rainfall to access government compensation under the Krushi Rahat Package scheme. Livelihood and income-generation programmes supported women, caregivers and families through training in industrial stitching, Pink Auto driving, plumbing, graphic design, tailoring, cutlery making, acid phenyl making and small businesses. Over 224 women benefited from industrial sewing machine training, while Direct Family Empowerment initiatives improved household income, financial inclusion, entrepreneurship and Self-Help Group participation. Farmers were also trained in value addition activities such as turmeric processing to improve earnings and reduce dependency on intermediaries.</p>
	<p>Alembic's nutrition, sustainable agriculture, livestock and food security initiatives strengthened rural resilience and addressed malnutrition. Malnutrition among children aged 0–5 years reduced from 42% to 22%, while anaemia among adolescents at VIKAS School declined from 70% to 25% through targeted nutritional support, counselling and monitored supplementation. Around 83% of beneficiary households established Poshan Vatika nutrition gardens. Farmers received improved seed varieties for wheat, moong, sesame and turmeric, along with support for livestock development through animal health camps, deworming, artificial insemination, mineral mixtures and green fodder cultivation. Suposhan initiatives continued to support preschool nutrition, maternal and child health, supplementation, counselling and recipe demonstrations.</p>

UN SDG's	ALEMBIC's Contribution
	<p>As a healthcare-focused organisation, Alembic improved access to quality healthcare, preventive care, nutrition and wellbeing. More than 47,909 Ayushman cards were facilitated, achieving 100% coverage across beneficiary populations. Vikas Arogya Kendra provided monthly treatment to patients from nearby villages, while Primary Health Centres were upgraded through infrastructure improvements, IEC awareness, medicine labelling, lighting upgrades and exposure visits aligned with National Quality Assurance Standards. Suposhan initiatives supported health camps, immunization, antenatal care and maternal health. Alembic also organized blood donation drives, HLA testing camps for thalassemia patients and supported free transfusion services, diagnostics, consultations and donor arrangements. Employee wellbeing remained a priority, with zero fatalities reported for the Fifth consecutive year and continued investment in training, engagement and wellness.</p>
	<p>Education remained a flagship focus area through initiatives in foundational learning, school infrastructure, vocational training and holistic development. Under Shiksha Setu, Alembic supported subject remedial classes, scholarship coaching, science experiments, free tuitions in villages and life skills sessions. Over 2,000 students participated in hands-on science learning and quizzes and fairs. Vocational training covered Agriculture and IT-ITES subjects. Students received coaching for Govt Scholarship like NMMS, CET and Mukhyamantri Gyan Sadhana Scholarship. Teacher training, technology-enabled learning, Anganwadi-based early childhood education, hostel academic support, counselling, home visits and activity-based preschool readiness programmes helped improve learning outcomes and reduce absenteeism. Home visits and parent counseling helped with better communication and education advocacy among communities .</p>
	<p>Alembic empowered women and girls through education, livelihoods, health, leadership opportunities and inclusive workplace practices. Women were supported through industrial stitching, tailoring, micro-enterprise training and the Pink Auto project, creating self-employment and mobility-based livelihood opportunities. Pregnant and lactating mothers received counselling and health support, while community awareness sessions, including International Women's Day programmes, promoted rights, wellbeing and empowerment. Alembic also supported girls' education and continued to foster diversity, equal opportunity, inclusion and respectful workplaces. The FreshWave onboarding initiative further supported women's workforce participation.</p>
	<p>Alembic strengthened water stewardship within operations and communities. The Company continues to progress toward water neutrality by 2027 through water recycling, recharge wells and conservation initiatives. It developed 112 recharge wells and recycled and reused ~71% of wastewater through advanced water management systems and Zero Liquid Discharge infrastructure. WASH training, hygiene awareness, handwashing, menstrual hygiene, sanitation and grooming sessions were conducted for caregivers, children, schools and communities under Bal Panchayat and Suposhan initiatives.</p>

UN SDG's	ALEMBIC's Contribution
	<p>Alembic accelerated its renewable energy transition and energy efficiency efforts. Alembic has developed solar parks with a combined dedicated capacity of 24 MW for its Panelav and Karkhadi campuses.. Renewable energy and rooftop solar installations helped reduce dependence on conventional energy sources and supported lower Scope 2 emissions. Alembic's SBTi-aligned climate roadmap supports its transition toward Net Zero emissions by 2050. Digital monitoring, operational efficiency measures and employee awareness sessions on energy conservation continued across operations.</p>
	<p>Alembic promotes inclusive growth through employment generation, skill development, workplace safety and community livelihoods. With over 17,000 + employees in India, the Company continues to invest in training, capability building, leadership development, behavioural learning and employee engagement. Alembic reported zero fatalities for five consecutive years, reflecting a strong safety culture. Community skill enhancement initiatives included vocational training, teacher capacity building, sports coaching, agriculture training, IT-ITES, Canva, digital tools, graphic design and Spoken English. Women entrepreneurship, SHG strengthening, financial literacy, sustainable agriculture and value-addition training further improved employability and income opportunities.</p>
	<p>Alembic strengthened innovation, resilient infrastructure and sustainable industrial growth through continued investments in R&D, differentiated generics, peptides, oncology and specialty therapies. ESG software and digital monitoring systems enabled real-time tracking of environmental metrics and improved operational efficiency. The Company also supported healthcare infrastructure upgrades at Primary Health Centres, strengthened rural education through science fairs and smart learning and promoted sustainable agriculture through improved crop varieties, biofertilizers and drone spraying techniques. Distribution of medical books to colleges and institutions further improved access to updated medical knowledge resources.</p>
	<p>Alembic supported vulnerable communities through inclusive social development and equitable access to opportunities. Foster care and specialized adoption centre initiatives provided education, healthcare, nutrition, emotional wellbeing, rehabilitation and safe family-like care for vulnerable and abandoned children. Ayushman cards, e-Shram registration and welfare scheme enrolment improved access to social protection. Home visits, counselling, remedial learning and scholarships helped children at risk of dropping out remain in school. Livelihood support and income-generation initiatives strengthened financial resilience among economically weaker families.</p>
	<p>Alembic's community development programmes contributed to safer, healthier and more resilient communities. Upgradation of PHCs and healthcare delivery systems strengthened local health infrastructure. Nutrition gardens, sanitation awareness, water stewardship and livelihood support enhanced rural sustainability. Sports and youth engagement programmes promoted wellbeing and social cohesion, while foster care homes and adoption centres created safe spaces for vulnerable children. Bal Sansad groups, awareness drives and community engagement activities encouraged local participation, leadership and social responsibility.</p>

UN SDG's	ALEMBIC's Contribution
	<p>Alembic strengthened circular economy practices, responsible manufacturing and resource efficiency. During FY2025–26, 100% of non-hazardous waste was recycled, while hazardous waste co-processing was enhanced to reduce landfill dependency. Water recycling, waste reduction, process optimization and digital monitoring systems improved resource efficiency and sustainability performance. The Company implemented a Sustainable Procurement Policy and Supplier Code of Conduct to promote responsible sourcing. Farmer awareness on biofertilizers, waste decomposers and sustainable farming practices helped reduce dependency on chemical inputs.</p>
	<p>Climate action remains central to Alembic's sustainability strategy. The Company's Net Zero targets, aligned with the 1.5°C pathway, were validated by the Science Based Targets initiative. Renewable energy expansion, solar power sourcing and operational efficiency initiatives supported reductions in greenhouse gas emissions intensity. Alembic also strengthened community climate resilience through support for saline-resistant crops, biofertilizers, sustainable farming, crop diversification and farmer assistance for losses caused by unseasonal rainfall.</p>
	<p>Alembic protects water ecosystems through responsible water and wastewater management. Extensive wastewater recycling and reuse systems reduce freshwater discharge and environmental impact, while Zero Liquid Discharge systems help protect surrounding aquatic ecosystems and water bodies. Groundwater recharge initiatives and continued investments in water stewardship infrastructure support responsible water resource management.</p>
	<p>Alembic promotes biodiversity conservation and ecosystem restoration through plantation, greenbelt development and sustainable agriculture. More than 40,000 trees have been planted to date, progressing toward the target of 50,000 trees by 2027. Plantation drives, biodiversity initiatives, water recharge structures, bio-fertilizer promotion, natural farming and reduced chemical dependency support healthier soil ecosystems and long-term ecological resilience. Environmental awareness activities also continued across schools and project communities.</p>
	<p>Alembic remains committed to ethical governance, transparency, human rights and responsible business conduct. Strong ESG governance mechanisms integrate sustainability into enterprise-wide decision-making, supported by policies on ethics, anti-corruption, whistleblower protection, compliance, data privacy and cybersecurity. Supplier ESG assessments and sustainable procurement initiatives promote ethical supply chains. Child safeguarding and protection training for tutors, caregivers and project teams, along with structured foster care, adoption support and child protection systems, strengthened care and rehabilitation for vulnerable children.</p>
	<p>Alembic advances sustainable development through collaborative partnerships with government systems, Anganwadis, schools, welfare schemes, village leaders, SHGs, healthcare professionals, local institutions, universities, sports bodies, NGOs and implementation partners. Alembic CSR Foundation worked with specialized organizations, healthcare institutions, educational partners and community groups to strengthen programme outreach, knowledge exchange and impact. The Company continues to engage employees, suppliers, communities and stakeholders to collectively advance ESG and sustainability goals.</p>

Stakeholder Engagement



**ENGAGEMENT
THAT SHAPES
OUR APPROACH**

At Alembic Pharmaceuticals Limited, we recognize that effective stakeholder engagement plays a vital role in driving sustainable and responsible business growth. We strive to build strong and long-term relationships with our stakeholders based on mutual understanding, trust and open communication. 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 perspectives, we ensure that our strategy is rooted in shared values, strengthening stakeholder trust and enabling us to create meaningful and lasting positive impact.

Stakeholder Matrix

Stakeholders	Key priorities	Frequency	How we engage	Purpose of engagement	Impact on alembic
Employees	<ul style="list-style-type: none"> Diversity Quality of Work & Life Fair wages & Remuneration benefits Training & Development Career Growth Health & Safety 	Quarterly/ Need Basis	<ul style="list-style-type: none"> Leadership development interventions Performance Dialogue Continuous Feedback Employee Induction Employee Experience Town hall briefing Employee Engagement Survey Emails Publications Newsletters 	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.
Customers	<ul style="list-style-type: none"> Quality & Timely Delivery Competitive Cost Responsible Production Transparency in Disclosure 	Monthly/ Need Basis	<ul style="list-style-type: none"> Video Conference Emails 	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.	Enhanced customer satisfaction, product quality and brand loyalty
Shareholders	<ul style="list-style-type: none"> Economic value generated & distributed Long term value creation Transparency Good Governance High Reputation & Brand image 	Quarterly / Annually / Need Basis	<ul style="list-style-type: none"> Annual reports Investor Meets Quarterly Results Company Website Intimation to Stock Exchange 	Alembic ensures consistent transparency and informed shareholder engagement through comprehensive financial reporting and strategic updates.	Improved shareholders trust and enhanced company's reputation

Stakeholders	Key priorities	Frequency	How we engage	Purpose of engagement	Impact on alembic
Suppliers & Contractors	<ul style="list-style-type: none"> Product Quality Cost Timely delivery On time payment Ethical behaviour Upcoming technologies or equipment Health & Safety 	Need Basis	<ul style="list-style-type: none"> Supplier meets Supplier assessment MoU Agreements Contract discussion meetings Performance review 	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
Local Communities	<ul style="list-style-type: none"> Local employment generation Development interventions 	Need Basis	<ul style="list-style-type: none"> Regular engagement to understand concerns & requirement Community engagement during CSR initiatives 	Alembic's CSR efforts focus on creating local job opportunities and collaborating with community organizations to enhance health, education and overall social wellbeing.	Enhanced community relationships and positive local impact.
Government Bodies/ Regulatory Authorities	<ul style="list-style-type: none"> Proactive compliance Implementation of compliance management system Governance at different levels 	Quarterly/ Need Basis	<ul style="list-style-type: none"> Open Invitations Media releases Conferences Membership and Associations 	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.	Ensured compliance, strengthened governance and reduced legal risks
Financial Institutions, Bankers & Lenders	<ul style="list-style-type: none"> Good Return on investment 	Annually/ Need Basis	<ul style="list-style-type: none"> Annual reports Investor Meets Financial discussion meeting Regular feedback through emails 	Alembic fosters trust and clarity by providing consistent updates on financial performance and growth projections during scheduled engagements.	Strengthened investor trust, financial ties and access to capital.

Double Materiality Assessment

Our Sustainability Priorities

At Alembic, sustainability is embedded within our purpose of improving healthcare outcomes while creating long-term value for stakeholders. As a global generic pharmaceutical company, we recognize that our operations, products and value chain activities have the potential to influence people, communities and the environment. At the same time, sustainability-related developments such as climate change, evolving regulations, resource constraints, technological advancements and changing stakeholder expectations can significantly impact business resilience and future growth.

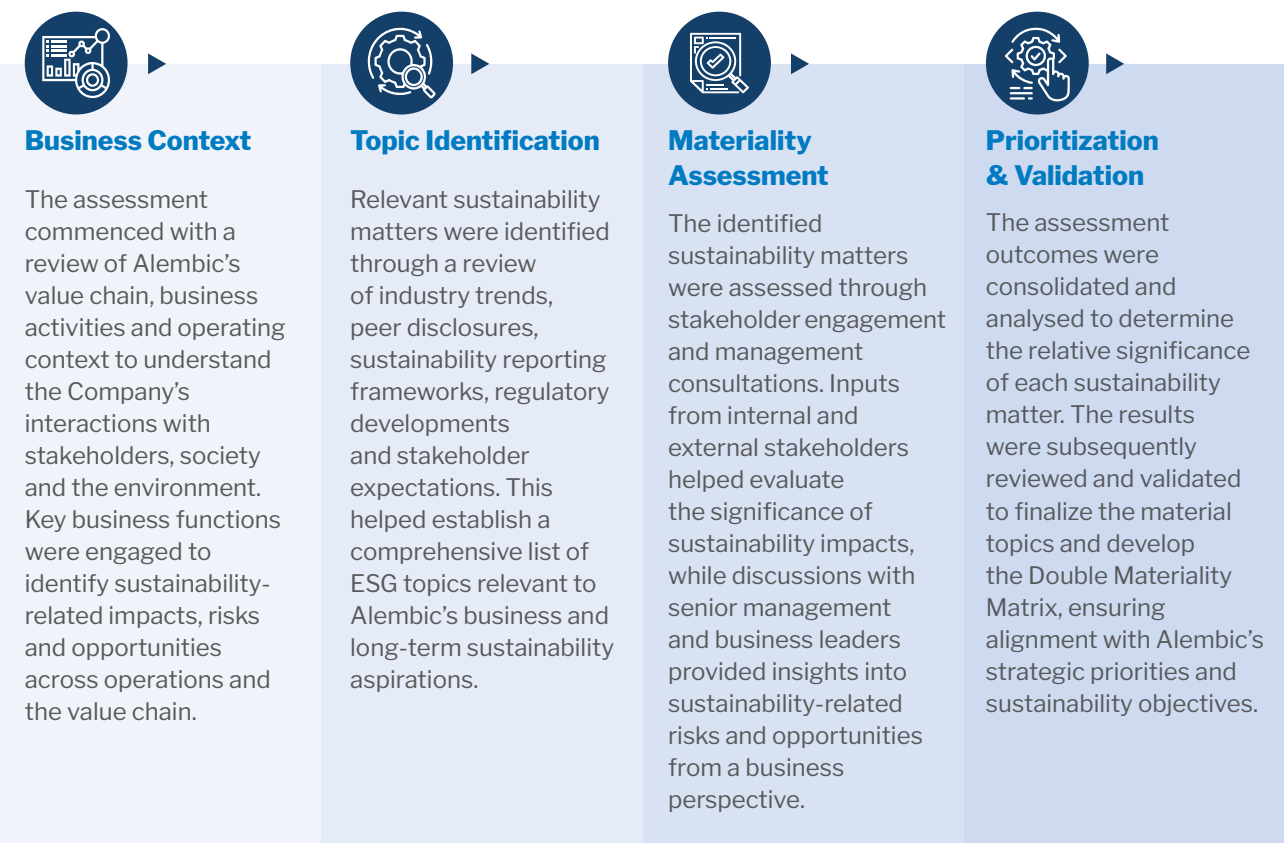
Understanding these interdependencies is critical to ensuring that sustainability remains integrated into business strategy and decision-making. During FY 2025–26, Alembic undertook a Double Materiality

Assessment (DMA) to identify and prioritize the environmental, social and governance (ESG) topics that are most relevant to our business and stakeholders. The assessment provides a structured basis for understanding where Alembic creates, contributes to, or may be affected by sustainability related impacts, risks and opportunities. The outcomes of the assessment support strategic planning, risk management, sustainability performance monitoring, stakeholder engagement and long-term value creation.

Our Double Materiality Approach

Alembic adopted a structured approach to identify, assess and prioritize sustainability matters that are most relevant to the business and its stakeholders. The assessment considered both the Company’s impacts on people and the environment, as well as sustainability related risks and opportunities that may influence long-term business performance and value creation.

The assessment was undertaken through the following stages:



Understanding Double Materiality

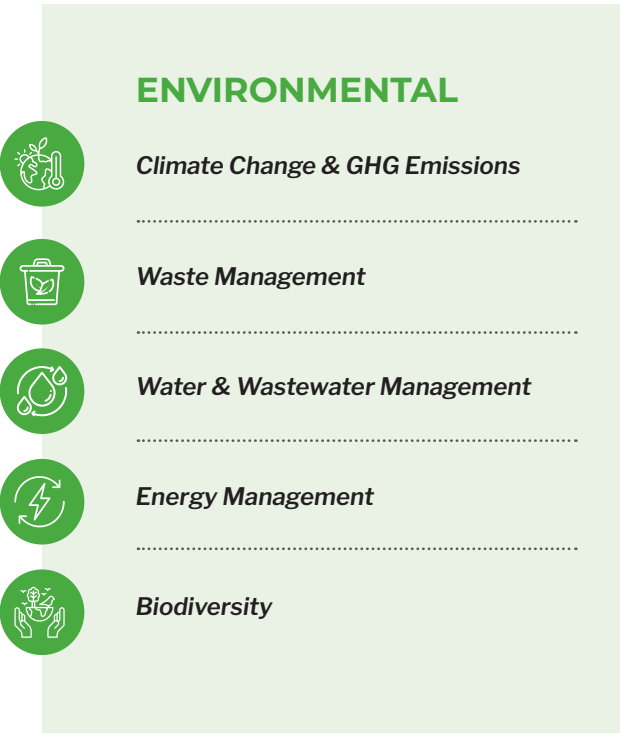
Double Materiality enables organizations to evaluate sustainability matters from two complementary perspectives, providing a holistic view of the topics that are most significant to both stakeholders and the business.

- **Impact Materiality:** Assesses Alembic’s actual and potential impacts on people, communities and the environment across its operations, products and value chain.
- **Financial Materiality:** Evaluates how sustainability-related risks and opportunities may affect Alembic’s performance, continuity, financial position, reputation and long-term value..

Together, these perspectives enable Alembic to better understand the relationship between business success and sustainable development, ensuring that sustainability considerations are embedded within strategic decision-making processes.

Material Topics Identified

Through the Double Materiality Assessment, Alembic identified the ESG topics most relevant to its operations, stakeholders and long-term value creation. These material topics form the basis of the Company’s sustainability strategy and guide governance, risk management, performance monitoring, stakeholder engagement, target setting and disclosures.



SOCIAL



GOVERNANCE



Double Materiality Matrix

The Double Materiality Matrix illustrates the relative significance of the identified sustainability matters from both impact and financial materiality perspectives. The matrix highlights the topics that are most critical to Alembic and its stakeholders and provides a visual

representation of the Company’s sustainability priorities. The matrix serves as an important tool for integrating sustainability considerations into business strategy and decision making, while enabling focused management attention on the ESG topics that are most material to long-term value creation.



Management of Material ESG Topics

The material topics identified through the Double Materiality Assessment form the foundation of Alembic’s sustainability strategy and management approach. Through dedicated policies, governance mechanisms, operational initiatives, stakeholder engagement practices and continuous improvement efforts, the Company seeks to effectively manage sustainability related risks and opportunities across its operations and value chain.

Alembic’s approach to managing material ESG topics is aligned with its commitment to responsible business conduct, patient centric innovation, environmental stewardship, employee wellbeing and long-term stakeholder value creation. The following table outlines the significance of each material topic and the Company’s approach towards managing and addressing these priorities.



ENVIRONMENTAL

Material Issue	Description	Relevant SDG
 Climate Change & GHG Emissions	<p>Alembic manages climate change and GHG emissions by focusing on the key emission drivers across its pharmaceutical manufacturing operations, including purchased electricity, fuel use, process efficiency and value chain emissions. The Company has strengthened its emissions management approach through renewable electricity procurement, solar and hybrid power sourcing, energy conservation initiatives and monitoring of Scope 1, Scope 2 and Scope 3 emissions.</p> <p>During the year, Alembic achieved a 10.58% reduction in total Scope 1, Scope 2 and Scope 3 GHG emissions compared to the previous year. Renewable electricity remained a major lever in its decarbonization efforts, with 58.84% of total electricity consumption sourced from renewable electricity, helping reduce dependence on conventional grid power and avoid Scope 2 emissions. Through renewable energy integration, the Company avoided 77,779.71 tCO₂e emissions.</p> <p>Alembic also continues to improve energy performance across its manufacturing sites through equipment upgrades, utility optimization, process improvements, renewable power purchase arrangements and digital monitoring of energy and emissions data.</p>	  

Material Issue	Description	Relevant SDG
 Waste Management	<p>Alembic manages waste through a structured approach focused on segregation at source, safe handling, recycling, co-processing, resource recovery and compliant disposal of hazardous and non-hazardous waste generated across its pharmaceutical operations.</p> <p>During FY 2025–26, the Company recycled 100% of its non-hazardous waste, including materials such as plastic, paper, cardboard, drums and glass. For hazardous waste, 44.85% was recycled and 45.82% was co-processed, helping divert a significant portion from conventional disposal through buyback, reuse and recovery mechanisms.</p> <p>Alembic also continues to strengthen circularity through initiatives such as in-house solvent recovery, co-processing of suitable waste in cement kilns, use of boiler ash in brick manufacturing and recycling of plastic waste through certified recyclers. The Company has adopted waste management technologies such as screw presses, sludge dryers, bale presses, blister shredding machines and glass crushers to reduce waste volume, improve handling efficiency and support better recovery outcomes.</p>	 
 Water & Wastewater Management	<p>Water is critical to Alembic's pharmaceutical manufacturing, utilities, heating and cooling operations. The Company manages water through conservation, recycling and reuse, advanced wastewater treatment, groundwater recharge, rainwater harvesting and real-time monitoring.</p> <p>In FY 2025–26, Alembic achieved Water Positivity ahead of its FY2027 target and recycled ~71% of wastewater generated. Wastewater is treated through systems such as ZLD, STPs, ETPs, UF, RO, MEE/MVR, dryers and strippers, with treated water reused in utilities, gardening and other non-process applications.</p> <p>Alembic also undertakes recharge wells, RO/WFI reject water reuse, automated meter reading, leak detection, stormwater monitoring and water audits. At water-stressed locations including Vadodara, Hyderabad and Indore, the Company focuses on water-use efficiency, reuse, recharge and reduced freshwater dependency.</p>	  

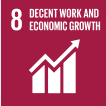
Material Issue	Description	Relevant SDG
 Energy Management	<p>Energy management is a key focus area for Alembic, given the energy-intensive nature of pharmaceutical manufacturing and utilities. The Company manages energy consumption through renewable energy sourcing, utility optimization, equipment upgrades, process improvements and energy monitoring, aligned with its Net Zero by 2050 ambition.</p> <p>During the year, Alembic increased renewable energy use through PPAs for 16 MW hybrid power at Panelav Campus and group captive hybrid contracts of 4 MW at Panelav and 3 MW at Karkhadi. The Company also implemented several energy-efficiency initiatives, including chiller and AHU optimization, heat pump-based warm water generation, motion sensors, IE4/IE5 motor upgrades, VRF systems, efficient chillers, SMART pumping systems and improved ETP/STP aeration.</p> <p>At one formulation plant, heat pump-based hot water generation reduced boiler steam consumption by around 12 tons per day. Alembic also introduced a dual-provision boiler operating primarily on PNG, expected to reduce annual CO₂ emissions.</p>	  
 Biodiversity	<p>Alembic manages biodiversity through its Environment Policy, no-deforestation commitment and Biodiversity Policy, with a focus on responsible operations, greenbelt development and ecosystem conservation. The Company's sites are not located within or near protected areas, biodiversity sensitive zones or Key Biodiversity Areas.</p> <p>As part of its conservation efforts, Alembic undertakes plantation drives, native species development, greenbelt expansion and Miyawaki afforestation within and around its operational sites. The use of native and indigenous species helps strengthen local ecological value, improve green cover and support habitat creation around operating locations. The Company also integrates biodiversity considerations into site-level environmental management practices to minimize potential impacts from operations.</p> <p>Alembic has set a target to plant 50,000 native and indigenous saplings by FY2027 and has planted over 40,000 saplings as of FY2026, supporting local ecosystems and biodiversity enhancement.</p>	 

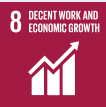


SOCIAL

Material Issue	Description	Relevant SDG
 Human Capital Development	<p>Alembic considers its people central to innovation, compliance, operational excellence and long-term growth. The Company manages human capital development through structured learning programmes covering technical, functional, behavioural, compliance and leadership capabilities across employee levels.</p> <p>During FY 2025–26, Alembic delivered 14,42,000+ training hours, averaging 84 hours per employee.</p> <p>Key initiatives included technical and functional learning, compliance training, communication skills, problem-solving, planning, change readiness and audit-facing fundamentals. Leadership capability was strengthened through programmes such as SPRINT: Future Leaders Programme and Management Development Programme, while initiatives such as Teach N Learn and Microsoft Excel training supported continuous workplace learning.</p>	 
 Product Quality & Stewardship	<p>Product quality, safety and efficacy are core to Alembic's role as a global pharmaceutical manufacturer. The Company manages this material topic through an integrated, risk-based Quality Management System covering the product lifecycle from R&D and manufacturing to distribution and post-market surveillance.</p> <p>Alembic's quality framework is aligned with globally accepted standards and regulatory expectations, including ICH requirements and regulations from leading authorities such as the US FDA and EMA. Quality is embedded through robust documentation, data integrity controls, supplier quality oversight, internal audits, employee training, audit preparedness and continuous improvement systems.</p> <p>The Company applies Quality by Design principles during product development and undertakes stability studies and continuous product monitoring to ensure sustained safety, efficacy and reliability. Its Quality Control laboratories support product release through comprehensive testing against defined specifications, while ongoing improvement plans focus on compliance excellence, laboratory capability, Right-First-Time performance, automation, LIMS upgrades and analytics-led monitoring.</p> <p>Alembic's export manufacturing facilities are approved by the USFDA, reflecting the strength of its quality culture and regulatory compliance systems.</p>	  

Material Issue	Description	Relevant SDG
 Customer Relationship Management	<p>Alembic manages customer relationships through a quality-led and patient-centric approach, focusing on reliable product supply, timely delivery, responsible communication and continuous engagement with customers, healthcare professionals and other stakeholders.</p> <p>The Company engages with customers on areas such as product quality, timely delivery, competitive cost, responsible production and transparency, primarily through regular interactions, feedback mechanisms, video conferences and emails. Customer feedback is used to improve responsiveness and align products and services with evolving market and patient needs.</p> <p>For its India Branded Business, Alembic continues to strengthen engagement with healthcare professionals, reaching over 2,46,000 prescribing doctors to support scientific communication, therapy awareness and access to medicines across regions. The Company remains committed to ethical marketing, evidence-based engagement and consistent availability of safe, effective and affordable medicines across domestic and international markets.</p>	 
 Sustainable Supply Chain	<p>Alembic manages its supply chain through a responsible sourcing approach focused on business continuity, product quality, regulatory compliance, ethical conduct and ESG performance. The Company's Sustainable Procurement Policy and Supplier Code of Conduct define expectations for suppliers across environmental responsibility, labour and human rights, occupational health and safety, quality, ethics and governance.</p> <p>During FY 2025–26, 22% of procurement was sourced directly from MSMEs/small producers, while 78% was sourced from within India, supporting local and inclusive value creation. Supplier sustainability performance is assessed through supplier sustainability checklists, procurement interactions and physical ESG audits of major suppliers. As of the reporting period, 28% of IBU's critical suppliers were assessed on ESG parameters.</p> <p>Alembic has also implemented ESG software to improve visibility into supplier performance, strengthen supplier engagement and support more systematic evaluation of ESG considerations across the supplier network. These measures help embed sustainability into supplier evaluation, monitoring and long-term procurement decisions.</p>	   

Material Issue	Description	Relevant SDG
<div>  <p>Employee Health & Safety</p> </div>	<p>Employee and worker health and safety remain a key priority for Alembic, given the nature of pharmaceutical and chemical manufacturing operations. The Company manages this topic through its EHS Policy, risk assessment processes, safety training, incident reporting systems, emergency preparedness plans and occupational health initiatives.</p> <p>Alembic follows a proactive risk identification approach using tools such as Process Hazard Analysis (PHA), HIRA, Job Safety Analysis (JSA), HAZOP and FMEA to identify operational, chemical and workplace hazards and implement appropriate controls. Safety is further strengthened through SOPs, engineering controls, PPE, audits, workplace inspections and process safety trainings, including offsite programmes on vent sizing, dust hazards, reactive hazards and process safety testing.</p> <p>The Company's in-house EHS Portal supports reporting and tracking of safety observations, audits, incidents, committee meetings and risk assessments. Reported incidents and near-misses are reviewed through root cause analysis, with corrective and preventive actions tracked for closure. Key risks are captured in the enterprise-level risk register and periodically reviewed by the Board-level Risk Management Committee.</p> <p>Alembic also conducts regular safety trainings, emergency drills and annual health check-ups for employees and workers. During FY 2025–26, 99.72% of employees and 72% of contract workers were covered under safety training. The Company reported zero fatalities, zero high-consequence work-related injuries and zero occupational illnesses during the year.</p>	<div>   </div>
<div>  <p>Human Rights</p> </div>	<p>Alembic manages human rights through a structured framework covering its Human Rights Policy, leadership oversight, internal monitoring, employee awareness and grievance redressal mechanisms. The Company is committed to maintaining a workplace based on dignity, fairness, equal opportunity and non-discrimination, with zero tolerance for discrimination, harassment, child labour and forced labour.</p> <p>Human rights risks are periodically reviewed as part of Alembic's broader risk management and compliance processes. During FY 2025–26, all 14 sites, including manufacturing sites, R&D centres and offices, were assessed across key parameters such as child labour, forced or involuntary labour, sexual harassment, wage compliance and workplace discrimination.</p> <p>Alembic also conducts training and awareness programmes to sensitize employees on human rights principles, workplace conduct, anti-discrimination practices and reporting procedures. Confidential grievance mechanisms are available for employees and stakeholders to raise human rights-related concerns without fear of retaliation.</p>	<div>     </div>

Material Issue	Description	Relevant SDG
<div>  <p>Community Engagement</p> </div>	<p>Alembic manages community engagement through structured CSR programmes focused on healthcare, nutrition, education, livelihoods, environmental stewardship and social empowerment, primarily in communities around its operations. The Company's CSR approach is guided by its formal CSR Policy and focuses on inclusive growth, transparency, accountability and long-term community impact.</p> <p>During FY 2025–26, Alembic's CSR expenditure stood at ₹10.37 crore. Key interventions included preventive healthcare, child nutrition, immunization awareness, support for education and remedial learning, vocational exposure, livelihood enhancement, farmer empowerment, women's skill development and environmental awareness initiatives.</p> <p>Flagship programmes such as Swasthya Setu, Suposhan, VIKAS School and Hostel, Shiksha Setu, livelihood interventions, farmer empowerment and environmental awareness initiatives address local development needs and support improved health, learning outcomes, self-reliance and community wellbeing. Alembic also aligns its CSR priorities with national development priorities and the UN Sustainable Development Goals.</p>	<div>         </div>
<div>  <p>Ethical Clinical Trials</p> </div>	<p>Alembic manages clinical research through a framework focused on scientific integrity, patient safety, data reliability and regulatory compliance. Its clinical trial processes are aligned with internationally recognized standards such as Good Clinical Practice (ICH-GCP), the Declaration of Helsinki and applicable national regulatory requirements.</p> <p>The Company's approach includes robust protocol design, ethics committee approvals, informed consent, site monitoring and data verification to protect the rights, safety and wellbeing of trial participants. Pharmacovigilance is integrated across the clinical lifecycle to monitor, assess and respond to adverse events responsibly.</p> <p>During FY 2025–26, Alembic reported nil inspections resulting in voluntary remediation, nil inspections resulting in regulatory or administrative actions and nil monetary losses from legal proceedings related to clinical trials in developing countries.</p>	<div>   </div>

Material Issue	Description	Relevant SDG
 <p>R&D and Innovation</p>	<p>R&D and innovation are central to Alembic’s growth strategy and its ability to deliver high-quality, affordable medicines across domestic and global markets. The Company continues to invest in research, formulation development, complex chemistry, regulatory capabilities and advanced manufacturing to address evolving healthcare needs.</p> <p>Alembic focuses on complex and differentiated products, including advanced formulations, peptides, injectables, specialty products and complex chemistry. Its innovation approach is supported by collaborations with academic institutions, clinical research organizations and subject matter experts, helping strengthen research quality, scientific capability and clinical trial practices.</p> <p>The Company also integrates sustainability into R&D through green chemistry and process optimization. At its API Process Development Laboratory, Alembic works to reduce waste, improve yields, optimize solvent and water use, reduce hazardous materials, enhance energy efficiency and develop safer, more efficient manufacturing processes.</p>	  

GOVERNANCE

Material Issue	Description	Relevant SDG
 <p>Business Ethics and Corporate Governance</p>	<p>Alembic’s governance framework is guided by principles of fairness, transparency, accountability, compliance and ethical conduct, aligned with the Companies Act, 2013, SEBI Listing Regulations and Secretarial Standards. The Company is overseen by an experienced Board and supported by Board committees, internal controls, compliance systems and defined policies.</p> <p>Ethical conduct is reinforced through Alembic’s Code of Conduct, Anti-Corruption and Anti-Bribery Policy, Whistle Blower Policy, Policy on Ethics, Transparency and Accountability, Board Diversity Policy, BRSR Policy, Stakeholder Engagement Policy, Human Rights Policy, CSR Policy, POSH Policy and EHS Policy. These policies guide responsible business conduct across areas such as conflicts of interest, confidential information, insider trading, regulatory compliance, financial integrity, fair competition, equal employment opportunity, workplace conduct, stakeholder engagement and ESG disclosures.</p> <p>ESG and business risks are monitored through structured oversight mechanisms, including the Board-level Risk Management Committee. During FY 2025–26, Alembic reported zero conflict-of-interest complaints, zero monetary losses from corruption and bribery-related legal proceedings and no disciplinary actions against Directors, KMPs or employees relating to corruption, conflicts of interest, anti-competitive practices or discrimination.</p>	  
 <p>Cyber Security and Data Privacy</p>	<p>Cybersecurity and data privacy are key priorities for Alembic as the Company expands its use of digital systems, enterprise data platforms and technology-enabled operations. Alembic manages this material topic through its Information Security Policy, AI Policy and Cybersecurity Incident Response and Management Policy, which guide the responsible use, protection, handling, storage and disposal of information assets.</p> <p>The Company has implemented layered security controls across its digital infrastructure, including firewalls, IPS, SD-WAN, DDoS protection, VPN with MFA, endpoint detection and response, encryption, role-based access controls, secure SDLC, DLP, backups and user awareness programmes. Regular security audits, vulnerability assessments, continuous monitoring and employee cybersecurity training help strengthen preparedness against evolving cyber threats.</p> <p>Alembic also follows a structured incident response process for identifying, escalating, investigating and mitigating potential cybersecurity incidents or data breaches. During FY 2025–26, the Company reported zero data privacy breaches, zero cybersecurity incidents and zero consumer complaints related to data privacy.</p>	 

(GRI 101-1, 101-2, 101-3, 101-4, 101-5, 101-6, 101-7, 101-8, 301-2, 302-1, 302-3, 302-4, 303-1, 303-2, 303-3, 303-4, 303-5, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7, 306-1, 306-2, 306-4, 306-5)

Key Material Issues Addressed

 Climate Change & GHG Emissions	 Waste Management	 Water & Wastewater Management
 Energy Management	 Biodiversity	

UNSDGs Supported

					
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Key Highlights

- **58.84%** of total electricity consumption sourced from renewable electricity
- **77779.71 tCO2e** emissions avoided through renewable energy integration
- **71%** of Water recycled
- Company achieved **Water Positivity ahead** of target year 2027.
- **10.6%** reduction in total Scope-1,2&3 GHG Emissions from base year FY2022-23
- Recycled **100%** of our Non-Hazardous Waste generated
- Planted **40000+** tree saplings till date
- Installed the Company's second Mechanical Vapour Recompression (MVR) system to reduce steam consumption.
- **Enhanced solvent recycling** ~79% through in-house solvent recovery plants



ENVIRONMENTAL STEWARDSHIP

Energy & Emissions

Energy use and greenhouse gas emissions are major environmental challenges in pharma manufacturing. At Alembic, we manage energy as a lever to reduce climate risk and improve operational efficiency, focusing on process optimization, tighter energy use, expanding renewable energy and monitoring emissions across facilities. Our initiatives span energy efficient equipment and process improvements, renewable energy procurement and continuous performance tracking across plants, research centers and offices. As part of our long-term commitment to Net Zero by 2050, we completed detailed GHG accounting to understand our Scope 1 and Scope 2 emission profile, identify reduction opportunities and set targets that guide a focused pathway to lower carbon operations.

Energy Consumption

Energy is central to pharmaceutical manufacturing at Alembic, powering production, quality testing, packaging, R&D and facility operations. We continuously improve energy efficiency and reduce reliance on non-renewable sources. In FY2025-26, our energy intensity improved to 182.10 from 181.80 in the previous year, driven by operational efficiency upgrades and energy conservation initiatives across manufacturing sites. Our energy mix includes grid electricity, renewable energy and fuel used in boilers, DG sets, vehicles and process operations. As part of our sustainability strategy, we increased the share of renewable energy in our portfolio to support a gradual transition to cleaner power.

Our energy consumption performance is represented below:

	FY 2025-26	FY 2024-25	FY 2023-24
	In GJ	In GJ	In GJ
Purchased Grid Energy	2,75,840	3,86,076	3,39,607
Renewable Energy	3,94,376	2,50,723	2,01,587
Fuel Energy (Coal, HSD, LDO, Diesel, Petrol, FO)	7,03,466	6,42,770	5,47,927
Total Energy	13,73,683	12,79,569	10,89,122
Energy Intensity GJ/Ton of Production	181.80	182.10	212



Our focus on energy optimization in our manufacturing plants has been supported by several initiatives including:

- Chiller and cooling optimization:** Converted screw chillers to centrifugal chillers, reduced airflow across 47 AHUs in unclassified and storage areas, optimized chilled and cooling water pump operations during winter and adjusted cooling tower fan operation by temperature.
- Energy and resource efficiency:** Replaced steam based warm water generation with heat pump systems, optimized WFI loop levels and temperatures, reduced DG runtime during power changeover and lowered AHU VFD frequency, delivering major reductions in LDO and steam usage.
- Operational optimization:** Implemented partial AHU shutdowns and selective shutdown of non operational zones to avoid unnecessary energy consumption.
- Lighting and automation improvements:** Installed motion sensors and improved switching controls in unused areas to reduce lighting power draw.
- Equipment and system upgrades:** Upgraded conventional motors to high efficiency IE4 motors and transitioned select spaces like QC and the canteen from conventional air conditioning to VRF systems.
- Heat pump based energy conservation:** Heat pump hot water generation reduced boiler steam consumption by about half at one of our formulation plant, thereby reducing steam use by around 12 tons per day.
- Power efficiency and harmonic control:** Installed ULTRA energy management filters on utility transformers and added Active Harmonic Filter panels to suppress harmonics, improving power quality and system reliability.
- High efficiency utility upgrades:** Installed new generation chillers with lower specific power consumption, upgraded ETP and STP aeration with high efficiency centralized blowers and adopted SMART pumping systems with IE5 motors for better utility efficiency.

- Power purchase and hybrid renewable sourcing:** Executed PPAs for 16 MW hybrid power at Panelav Campus and started group captive hybrid contracts for 4 MW at Panelav and 3 MW at Karkhadi to increase renewable hybrid power usage.
- Site level electrification and energy use cuts:** In selected facilities we have installed energy efficient cooling tower fans, added solar lighting and optimized HVAC in the Quality Control area by reducing air changes from 25 ACH to 12 ACH while maintaining product quality.
- Decarbonization enablement through cleaner fuel:** Installed a dual provision boiler using PNG and HSD, with primary PNG operation to reduce CO2 emission.

Further to the above initiatives, several smaller energy-efficiency measures were undertaken across all sites. Collectively, these improvement efforts have contributed to a reduction in energy intensity during the year, while supporting lower operational costs and environmental impact.

GHG Emissions

Alembic Pharmaceuticals Limited is committed to understanding and managing its greenhouse gas (GHG) emissions as part of its broader climate strategy. Our emissions arise from a combination of direct operations, purchased energy and value chain activities, making it essential to adopt a comprehensive approach to emissions management.

Alembic has been accounting for its Scope 1 and 2 emissions since FY 2020-21 and Scope 3 emissions since FY 2022-23. This assessment helps identify key emission hotspots and supports the implementation of targeted strategies to reduce Alembic's overall carbon footprint.

During FY 2025-26, Alembic recorded total GHG emissions of ~680,655 tCO₂e, reflecting a reduction of 10.58% compared to the previous year, driven by improved energy management practices and operational efficiencies.

GHG Emissions Performance

Emission Type	Emissions (tCO2e)		
	FY 2025–26	FY 2024–2 5	FY 2023–2 4
Scope 1	91,510	80,278	71,132
Scope 2	54,402	77,966	67,544
Scope 3	534,743	602,935	686,304
Total Emissions	680,655	761,179	824,980
Scope 1 & 2 Emission Intensity (tCO ₂ e)/MT of Production	19.31	22.52	26.98
Scope 1 & 2 Emission Intensity per rupee of turnover	0.00000219370	0.00000262313	0.0000023608

To enhance transparency and provide deeper insights into value chain emissions, Alembic has further categorized its Scope 3 emissions across key applicable categories, as presented below:

Scope 3 Emissions Breakdown

Scope 3 Emissions Category		Emissions (tCO2e)		
		FY 2025–26	FY 2024–25	FY 2023–24
Category 1	Purchased Goods and Services	383,095	425,916	532,857
Category 2	Capital Goods	53,580	71,773	35,240
Category 3	Fuel and Energy related Activities	44,737	47,330	41,784
Category 4	Upstream Transportation and Distribution	8,835	9,512	7,242
Category 5	Waste Generated in Operations	2,105	1,994	1,536
Category 6	Business Travel	7,152	7,376	7,517
Category 7	Employee Commuting	18,405	17,688	16,649
Category 8	Upstream leased assets	2,755	2,557	27,233
Category 9	Downstream Transportation & Distribution	12,699	17,520	14,311
Category 10	Processing of Sold Products	981	906	1,644
Category 11	Use of Sold Products	-	-	-
Category 12	End-of-life treatment of sold products	119	84	17
Category 13	Downstream Leased Asset	-	-	-
Category 14	Franchises	-	-	-
Category 15	Investments	280	280	272

Non-Applicable Scope 3 Categories

As part of Alembic's Scope 3 emissions assessment, the applicability of relevant categories was reviewed based on the Company's operations and value chain. The following categories were not applicable and therefore no emissions have been reported under these categories:



Category 11
(Use of Sold Products)

No emissions are expected during the use phase of any sold products



Category 13
(Downstream Leased Assets)

Alembic has no downstream leased assets



Category 14
(Franchises)

Alembic does not operate as a franchisor.

Our approach to managing GHG emissions

- Continuous monitoring and evaluation of emissions across operations and the value chain, supported by the adoption of new technologies, fuel reduction/ switch initiatives and use of recyclable materials in product packaging, resulting in reduced emissions and a 10% cost reduction
- Improving energy efficiency and reducing fuel consumption
- Increasing the share of renewable energy where feasible
- Strengthening assessment and management of Scope 3 emissions by engaging value chain partners in Alembic's sustainability journey and supporting improvements in their ESG performance

These efforts are aligned with Alembic's commitment to the Science Based Targets initiative (SBTi) and our long-term goal of achieving Net Zero emissions by 2050. By expanding our focus beyond direct operations to include value chain emissions, we aim to build a more comprehensive and resilient climate strategy.

Air Emissions

Alembic places strong emphasis on maintaining air quality within and around its manufacturing facilities. We monitor and manage emissions such as particulate matter, NOx and SOx to ensure compliance with regulatory limits. Emissions from stacks and generators are regularly monitored across all our sites to maintain compliance and identify areas for improvement.

During FY 2025–26, pollution control devices installed in manufacturing processes and fuel usage areas demonstrated stable performance, supporting responsible air emissions management. By ensuring effective air pollution control, we aim to safeguard not only the health and safety of our employees but also the well-being of neighbouring communities.

Air Emissions (In Tonnes)	FY 2025–26	FY 2024–25	FY 2023–24
Nitrogen Oxides (NOx)	49	38	49
Sulphur Oxides (SOx)	131	105	141
Particulate Matter (PM)	55	48	49

To manage and control air emissions effectively, Alembic has implemented the following measures:

- **Low sulphur coal in boilers:** Using imported low sulphur coal to reduce sulphur linked emissions.
- **Particulate control in boilers:** Installed Electrostatic Precipitators and bag filters to capture particulate emissions efficiently.
- **Stack emission monitoring for compliance:** Regularly monitor stack emissions to ensure adherence to regulatory requirements.
- **Multi-layer emission control systems:** Boilers are equipped with combinations of bag filters, dust collectors, dry scrubbers, ESPs and alkali scrubbers to control both particulate matter and gaseous emissions.
- **CEMS on boilers:** Continuous Emission Monitoring Systems installed for real time tracking of key emission parameters and faster compliance assurance.
- **Scrubbing for reaction vessel emissions:** Connected appropriate scrubbers such as alkali scrubbers, water

scrubbers and acidic solution scrubbers based on emission characteristics.

- **Preventive maintenance for better emission performance:** Ongoing maintenance of boilers and generators to improve efficiency and emission control outcomes.

Through these measures, Alembic aims to maintain high environmental standards while minimizing the impact of its operations on air quality.

Emission of Ozone Depleting Substances (ODS)

At Alembic, potential emissions of ozone-depleting substances primarily arise from the use of legacy refrigerants such as R22 in certain air conditioning systems and chillers. During the reporting period, the total R22 gas refilling quantity stood at 1,395 kg. Emissions associated with R22 amounted to 76.73 kg CFC-11 equivalent. We also utilize refrigerants such as R404A, R407C, R134A, R32, HFC-23, R410A, etc., which do not have ozone depletion potential.

We manage refrigerants through regular monitoring, preventive maintenance, leak detection and timely servicing aimed at minimizing emissions and improving system efficiency. We remain committed to progressively phasing out ozone-depleting refrigerants such as R22, wherever feasible and transitioning towards environmentally preferable refrigerants and energy-efficient technologies, while ensuring compliance with applicable environmental regulations and standards.

Initiatives to reduce Energy Consumption & Emissions

At Alembic, improving energy efficiency remains central to our environmental strategy. Given the energy-intensive nature of pharmaceutical manufacturing, we continue to focus on optimising energy use across our facilities while ensuring process reliability, product quality and operational continuity. Our efforts are directed towards reducing energy intensity, improving resource efficiency and progressively lowering emissions from our operations.

During the reporting period, we strengthened our energy monitoring and management approach through the deployment of smart energy management systems and Credibl software-based monitoring. These platforms support improved tracking of energy consumption patterns, better visibility of site-level



performance and more informed decision-making. By capturing and reviewing energy-related data on a regular basis, we are able to identify high-consumption areas, evaluate performance trends and prioritise targeted interventions.

Energy audits were also undertaken across facilities to identify opportunities for efficiency improvement, process optimisation and reduction in avoidable energy losses. Based on audit findings and operational reviews, Alembic continued to implement measures such as replacing old and inefficient equipment with new energy-efficient alternatives, improving utility operations, optimizing process parameters and strengthening preventive maintenance practices. These initiatives help improve energy performance while supporting emission reduction across manufacturing operations.

In addition, we encourage sharing of learnings and best practices across sites so that successful initiatives implemented at one location can be evaluated and replicated at others where feasible. This collaborative approach helps build a stronger energy-efficiency culture across the organisation and supports continuous improvement at the facility level.

We also continue to increase the share of renewable energy in our energy mix wherever feasible and assess opportunities to reduce dependence on conventional energy sources. Together, these initiatives support Alembic's Net Zero ambition for 2050 by contributing to lower energy intensity, reduced greenhouse gas emissions and a gradual reduction in the overall carbon footprint of our operations.

Climate Strategy

Climate change is central to our long-term resilience at Alembic. Our climate strategy focuses on reducing our carbon footprint and embedding climate action into how we plan, operate and manage risk.

We started with a clear view of where emissions come from. During the year, we completed comprehensive GHG accounting across our operations and value chain to identify major sources, set a baseline for future reductions and target improvements in energy performance.

We also aligned our ambition with global standards. Alembic has pledged its intent to achieve Net Zero by 2050 and aligned our targets with the Science Based Targets initiative. We are among the first Indian pharma companies to register with SBTi and have received approval for both our short term and long-term targets, supporting a credible pathway to a low carbon economy.

On the ground, we drive progress through energy efficiency, process optimization and a gradual shift toward cleaner energy, backed by continuous monitoring of energy use and emissions. We are also integrating climate considerations into our broader business strategy and risk management approach to strengthen resilience to regulatory change, resource constraints and evolving stakeholder expectations.

Our climate priorities extend beyond carbon, including energy efficiency, water stewardship, waste management and biodiversity conservation, which reduce indirect emissions and support sustainable resource use while maintaining operational excellence.

Through this structured and forward-looking approach, Alembic continues to strengthen its climate strategy, contributing to global climate action while building a resilient and sustainable organization for the future.

Key pillars of our Climate Strategy include:

Embedding Climate in Decision-Making

Integrating climate considerations into strategic planning, operational processes and risk management frameworks.

Understanding and Managing Emissions

Strengthening GHG accounting practices to track Scope 1, Scope 2 and relevant Scope 3 emissions and identify key reduction opportunities.

Driving Energy Efficiency

Enhancing operational efficiency through process optimization and adoption of energy-efficient technologies.

Transitioning to Cleaner Energy

Increasing the use of renewable and low-carbon energy sources across operations wherever feasible.

Optimizing Resource Use

Promoting efficient use of natural resources through circular economy principles, use of recycle materials and sustainable practices.

Continuous Monitoring & Improvement

Tracking performance, reviewing progress and strengthening climate actions in line with evolving best practices.



Climate Risk Assessment

At Alembic, we address climate change in line with the Paris Agreement and IFRS-S2 standards by reducing operational emissions through energy efficiency and a shift to alternative energy sources. We also recognize climate change as a material risk across our operations and value chain and we strengthen resilience while

identifying long term sustainability opportunities. In 2025, we conducted and disclosed a comprehensive climate risk and opportunity assessment aligned to IFRS S2, covering both physical and transition risks using scenario analysis and qualitative and quantitative impact evaluation across our direct operations in India and upstream value chain activities 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 across timeframes and geographies, with long term impacts in India driven by regulatory and market shifts and medium-term risks in the USA and China tied to supplier compliance and carbon costs. The low carbon transition also brings opportunities, including cost savings from renewable energy and improved water conservation. We combine climate projections with business and financial impact modeling, integrate outcomes into our enterprise risk register and map measures and gaps to guide adaptation, investment and resource allocation.

Climate Scenario Analysis

The Company conducts climate-related scenario analysis as part of its comprehensive climate risk

assessment, aligned with IFRS S2 guidelines. The assessment evaluates both physical and transition risks using multiple future scenarios, including IPCC climate scenarios (SSP1-2.6, SSP2-4.5, SSP5-8.5) and NGFS transition scenarios, across short-term (2030), medium-term (2040) and long-term (2050) horizons. This approach enables the Company to assess the potential impacts of varying climate pathways on its operations and value chain, supporting informed strategic decision-making.

Summary of Key Climate Risks

Our climate risk assessment indicates that extreme heat, drought, flooding and water stress are among the most significant physical risks across our operations. The Gujarat manufacturing and R&D cluster faces very high exposure to extreme heat and drought, while Pithampur and Hyderabad are also exposed to elevated heat and drought risks. Sikkim has been identified as a multi-hazard location due to its exposure to riverine flooding, landslides and wind hazards, while Mumbai is vulnerable to riverine and coastal flooding, cyclones and storm surges. Under high-emission scenarios, heat exposure is expected to increase further across several locations by 2050, with potential implications for employee well-being, cooling demand, process stability and business continuity.

Among transition risks, carbon pricing is considered particularly significant due to differences in its timing and implementation across India, the USA and China. Other key risks include evolving climate-related regulations, higher capital requirements for low-carbon technologies, customer expectations relating to Scope 3 emissions and sustainable packaging and reputational risks linked to climate commitments and ESG performance. These risks may increase operating and procurement costs, influence export competitiveness and require further investment in cleaner technologies and resilient systems.

The assessment findings are integrated into our enterprise risk-management processes to guide adaptation planning, investment decisions and resource allocation. For further information on our climate risk assessment and climate related risks and opportunities, including risk heat map, scenarios, methodology, site-level exposure, financial implications and mitigation measures, please refer to our Climate-related Disclosures Report: <https://alembicpharmaceuticals.com/assets/pdf/climate-risk-assessment-report-alembic-pharmaceuticals-limited.pdf>

Adaptation to Physical Climate Risk

Based on the climate risks identified, we have put in place targeted adaptation measures to reduce exposure to physical impacts and strengthen operational resilience. These include site level upgrades such as energy efficient cooling, resilient infrastructure like flood proofing and stormwater management and water conservation and recycling initiatives. We also strengthened business continuity and emergency response systems and continue to invest in resource efficiency and operational safeguards to prevent disruptions and support long term sustainability.

Response to Transition Climate Risks

To manage risks arising from the transition to a low-carbon economy, we are progressively adopting renewable energy, improving energy efficiency and exploring cleaner technologies and fuels across our operations. We are also strengthening climate-related governance and disclosures, monitoring regulatory developments and carbon-pricing mechanisms across relevant markets and engaging with critical suppliers to better understand and manage value-chain exposure.

Our transition measures also include evaluating low-carbon capital investments, responding to evolving customer expectations relating to Scope 3 emissions and sustainable packaging and integrating climate-related considerations into strategic planning and resource allocation. These measures are intended to reduce future compliance and operating costs, protect access to regulated markets and strengthen our preparedness for a low-carbon economy.



Water & Wastewater Management

Water is critical to Alembic’s manufacturing, utilities and quality operations. As water stress, climate variability and resource scarcity increase, we manage water responsibly across our locations through efficient consumption, circular water use, groundwater replenishment and risk-based management. We continue to strengthen site-level systems to optimize water use while limiting environmental impacts.

To better understand areas of exposure, we completed a comprehensive water assessment to identify site-level water stress and implement targeted measures. As part of our sustainability roadmap, Alembic had set a target to achieve water neutrality by FY2027 and achieved it one year ahead of schedule in FY2026. The Company is now water positive.



71%

Wastewater Recycled



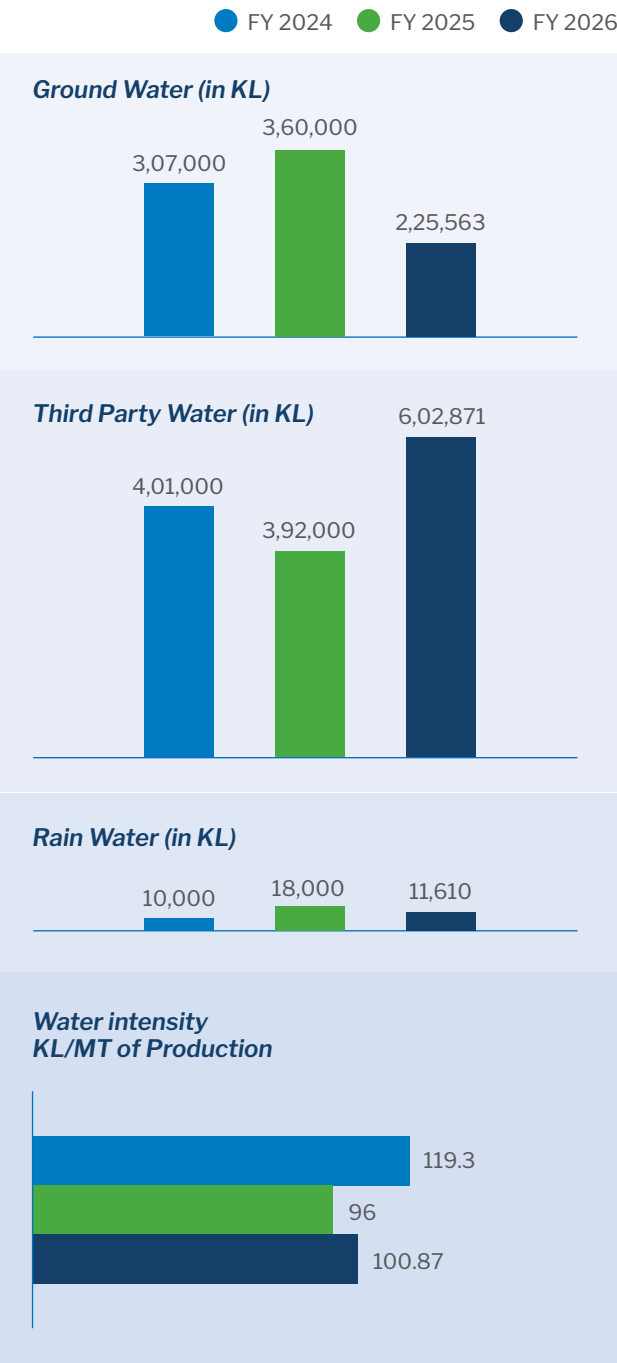
>100%

Water neutrality achieved by FY 2025-26



Water Consumption

At Alembic, water use is mainly driven by production processes, cooling systems, utilities, potable/drinking water and domestic consumption. We monitor water consumption across all units and implement efficiency measures to reduce water intensity.



During FY 2025 to 2026, total water consumption was about 762,141 KL, up 12.91%, largely due to operational expansion. Further, water is sourced from groundwater, municipal supplies and other approved sources based on site location and we work to reduce freshwater dependency through recycling and reuse.

Parameter (In KL)	FY26	FY25	FY24
Water withdrawal by source			
Groundwater	2,25,563	3,60,000	3,07,000
Third party water	6,02,871	3,92,000	4,01,000
Others (Rainwater storage)	11,610	18,000	10,000
Total volume of water withdrawal	8,40,044	7,70,000	7,18,000
Total volume of water consumption	7,62,141	6,75,000	6,14,000
Water Intensity KL/MT of Production	100.87	96	119.3

Note: The observed increase in water intensity is attributable to a relative rise in API production, which involves more water-intensive processes.



Wastewater Discharge and Recycling

Alembic has a structured wastewater management approach to ensure wastewater is treated, reused and discharged in line with applicable environmental standards. We use advanced treatment systems, including Zero Liquid Discharge in selected facilities to enable greater reuse within operations and we recycle domestic wastewater through Sewage Treatment Plants , where recycled water is utilized for non-potable purposes. During the reporting period, we achieved a water recycling rate of about 71%. Total water discharge in FY 2026 is 77,903 KL, representing a reduction of 17% compared to the previous year.

KPI	Unit	FY 26	FY 25	FY 24
Wastewater Recycled	KL	1,81,977	1,68,903	1,68,388

Water Management Initiatives and Conservation Practices

Alembic continues to strengthen water stewardship through advanced treatment, recycling and reuse, groundwater replenishment, efficiency improvements and real-time monitoring. These efforts support reduced freshwater dependency, lower wastewater discharge and the Company’s commitment to achieve water neutrality by 2027. Key initiatives include:

- Zero Liquid Discharge systems:** The company uses ZLD systems to maximize water recovery from wastewater, achieving 100% water recovery with no wastewater discharge outside the facility.
- Wastewater treatment infrastructure:** STPs, ETPs, UF, Strippers, MEE, Dryers and RO, safely manage domestic and process wastewater.
- Water recycling and reuse:** Treated water is reused in utilities, gardening and non-process applications.
- Groundwater recharge and rainwater harvesting:** Recharge wells and harvesting systems replenish groundwater and improve ground water recharge across facilities.
- Water efficiency and risk management:** Process optimization, site-level assessments/audits and monitoring reduce consumption intensity and manage water-stress risks.
- RO reject water reuse:** RO and WFI reject water is reused in utility equipment in select facilities.



- **STP and sludge management upgrades:** MBR/SBT upgrades enable 100% on-site sewage treatment and reuse, while screw press technology improves ETP sludge handling.
- **MVR system implementation:** Replacement of MEE with MVR lowers steam consumption and improves efficiency.
- **UF before RO system:** Implementing UF prior to the RO system improves RO efficiency by removing impurities and enhancing water recovery.
- **Solid waste reduction:** Solid waste generation from wastewater has been minimized due to the use of low TDS input and improved thin-film dryers.
- **Automated meter reading:** Enables real-time monitoring, leak detection and quicker corrective action.
- **Stormwater:** Stormwater quality is monitored, with contaminated runoff diverted to ETP for treatment & reuse.
- **Continuous process improvement:** Ongoing manufacturing optimization helps minimize water consumption.

Operations in Water Stress

Alembic operates three key facilities comprising a manufacturing plant, an R&D centre and a corporate office located in regions identified as water-stressed: Vadodara, Hyderabad and Indore. Recognizing the critical importance of responsible water management in these areas, Alembic is committed to regularly assessing water-related risks and adapting its strategies to local conditions.

During FY26, total water withdrawal by these three facilities amounted to 3,32,536 KL, representing ~39.6% of Alembic's overall organizational water withdrawal of 8,40,044 KL. To ensure sustainable operations and minimize the impact on local water resources, Alembic periodically evaluates water stress conditions at these sites using recognized assessment tools and publicly available datasets.

Alembic's approach to managing water in water-stressed areas includes::

- Enhancing water-use efficiency through process optimization and adoption of best practices.
- Strengthening water recycling and reuse initiatives, including the implementation of advanced treatment systems such as Zero Liquid Discharge (ZLD) where feasible.
- Conducting regular water audits to identify risks and opportunities for further reduction in freshwater withdrawal.
- Exploring alternative water sourcing and conservation measures, as well as supporting groundwater recharge initiatives.
- Pursuing water positivity by implementing initiatives such as rainwater harvesting, wastewater reuse and community water stewardship to return more water to the environment than is withdrawn.

Through these targeted efforts, Alembic aims to reduce its freshwater dependency, support the sustainability of local water resources and build long-term operational resilience in water-stressed regions.

Managing Antimicrobial Resistance (AMR) Risks

We recognize the growing global challenge of antimicrobial resistance (AMR) and the importance of preventing environmental contamination from antibiotic manufacturing. To address this, Alembic has implemented stringent controls across its operations:

- Zero Liquid Discharge (ZLD) systems in concerned API units to ensure zero discharge of antibiotic residues in treated effluent
- Segregation and safe handling of antibiotic-contaminated packaging materials
- Strict prevention of mixing process effluents with storm water drains

- Installation of bag filters for vents handling antibiotic powders
- Safe disposal of expired medicines through controlled incineration
- Testing of treated effluent for antibiotics according to their PNEC values

These measures reinforce our commitment to responsible manufacturing and minimizing environmental impact from pharmaceutical residues.

Water Footprint Assessment

As part of our ongoing water stewardship efforts, Alembic conducted comprehensive water audits across key operational sites to assess water use efficiency, identify conservation opportunities and strengthen site level water management. During FY 2026, water audits were completed for five units. These assessments examined water consumption patterns, process level water dependencies and reuse and recycling opportunities, while also highlighting risks related to water availability and usage. The findings guide targeted interventions to improve water efficiency, reduce freshwater dependency and strengthen overall water stewardship performance.

Key Insights from the Assessment

- **Water Consumption Patterns:** The assessment provided visibility into water usage across manufacturing processes, utilities and support functions, highlighting key consumption hotspots and opportunities for optimization.

- **Source Diversification and Usage:** Water requirements are met through a combination of freshwater sources and treated/recycled water, enabling better resource utilization and reduced dependency on freshwater intake.
- **Wastewater Management Practices:** Treated wastewater is effectively reused within operations, with surplus water being safely managed through appropriate treatment and disposal mechanisms, ensuring compliance with environmental norms.
- **Process Optimization Opportunities:** The assessment identified opportunities to enhance efficiency through process improvements, equipment optimization and better operational controls, contributing to reduced water intensity.
- **Water Conservation Measures:** Existing initiatives such as system optimization and alternative cleaning methods have contributed to water savings, while further opportunities have been identified to strengthen conservation efforts.
- **Future Improvement Opportunities:** Potential initiatives such as rainwater harvesting, increased reuse and infrastructure enhancements have been identified to further reduce freshwater consumption and support long-term water sustainability.

The findings from the water footprint assessment are being integrated into Alembic's broader water management strategy, supporting its commitment towards achieving water neutrality goals. By leveraging these insights, the Company aims to continuously improve water efficiency, reduce environmental impact and build resilience against water-related risks.



Waste Management and Circularity

Waste management is a key part of Alembic's environmental stewardship due to the waste streams generated through pharmaceutical manufacturing, including hazardous and non-hazardous waste. We manage waste responsibly through a structured approach focused on segregation waste at source, ensuring safe handling, maintaining regulatory compliance and supporting circular use of materials. Guided by reduce, reuse, recycle and recover, we continuously strengthen waste segregation systems to improve recycling outcomes and ensure environmentally sound disposal practices. Segregated non-hazardous waste is sent for

recycling. During FY 2025-26, Alembic recycled 100% of its non-hazardous waste, like plastic, paper, cardboard, drums, glass etc. While hazardous waste is managed as per strict legal and internal guidelines for handling, storage and disposal. Disposal is done through PCB approved waste vehicles having GPS tracker system. All waste disposal facilities are audited by company and only qualified parties are allowed to receive company waste.

Waste Generation

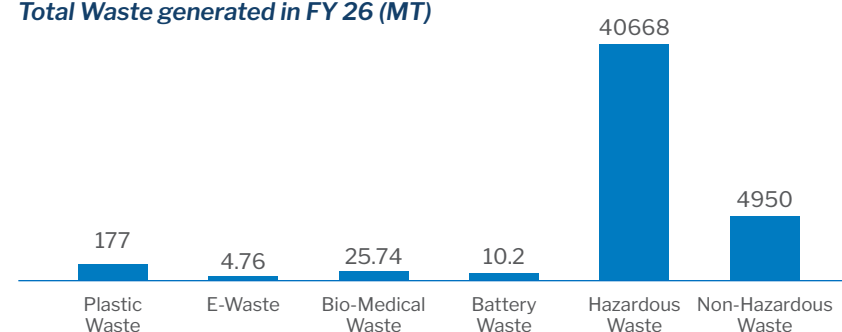
Waste generated across Alembic's operations includes both hazardous waste (such as process residues, solvents, chemical waste and

contaminated materials) and non-hazardous waste (such as packaging waste, paper, plastics and other general waste).

During FY 2025-26, the total waste generated was ~45,835 MT. Waste intensity in terms of physical output reduced from 6.19 MT/MT of production in the previous year to 6.07 MT/MT of production in FY 2025-26, reflecting improved waste management efficiency despite an increase in production volume.

The chart below presents the category-wise break-up of waste generated across Alembic's operations during FY 2025-26.

Total Waste generated in FY 26 (MT)



Waste Recovery, Metric Tonnes

Parameter	FY25	FY24
Recycled	5,122	8,889
Reused	0	0
Other recovery options	0	0
Total	5,122	8,889

Waste Disposal, Metric Tonnes

Parameter	FY25	FY24
Incineration	84	86
Landfilling	3,707	3,599
Recycling	18,297	14,832
Co-processing	18,692	15,993
Other disposal operations	12	21
Total	40,792	34,531

* The co-processing waste also includes pre-processing waste



Alembic is registered with CPCB EPR for multi layered plastic and other plastic waste generated from our products and we comply with the Plastic Waste Management Rules, 2016, including restrictions on banned single use plastics under the 2021 amendments.

For hazardous waste, 44.85% was recycled and 45.82% was co processed, helping divert a significant portion from conventional disposal through buyback and reuse mechanisms. While recycling improved from 14,832 tonnes to 18,297 tonnes and co processing increased from 15,993 tonnes to 18,692 tonnes, Landfill disposal increased compared to the previous year, rising from 3,599 tonnes to 3,707

tonnes. However, with respect to production volume increase this increase in landfill quantity is negligible. Overall, these results show steady progress in recycling and co/ preprocessing, as we work to reduce our long-term dependence on landfill disposal.

Waste Management Practices

Alembic has established robust systems for the safe handling, storage, transportation and disposal of waste in line with environmental regulations and industry best practices. The Company follows the 4R strategy — Reduce, Reuse, Recycle and Recover — to manage waste efficiently and strengthen

circularity across operations.

Key practices include:

- **Segregation at source:** All waste streams are segregated at source to ensure appropriate treatment, recycling, or disposal.
- **Resource recovery:** Boiler ash is diverted for brick manufacturing, while glass bottles and waste vials are processed into glass cullet through authorized recyclers.
- **Circular waste management:** Waste oil and plastic waste are routed to authorized recyclers to promote reuse and material circularity.
- **Safe disposal of specialized waste:** E-waste, biomedical waste and microbiological waste from Occupational Health Centres and laboratories are disposed of through authorized agencies.
- **Sludge and landfill reduction:** Screw press technology helps reduce ETP sludge volume, improving handling efficiency and minimizing landfill load. Additionally, sludge dryers have been installed to reduce moisture content from ETP sludge, further reducing sludge quantity and minimizing disposal load.
- **Digitalization to reduce paper waste:** IT-enabled systems such as Credibl ESG software, LMS, TrackWise, Documentum D2, LIMS and WMS help reduce paper consumption, improve data accuracy and streamline operations.
- **Certified plastic waste recycling:** Plastic waste is managed through certified recyclers, ensuring traceability and regulatory compliance.
- **Technology-led waste management:** Installation of bale presses to reduce waste

volume, improve handling efficiency and minimize transportation requirements.

- **Waste processing efficiency:** Blister shredding machines and glass crusher machines have been installed to support efficient waste processing, segregation and recycling.

Circularity, Resource Recovery and Waste Reduction

Alembic is progressively embedding circular economy principles across its operations by improving resource recovery, maximizing material reuse and reducing waste generation wherever feasible. These efforts support the transition from a linear “take-make-dispose” model to a more sustainable and circular approach. Key initiatives include:

- **Solvent recovery and reuse:** The company is increasing its capacities for in-house solvent recovery, strengthening the principles of circularity and reducing dependency on third parties. These practices are implemented across manufacturing processes to minimize raw material consumption and waste generation. In FY 2025-26, ~79% Solvent recovered through in-house solvent recovery plants and ~50% reused in-house.

- **Packaging material recycling:** Paper packaging waste is recycled through authorized recyclers, while plastic liners and drums/carboys are recycled through specialized recyclers.
- **Co-processing of waste:** Suitable waste is sent for co-processing in cement kilns to enable energy recovery and reduce landfill dependency.
- **Process optimization:** Manufacturing processes are continuously improved to minimize material losses and reduce waste generation.
- **Improved segregation:** Waste segregation at source is strengthened to enable appropriate treatment, recycling and disposal.
- **Wastepaper Board Recycling:** Wastepaper board generated from packaging activities is sent directly to the paper industry for recycling and reuse, supporting resource conservation and promoting a circular economy.
- **Employee awareness:** Awareness programmes promote responsible waste management and circularity practices among employees.

Biodiversity & Ecosystem Protection

Our Approach to Biodiversity Conservation

Alembic recognizes that biodiversity and healthy ecosystems are essential for environmental sustainability, climate resilience and long-term business resilience. Guided by our Environment Policy, no-deforestation commitment and Biodiversity Policy, we focus on responsible operations, pollution prevention, resource conservation and ecological balance. Although our sites are not located within or near protected areas, biodiversity-sensitive zones, or Key Biodiversity Areas, we continue to minimize potential environmental impacts through sustainable practices.

Key Focus Areas

Within our operational boundaries, we focus on key areas such as sustainable operations, responsible sourcing practices and development of green spaces to strengthen our commitment towards biodiversity conservation and ecological balance. These focus areas support our broader environmental management approach and contribute towards minimizing environmental impacts across operations.

Key Focus Areas for Biodiversity Conservation



Sustainable Operations

We aim to reduce our ecological footprint through measures such as adopting electronic documentation and minimizing paper consumption, ensuring that our business activities have minimal impact on surrounding ecosystems.



Sustainable Sourcing

We prioritize working with suppliers who follow sustainable and biodiversity-friendly practices, helping extend our commitment to conservation throughout our value chain.



Green Spaces

Wherever possible, we incorporate green spaces and native plantings within our facilities, supporting local flora and fauna and contributing to healthier, more resilient ecosystems.



Biodiversity Impact Identification and Management

Biodiversity-related risks and impacts are identified through environmental impact assessments, compliance reviews, operational monitoring and tracking of key parameters such as emissions, wastewater discharge, waste generation, resource use and land use. These reviews help us assess potential interactions with local ecosystems and implement mitigation measures where required.

Biodiversity Conservation and Nature-Based Initiatives

As part of its biodiversity commitment, Alembic has set a long-term target to plant 50,000 native and indigenous saplings by FY2027. As of FY2026, the Company has planted over 40,000 tree saplings, supporting local ecosystems and encouraging biodiversity. Through consistent efforts over the years, many native species of flora and fauna have flourished in the nearby regions. Alembic also undertakes plantation drives, greenbelt development within and around operational sites and scientific afforestation methods such as the Miyawaki technique to create dense, fast-growing and self-sustaining green ecosystems. These initiatives contribute to biodiversity conservation, carbon sequestration, improved air

quality, climate mitigation and better local microclimatic conditions.

Ecosystem Services and Environmental Stewardship

Alembic recognizes its dependence on ecosystem services such as clean air, water availability, climate regulation, soil stability and healthy natural surroundings, which support operational continuity and community well-being. Through plantation, water conservation, pollution prevention and greenbelt development, we promote the responsible use and preservation of these services while strengthening environmental resilience. We also extend our biodiversity commitment across the value chain through responsible sourcing and stakeholder awareness and remain committed to complying with applicable biodiversity-related laws and environmental regulations.

Monitoring, Compliance and Future Outlook

During FY2025–26, no significant adverse biodiversity impacts were identified and there were no instances of non-compliance with biodiversity-related laws and regulations. Going forward, Alembic will continue expanding green cover and strengthening ecosystem conservation initiatives.

Environmental Management System



Alembic’s environmental management approach is anchored in a robust Environmental Policy and supported by an in-house Environment, Health and Safety (EHS) Manual, which defines procedures and guidelines for consistent implementation, monitoring and continuous improvement across operations. The Company complies with all applicable local, state, national and international environmental regulations and proactively identifies, assesses and mitigates potential non-compliance risks. During FY2025–26, Alembic maintained a strong compliance record, with

no show cause or legal notices, fines, or penalties.

Compliance is further strengthened through periodic site reviews and a structured audit mechanism, including internal audits, external audits and Integrated Management System consisting of ISO 14001 and ISO 45001 assessments. These evaluations support regulatory adherence, stronger governance, operational efficiency and continual improvement across manufacturing units.

Verification of Environmental Programs

Certification	No of Audits	Coverage
EMS is verified through international standards (ISO 14001, ISO 45001, Pharmaceutical Supply Chain Initiative (PSCI)).	1	10%
Third party certification/ audit/ verification by specialized companies. (Water Audit, Energy Audit, Environment Audit, Safety Audit)	16	80%
Internal audits by company’s own specialists.	8	80%



EMPOWERING PEOPLE AND COMMUNITIES

(GRI 401-1, 401-2, 401-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10, 404-1, 404-2, 404-3, 405-1, 406-1, 407-1, 408-1, 409-1, 410-1, 413-1)

Key Material Issues Addressed

 Human Capital Development	 Product Quality & Stewardship	 Customer Relationship Management
 Sustainable Supply Chain	 Employee Health & Safety	 Human Rights
 Community Engagement	 Ethical Clinical Trials	 R&D and Innovation

UNSDGs Supported



Key Highlights

- **100%** of our workforce trained on NGRBC Principles
- **100%** of our workforce covered on Accidental Insurance
- **100%** of our workforce covered on Health Insurance
- **100%** of our eligible workforce covered on Maternity Benefits
- **100%** of our eligible workforce covered on Paternity Benefits
- **100%** of our workforce are paid more than or equal to the minimum wages
- **100%** of our workforce are provided with PF and Gratuity benefits
- **100%** of our workforce got performance & career development reviews
- **100%** of manufacturing facilities are assessed on Health & safety practices
- **51%** of our workforce are provided with access to Day Care Facilities
- **28%** of critical suppliers were assessed on ESG parameters
- **Zero Complaints** on human rights issues
- **Zero Complaints** on Working Conditions and Health & safety issues
- Average **84 hours** of training provided per employee per year

Social Development

Serving People, Creating Value

Our people and the communities we serve are at the core of Alembic’s growth. We treat social responsibility as a strategic priority that guides how we operate and how we create value, with a focus on an inclusive workplace, employee wellbeing, human rights, diversity and equal opportunity, skills development and community impact.

We build this through fair employment practices, structured training and continuous development, so employees can thrive in a fast-changing industrial environment. We uphold the dignity of every person connected to our operations and maintain a zero-tolerance stance on discrimination, harassment, child labour and forced labour. Diversity and inclusion remain central, reinforced by strong health and safety systems that prioritize prevention.

Alongside the workplace, we invest in community programs across education, healthcare, livelihoods and environmental awareness to support long term positive change in the regions where we operate. Overall, our approach is grounded in accountability, meaningful inclusion and sustained engagement so our growth benefits all stakeholders.

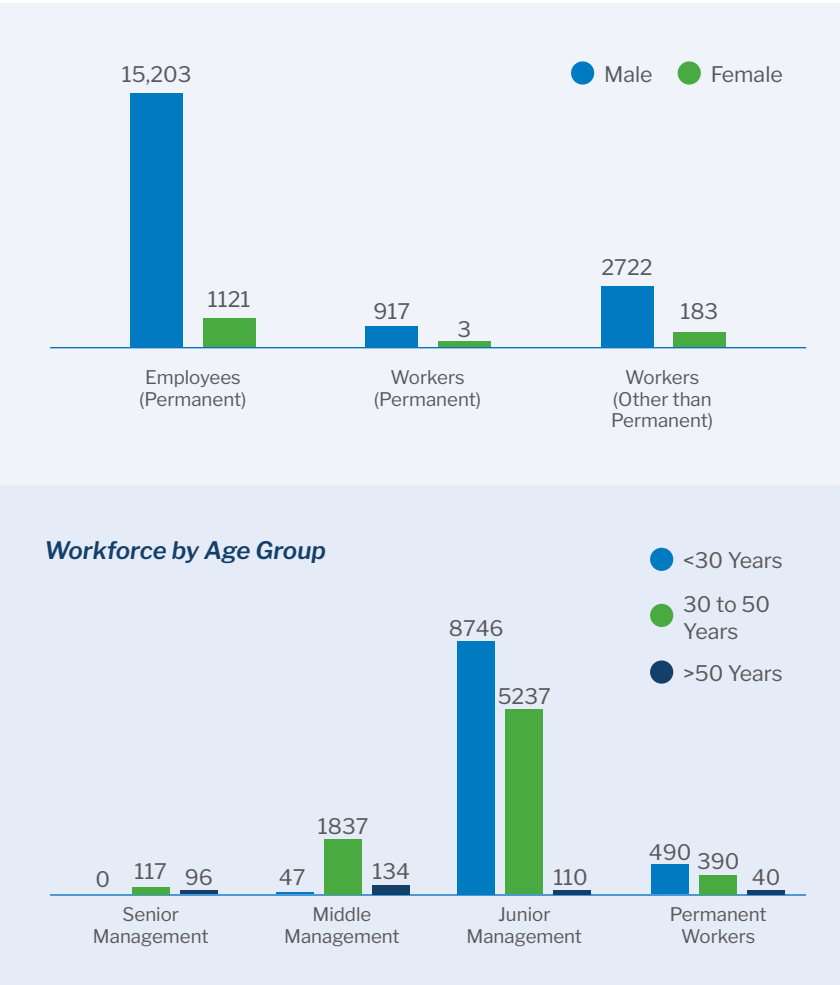
UNSDGs Impacted



People and Culture

Our Employees

Our people are the cornerstone of our sustained growth and success. As of the end of FY 2025–26, Alembic employed 20149 professionals across the globe. We are committed to fostering a workplace that nurtures both personal and professional development while leveraging the diverse skills and perspectives of our workforce. Our focus is on creating an inclusive environment where individuals feel valued, engaged and empowered to contribute effectively. As we continue to grow, we remain dedicated to attracting, developing and retaining talent that supports our strategic priorities and drives long-term value creation.

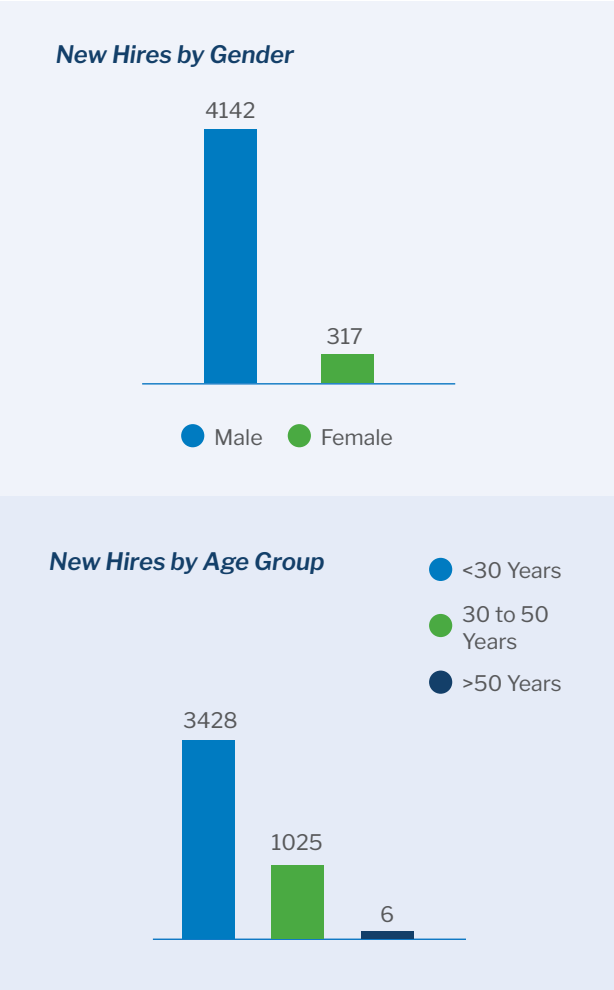


* The above graph representing workforce age groups excludes contractual employees.

Talent Acquisition and Retention

At Alembic, our people drive operational excellence, innovation and long-term growth. As we expand across domestic and international markets, we focus on attracting skilled talent, building internal capabilities and creating an environment where employees can develop and succeed. Our merit-based hiring brings in deep technical expertise along with values such as integrity, collaboration and patient centricity.

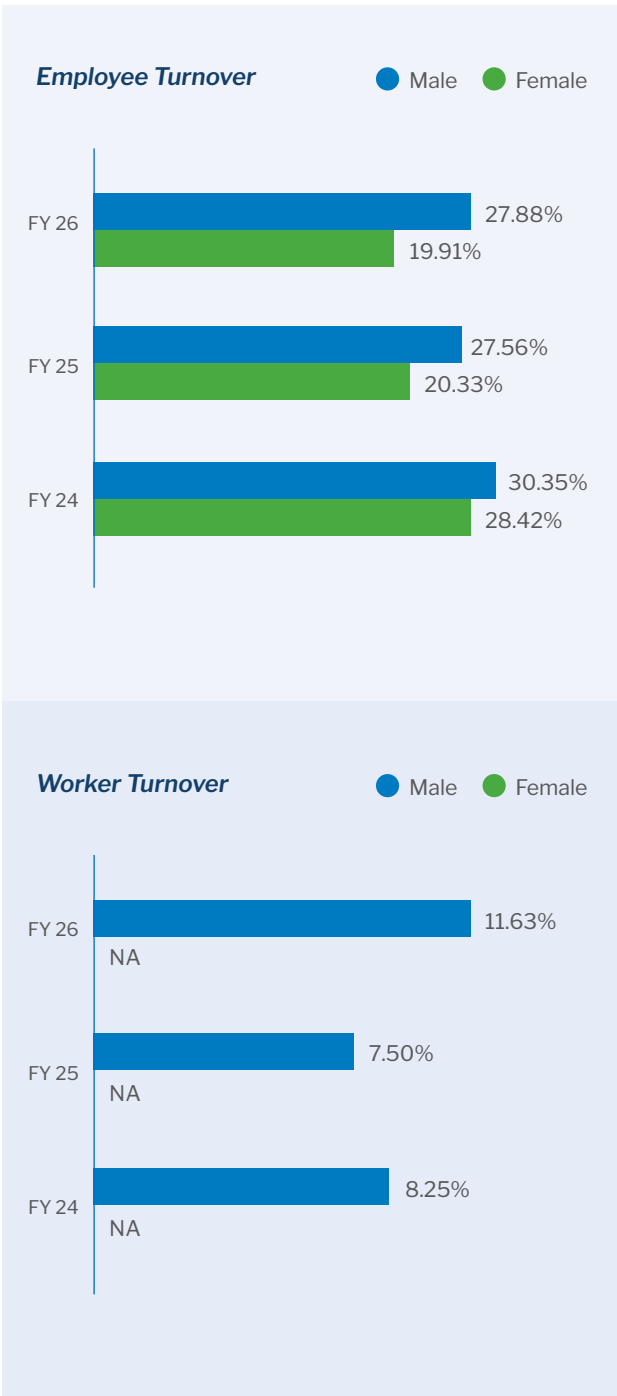
We support talent growth through structured performance evaluations, continuous learning and leadership development, complemented by Individual Development Plans, internal mobility and targeted skill-building initiatives that support employees’ career progression and evolving aspirations. We track key talent metrics including new hire rates, internal hiring ratios and recruitment costs to strengthen workforce planning. To improve retention, we use a fair and transparent rewards framework, maintain open communication and invest in employee wellbeing, inclusivity and recognition. This builds a motivated, future ready workforce that supports Alembic’s long-term success.



Talent Acquisition Metrics

The table below presents key indicators related to hiring and internal talent mobility for the reporting period.

Particulars	FY 2025-26
Total number of new hires	4459
New hire rate (%)	25.86%



Workforce Attrition Analysis

Managing employee turnover is an important aspect of our workforce strategy, enabling us to assess organizational health, strengthen retention efforts and ensure continuity across key roles. We monitor both voluntary and involuntary turnover across employee categories to gain insights into workforce dynamics and support informed talent management decisions.

The following table presents a detailed breakdown of employee turnover across different levels within the organization.

Turnover Rate	FY 2025-26
Voluntary turnover rate for executives/senior managers	7.51%
Voluntary turnover rate for mid-level managers	10.56%
Voluntary turnover rate for junior management	25.35%
Voluntary turnover rate for others	8.26%
Involuntary turnover rate for executives/senior managers	9.39%
Involuntary turnover rate for mid-level managers	1.93%
Involuntary turnover rate for junior management	3.51%
Involuntary turnover rate for others	3.15%

* The turnover rate does not include contractual employees category

Employee Recognition & Retention

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. Our Employee Recognition Programs includes,



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



Scientist of the Quarter Award recognizing outstanding scientific contribution, research excellence, innovation and problem-solving



Kudos Card encouraging peer-to-peer appreciation for collaboration, support and positive workplace behaviour

Internal Hiring and Career Mobility

During FY 2026, Alembic filled ~295 Numbers of open roles through internal hiring, strengthening internal mobility and career progression. This approach reflects our commitment to developing talent from within, retaining employees and building a stronger pipeline of future leaders while supporting engagement and long-term organizational capability.

Diversity and Inclusion

Diversity and inclusion are core to Alembic’s innovation and long-term growth. We apply fairness, respect and equal opportunity through a workplace free from bias and discrimination, where recruitment, promotion, training and development are based on merit regardless of gender, age, caste, religion, disability, or other protected characteristics. This commitment extends beyond employees to relevant stakeholders across our value chain.

In FY 2026, we increased women representation from 5.54% to 6.49%, with stronger presence in Quality

Control, Quality Assurance, Human Resources and Research and Development. Board diversity stands at 12.5 percent under our Board Diversity Policy and we employ 16 people with disabilities in a supportive environment. Our initiatives include focused hiring, flexible and safe working arrangements, awareness programmes and the Women Talent Referral Program, where employees refer qualified women candidates and successful referrers are recognized. During the reporting period, all employees included in the workforce disclosure were based in India.

Workforce Breakdown: Gender

Diversity Indicator	Percentage
Percentage of women in total workforce	7.11%
Percentage of women in the Board	12.50%
Percentage of women in all management positions - including junior, middle and top management	6.87%
Percentage of women in junior management positions	6.56%
Percentage of women in top management positions	2.08%
Percentage of women in management positions in revenue-generating functions	4.70%
Percentage of women in STEM-related positions	10.47%

* The women workforce breakdown does not include contractual employees category



Annual Compensation Details

We are committed to maintaining transparency and fairness in employee compensation. The table below provides a summary of the annual remuneration details of our workforce across different categories for FY 2026.

	Number	Male		Female	
		Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	
Directors	4*	16,67,44,422	0	-	
KMP	1	1,47,99,344	1	37,36,000	
Employees other than BoD and KMP	15203	4,89,996	1121	4,50,028	
Workers	917	3,48,185	3	2,31,493	

Note:
1. The Company has predefined corporate performance indicators linked to the ED's variable compensation, aligned with strategic, financial and ESG objectives.
2. *Excluding Non-Executive Directors

Gender Pay Indicators

Employee Level	Average Women Salary (INR)	Average Male Salary (INR)
Senior Management	65,55,967	84,95,307
Mid Management	16,54,747	18,81,600
Junior Management	4,82,939	5,50,380
Non-Management	2,31,897	2,32,347

CEO total annual compensation	INR X
Ratio	1:0.00336

Fair Compensation

Alembic is committed to fair and equitable compensation. We reward employees based on performance and qualifications without gender bias and we continuously review and monitor our compensation structures to keep them transparent and aligned with equal pay for equal work.

CEO-to-Employee Pay Ratio

The table below provides specific details on the ratio between the total annual compensation of the Chief Executive Officer and the median employee remuneration for FY 2025-26:

Focus on employee Well-being, Benefits and Development

Employee well-being sits at the heart of our culture and daily operations. A healthy, safe and engaged workforce is what drives our success, which is why we focus on supporting our people professionally, physically, mentally and emotionally.

Our benefits include annual medical check-ups, health insurance, accident insurance coverage and occupational health and safety initiatives. Throughout the year, we also run well-being programs such as awareness sessions and wellness drives that promote a balanced lifestyle and effective stress management. These efforts help us build a workplace where employees feel valued, supported and empowered to perform at their best every day.

Employee Benefits

We are committed to the holistic well-being and financial security of our workforce. Our employee benefits are carefully designed to meet the social, economic and health needs of our employees and their families, helping create a stable, engaged and productive work environment.

Going beyond statutory compliance, we offer a comprehensive suite of benefits that build a sense of security, loyalty and long-term association with the organization. Key benefits include:

01

Accident Insurance : We provide personal accident insurance coverage to all the workforce, offering financial protection in the event of accidental injuries, disabilities, or fatalities. This ensures peace of mind for employees and their families by mitigating unforeseen risks related to workplace or external accidents.

02

Health Insurance and Medical Support: We provide health insurance to employees and facilitate issuance of Ayushman Health Cards for eligible employees to support access to medical benefits. Further, Alembic conducts employee health check-ups to promote preventive healthcare and support employee well-being.

03

Leave Entitlements: To help maintain a healthy work-life balance, we provide various statutory leaves such as annual leave, sick leave, paternity leave and maternity leave, ensuring our employees have time to attend to personal and family needs.

04

Leave Encashments: Employees are allowed to encash accumulated unused leave, offering additional financial flexibility.

05

Day Care Facilities: We provide access to Crèche facilities to support working parents and promote work-life balance.

06

Flexible Work Arrangements: Alembic supports flexible work arrangements including remote work, flexible hours and job-sharing where operationally feasible,

07

Transport Facilities: Alembic provides bus services to support employee commute, enhancing convenience and accessibility for employees travelling to and from the workplace.

08

Subsidized Food Facilities: We provide subsidized food through canteen facilities, supporting employee welfare by ensuring access to affordable meals during working hours.

09

Alembic Employees Co-operative Supply Society Limited: Established in 1949, which provides quality products at friendly prices to the Alembic community. Built on a co-operative model, the Society is recognized as Gujarat's first "mall" and completed 75 years of service in 2024, reflecting Alembic's long-standing commitment to employee welfare and community support.

Performance and Career Development

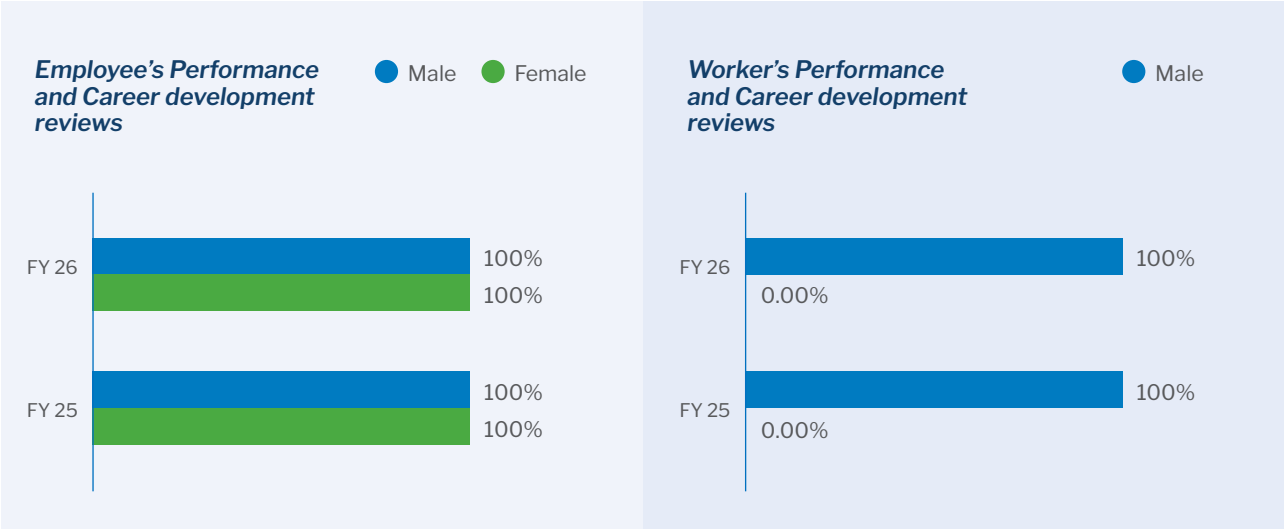
We believe in a performance-driven culture where every employee is empowered to realize their full potential. Our transparent and objective performance management system aligns with our strategic business goals, helping employees understand their roles, receive timely feedback and continuously improve. Through regular performance appraisals, we assess

achievements while identifying development needs and career aspirations and each employee goes through a structured career development review that shapes our training interventions, skill enhancement programs and internal growth opportunities. We further nurture continuous learning through on-the-job training, technical workshops and leadership development initiatives that prepare employees for future roles. The Performance and Career Development review includes:



Through clearly defined career progression paths and focused capability-building, we ensure that high-performing individuals are recognized and nurtured.

This commitment to performance and development helps us build a motivated, future-ready workforce that contributes to long-term organizational success.



Employee Training and Human Capital Development

Continuous learning and capability building drive operational excellence, innovation and sustainable growth, keeping us resilient and future-ready in a rapidly evolving industrial landscape. With a motto of “Stay with Alembic, Grow with Alembic,” we equip our employees, workers and leadership teams with the technical know-how, skills and safety awareness their roles demand and through our Employee Retention and Growth Program, we sponsor higher studies via SAHAS (Support to Achieve Higher Academics and Scholarship), helping ambitious employees advance their qualifications and build a lasting career with us.

Open to permanent employees with three or more years of service, our SAHAS program covers up to 70% of fees for relevant diploma, degree and postgraduate studies, building internal capabilities, deepening loyalty and strengthening our talent pipeline. We place equal emphasis on soft skills through programs on leadership, teamwork, time management and communication and we conduct knowledge-building sessions for our Board and Key Managerial Personnel on business operations, sustainability and risk governance. On average, 84 hours of training were provided per employee. Going forward, we will expand into emerging skills, adopt new learning technologies and personalize development to meet evolving business needs.



Strengthening Capabilities for Growth and Compliance

In the highly regulated pharmaceutical industry, continuous learning is critical to operational excellence, regulatory compliance, quality and innovation. Alembic strengthens employee capabilities through structured learning and development programmes covering technical expertise, compliance, behavioural effectiveness, leadership and workplace readiness. During FY2025–26, the Company continued to invest in technical, functional, behavioural and leadership development initiatives to build a skilled, agile, compliant and future-ready workforce.

Technical and Compliance Training

Alembic continued to focus on building employee capabilities through regular technical, functional and compliance-related training programmes. These sessions were designed to enhance role-based knowledge, strengthen quality practices and support regulatory readiness across operations.

Through the “Teach N Learn” initiative, internal subject matter experts led structured knowledge-sharing sessions to deepen technical expertise on topics such as Regulatory Requirements for Generic Drugs in the USA, Handling of Commercial Production in Packing, Data & Statistical Analysis for Operations, Overview of ICH M7 Guideline – Assessment and Control of DNA Reactive/Mutagenic Impurities in Pharmaceuticals, Basics of Six Sigma and Peptide Impurity Profiling, Control Strategies and Immunogenicity Risk Assessment: Aligning Analytical Science with Regulatory Expectations. Employees also participated in hands-on capability-building programmes, including Microsoft Excel training on dashboards, pivot tables, data validation and reporting tools. Regular training on GMP, Data Integrity, Information Security, Anti-Corruption, POSH and workplace compliance further reinforced ethical conduct, operational discipline and regulatory alignment across operations.

Behavioural and Professional Effectiveness

Alembic continued to strengthen behavioural competencies through programmes focused on communication, collaboration, adaptability, decision-making and workplace effectiveness. Key interventions included impactful communication, presentation skills, influencing skills, conflict management, planning and organizing, problem solving, change readiness, audit-facing fundamentals and habits of highly effective people.

These programmes used role plays, simulations, case studies, group discussions and experiential learning to improve practical application, stakeholder engagement, executive presence and professional confidence.

Employee Development and Capability Building

Our learning initiatives support continuous skill enhancement, career growth and leadership readiness. Programmes on change readiness helped employees build adaptability, resilience, flexibility and self-awareness to respond effectively to evolving business needs.

By promoting internal knowledge sharing and practical learning, Alembic continues to build a capable, compliant and future-ready workforce that supports innovation, quality, integrity and operational excellence.



Leadership Development

At Alembic, leadership development is a strategic priority aimed at building future-ready leaders who can drive sustainable growth in a dynamic pharmaceutical environment. Our programmes strengthen strategic thinking, execution excellence, people management, collaboration, decision-making, accountability, inclusivity and ethical leadership.

SPRINT: Future Leaders Programme

Alembic advanced its leadership journey through SPRINT, a structured programme for high-potential leaders across the organization. The intervention focused on strengthening leadership acumen, strategic thinking, execution rigor, collaboration, entrepreneurial mindset, accountability and innovation. Participants engaged in immersive learning through real-life business scenarios, Harvard case studies, simulations and discussions covering growth mindset, FAST goal setting, Critical Path Method, stakeholder management and measurable outcomes. The programme was facilitated by experienced industry leaders and academicians, helping participants build practical business insights and readiness for future leadership roles.

Emerging Leaders Development

As part of SPRINT, Alembic conducted focused programmes on Executive Presence and Financial Acumen in collaboration with reputed institutions such as Welingkar Institute and Mahindra University. The Executive Presence programme strengthened leadership communication, personal branding, corporate grooming, influencing skills, confidence, credibility, stage presence and interpersonal effectiveness. The Financial Acumen programme enhanced participants’ understanding of financial statements, ratios, costing, break-even analysis, business performance metrics and data-driven decision-making through simulations, case studies, self-assessments and scenario analysis.

Management Development Programmes

Alembic conducted structured Management Development Programmes to equip managers with stronger leadership, execution, collaboration and people management capabilities. The programmes covered leadership styles, delegation, communication, structured problem solving, teamwork, feedback mechanisms, data-driven decision-making, talent

management and performance excellence. Interactive learning methods such as role plays, case studies, group discussions and team activities helped participants strengthen managerial effectiveness and workplace leadership.

Train the Trainer and Knowledge Leadership

To build a self-sustaining learning ecosystem, Alembic launched the “Teach N Learn Journey: Train the Trainer Programme.” The initiative equips internal trainers with facilitation skills, adult learning methodologies, instructional techniques and practical delivery approaches, enabling effective knowledge-sharing and capability building across functions.

Career Growth and Technical Skill Building

Alembic supports continuous employee growth by strengthening technical expertise and workplace effectiveness. Employees participated in capability-building programmes across pharmaceutical sciences, quality assurance, regulatory requirements, manufacturing excellence, technical operations, analytical tools, communication, business writing, presentation skills, executive presence and stakeholder engagement. These interventions help employees adapt to evolving industry needs while supporting innovation, operational excellence and career progression.

ESG Awareness and Capacity Building

Alembic builds ESG and EHS awareness across the workforce to help employees integrate sustainability, safety, ethics and compliance into their day-to-day roles. During FY2025–26, 98% of the workforce received ESG and EHS related training, reflecting the Company’s continued focus on responsible operations, sustainability capability building and a knowledgeable, future-ready workforce.

Training and Development Inputs

FY 2025-26	
Average hours per FTE of training and development	84

*FTE – Full Time Employee

Employee Satisfaction and Engagement

At Alembic, employee feedback is central to building a supportive, inclusive and high-performing workplace. Regular engagement and satisfaction surveys capture perspectives on leadership trust, work environment, learning and growth, reward and recognition and overall well-being. Insights from these surveys help refine policies, improve workplace practices, enhance employee experience and foster a culture where employees feel valued, heard and empowered to contribute to Alembic's growth.

Wellbeing Practices

Employee wellbeing is fundamental to building a resilient, engaged and future-ready workforce. We are committed to a workplace culture that supports growth, collaboration, inclusion and professional development while creating meaningful experiences that strengthen satisfaction and belonging. Our initiatives go beyond traditional practices to create an environment where employees feel connected, valued and empowered, delivered through structured onboarding, leadership interactions, capability-building, engagement activities, recognition platforms and continuous learning. During the year, we undertook several initiatives spanning employee integration, leadership development, communication, collaboration, recognition and workplace engagement.

Employee Integration and Workplace Connection

Helping employees integrate smoothly is essential to building confidence, engagement and long-term connection. Through our "Adhyayan" New Hire Orientation Programme, employees who joined during the year gained an in-depth understanding of Alembic's businesses, organizational structure, culture, infrastructure, key functions and value chain. The

programme also featured leadership interactions and welcome messages from senior management, helping new joiners understand our values, growth journey and vision while fostering a sense of belonging from day one.



Young Talent Development and Inclusion

We continue to invest in nurturing young talent and building an inclusive culture with equal opportunities for growth. Through our "FreshWave" onboarding initiative, we welcomed a new batch of campus recruits comprising talented young professionals from reputed institutions. The programme reflects our commitment to a diverse, future-ready workforce and a supportive environment where young professionals can learn, contribute and grow, while also advancing the growing participation of women professionals and reinforcing our focus on workplace inclusion and diversity.



Leadership Development and Professional Growth

We are committed to empowering employees through structured learning and leadership interventions that enhance workplace effectiveness, managerial capabilities and professional growth. Programmes such as SPRINT (Future Leaders Programme) and the Management Development Programme strengthened leadership styles, execution excellence, collaboration, delegation, communication, talent management and accountability, helping participants build confidence, leadership presence and decision-making skills through case studies, role plays, discussions and real-life business scenarios. These programmes prepare employees for future leadership responsibilities while fostering a culture of continuous improvement and high performance.



Communication and Interpersonal Effectiveness

Effective communication and collaboration are essential to a positive, productive work environment. During the year, we conducted programmes on impactful communication, presentation skills, influencing skills, executive presence and conflict management, helping employees strengthen communication styles, active listening, stakeholder engagement, presentation delivery, workplace collaboration and interpersonal effectiveness. Through role plays, group discussions, activities and workplace case studies, participants applied these concepts to real professional situations, enhancing confidence, teamwork and professional effectiveness across the organization.



Workplace Readiness and Adaptability

We continuously help employees strengthen workplace readiness, adaptability and problem-solving capabilities to respond effectively to evolving business environments. Programmes such as Change Readiness, Planning and Organizing, Problem Solving and Decision Making and Audit Facing Fundamentals helped employees build resilience, sharpen analytical thinking, strengthen planning capabilities and grow professional confidence. Participants worked with practical tools and techniques including problem-solving frameworks, decision-making strategies, planning matrices, behavioural assessments and workplace simulations, improving execution effectiveness and workplace efficiency.



Continuous Learning and Knowledge Sharing

We actively promote a culture of continuous learning and collaborative knowledge sharing. Through our "Teach N Learn" initiative, employees participated in technical and functional sessions led by internal experts and subject matter specialists, covering areas such as laboratory investigations, negotiation skills, audit trail review, technology transfer, cleaning validation, regulatory requirements and energy conservation practices. These sessions encouraged cross-functional learning while strengthening technical and operational competencies and we also ran hands-on programmes such as Microsoft Excel training to enhance analytical and reporting capabilities.



Employee Engagement and Team Bonding

Employee engagement initiatives play an important role in strengthening workplace relationships, teamwork and organizational alignment. During the year, the All-Hands Townhall Meeting for the Finance and IT team gave employees the opportunity to connect with leadership, understand departmental priorities and take part in collaborative team-building, including interactive initiatives such as the “Bridge Activity” that encouraged teamwork, problem-solving and alignment towards shared goals. We also organized “Inquisitive,” a company-wide quiz competition that fostered participation, healthy competition and cross-functional interaction.



Recognition and Appreciation Culture

Recognizing contributions and celebrating achievements is integral to our workplace culture. Our Long Service Awards honoured employees who completed significant service milestones, felicitating them with certificates, mementos and appreciation from senior leadership to reinforce a strong sense of belonging and pride in Alembic’s growth journey. We also continued initiatives such as the Kudos Wall of Fame, Scientist of the Quarter Award and Catalyst Awards to encourage excellence, innovation and a performance-driven culture across teams.



Cultural and Family Engagement

We also encourage employee participation in cultural and family-oriented initiatives that foster creativity, learning and social engagement beyond the workplace.

The Bookaroo Festival supported interactive storytelling, literature, art, environmental awareness and creative learning experiences for children and

families. Such initiatives contribute towards creating a vibrant and enriching workplace ecosystem while strengthening employee and family engagement.

Health Check-ups and Camps

Alembic undertakes structured health check-ups to support preventive care, early detection and timely medical intervention. The Company conducts pre-employment medical examinations as well as periodic medical check-ups for employees, with these health assessments carried out twice a year to monitor employee well-being and support a safe and healthy workplace. In addition, Alembic organizes various health camps and awareness sessions covering areas such as breast cancer screening, bone strength assessment, obesity, diabetes, hypertension, mental health and stress management and ergonomics. These initiatives help strengthen employee well-being and reinforce the Company’s commitment to maintaining a safe, healthy and supportive workplace.

Occupational Health Center

Workplace safety and medical preparedness remain a core part of Alembic’s wellbeing strategy. The Company’s Occupational Health Centre (OHC) is equipped to provide employees and workers with immediate medical support and emergency care whenever required. Trained male nurses and doctors are available at the site on a 24-hour basis, ensuring timely healthcare assistance and emergency response support.

OHC-related trainings are also imparted to all employees and Emergency Response Team (ERT) members to strengthen awareness, preparedness and response capabilities. To further enhance health record management, Alembic has implemented OccuCare, an OHC software at API-1 for tracking pre-employment and post-employment medical records. The Company plans to implement the system across all sites in a phased manner.



Case Study

Alembic Parivar Card – Family Healthcare Support

The Alembic Parivar Card is a dedicated healthcare initiative designed to support employees and their immediate families by providing seamless access to medical services at the best hospital in Vadodara, Bhailal Amin General Hospital. The program aims to ease financial and administrative burdens while ensuring timely and quality healthcare.

Key Benefits

- **Hassle-Free Indoor Admission (IP):** Green channel admission enables priority and swift access during emergencies, ensuring timely medical attention.
- **Zero Deposit Facility:** No upfront deposit is required for hospitalization for employees and their immediate family members, reducing financial stress at the time of admission.
- **Mediclaime Security Deposit Waiver:** Security deposit requirements are waived for mediclaime cases at the time of discharge, simplifying the process.
- **Comprehensive OPD Benefits:** Employees and their families receive discounts on consultations with full-time doctors, as well as on in-house radiology and pathology diagnostic services.

Overall Impact

The Alembic Parivar Card continues to enhance employee well-being by:

- Reducing financial and procedural stress related to healthcare
- Enabling timely access to medical treatment
- Strengthening employee confidence in organizational support
- Improving overall engagement, morale and sense of security



Health and Safety Management

At Alembic, the health, safety and well-being of employees, workers and stakeholders is a core priority. Given the risks associated with pharmaceutical manufacturing, including chemical exposure, equipment handling and process hazards, we proactively identify, assess and mitigate safety risks across all locations.

Our EHS Policy defines clear procedures and responsibilities for managing occupational health and safety risks and ensuring regulatory compliance. Through structured hazard identification and risk assessment, we implement engineering controls, administrative measures, SOPs, safe work practices, job-specific PPE, training, awareness sessions, mock drills, inspections and audits to prevent incidents and strengthen safety performance. Alembic has also developed an in-house “EHS Portal” to record various occupational health and safety observations, internal and external safety audits/inspections, near-miss cases, safety incidents, safety committee meetings and risk assessment studies such as HAZOP, JSA, FMEA and PSSR. The portal enables systematic tracking of compliance actions and has been implemented across all sites.

To further strengthen safety awareness and engagement, Alembic celebrates Safety Day and Fire Day every year across all plants. As part of these observances, the Company organizes various competitions and activities for workers and employees, including fire drills, quizzes, leakage control kit competition and drawing competitions. Winners are recognized and rewarded, encouraging active participation and reinforcing a strong safety culture.

Alembic also conducts offsite trainings for employees on specialized topics such as vent size designing, dust hazard, reactive hazard and process safety testing to enhance knowledge and capability in process safety.

We also support employee well-being through health check-ups and preventive healthcare initiatives. With safety embedded as a core organizational value, Alembic maintained a strong record with zero fatalities during the year.

Safety Related Risk Identification Processes Followed

We follow a structured and proactive approach to identifying and managing safety-related risks across our operations. Our processes are aligned with established methodologies to ensure systematic

evaluation of hazards and implementation of appropriate control measures.

We adopt a Process Hazard Analysis (PHA) framework to:

- Identify potential hazards, including chemical, physical and operational risks
- Assess the likelihood and impact of identified risks
- Develop and implement mitigation measures to eliminate or minimize risks
- Ensure alignment with applicable safety and regulatory requirements

Based on the nature and complexity of risks, we further apply a combination of established tools and methodologies to strengthen our risk management approach:



Hazard Identification and Risk Assessment (HIRA)
Systematic identification of workplace hazards and evaluation of associated risks to implement effective control measures.



Job Safety Analysis (JSA)
Task-level risk assessment to identify potential hazards and define preventive actions before execution.



Hazard and Operability (HAZOP) Studies
Detailed analysis of processes to identify deviations, potential risks and their root causes.



Failure Mode and Effects Analysis (FMEA)
Identification of potential failure modes in systems and assessment of their impact to prevent operational disruptions.

Through these structured processes, we aim to proactively manage risks, strengthen workplace safety and ensure continuous improvement in our health and safety performance.

Incident Reporting

Alembic has a transparent incident reporting mechanism that encourages employees and workers to report safety incidents, unsafe conditions and near-misses without fear of retaliation. Reported incidents are reviewed by a competent team through risk assessment and root cause analysis, with corrective and preventive actions implemented within defined timelines and monitored to prevent recurrence. In

addition to site-level risk registers, key operational and safety risks are captured in an enterprise-level risk register and are periodically reviewed by the Board-level Risk Management Committee. Insights from incident reporting, risk assessments and risk register reviews also support Business Continuity Planning. During the year, no fatalities, high-consequence work-related injuries or occupational illnesses were reported among employees and workers. EHS statistics are detailed below.

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) per one million-person hours worked)	Employees	0.106	0.032
	Workers	0.035	0.065
Total recordable work-related injuries	Employees	3	1
	Workers	1	2
Total number of permanent disabilities	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0



Safety Training

Alembic is dedicated to the health and safety of its people and provides training on essential occupational health and safety modules for all staff and workers. On joining, employees and workers receive comprehensive safety training and familiarize themselves with safety procedures and throughout their tenure they participate in regular Learning Management System and classroom sessions to stay updated. We conduct regular safety and emergency evacuation drills that prepare them to handle emergency equipment including fire hydrants, firefighting systems, leak and spill control procedures and safety alarms, alongside function-specific training based on competency assessments tailored to each level and designation.

For contractors, we embed environmental, health and safety (EHS) requirements into contracts and service agreements, ensuring contract workers are equipped with mandatory PPE and receive adequate, job-relevant safety training before commencing work.



100% of employees and 72% of contract workers were covered under safety training during FY 2025-26.



Emergency Response Plans

We maintain a structured approach to emergency preparedness to safeguard our people and ensure business continuity, focusing on identifying potential emergency scenarios and establishing clear response mechanisms to manage and mitigate their impact. Our Business Continuity Plan (BCP) defines protocols for immediate response, coordination and recovery to enable timely restoration of critical operations, supported by clearly assigned roles and responsibilities. To strengthen preparedness, we conduct periodic evacuation drills and awareness sessions that enable employees and workers to respond promptly during emergencies and we review the learnings from these drills to continuously enhance our response mechanisms.



Alembic has maintained a strong safety record, with zero fatalities reported over the last five years.

Human Rights

Upholding human rights is central to Alembic's identity as a responsible corporate citizen. Our Human Rights Policy, grounded in ethical conduct and sustainable business practices, applies to all employees, suppliers, retailers, external stakeholders and aligns with the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights and the Constitution of India.

We strictly prohibit child labour, forced labour and human trafficking across our operations and supply chain. Based on ESG assessments conducted for critical suppliers, no significant risks related to child labour, forced labour, or human trafficking were identified. We enforce a minimum employment age of 18 years, which is verified at the security gate of all manufacturing facilities through government-issued ID cards. We monitor compliance with national labour laws and international standards while promoting equal opportunity in recruitment, compensation, promotion and termination without discrimination. We also prohibit harassment, including sexual harassment, through our Code of Ethics and Conduct, with regular training, a formal internal complaint mechanism and

confidential redressal through our internal committee. Although we do not have formal labour unions or collective bargaining agreements, we respect freedom of association through open engagement and communication, extending these principles across our value chain to protect dignity and ensure everyone connected to our business is treated with respect.

Key components of our human rights practices include:



Human Rights Policy:

A comprehensive policy outlining our commitment to respect, protect and promote human rights across all aspects of our business.



Leadership Oversight:

Alembic's Board of Directors oversees the implementation and effectiveness of human rights policies, ensuring alignment with international standards.



Internal Monitoring and Review:

Periodic internal reviews and compliance checks are conducted to identify, assess and address potential human rights risks within our business operations and value chain.



Grievance Redressal Mechanism:

We have established structured grievance mechanisms that allow employees and other stakeholders to raise concerns related to human rights violations confidentially and without fear of retaliation.



Employee Training and Awareness:

We conduct regular training and awareness programs to sensitize employees about human rights principles, workplace conduct, anti-discrimination policies and procedures to report any violations.

Due Diligence & Vigilance

We adopted a structured approach to monitor and evaluate potential human rights impacts across our operations through formal risk assessments, integrating these considerations into our broader risk management and compliance processes. Key areas such as child labour, forced or involuntary labour, sexual harassment, wage compliance and workplace discrimination are periodically reviewed to identify risks and areas for improvement. During the reporting period, all our 14 sites, including Manufacturing Sites, R&D Centres and offices, (100%) were assessed across these parameters and where required, we undertake appropriate measures to remediate negative impacts, strengthen controls and promote responsible business practices.



Digital Transformation



At Alembic, digital transformation is a strategic priority shaping how we innovate, manufacture and engage with patients, partners and healthcare professionals. By embedding intelligence, agility and data-driven decision-making into core operations, we are building a faster, more transparent and future-ready organization.

Digital Business Models

Our FY 2025-26 digital roadmap focuses on enabling business and technology, improving operational efficiency, strengthening compliance and security and building robust digital infrastructure. We are transitioning from descriptive analytics to predictive and prescriptive insights to support sustained growth.

In our India branded formulations business, we have repurposed commercial operations to better serve Healthcare Medical Professionals and patients. iPad-based digital tools for medical representatives have improved medico-marketing interactions, enhanced doctor engagement and supported compliance with the Uniform Code for Pharmaceutical Marketing Practices, 2024.

Key initiatives include migration to Salesforce CRM for a real-time 360-degree view of Healthcare Medical

Professionals, launch of Alembic Ask TARA, a GenAI-powered WhatsApp bot built on OpenAI models and AWS Cloud and use of digital technologies to decentralize clinical trials and automate processes in line with trends in precision medicine and faster drug development.

Smart Manufacturing

Alembic's smart manufacturing journey focuses on integrating intelligence into production to enhance quality, compliance, efficiency, transparency and sustainability. The Company is modernizing its digital manufacturing stack to reduce waste, strengthen operational excellence and enable real-time decision-making across GxP-compliant Formulations and API plants.

Key initiatives include LIMS dashboards for sample ageing, testing locations, search functionality and results tracking, supported by PowerBI drill-through dashboards for real-time operational insights. Role-based data governance enables plant-specific access while providing leadership with enterprise-wide visibility. Integrated TrackWise dashboards provide centralized visibility of Change Control Management and CAPA, while UiPath-based RPA automates

metadata creation in QA/LIMS systems, reducing manual effort from months to near-instant processing. These digital interventions, along with systems such as WMS for smart manufacturing, D2, LMS for training and DCS, are strengthening process efficiency, data integrity and operational visibility, while laying the foundation for AI-enabled quality management.

Alembic is also transitioning from paper-based processes to digital Quality Management Systems, with major milestones achieved in FY25 and full implementation targeted for FY26. Digital record-keeping for GMP compliance will further reduce paper use and environmental impact. The integrated systems roadmap includes Enterprise Quality Management System (EQMS), Enterprise Content Management System (ECMS), Manufacturing Execution System (MES) and Computer Systems Validation (CSV), creating a unified, responsive and digitally enabled production ecosystem. **AI & Data-Driven Decisions**
Alembic is strengthening its data infrastructure to enable real-time analytics, predictive insights and AI-enabled decision-making across the enterprise. We have deployed Microsoft Fabric with OneLake as a central repository for structured and unstructured data across IBU operations, along with Snowflake and an enterprise data lake to support big data analytics and business intelligence.

Implementation of SAP S/4HANA has enhanced system performance, data lineage, scalability and user experience through FIORI 3.0. We are also developing aggregated and cleansed data structures that will support advanced AI deployment and improve data-driven decision-making.

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.

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.

Sustainable Supply Chain



We recognize that a resilient and responsible supply chain is critical to business continuity, product quality, operational efficiency and long-term value creation. As a pharmaceutical company in a highly regulated, quality-sensitive industry, we are committed to sustainable supply chain practices that align with our ESG priorities while fostering ethical, transparent business relationships across our value chain. Guided by integrity, accountability and responsible sourcing, our Sustainable Procurement Policy, Supplier Code of Conduct and value chain assurance procedures embed sustainability into supplier evaluation, procurement and ongoing engagement and we work closely with suppliers to encourage adherence to environmental regulations, occupational health and safety standards, ethical conduct, sound labour practices and human rights principles. We also continue to strengthen engagement with domestic suppliers and Micro, Small and Medium Enterprises (MSMEs), contributing to local economic development and inclusive growth, with 22% of our procurement sourced from MSMEs and small producers and 78% procured within India.

Parameters	FY 26	FY 25
Directly sourced from MSMEs/ small producers	22%	18%
Directly from within India	78%	7%

Supplier Code of Conduct

Alembic has established a Supplier Code of Conduct that sets the minimum standards for suppliers and business partners across key sustainability, ethical and governance areas, promoting responsible business practices and accountability throughout the supply chain. The Code covers ethical conduct, regulatory compliance, environmental responsibility, labour and human rights practices, occupational health and safety, quality standards and responsible governance, with suppliers expected to comply with applicable laws while aligning with our sustainability and integrity principles. To reinforce accountability, all suppliers must submit a signed acknowledgement of the Code along with purchase order acceptance and we continue to engage them through procurement interactions, assessments and ongoing communication to strengthen alignment with our expectations and evolving regulatory requirements.

The following principles form the foundation of Alembic's Supplier Code of Conduct and guide supplier engagement across the value chain:



Sustainable Procurement

Our sustainable procurement approach integrates environmental, social and governance considerations into procurement while ensuring quality, reliability, compliance and uninterrupted supply continuity and we build long-term relationships with suppliers committed to responsible business practices and operational excellence. Our Sustainable Procurement Policy and associated procedures provide a structured framework for embedding sustainability into sourcing decisions and supplier management, enabling us to evaluate suppliers across operational, quality, compliance and sustainability parameters. Given the critical nature of pharmaceutical manufacturing, we emphasize sourcing quality raw materials, Active Pharmaceutical Ingredients (API), advanced intermediates, key starting materials (KSM) and packaging materials from suppliers meeting applicable quality, regulatory and operational requirements. Through continuous engagement and

monitoring, we strengthen supply chain transparency, accountability and resilience while raising supplier awareness of our sustainability expectations, progressively integrating ESG considerations across our operations and value chain.

Supplier Assessment

As part of our sustainable supply chain management approach, we have implemented procedures to assess supplier sustainability performance across environmental, social and governance parameters, focusing on key and critical suppliers associated with Active Pharmaceutical Ingredients (API), advanced intermediates, key starting materials (KSM) and primary packaging materials. We adopt a structured, multi-layered approach to supplier sustainability assessment, comprising the following mechanisms:

Supplier Sustainability Checklist

We systematically collect sustainability-related information from suppliers through a structured, checklist-based assessment process that evaluates supplier practices and performance against predefined ESG criteria and provides insights relevant to procurement and supplier management. This structured evaluation improves supplier accountability, helps identify improvement opportunities and enhances visibility into supplier sustainability practices across the value chain.

Physical Audits

We conduct on-site assessments and audits of major suppliers to evaluate adherence to sustainability expectations, quality requirements, operational standards and compliance parameters. These audits offer valuable insights into supplier practices and performance and inform procurement decisions, including supplier engagement and contract renewals.

Supplier Engagement and Monitoring

We continue to engage suppliers through ongoing communication, procurement interactions and assessments to strengthen alignment with our sustainability expectations and responsible business practices, while monitoring supplier categories across Tier-1 and non-Tier-1 suppliers to enhance visibility into

critical dependencies and build supply chain resilience. As part of our supplier management approach, we continue to assess key critical suppliers on ESG parameters and raise awareness of sustainability expectations across the value chain. As of now, 28% of our critical suppliers of IBU were assessed on ESG parameters.

Supply Chain Integrity and Supplier Assurance

We recognize the importance of transparency, quality assurance and compliance across our supply chain. While third-party assurance of supplier practices has not yet been initiated, we are taking steps to strengthen supply chain oversight through the implementation of a Supply Chain Module in our existing ESG software platform. This platform will enable online supplier assessments and support structured monitoring of supplier practices, compliance requirements and sustainability-related parameters.

This new module will enhance visibility into supplier performance, improve supplier engagement and support more systematic evaluation of environmental, social and governance considerations across the supplier network.

Quality Management



At Alembic, quality is embedded in everything we do. We are committed to consistently delivering products that meet the highest standards of quality and safety, recognizing the critical impact of our medicines on patient health and well-being. Driven by a culture of excellence, we keep trust, reliability and patient safety central to all our operations.

Alembic operates multiple state-of-the-art manufacturing facilities, eight of which are USFDA-approved, reaffirming our commitment to global quality standards and regulatory excellence. Quality and safety are not end goals but are embedded into every stage of our product journey and we pursue excellence through two 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 every formulation 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, while moving towards paperless operations to further enhance efficiency, compliance and environmental sustainability. We have established robust SOPs covering all aspects of material and product testing, with incoming raw materials (RM) and packing materials (PM) released



Successfully cleared **331** regulatory inspections of Its Facility (9 Regulatory audits, 132 Customer audits and 190 Internal audits) in FY 2025-26.

only after thorough sampling and testing against registered specifications. Dedicated SOPs govern each stage, including sampling, analysis and approval of raw material, analysis of primary packing material and analysis of in-process, bulk and finished products, supported by specifications and methods of analysis for each category. Critical process parameters are monitored and documented through Batch Manufacturing Records (BMR) and Batch Packing Records (BPR), ensuring rigorous traceability and compliance throughout the production cycle.

We also continue to undertake process optimization initiatives that enhance operational reliability, safety and resource efficiency. The company upgraded three nitrogen plants with high-efficiency Carbon Molecular Sieves (CMS), enabling a 30% increase in nitrogen generation capacity at the same power input. In addition, the nitrogen supply for one of our formulation units was shifted from pressurized cylinders to a liquid



nitrogen porta cryogenic vessel, reducing costs from ₹65/m³ to ₹15/m³ and achieving total savings of ~₹43 lakhs in FY 2025-26 while improving handling safety and operational convenience.

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, a USFDA inspection was carried out at two of our facilities (Audit conducted at API-1, API-2 and F-3 Units) resulting in the issuance of FDA Form 483. Compliance was promptly submitted within the required timeline and as a result, we received the EU GMP certificate. The number of Form 483 observations was addressed efficiently, ensuring minimal disruption to operations. Annual revenues impacted by production stoppages were contained and monitored, with no significant long-term impact (in USD millions).
- **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.

Alembic follows rigorous quality control procedures for raw materials, packing materials, in-process samples,

bulk products and finished goods. SOPs cover sampling, analysis and approval of raw materials, primary packing materials and in-process, bulk and finished products. Specifications and methods of analysis are maintained across all stages, while critical process parameters are monitored through Batch Manufacturing Records and Batch Packing Records.

Product safety is actively monitored through global pharmacovigilance systems, including FDA AEMS, EMA EudraVigilance and India’s CDSCO/PvPI, supporting patient safety and regulatory compliance across markets.

To ensure product integrity and authenticity, Alembic uses serialization, 2D data matrix codes, tamper-evident packaging and traceability systems aligned with regulations such as the US DSCSA and EU FMD. A multi-layered anti-counterfeit approach, including packaging security features, digital solutions, supply chain controls, market complaints, customer queries and market alerts, helps protect patients and strengthen trust.

Compliance with Regulatory Standards

Alembic is committed to complying with applicable regulatory requirements, ensuring high standards of quality, safety and ethical practices. Our manufacturing operations adhere to Good Manufacturing Practices (GMP) and other applicable global regulatory standards, supported by robust quality systems and internal controls. Regular inspections by regulatory authorities support continuous improvement and compliance oversight. The tables below present a summary of inspections, Form 483 observations and any warning letters issued by the U.S. Food and Drug Administration.

Regulatory Agency Inspections

Regulatory agency inspections	FY 2025-26	FY 2024-25	FY 2023-24	FY 2022-23
Number of Regulatory agency inspections	9	10	12	14

Form 483 Observations

Form 483 Observations (or equivalent)	FY 2025-26	FY 2024-25	FY 2023-24	FY 2022-23
Number of Form 483 Observations (or equivalent)	10	5	4	13

FDA Warning letters

FDA Warning Letters	FY 2025-26	FY 2024-25	FY 2023-24	FY 2022-23
Number of FDA Warning Letters (or equivalent)	0	0	0	0

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.

Quality Management Systems

Our Quality Management System (QMS) forms the backbone of our commitment to delivering safe, effective and high-quality products. Our QMS is designed to align with globally accepted standards and guidelines, including ICH requirements and regulations from leading authorities such as the US FDA and EMA. It ensures robust controls across the entire product lifecycle, from research and development to manufacturing and distribution. Guided by a risk-based approach, we focus on proactively identifying potential challenges and continuously enhancing product quality and operational performance.

Good Manufacturing Practices (GMP)

At Alembic, current Good Manufacturing Practices (cGMP) form an important foundation of our manufacturing and quality operations. Our facilities follow internationally benchmarked protocols designed to support product safety, efficacy and integrity across the manufacturing lifecycle. These practices help ensure that quality requirements are consistently considered through defined procedures, process controls and oversight mechanisms.

Quality oversight also extends to the supply chain, where suppliers are assessed against established quality and compliance expectations. In addition, data integrity and risk management practices are embedded into operational processes to support traceability, transparency and accountability. Through continued focus on cGMP, supplier quality and process discipline, Alembic aims to maintain a robust quality environment aligned with regulatory expectations and patient needs.



Quality Assurance

Quality Assurance (QA) is integral to our operations and underpins our commitment to patient safety and product reliability. Our QA framework is built on robust systems, defined procedures and continuous monitoring to ensure compliance with applicable standards and we foster a culture of continuous improvement through regular reviews, internal audits and process enhancements. By maintaining stringent quality oversight at every stage, we uphold the highest standards of excellence and reinforce trust among patients, regulators and stakeholders.



Risk-Based Approach

We use proactive risk assessment tools to identify and mitigate quality-related issues before they impact production or patient safety.



Robust Documentation & Data Integrity

We ensure traceability, transparency and regulatory readiness through standardized procedures and secure digital systems.



Training And Competency

Our ongoing training programs ensures that all employees understand and uphold Alembic's high-quality standards.



Audit Preparedness

Our Successful completion of USFDA, EMA and customer inspections with zero critical observations underlines the maturity of our systems.

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

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



Validation & Qualification

- 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

- Internal Self-Inspections
- Supplier Qualification and Audits



Training & Knowledge Building

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



Customer & Stakeholder Engagement

- Customer Complaint Handling
- Supplier Qualification Program

Product Lifecycle Management

We adopt a structured approach to product lifecycle management, embedding quality at every stage from development to post-market surveillance. By applying the principles of Quality by Design (QbD), we integrate quality considerations early in development, enabling better risk management and enhanced product reliability. Our cross-functional teams collaborate closely across technology transfer, regulatory processes and product monitoring, ensuring a seamless transition from development to commercialization while maintaining consistent quality standards. We also undertake stability studies and continuous product monitoring to assess performance over time and ensure sustained safety and efficacy.

Product Quality, Safety and Efficacy

At Alembic, product quality, safety and efficacy are embedded across every stage of the product lifecycle, from raw material procurement and manufacturing to product release and post-market surveillance. Guided by its quality vision, Alembic aims to achieve global recognition as a leader in pharmaceutical quality by fostering a culture of excellence, scientific integrity and innovation, ensuring that every product delivered to patients reflects an uncompromising commitment to safety and efficacy.

The Company is committed to consistently delivering safe, effective and reliable pharmaceutical products on time, every time. This is supported by rigorous compliance systems, a quality-first culture and a science-driven approach to quality oversight. Good Manufacturing Practices (GMP) are upheld as a fundamental operating standard across all facilities, with internationally benchmarked protocols, strong data integrity practices, risk management, traceability and accountability embedded into daily operations. Quality oversight also extends to suppliers, who are evaluated against stringent quality and compliance expectations.

Alembic's Quality Assurance function operates through an integrated, risk-based Quality Management System across manufacturing sites, anchored in a Quality by

Design approach that builds quality into products and processes from the outset. The robustness of this quality framework is reinforced through independent regulatory assessments, with all export manufacturing facilities approved by the USFDA.

Our Quality Control laboratories, equipped with advanced infrastructure and skilled professionals, conduct comprehensive testing to validate product quality, consistency and compliance with defined specifications. To further strengthen quality maturity, Alembic is advancing improvement plans focused on compliance excellence, data integrity, laboratory capability building, operational efficiency, Right-First-Time performance and digital transformation through automation, stronger document control, upgraded LIMS and analytics-led monitoring. Through these initiatives, Alembic continues to strengthen patient safety, regulatory trust and long-term quality excellence.



Availability & Affordability



Our goal is clear: Healthcare access that leaves no one behind, powered by innovation, integrity and empathy.

At Alembic, we are committed to ensuring that quality healthcare is accessible, available and affordable to patients across geographies. We believe that improving access to medicines is fundamental to advancing public health and creating long-term societal value. Guided by this vision, we continuously strive to expand our reach and deliver cost-effective healthcare solutions without compromising on quality.

Availability: Nationwide Reach

We ensure the widespread availability of our products through a strong and well-established distribution network across India. Our presence spans multiple regions, supported by a wide network of healthcare professionals, distributors and channel partners.

- Extensive reach across 19 states in India
- Engagement with over 2,46,000 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 approach to affordability focuses on offering high-quality medicines at competitive prices to ensure broader patient access, adopting responsible pricing strategies that balance cost-effectiveness with product quality and innovation. We evaluate the value delivered by our products to ensure they remain accessible and provide meaningful therapeutic benefits to patients and healthcare systems and we monitor pricing trends across our portfolio to stay aligned with our affordability objectives and market dynamics, maintaining a balanced approach between accessibility and sustainable business performance.



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.



Skilled Workforce

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



Segregated Testing Areas

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



Standardized Procedures & Compliance

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



Stability & Regulatory Assurance

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

Product Recall Management

Alembic maintains a robust product recall management system to promptly address quality concerns and ensure patient safety. During FY 2025-26, seven recalls were initiated, all due to non-compliant results detected through our stringent analytical processes, including HPLC analysis. Each case is under thorough evaluation, with Corrective and Preventive Actions (CAPA) being implemented to prevent recurrence. These recalls were conducted proactively to uphold the highest product safety standards.

Our recall process involves the immediate identification, isolation and withdrawal of affected product batches from the supply chain, ensuring no risk reaches patients. Each case is carefully evaluated and followed by CAPA implementation, reinforcing our culture of continuous improvement. These actions reflect our unwavering focus on vigilance, accountability and transparency, strengthening trust among patients, healthcare providers and regulatory stakeholders while continually enhancing product quality and reliability.

Product Recalls (Health Care)

Product Recalls	FY 2025-26	FY 2024-25	FY 2023-24	FY 2022-23
Number of Class I recalls (or equivalent)	Nil	Nil	Nil	Nil
Number of Class II recalls (or equivalent)	7	7	2	0

Responsible Product Disposal and Takeback

We promote responsible end-of-life management of pharmaceutical products to minimize environmental impact. Where applicable, mechanisms are in place for the safe collection, return and disposal of unused or expired products in line with regulatory requirements.

Product Takeback and Disposal

Particulars (in metric tonnes)	FY 2025-26
Total amount of product accepted for takeback, reuse, or disposal	26 MT

Accessibility: Enhancing Patient Access

We continue to strengthen accessibility by leveraging a mix of traditional and established healthcare channels, including pharmacies, hospitals and distribution networks. These channels enable timely and convenient access to medicines for patients across diverse regions. Our focus remains on reaching underserved and remote areas, ensuring that essential healthcare solutions are available to those who need them most.

In line with our commitment to improving access to medicines, we undertake initiatives aimed at addressing priority diseases and expanding access in key geographies, including efforts aligned with global access priorities. These initiatives include strengthening distribution in underserved regions, enhancing product availability and supporting healthcare delivery systems where feasible.

WHO Prequalification and Product Accessibility

We recognize the importance of global quality benchmarks in improving access to safe and effective

medicines. In this regard, we align with internationally recognized standards and frameworks to enhance product credibility and accessibility across markets.

Focus on Clinical Trials

Our research pipeline demonstrates our commitment to advancing clinical development through ongoing clinical trials across key therapeutic areas. During the reporting period, our activities were centered on clinical research and no patients were treated outside the scope of these trials. This approach enables us to contribute to future healthcare solutions by generating robust data for new therapies.

A Holistic Approach to Healthcare Access

Through an integrated approach that combines availability, affordability and accessibility, Alembic remains committed to reducing healthcare barriers. By strengthening distribution, maintaining responsible pricing and expanding access channels, we aim to deliver reliable and inclusive healthcare solutions to patients across India and beyond.

Patient Safety



Patient safety is central to our purpose and guides every stage of our product lifecycle. Our commitment extends beyond product quality and efficacy to encompass responsible development, continuous monitoring and timely response mechanisms. From early-stage research and development through commercialization and post-market surveillance, patient well-being remains a fundamental consideration in our decision-making processes.

Pharmacovigilance

Pharmacovigilance (PV) forms the backbone of Alembic's approach to drug safety management and regulatory compliance. Our PV system is designed to systematically identify, evaluate and manage the safety profile of our products throughout their lifecycle. The system is managed by a dedicated pharmacovigilance team, whose responsibilities span global drug safety activities, including detection, assessment, understanding, prevention and reporting of adverse events.

Organizational Structure and Responsibilities

The pharmacovigilance function at Alembic is structured to ensure clear accountability and defined roles. Our specialized PV team includes safety physicians, case processors and regulatory affairs professionals. This team is responsible for:

- Collecting adverse event reports from multiple sources, including healthcare professionals, patients, internal stakeholders and external partners.
- Processing and evaluating these reports according to regulatory requirements and internal SOPs.
- Conducting medical assessments to determine seriousness, causality and expectedness of reported events.
- Preparing and submitting regulatory reports to health authorities in the relevant jurisdictions.

Policies, SOPs and Training

Alembic's Drug Safety Policy outlines the principles and procedures governing pharmacovigilance activities. This policy is communicated to all employees during onboarding and reinforced through periodic training sessions and awareness initiatives. Regular refresher training ensures that staff remain updated on evolving regulatory requirements and internal processes.

Comprehensive Standard Operating Procedures (SOPs) support the implementation of the Drug Safety Policy. These SOPs cover:

- Adverse event collection and reporting (including timelines for expedited and periodic reports)
- Case processing and medical review
- Signal detection and management
- Risk assessment and mitigation



- Regulatory submissions and correspondence
- Documentation and record-keeping

SOPs are reviewed and updated as needed to reflect changes in regulations, guidance documents and industry best practices.

Safety Data Collection and Surveillance

Alembic’s pharmacovigilance system ensures continuous safety surveillance. The PV team monitors a range of publicly available product safety and adverse event alert databases, including:

- FDA Adverse Event Monitoring System (AEMS)
- TGA’s Database of Adverse Event Notifications (DAEN)
- EMA EudraVigilance
- CDSCO (Adverse Drug Reaction related Notifications)

This monitoring enables Alembic to promptly identify and evaluate potential safety signals related to its products. When a signal is detected, the team conducts detailed case assessments, including analysis of seriousness, causality and expectedness. Where necessary, risk mitigation measures are implemented in accordance with regulatory expectations.

Regulatory Compliance and Inspections

Alembic’s pharmacovigilance practices are aligned with internationally recognized guidelines, including the International Council for Harmonisation (ICH) and Good Pharmacovigilance Practices (GVP). Our PV system has undergone regulatory inspections by agencies such as the United States Food and Drug Administration (USFDA) and Australia’s Therapeutic Goods Administration (TGA). These inspections assess the adequacy of our systems, processes and documentation, ensuring compliance with applicable regulations.

Documentation and Record-Keeping

All pharmacovigilance activities are documented in accordance with regulatory requirements. This includes:

- Adverse event case reports and follow-ups
- Signal evaluations and risk assessments
- Regulatory submissions and correspondence
- Training records and SOP reviews



Maintaining comprehensive records supports internal review, regulatory inspections and ongoing compliance.

Internal Communication and Awareness

Safety awareness is promoted across the organization through regular communication of PV policies and procedures. Employees are encouraged to report any adverse events or product complaints to the pharmacovigilance team. The PV team also collaborates with other departments, such as Quality Assurance and Regulatory Affairs, to ensure integrated safety management.

Disclosure on Product Safety Monitoring

Particulars	FY 2025-26
Number of products listed in public medical product safety or adverse event alert databases	4

** Databases included: FDA AEMS, TGA’s DAEN database, EMA EudraVigilance, CDSCO (Adverse Drug Reaction related Notifications)*

Continuous Improvement

Alembic’s pharmacovigilance system is subject to ongoing evaluation and improvement. Feedback from regulatory inspections, internal audits and training sessions is used to strengthen processes and controls. While the core focus remains on compliance and patient safety, periodic reviews ensure that the PV system adapts to changing regulatory landscapes and industry standards.

Through these detailed pharmacovigilance processes, Alembic maintains oversight of product safety and compliance with regulatory requirements. The system is designed to promptly identify and manage potential risks associated with our products, supporting patient safety and the integrity of our operations.

Product Traceability and Counterfeit Prevention

Alembic is committed to maintaining product integrity and safeguarding patients from the risks of counterfeit medicines. We adopt a structured approach to ensure traceability across the supply chain, supported by established quality systems and distribution controls that enable tracking of products through authorized channels and help maintain the authenticity and quality of our medicines. Our approach includes monitoring product movement across the supply chain, engaging authorized distributors and partners to ensure compliance and maintaining mechanisms to identify and respond to potential counterfeit risks, including internal escalation protocols and coordination with relevant stakeholders. Where risks are identified, we take appropriate action to inform business partners and regulatory authorities for timely response and mitigation and we continue to strengthen our systems in line with evolving regulatory expectations and industry practices.

Counterfeit Risk Monitoring and Actions

Particulars	FY 2025-26
Number of actions leading to raids, seizures, arrests, or filing of criminal charges related to counterfeit products	Nil

Clinical Trial Conduct

At Alembic Pharmaceuticals Limited, our approach to clinical research is guided by scientific integrity, ethical responsibility and strict adherence to globally accepted standards. We design and conduct clinical studies with a strong focus on patient safety, data reliability and transparency, supporting the development of safe and effective pharmaceutical products across diverse geographies.

Our clinical trial management processes align with internationally recognized guidelines such as Good Clinical Practice (ICH-GCP), the Declaration of Helsinki and applicable national regulatory requirements. These processes encompass robust protocol design, ethics committee approvals, informed consent procedures, site monitoring and data verification mechanisms to consistently protect the rights, safety and well-being of trial participants and we integrate pharmacovigilance throughout the clinical lifecycle to monitor, assess and respond to adverse events responsibly. To ensure quality and compliance, we maintain structured oversight through internal reviews and external regulatory inspections, addressing any observations through appropriate corrective and preventive actions that reinforce our commitment to continuous improvement.

Clinical Trial Compliance and Oversight

The table below provides details of inspections related to clinical trial management and pharmacovigilance, along with corresponding outcomes, where applicable.

Particulars	FY 2025-26
Number of inspections resulting in voluntary remediation	Nil
Number of inspections resulting in regulatory or administrative actions	Nil

Financial Implications

The table below presents information on monetary losses, if any, arising from legal proceedings associated with clinical trials in developing countries.

Particulars	FY 2025-26
Total monetary losses from legal proceedings (INR)	Nil

Research & Development

At Alembic Pharmaceuticals Limited, research and development (R&D) remains central to our commitment to advancing healthcare through innovation, quality and scientific excellence. Guided by our mission to improve health through innovation, commitment and trust, we continuously invest in strengthening our R&D capabilities to address evolving patient needs and deliver effective therapeutic solutions. We view innovation not only as a driver of growth but also as a responsibility to enhance patient outcomes and expand access to quality healthcare across markets.

R&D Strategy

Our R&D strategy is anchored in three pillars, innovation, quality and sustainability, enabling us to build a strong and future-ready product pipeline. With a dedicated team of over 1000 professionals and sustained investment in research, we continue to develop differentiated, high-quality pharmaceutical products. We actively incorporate feedback from clinicians and patients to keep our development patient-centric and responsive to real-world healthcare needs and our pipeline spans a diverse portfolio of molecules across multiple therapeutic areas, with a growing focus on complex products and advanced delivery platforms.

Innovation in Therapeutics

Innovation in therapeutics continues to be a key focus for Alembic, with development spanning critical segments such as anti-infectives, cardiovascular diseases, oncology, diabetes care, pain management

and gastroenterology. Our efforts include developing complex molecules, high-potency APIs and differentiated formulations, supported by strong scientific capabilities and process expertise. By focusing on innovation and quality, we aim to deliver effective, reliable treatment options that address unmet medical needs and improve patient outcomes.

We are selectively investing in innovative research and drug discovery opportunities that have the potential to address unmet patient needs while creating long-term value for society and stakeholders.

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.



Collaboration and Innovation in Research

To strengthen our research capabilities and stay aligned with evolving scientific advancements, we collaborate with academic institutions, clinical research organizations (CROs) and subject matter experts. These collaborations provide access to diverse expertise, enhance research quality and support the adoption of best practices in clinical trial conduct. Through robust governance, ethical practices and collaborative innovation, we continue to advance our clinical research while upholding the highest standards of patient safety and scientific excellence.

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



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



Green Chemistry

At Alembic's API Process Development Laboratory, sustainability is an integral part of the process development strategy. Green Chemistry principles are embedded into day-to-day operations to support the development of efficient, cost-effective and environmentally responsible manufacturing processes. Our approach focuses on minimizing waste, improving

atom economy, reducing the use of hazardous materials, optimizing solvent and water consumption, enhancing energy efficiency and supporting safer manufacturing practices.

The key Green Chemistry principles embedded in our process development approach are illustrated below:



Prevention

We prevent waste at the source through efficient process design and good practices.



Atom Economy

Our processes are designed to maximize the use of raw materials in the final product.



Less Hazardous Chemical Syntheses

We use and generate substances that have little or no toxicity to people and the environment.



Designing Safer Chemicals

We design chemical products that deliver performance while minimizing toxicity and environmental impact.



Safer Solvents and Auxiliaries

We minimize the use of hazardous solvents and auxiliaries and continually seek safer alternatives.



Energy Efficiency

We strive to reduce energy consumption and operate our processes at ambient temperature and pressure wherever possible.



Use of Renewable Feedstocks

We prioritize renewable raw materials and responsibly sourced feedstocks where feasible.



Catalysis

We use catalytic reagents in our processes to improve efficiency and reduce waste generation.



Inherently Safer Chemistry for Accident Prevention

We choose safer substances and design processes to minimize the risk of releases, fires and explosions.

During the year, Alembic undertook targeted process optimization initiatives across selected API projects to improve process efficiency, reduce resource intensity and minimize environmental impact. These initiatives included redefining purification approaches, developing more efficient synthetic routes, reducing cycle times, eliminating or minimizing hazardous reagents and improving yields.

For Project 1, the purification approach was optimized to improve operational robustness and process efficiency. The revised process eliminated the use of purified water, reduced reagent and solvent consumption and required fewer handling steps. It also supported safer operations by eliminating the need for certain hazardous reagents, thereby reducing waste generation, improving atom economy and reducing unit operations in the process. Additionally, the sixth principle of green chemistry, Design for Energy Efficiency, was achieved.

For Project 2, a more robust and efficient process was developed for condensation and oxidation reactions. The optimized process reduced batch cycle time from

130 hours to 86 hours, lowered the number of unit operations from 174 to 160, reduced critical filtration steps from 8 to 5 and improved yield from 65% to 78%. The process enhancement, supported by in-situ drying, improved process efficiency, reduced solvent consumption and mass intensity and enhanced overall productivity. It helped in developing the product by reducing waste, achieving better energy efficiency, increasing atom economy and using safer solvents and auxiliaries.

For Project 3, an efficient synthetic route was developed for chain elongation and amine introduction using suitable reagents and solvents. The optimized process eliminated the use of hazardous reagents such as n-Butyl lithium and Boron trifluoride diethyl etherate, improving operational safety and reducing waste generation. It also helped improve reaction yield, reduce cycle time, minimize undesired intermediate formation and support better atom economy. In addition to less hazardous chemical synthesis, the process also focused on choosing safer chemistry for accident prevention and improving energy efficiency.





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)
- Maximizing the incorporation of all raw materials into the final product, reduces waste and improves efficiency (Principle 2: Atom Economy)
- Design chemical reactions and synthetic routes to be as safe as possible (Principle 3: Less Hazardous Chemical Synthesis)
- Develop alternate route of synthesis wherever possible (Principle 4: Designing Safer Chemicals)
- Highly hazardous chemical use needs to be minimized or replaced (Principle 5: Safer Solvents and Auxiliaries)

- 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)
- Keeping the yield highest by understanding the chemistry involved. (Principle 9: Catalysis)
- Choosing safer reagents and process conditions reduces risks of fire, explosion and toxic exposure. (Principle 12: Safer Chemistry for accident prevention)

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 Metrics	Project 1 (DUSII – Purification)	Project 2 (DESI – Oxidation)	Project 3 (APSI – Reduction)
Atom Economy	Increased from 81% to 100%	No change (23%)	Increased from 23% to 50%
Mass Intensity	73% decrease (26 → 7 kg/kg)	75% decrease (113 → 28 kg/kg)	62% decrease (1011 → 384 kg/kg)
Mass productivity	Increased from 4% to 15%	Increased from 1% to 4%	Increased from 0.1% to 0.3%
% Reaction Yield	No change (90%)	Increased from 66% to 78%	Increased from 8% to 18%
Solvent Intensity	64% decrease (14 → 5 kg/kg)	81% decrease (98 → 19 kg/kg)	61% decrease (927 → 361 kg/kg)
Water Intensity	100% decrease (11 → 0 kg/kg)	32% decrease (171 → 117 kg/kg)	12% decrease (237 → 209 kg/kg)

Looking Ahead

As a research-driven pharmaceutical company with a legacy dating back to 1907, Alembic will continue to strengthen its R&D capabilities and expand its portfolio to address evolving healthcare needs. Our future strategy focuses on greater R&D investment, complex and differentiated products and specialized therapeutic areas such as peptides, advanced formulations,

complex chemistry, injectables and specialty products to deliver high-value healthcare solutions.

As we move forward, Alembic remains committed to driving sustainable growth by balancing innovation, operational excellence and responsible business practices, while continuing to prioritize patient well-being and environmental stewardship.

Contribution to Society

Corporate Social Responsibility (CSR)

Corporate Social Responsibility is an integral part of Alembic's commitment to sustainable and inclusive growth. We believe true business success goes beyond financial performance and must drive positive change in the communities we operate in while contributing meaningfully to society. We actively engage in CSR activities focused on uplifting the underprivileged, supporting needy students, providing education, enhancing livelihoods, protecting the environment and promoting art and culture, primarily across the Vadodara and Panchmahal districts of Gujarat. Total CSR expenditure in FY26 was ₹10.37 Crores.

CSR Philosophy

For over fifty years, we have proactively led CSR initiatives by establishing, nurturing and promoting various non-profit organizations, recognizing that

businesses flourish when society prospers. Our CSR philosophy holds that contributing to societal capital is as important as generating shareholder value and we are committed to operating responsibly, ethically and in full compliance with applicable laws while voluntarily supporting causes that promote social equity, health, education and environmental stewardship. To drive these efforts, we have adopted a formal CSR Policy that provides a structured approach to planning, executing and monitoring our initiatives. Guided by ethics, transparency and accountability, the policy underscores inclusive growth, sustainable development and respect for human rights, serving as a framework for projects that create long-term value for communities.

Guiding Principles

Our CSR efforts are anchored in a set of core principles that reflect our commitment to responsible business and long-term societal value creation:



Operate with Integrity and Accountability

We strive to conduct all aspects of our business in a responsible, ethical and transparent manner. Compliance with applicable laws, regulations and industry standards is the foundation, but we aim to go beyond compliance to proactively uphold the highest standards of corporate governance.



Contribute Meaningfully to Social Development

We are dedicated to making a measurable difference in the lives of people and communities, especially the underserved. Our CSR initiatives are designed to address pressing social issues and uplift the economically and socially disadvantaged through targeted, need-based interventions.



Promote Inclusive and Sustainable Growth

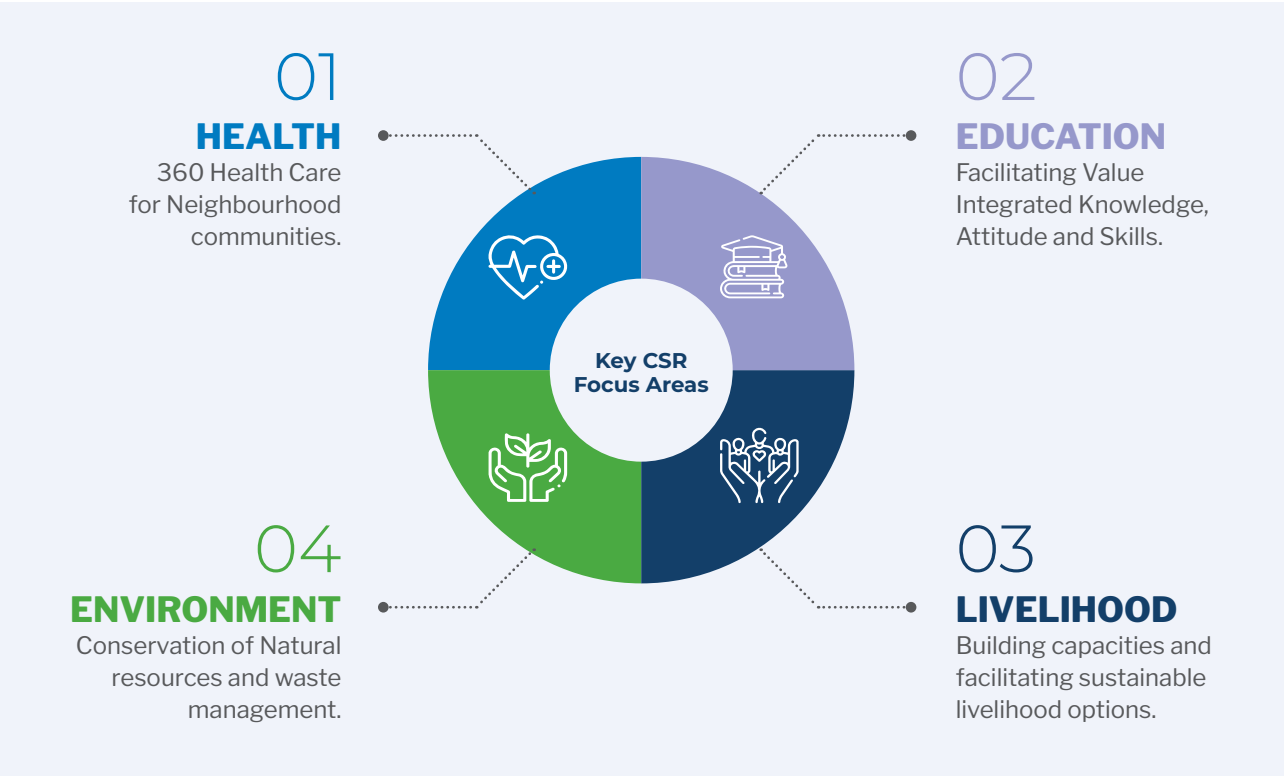
We recognize that long-term development must include everyone. Our CSR programs focus on inclusive development supporting education, healthcare, livelihood and environmental sustainability, ensuring that growth reaches the grassroots and benefits all sections of society equitably.



Align with National and Global Development Goals

Our CSR strategy is in alignment with Schedule VII of the Companies Act, 2013, which outlines the areas of permissible CSR activities in India. We are committed to contributing toward the United Nations Sustainable Development Goals (SDGs) by integrating social, environmental and economic priorities into our community initiatives.

Key CSR Focus Areas



Governance and Monitoring

Our CSR initiatives are governed and spearheaded by a dedicated Board Level CSR Committee. The committee plays a strategic role in ensuring our social responsibility efforts are both effective and sustainable over the long term, with key responsibilities including:

- **Strategic Planning:** Reviewing and recommending CSR projects and annual budgets in alignment with our company values and national development priorities.
- **Oversight and Monitoring:** Closely tracking the progress of ongoing initiatives and ensuring they deliver tangible outcomes.
- **Statutory Compliance:** Ensuring all activities adhere to regulatory guidelines, disclosure requirements and CSR norms.

To ensure effective implementation, all CSR initiatives are directly managed and executed by the Company through internal oversight and coordination. This hands-on approach enables us to maintain strict quality control, ensure compliance and align projects closely with community needs. By leveraging our internal capabilities and engaging local stakeholders where necessary, we ensure every initiative is executed with transparency, timeliness and measurable impact.

CSR Initiatives

Healthcare Outreach

Our healthcare initiatives strengthen community healthcare systems and improve access to quality medical services through preventive, promotive and curative interventions. Through integrated programmes focused on maternal and child healthcare, nutrition, healthcare accessibility, disease prevention and community awareness, we continue to address critical healthcare challenges across underserved communities.

Our interventions strengthen grassroots healthcare delivery through health camps, preventive screenings, awareness programmes, nutrition interventions, institutional healthcare support and facilitation of government healthcare schemes. We also support Government Health Facilities (CHCs, PHCs, Sub-Centres) through infrastructure enhancement, process improvements and quality-focused interventions aligned with National Quality Assurance Standards (NQAS). Our Impact Assessment study further showed measurable improvements in child nutrition, immunization coverage, antenatal care, anaemia reduction and healthcare awareness across project communities.

Key Healthcare Initiatives

Swasthya Setu

The Swasthya Setu initiative strengthens access to healthcare entitlements, preventive healthcare services and community healthcare systems through awareness generation, healthcare facilitation and institutional

strengthening support, improving healthcare accessibility among underserved communities while strengthening linkages with government healthcare services and social protection schemes.

Initiative	FY 2025-26 Highlights
Ayushman Card Enrolment	Successfully facilitated enrolment of 47,680 individuals under Ayushman Bharat Scheme achieving 100% coverage across target communities
Breast Screening Programme	Sensitized more than 14,000 women and screened 2,993 women across 40 Primary Health Centres for early detection and awareness
e-Shram Card Enrolment	Facilitated issuance of 13,830 e-Shram cards supporting social security access for informal workers
Ration Card e-KYC Support	20,732 community members benefitted through ration card e-KYC facilitation
Farmers Registry	Registered 4,581 farmers to avail Government welfare schemes and benefits
Farmers Home Visits	Conducted regular home visits and awareness support for farmers and beneficiaries
Ayushman Benefit Facilitation	Supported beneficiaries in availing Ayushman card benefits for surgeries and institutional healthcare
Vikas Arogya Kendra	More than 7,700 patients from nearby villages benefitted through treatment and healthcare support during the year
Public Health Infrastructure	Supported infrastructure strengthening, IEC awareness paintings, medicine labelling systems, lighting improvements and exposure visits for PHCs towards achieving NQAS benchmarks

Improving Healthcare Accessibility Through Community Facilitation

The programme helped bridge healthcare access gaps among rural and vulnerable communities through structured facilitation support and awareness generation initiatives. Beneficiaries were supported in accessing healthcare entitlements, preventive care services and institutional healthcare systems through continuous field-level engagement.

Community-level health camps and awareness initiatives strengthened preventive healthcare adoption, while healthcare facilitation support improved access to healthcare documentation and treatment services.

The initiative also contributed towards strengthening community confidence in public healthcare systems through regular engagement, institutional coordination and healthcare accessibility support



Suposhan

The Suposhan programme addresses malnutrition and anaemia among vulnerable groups including children, pregnant women, lactating mothers, adolescent girls and school students, currently covering 53 Anganwadi Centres and multiple schools across 26 villages in the ACSRF operational areas of Karkhadi, Jarod and Panelav. The initiative strengthens ICDS and school health systems through nutrition support, growth monitoring, immunization follow-up, maternal healthcare, school health awareness and anaemia control interventions.

Key Interventions

- Early childhood care and education support at Anganwadi Centres
- Monthly growth monitoring of children
- Health camps for pregnant women, lactating mothers and children
- Home visits and counselling for caregivers
- Nutrition supplementation and Poshan Vatika promotion

Strengthening Maternal and Child Health Outcomes Through Community – Based Nutrition Interventions

The Impact Assessment study observed that the Suposhan programme has established a robust community-based healthcare and nutrition ecosystem across project villages. The programme combined monthly growth monitoring, home visits, nutrition counselling, health camps, immunization tracking and supplementary nutrition support to improve maternal and child health indicators.

Children identified as moderately or severely malnourished received regular pediatric consultations, prescribed supplementation, hygiene counselling, nutrition demonstrations and referral support where required. Simultaneously, caregivers were sensitized through repeated home visits and awareness sessions on nutrition, child feeding practices, hygiene and healthcare access.

The assessment highlighted that consistent follow-up by Suposhan facilitators significantly improved attendance at Anganwadi Centres, ensuring that children regularly benefitted from nutritional meals,

- Immunization follow-up support through Mamta Diwas tracking
- School health awareness sessions on hygiene and menstrual health
- Anaemia screening and Iron-Folic Acid supplementation in schools

Key Impact Highlights

- Malnutrition among children reduced significantly to 22%, substantially lower than Gujarat rural averages.
- Immunization coverage improved to 95% across project villages.
- Full ANC coverage increased to 97% through continuous tracking and healthcare interventions.
- Low birth weight prevalence reduced from 31% to 13%.
- Anaemia incidence among Vikas School students reduced from 78% to 25% through structured intervention and monitoring.

preschool education and healthcare services. The intervention also strengthened pregnancy tracking and antenatal care through regular gynecological check-ups, protein supplementation and counselling support for pregnant women.

The study further noted that the programme achieved measurable behavioural change among caregivers and students, particularly regarding handwashing practices, menstrual hygiene awareness and preventive healthcare adoption.



Sports Development Initiative

The Sports Development Initiative promotes physical fitness, discipline, teamwork and holistic wellbeing among rural children and youth through structured sports coaching, exposure opportunities and participation in competitive events. The initiative identifies and nurtures sporting talent at the grassroots level while encouraging healthy lifestyles, confidence building and youth engagement through regular sports activities.

Key Interventions

- Regular sports coaching across schools and rural clusters
- Athletics, football, Kho-Kho and kabaddi training programmes
- Participation in district, state and national-level sports competitions

- Summer sports camps and fitness awareness initiatives
- Exposure visits and collaborations with sports institutions
- Student participation in Khel Mahakumbh and other sporting events

Key Impact Highlights

- Improved physical fitness and sports participation among rural youth
- Enhanced teamwork, discipline, confidence and leadership among students
- Increased exposure opportunities for talented rural athletes
- Strengthened youth engagement through structured sports activities
- Recognition of VIKAS School as “Shreshth Shala” at Block Level during Khel Mahakumbh Competition

Promoting Youth Wellbeing Through Structured Sports Engagement

The Sports Development Initiative created a structured platform for rural students to actively participate in sports and physical fitness activities while nurturing discipline, teamwork and self-confidence.

Through regular coaching sessions, fitness activities and participation in football, athletics and kabaddi competitions, students were encouraged to pursue sports as a medium for holistic development and wellbeing. Exposure visits and sports camps further strengthened motivation and participation among children from underserved communities.

The initiative also created opportunities for students to participate in district and higher-level competitions, thereby improving confidence, social interaction and aspirations among rural youth

Teachers and community stakeholders observed increased enthusiasm, discipline and peer engagement among participating students.

The programme further contributed towards promoting physical wellbeing, mental resilience and positive youth engagement through regular sporting activities and community participation.



Specialized Adoption Agency (SAA)

Alembic CSR Foundation supports the Specialized Adoption Agency (SAA) in Vadodra through a Public-Private Partnership focused on providing safe, nurturing and development-oriented care for abandoned children below six years of age. The initiative strengthens childcare systems through staffing assistance, infrastructure support, nutrition, healthcare, emotional care, educational engagement and adoption facilitation.

Key Interventions

- Child nutrition and healthcare support
- Child development and emotional wellbeing activities
- Infrastructure maintenance and logistical support
- Additional caregiving and operational staff support
- Capacity building programmes for SAA staff
- Educational, recreational and cultural engagement activities
- Adoption facilitation and child protection compliance support

Key Impact Highlights

- Enhanced caregiving quality through additional staffing support
- Improved nutrition status among children through continuous monitoring
- Strengthened childcare environment and safety standards
- Improved operational efficiency and caregiver support systems
- Successful facilitation of child adoption and rehabilitation processes



Creating a Nurturing and Child-Centric Care Environment

The Impact Assessment study observed that Alembic's support significantly strengthened the quality of care provided at the Specialized Adoption Agency. The additional staffing support enabled caregivers to focus more effectively on childcare responsibilities, reducing operational burden and improving individualized attention for children.

The assessment highlighted that maintenance, nutrition, medical support and logistical assistance provided by Alembic helped bridge funding and operational gaps within the facility. Children benefitted from better nutrition support, healthcare access, emotional care, educational engagement and developmental activities.

The report further noted that regular monitoring of nutritional indicators showed visible improvement in Weight-for-Height scores among malnourished children admitted to the facility. The programme also strengthened child safeguarding, compliance systems and overall caregiving quality, thereby supporting successful rehabilitation and adoption outcomes.



Group Foster Care (GFC)

The Group Foster Care Home operated by Alembic CSR Foundation provides a family-like care environment for vulnerable children through holistic support systems focused on education, healthcare, emotional wellbeing, nutrition and personal development. The facility currently supports children through structured residential care and developmental interventions. The initiative adopts the Teaching-Family Model (TFM), moving away from institutionalized childcare approaches and creating a stable and nurturing environment focused on long-term child development.

Key Interventions

- Residential care and education support
- Tuition and academic guidance
- Emotional wellbeing and counselling support
- Recreational and extracurricular engagement
- Healthcare and nutrition interventions
- Life skill development activities
- Personality development and leadership engagement

Key Impact Highlights

- High satisfaction levels reported among children regarding care environment
- Strong focus on individualized attention and emotional wellbeing
- Improved access to quality education and extracurricular opportunities
- Safe, family-oriented environment with low staff turnover
- Enhanced personal development and social integration support

Building a Family-Like Environment for Holistic Child Development

The Impact Assessment study highlighted that the Group Foster Care Home successfully created a stable, supportive and emotionally secure environment for children through its family-oriented care approach. Unlike conventional institutional childcare systems, the facility focused on personalized attention, emotional wellbeing and holistic child development.

Children benefitted from quality education, structured tuition support, healthcare services, counselling, recreational exposure and extracurricular engagement. The assessment noted that the facility prioritized dignity, comfort and emotional care by providing semi-private living arrangements, recreational outings, celebrations and exposure opportunities that contributed positively towards confidence and social development.

The study further observed that children expressed high levels of satisfaction regarding the quality of care, relationships with caregivers, educational support and overall living environment. The low staff turnover and strong caregiving continuity also contributed towards emotional stability and trust-building among children.

Blood Transfusion Centre (BTC)

The Blood Transfusion Centre, established in collaboration with Bhailal Amin General Hospital (BAGH), primarily supports Thalassemia Major patients requiring regular transfusions as part of long-term treatment management, currently supporting 51 patients through free blood transfusion services and associated healthcare support. The initiative provides free transfusions, medical consultations, health monitoring, donor coordination support and awareness programmes focused on voluntary blood donation.

Key Interventions

- Free blood transfusion support for thalassemia patients
- Blood donation drives and awareness camps
- HLA testing support and Bone Marrow Transplant facilitation
- Medical consultation and periodic health assessments

- Dedicated coordination and donor support mechanisms
- Six-month mandatory health reviews aligned with TDT guidelines

Key Impact Highlights

- Reliable blood availability ensured through structured appointment systems
- Reduced treatment delays and patient burden through organized donor coordination
- Advanced blood filtration systems minimized transfusion-related complications
- Significant cost and time savings achieved for beneficiary families
- Monthly blood donation camps strengthened sustainability of blood supply systems

Ensuring Safe and Timely Blood Transfusion Support for Thalassemia Patients

The Impact Assessment study highlighted that the Blood Transfusion Centre has created a highly structured and patient-focused healthcare support system for thalassemia patients. Beneficiaries reported significant improvements in treatment accessibility, reduced waiting time, improved blood quality and better healthcare coordination.

Unlike many alternate facilities, the Centre ensures prior appointment scheduling and ready blood availability, significantly reducing uncertainty and delays faced by patients requiring transfusions every 15–20 days. The study also observed that the use of advanced filtration and leukocyte-depleted blood bags substantially reduced common complications such as infections and post-transfusion reactions.

The assessment further noted that the Centre’s dedicated coordination mechanism, trained medical staff and six-month health review protocols strengthened treatment quality and healthcare efficiency. Monthly blood donation camps organized across Alembic facilities also contributed towards sustaining blood bank availability and long-term operational continuity.



Education Outreach

We take a comprehensive, inclusive approach to education, focused on improving learning outcomes, strengthening access and supporting children’s holistic development. Our interventions span early childhood and remedial learning, secondary and higher secondary education, scholarship coaching, vocational education, teacher capacity building, science education,

digital literacy and residential support, creating an ecosystem where children can continue their education, build confidence and realize their potential. Beyond academics, we emphasize health and nutrition, counselling, leadership, sports, life skills and parent engagement. Our Social Impact Assessment confirmed significant improvements in learning outcomes, school participation and reduced absenteeism among children from underserved communities.



Key Education Initiatives

VIKAS Secondary & Higher Secondary School

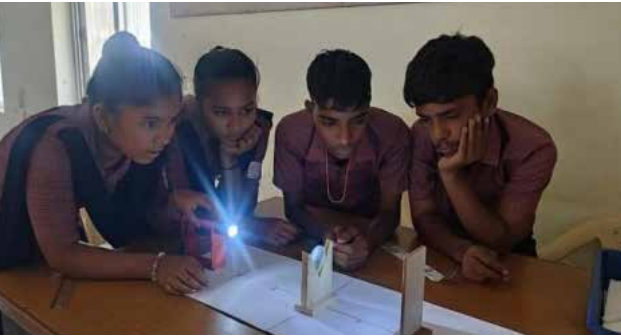
The initiative encourages students from nearby rural communities to continue their education beyond primary schooling and pursue higher education through quality, accessible and holistic learning opportunities. The school strengthens academic performance while supporting students through nutrition interventions, counselling, leadership development, scholarship guidance, vocational education, sports participation and co-curricular engagement.

Key Interventions

- Structured revision support and remedial learning for board classes
- Spoken English and vocational training programmes in Agriculture and IT-ITES
- HB screening and anaemia reduction interventions among students
- Nutrition-focused food menu improvements
- Bal Sansad activities promoting student leadership and participation
- Science activities, quiz competitions, exposure visits and awareness programmes
- Student registration support for national-level initiatives including ISRO YUVIKA
- Counselling and academic support for weak-performing students

Key Impact Highlights

- Significant reduction in anaemia among school students through sustained intervention and monitoring
- Improved academic engagement and classroom participation among students
- Enhanced exposure to vocational and digital learning opportunities
- Strengthened student participation in leadership and extracurricular activities
- Expansion initiatives undertaken to strengthen institutional capacity and higher education opportunities



Strengthening Rural Education Through Holistic Student Development

The Impact Assessment study observed that VIKAS Secondary & Higher Secondary School has evolved into a holistic educational institution that extends beyond conventional classroom learning. The school integrates academics, nutrition, leadership development, sports participation, health interventions, vocational learning and life skills into the student development framework.

The study highlighted that students benefitted from structured remedial support, science-based experiential learning, spoken English sessions, vocational education and exposure opportunities that significantly improved confidence and engagement levels. In addition, health interventions including anaemia screening, counselling and nutrition-focused meal improvements contributed positively towards student wellbeing and attendance.

The assessment further observed that Bal Sansad activities played a meaningful role in strengthening student leadership, communication and participation. Students were encouraged to actively participate in discussions, school governance-related activities, competitions and awareness programmes, fostering responsibility and confidence from an early age.

The report also noted that the school demonstrated strong alignment with NEP 2020 principles through activity-based learning, student-centric approaches, vocational exposure and focus on experiential education methodologies.



VIKAS Hostel

The VIKAS Hostel initiative supports children from rural communities by providing a safe residential environment that promotes academic growth, discipline, health, sports participation, emotional wellbeing and personality development, ensuring that students from distant villages and economically vulnerable backgrounds have access to a structured, supportive environment that enables educational continuity.

Key Interventions

- Tuition classes and remedial academic support
- Board examination preparation guidance
- Self-study and library engagement sessions
- Spoken English and reading activities
- Sports and extracurricular participation

Enabling Educational Continuity Through Residential Learning Support

The Impact Assessment highlighted that the VIKAS Hostel initiative has played a critical role in supporting students from rural and economically vulnerable communities who otherwise faced barriers in continuing secondary and higher secondary education.

The hostel environment provides structured academic guidance, study discipline, counselling support and extracurricular engagement that together contribute to academic continuity and personal growth, with students benefitting from regular tuition sessions, library engagement, spoken English activities and mentoring during examination periods.

The study observed that hostel residents demonstrated improved confidence, classroom participation, discipline and peer interaction as a result of the structured residential learning environment, while recreational activities, sports participation and collective initiatives such as Shramdaan further supported personality development and social responsibility.

- Student counselling and motivation sessions
- Monthly Bal Sansad meetings and leadership engagement
- Hostel hygiene and collective responsibility activities through Shramdaan

Key Impact Highlights

- Improved educational continuity for students from remote communities
- Enhanced confidence and discipline among hostel students
- Increased participation in extracurricular and leadership activities
- Structured academic support improving exam preparedness
- Improved social interaction and peer-learning environment



Shiksha Setu

The Shiksha Setu programme is implemented across Government schools to improve foundational learning levels and strengthen students' academic performance through structured remedial learning methodologies and targeted interventions, focusing on supporting underperforming students, reducing absenteeism, strengthening school participation and encouraging progression into higher education.

Key Interventions

- Regular remedial learning and village tuition classes
- Scholarship coaching support for Common Entrance Test (CET), National Means & Merit Scholarship (NMMS) and Mukhyamantri Gyan Sadhana examinations
- Hands-on science learning sessions and science fairs
- Teacher training programmes on Mathematics, English and digital learning tools

- Home visits and counselling for irregular students and families
- Reading initiatives, life skills and value education sessions
- Awareness activities and cultural engagement programmes

Key Impact Highlights

- Improved foundational learning and student participation across Government schools
- Increased confidence among academically weaker students
- Improved attendance and reduced absenteeism through counselling support
- Enhanced student engagement through activity-based and experiential learning methods
- Strengthened teacher capacity in digital and participatory learning approaches

Improving Foundational Learning Through Remedial Education Support

The Impact Assessment study found that Shiksha Setu significantly strengthened foundational learning across Government schools through structured remedial interventions and continuous engagement with students, teachers and parents.

Students struggling academically received targeted support through village tuition classes, remedial sessions, scholarship coaching and science-based experiential learning, while teachers were trained on participatory teaching approaches and digital tools such as Canva to improve classroom engagement.

The study highlighted that regular home visits and counselling helped identify reasons for absenteeism and strengthened engagement with families, contributing to improved attendance, stronger classroom participation and better learning continuity.

Science fairs, activity-based sessions, reading initiatives and life skills programmes built greater curiosity and confidence among children, particularly first-generation learners from underserved backgrounds.

The assessment further noted that Shiksha Setu fostered stronger school-community engagement and improved parental awareness of the importance of continuous education and scholarship opportunities.



Livelihood Outreach

Alembic implements livelihood generation programmes to improve income levels, strengthen economic resilience and enhance the standard of living of marginalized communities across rural and semi-urban regions. Our interventions focus on capacity building, women empowerment, sustainable agriculture, livestock development, entrepreneurship promotion, vocational skill development and support for community-level micro-enterprises, delivered

through training programmes, exposure visits, technical guidance, market linkage support and income-generation initiatives that strengthen sustainable opportunities and long-term community resilience. Our Social Impact Assessment showed that these interventions have significantly improved household income, women's economic participation, financial inclusion, entrepreneurship development and the adoption of sustainable livelihood practices across beneficiary communities.



Key Livelihood Initiatives

Direct Family Empowerment (DFE)

The Direct Family Empowerment initiative promotes household-level income generation through support for livelihood activities, vocational training, entrepreneurship development and micro-enterprise creation, enabling economically vulnerable families to build sustainable income sources through skill development, livelihood facilitation, financial literacy and community-based support systems.

Key Interventions

- Tailoring and industrial stitching support
- Pink Auto livelihood facilitation
- Graphic design and video editing skill development
- Food carts and small business support
- Plumbing and electrical work training
- Acid-phenyl and cutlery production support
- Jewellery making and frame-making initiatives
- SHG strengthening and financial literacy programmes
- Parent counselling and women empowerment sessions
- Child safeguarding and WASH awareness interventions

Key Impact Highlights

- Significant improvement in beneficiary household income levels
- Increased women participation in livelihood and entrepreneurship activities
- Strengthened financial inclusion and SHG participation among families
- Enhanced livelihood diversification reducing dependency on single income sources
- Improved confidence and self-reliance among women beneficiaries



Transforming Household Income Through Diversified Livelihood Support

The Impact Assessment study found that the Direct Family Empowerment programme created meaningful socio-economic improvement among beneficiary households by enabling families to diversify income sources and adopt sustainable livelihood opportunities.

The intervention supported beneficiaries through vocational training, entrepreneurship facilitation, awareness sessions and access to income-generation activities such as tailoring, Pink Auto operations, graphic design, food vending, repair services and household micro-enterprises, encouraging families to identify opportunities aligned with their interests, capabilities and local market demand.

The study highlighted that women beneficiaries who previously had limited or no independent income gradually became active economic contributors within their households, with participation in Self-Help Groups (SHGs), financial literacy programmes and livelihood activities strengthening their savings behaviour, confidence and financial decision-making.

The assessment further observed measurable improvement in monthly income levels and financial stability among many households after participation, with beneficiaries reporting greater confidence, improved social participation and enhanced ability to support their families' education and healthcare expenses.

The study noted that nearly 90% of caregivers became SHG members, significantly improving financial inclusion, community participation and collective support systems within project villages.



Pink Auto Project

The Pink Auto initiative generates sustainable livelihood opportunities for women from vulnerable communities while promoting safe and reliable transportation for women and girls. The programme supports women across rural and urban areas by enabling stable income generation, strengthening entrepreneurship capabilities and encouraging financial independence.

Key Interventions

- Livelihood facilitation support for women drivers
- Entrepreneurship and income-generation assistance
- Operational and livelihood tracking support
- Awareness and confidence-building initiatives
- Community-level mobility support for women and girls

Key Impact Highlights

- Improved income opportunities for women beneficiaries
- Increased financial independence and confidence among participants
- Strengthened women entrepreneurship and mobility support systems
- Enhanced social acceptance and participation of women in livelihood activities



Enabling Women Entrepreneurship Through Mobility-Based Livelihood Support

The Impact Assessment study highlighted that the Pink Auto initiative created sustainable livelihood opportunities for women by enabling them to become independent entrepreneurs and active income earners within their households.

Women beneficiaries received support in initiating and managing mobility-based livelihood activities, helping them generate stable income while providing safe transportation within their communities and the initiative also improved their self-confidence, mobility and financial participation.

The assessment observed that the programme strengthened economic independence while positively influencing social recognition and decision-making participation for women within their families and communities.

Several beneficiaries reported that the regular income enabled them to support household expenses, children's education and personal savings, strengthening their long-term economic resilience.



Farmers Empowerment

The Farmers Empowerment initiative focuses on strengthening farmers' capabilities through training programmes, sustainable agriculture practices, exposure visits, climate-resilient farming interventions and access to improved agricultural inputs.

The programme aims to improve agricultural productivity, reduce input costs, strengthen market access and enhance farmer income resilience through scientific and sustainable farming practices.

Key Interventions

- Distribution of improved seed varieties
- Farmer exposure visits and field demonstrations
- Training on turmeric processing and value addition
- Sustainable agriculture and bio-fertilizer promotion
- Collective procurement initiatives

- Drone spraying support and modern farming interventions
- Climate-resilient agricultural practices
- Government scheme facilitation support for farmers

Key Impact Highlights

- Improved awareness regarding sustainable agricultural practices
- Enhanced productivity through adoption of improved inputs and techniques
- Strengthened farmer knowledge on climate-resilient farming methods
- Reduced dependency on intermediaries through value-addition initiatives
- Improved farmer participation in agricultural best-practice adoption

Enhancing Farmer Income Through Turmeric Value Addition

The Impact Assessment study found that the turmeric value-addition pilot initiative created meaningful economic benefits for participating farmers by improving direct market realization and reducing dependency on middlemen.

Farmers received technical guidance, demonstrations and training on turmeric processing, post-harvest handling and value-addition practices, while exposure visits and collective learning opportunities strengthened their understanding of quality improvement, market opportunities and sustainable cultivation.

The assessment highlighted that value-addition enabled participating farmers to improve profitability by processing turmeric before sale rather than selling raw produce to intermediaries and the initiative also built awareness of crop diversification, climate-resilient agriculture and sustainable farming methods.

The programme additionally supported farmers affected by unseasonal rainfall by facilitating compensation benefits and access to Government schemes, strengthening financial resilience among agricultural households.



Cattle Health & Nutrition Support

The initiative focuses on improving livestock productivity, cattle health and farmer income through preventive healthcare, breed improvement, animal nutrition support and sustainable livestock management practices.

Key Interventions

- Artificial insemination programmes including SSS technology
- Animal health camps and veterinary treatment support
- Deworming and vaccination drives
- Distribution of mineral mixtures and nutrition supplements

- Green fodder cultivation support
- Women farmer awareness meetings on animal husbandry practices
- Exposure visits to dairy institutions and livestock projects

Key Impact Highlights

- Improved awareness regarding cattle healthcare and nutrition
- Enhanced livestock productivity and reproductive performance
- Improved access to veterinary healthcare support
- Strengthened livestock-based supplementary income opportunities for farmers

Strengthening Livestock Productivity Through Preventive Animal Healthcare

The Impact Assessment study observed that the livestock support initiative significantly strengthened awareness regarding preventive animal healthcare, nutrition management and scientific animal husbandry practices among beneficiary households.

Farmers benefitted from regular animal health camps, veterinary consultations, vaccination drives, mineral supplementation and exposure visits that improved understanding regarding cattle productivity and disease prevention. Women farmers actively participated in awareness sessions focused on livestock care, feeding practices and dairy management.

The assessment further highlighted that improved access to healthcare support and nutrition interventions contributed towards better cattle health, improved milk productivity and enhanced livelihood resilience among animal-rearing households.

The programme also promoted adoption of green fodder cultivation and scientific breeding practices, contributing towards long-term livestock productivity improvement and sustainable rural livelihoods.



Environmental Outreach

Alembic continues to undertake focused interventions in environmental conservation, groundwater recharge, sustainable natural resource management, biodiversity enhancement and community awareness. Our initiatives aim to strengthen long-term water security, promote climate resilience, conserve ecosystems and encourage environmentally responsible practices and through scientific planning, community participation and sustainable resource management, we continue to build resilient, environmentally conscious rural

ecosystems. These efforts focus on groundwater recharge, water conservation, plantation activities, sustainable agriculture awareness, sanitation promotion and strengthening community participation in environmental stewardship. Our Social Impact Assessment showed that these initiatives have strengthened groundwater recharge systems, improved environmental awareness, promoted community participation in conservation and encouraged sustainable natural resource management within project villages.



Key Environmental Initiatives

Sanrakshit Paryavaran

The Sanrakshit Paryavaran initiative strengthens environmental sustainability through groundwater recharge, water conservation, plantation activities, biodiversity enhancement and environmental awareness. The initiative adopts a scientific, community-driven approach to natural resource management through technical assessments, geo-hydrological studies, monitoring systems and long-term sustainability planning.

Key Interventions

- Construction and strengthening of groundwater recharge wells
- Geo-hydrological assessments and technical feasibility studies
- Monitoring of groundwater recharge effectiveness and water quality
- Tree plantation and biodiversity enhancement activities
- Promotion of sustainable agricultural practices
- Community awareness programmes on environmental conservation
- Climate resilience and natural resource conservation initiatives
- Community participation in sanitation and environmental activities

Key Impact Highlights

- Strengthened groundwater recharge infrastructure across project areas
- Improved awareness regarding water conservation and environmental sustainability
- Increased community participation in conservation and sanitation initiatives
- Enhanced promotion of sustainable agricultural and ecological practices
- Strengthened local environmental stewardship through awareness and engagement programmes

Strengthening Groundwater Recharge Through Scientific Water Conservation Interventions

The environmental interventions under Sanrakshit Paryavaran focused on strengthening long-term water security through scientifically planned groundwater recharge systems and community participation mechanisms.

The initiative began with geo-hydrological assessments and technical feasibility studies to identify suitable locations for recharge structures. Based on these assessments, recharge wells were constructed and strengthened under expert supervision in line with prescribed technical standards to maximize recharge effectiveness and long-term sustainability.

The programme also established regular monitoring systems involving pre- and post-monsoon assessments to evaluate recharge performance and water quality improvements, strengthening evidence-based planning and keeping interventions aligned with local hydrogeological conditions.

In parallel, awareness programmes and community engagement initiatives encouraged participation in water conservation, sanitation, plantation activities and sustainable natural resource management, sensitizing farmers and community members on climate resilience, ecological conservation and sustainable water use.

By integrating local stakeholders into awareness, plantation and conservation efforts, the initiative further strengthened community ownership and participation in environmental stewardship across project villages



Social Impact Assessment

Alembic conducted an independent Social Impact Assessment of its CSR programmes to evaluate effectiveness, beneficiary outreach, implementation quality and long-term social outcomes across healthcare, education, livelihood, child welfare and environmental interventions. Using a mixed-method approach involving beneficiary interactions, stakeholder consultations, field observations, focus group

discussions, institutional reviews and programme-level impact evaluation across multiple locations, the assessment found measurable improvements across healthcare accessibility, nutritional outcomes, educational continuity, livelihood enhancement, women empowerment, child welfare and environmental sustainability. It also emphasized strong community acceptance, sustained beneficiary engagement and positive behavioural changes across healthcare, education, sanitation, nutrition and livelihood practices

Social Impact Assessment Summary

Focus areas	Projects	Positive Social Impacts	Key Findings
Healthcare	Suposhan	Improved maternal and child health, reduction in malnutrition and anaemia, strengthened nutrition awareness and immunization coverage	Malnutrition reduced significantly, improved ANC and immunization coverage, strengthened caregiver awareness and preventive healthcare practices
	Swasthya Setu	Improved healthcare accessibility and healthcare entitlement facilitation among underserved communities	Strengthened healthcare outreach, improved healthcare awareness and increased utilization of healthcare services
	Blood Transfusion Centre (BTC)	Improved treatment accessibility and healthcare support for thalassemia patients	Structured blood availability systems improved treatment efficiency, reduced waiting time and strengthened patient support systems
	Sports Development Initiative	Enhanced physical wellbeing, discipline, teamwork and youth engagement through sports participation	Increased participation in sports and fitness activities among rural youth and strengthened confidence and leadership among students
Education	VIKAS Secondary & Higher Secondary School	Improved access to quality secondary education, vocational exposure, leadership development and student wellbeing	Strong alignment with experiential and student-centric learning approaches; improved academic participation and engagement
	VIKAS Hostel	Strengthened educational continuity and academic support for students from rural communities	Improved discipline, confidence, peer learning environment and exam preparedness among hostel students
	Shiksha Setu	Improved foundational learning, remedial education outcomes and school participation	Enhanced student engagement, reduced absenteeism and strengthened parent-school interaction through targeted interventions
	Specialized Adoption Agency (SAA)	Improved childcare quality, nutrition, healthcare access and emotional wellbeing for abandoned children	Strengthened caregiving systems, child protection standards and rehabilitation support mechanisms.

Focus areas	Projects	Positive Social Impacts	Key Findings
	Group Foster Care (GFC)	Strengthened emotional wellbeing, education support and family-like care environment for vulnerable children	High beneficiary satisfaction levels and improved social and emotional development outcomes.
	Distribution of Medical Books	Improved access to educational and medical reference resources for students and institutions	1,428 medical books distributed across medical colleges nationwide supporting academic learning and medical education access
Livelihood	Direct Family Empowerment (DFE)	Increased household income, improved financial inclusion and strengthened women entrepreneurship	Significant livelihood diversification, stronger SHG participation and increased economic participation among women
	Pink Auto Project	Enhanced women entrepreneurship and financial independence through mobility-based livelihood support	Improved confidence, income generation opportunities and social participation among women beneficiaries
	Farmers Empowerment	Improved farmer awareness regarding sustainable agriculture and climate-resilient farming practices	Enhanced adoption of value-addition practices, sustainable agriculture techniques and improved farming practices
	Cattle Health & Nutrition Support	Improved livestock productivity, animal healthcare awareness and supplementary rural income opportunities	Better adoption of scientific livestock management practices and preventive animal healthcare interventions
Environment	Sanrakshit Paryavaran	Strengthened groundwater recharge, environmental awareness and sustainable natural resource management	Improved participation in water conservation, plantation, sanitation and environmental stewardship initiatives

Transforming Lives Through CSR

Alembic’s CSR initiatives continue to create meaningful and long-term impact across communities by strengthening healthcare accessibility, education continuity, women empowerment, livelihood resilience, child welfare and environmental sustainability.

Through sustained engagement, community participation and need-based interventions, the programmes continue to positively influence the lives of children, women, farmers, youth, caregivers and vulnerable families across project areas.

The Social Impact Assessment highlighted that the success of Alembic’s CSR initiatives lies not only in measurable outcomes but also in the trust, behavioural change, confidence and long-term resilience created within beneficiary communities.

CSR Expenditure

In line with our commitment to meaningful social impact, Alembic undertakes CSR initiatives that support sustainable development and inclusive growth. During the year, the Company allocated and spent its mandated CSR obligation on projects focused on education, healthcare, environmental sustainability, rural development and community welfare. Details of CSR obligation and actual expenditure are provided in the table below.

Particulars	Amount
Average net profit of the company as per sub-section (5) of section 135.	INR 558.06 Crores
Total CSR obligation for the financial year	INR 11.16 Crores
Amount spent on CSR Projects	INR 9.98 Crores



RESPONSIBLE GOVERNANCE

(GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-19, 2-20, 2-23, 2-24, 2-27, 205-2, 205-3, 207-1)

Key Material Issues Addressed



Business Ethics and Corporate Governance



Cyber Security and Data Privacy

UNSDGs Supported



Key Highlights

- **Fourth** Sustainability Report launched
- **100%** Independent Directors on Audit and Nomination & Remuneration Committee
- **Zero** Data Privacy Breaches
- Undertaken **familiarization programmes** for the Board around key business aspects and targets
- **Zero** Complaints on bribery/ corruption/ conflict of interest



Corporate Governance & Business Ethics

At Alembic Pharmaceuticals Limited, corporate governance is regarded as a fundamental pillar that supports responsible business conduct and sustainable growth. We believe that strong governance practices are essential for safeguarding stakeholder interests, maintaining transparency and ensuring ethical conduct across all aspects of our operations.

Our governance framework is designed to promote accountability, integrity and responsible decision-making while ensuring compliance with applicable legal and regulatory requirements. By embedding ethical values and robust oversight mechanisms into our business practices, we aim to strengthen stakeholder confidence and create long-term value.

Alembic’s governance structure is supported by an experienced Board of Directors, specialized Board

committees and well-defined internal systems that collectively foster transparency, accountability and effective oversight. The Company also ensures timely and transparent communication with stakeholders by sharing key business updates through quarterly financial results, press releases, Chairman’s statements, annual reports and sustainability reports.

Alembic adheres to the corporate governance requirements prescribed under the Companies Act, 2013, the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and the Secretarial Standards issued by the Institute of Company Secretaries of India (ICSI). Our governance practices are guided by principles of fairness, transparency, accountability and ethical conduct.

The Corporate Governance framework at Alembic is based on the following guiding principles:

Compliance and Accountability

Ensuring strict compliance with applicable laws, regulations and statutory requirements, while upholding the highest standards of integrity and ethical conduct across all business operations.

Stakeholder Protection and Value Creation

Establishing robust systems, policies and practices that safeguard the interests of all stakeholders while promoting responsible decision-making and long-term value creation.

Transparency and Responsible Disclosure

Fostering a culture of trust and confidence among stakeholders through transparent governance practices and timely disclosure of all material information.

Ethical Business Conduct

Promoting a strong culture of ethics, accountability and responsible corporate behaviour across the organization.

Sustainable and Responsible Growth

Embedding governance principles that support sustainable business practices and ensure responsible growth aligned with Alembic’s long-term strategic objectives.

Governance Structure

Alembic’s governance structure is designed to uphold the highest standards of integrity, transparency and accountability while supporting the Company’s long-term strategic objectives.

At the apex level, governance oversight and operational performance are driven by our diverse single-tier Board of Directors, which establishes the Company’s strategic direction, sets corporate objectives and ensures that management operates within a strong governance framework. The Board provides independent oversight and ensures that business decisions align with the Company’s long-term vision and stakeholder interests.

At the operational level, our experienced management team implements the strategic direction set by the Board and manages day-to-day business activities. This structured framework ensures effective supervision, responsible decision-making and alignment with our sustainability commitments, strengthening stakeholder trust while creating a strong foundation for sustainable value creation.

Its composition reflects a balanced mix of executive and non-executive directors with relevant experience in the pharmaceutical sector. As on 31st March 2026, the Board comprised eight directors: one Chairman and CEO, two Managing Directors, one Executive Director and four Independent Directors. Members bring diverse expertise across the pharmaceutical industry, finance, regulatory affairs, risk management, corporate governance, law and strategic management, enabling comprehensive oversight on key business and sustainability matters. The Board is chaired by Mr. Chirayu Amin, while Mr. Pranav Amin and Mr. Shaunak Amin serve as Managing Directors. A majority representation of independent directors on the Board provides appropriate oversight and ensures effective checks and balances.

The Board operates through several committees, including the Audit, Nomination and Remuneration, Stakeholders’ Relationship, Corporate Social Responsibility and Risk Management Committees, which oversee financial integrity, governance policies, stakeholder interests, sustainability initiatives and enterprise risk management. Through this active oversight, Alembic continues to operate responsibly, transparently and ethically while delivering sustainable value to its stakeholders.

Board of Directors

The Board of Directors serves as the highest governance body of Alembic Pharmaceuticals Limited, overseeing the Company’s strategic direction, governance practices and overall performance.

Mr. Chirayu Amin

Mr. Pranav Amin

Mr. Shaunak Amin

Mr. Rajkumar Baheti

Ashok Kumar Barat

Mr. Jai Diwanji

Mr. Manish Kejriwal

Ms. Geeta Goradia

Name of the Director	Meetings Held during tenure	Meetings Attended	No. of other Directorships held in Listed Companies	No. of Membership/ Chairmanship in other Board Committee(s)	
				Member	Chairman
Mr. Chirayu Amin Chairman & CEO	4	4	2	3	2
Mr. Pranav Amin Managing Director	4	4	2	6	3
Mr. Shaunak Amin Managing Director	4	4	-	-	-
Mr. R. K. Baheti Director - Finance & CFO	4	4	-	-	-
Mr. Ashok Kumar Barat Non-Executive Independent Director	4	4	6	16	9
Mr. Jai Diwanji Non-Executive Independent Director	4	4	4	7	3
Mr. Manish Kejriwal Non-Executive Independent Director	4	3	3	3	1
Ms. Geeta Goradia Non-Executive Independent Director	4	4	-	-	-

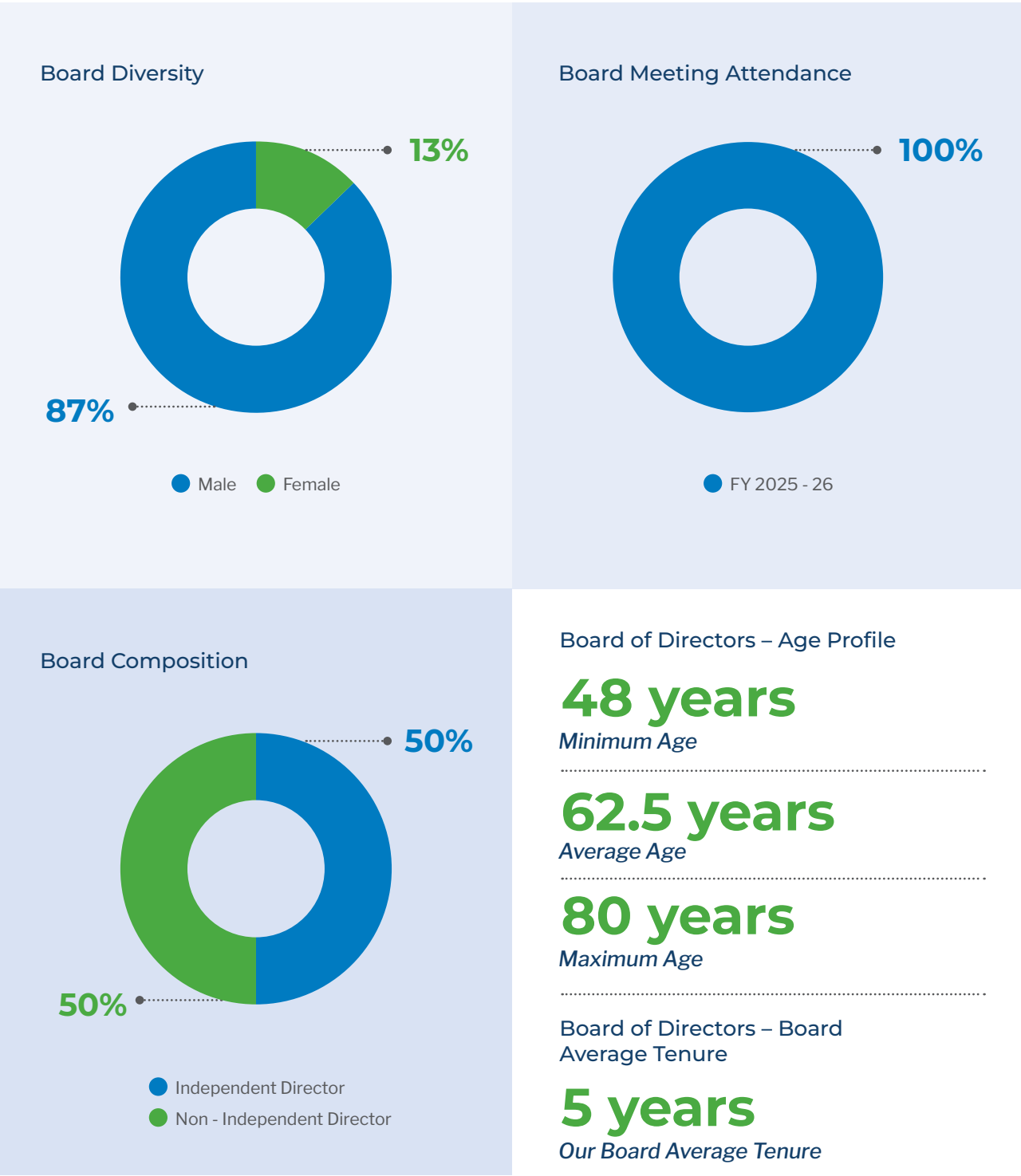


Board Independence

Alembic is committed to maintaining a strong and independent Board to ensure effective oversight and balanced decision-making. All Independent Directors submit a declaration of independence at the time of appointment and at the beginning of each financial year.

In the Board’s opinion, all Independent Directors meet the prescribed criteria for independence and are free

from any relationship that may affect their objective judgment and they are registered in the databank maintained by the Indian Institute of Corporate Affairs as required. Independent Directors constitute 50% of the Board as of the reporting period, reflecting our commitment to strong governance, transparency and accountability.



Key Competencies & Skillset of the Board

Mapping of the skills/expertise/competence available with the Board, along with the names of Directors are given below:

Core skills/ Expertise/ Competence	Mr. Chirayu Amin	Mr. Pranav Amin	Mr. Shaunak Amin	Mr. R. K. Baheti	Mr. Ashok Kumar Barat	Mr. Jai Diwanji	Mr. Manish Kejriwal	Ms. Geeta Goradia
Industry Skills								
Healthcare Industry Knowhow	Yes	Yes	Yes	Yes	No	No	Yes	No
Creating value through Intellectual Property Rights	Yes	Yes	Yes	No	No	No	Yes	No
Global Operations	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Value Spotting & Inorganic Growth	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Previous Board Experience on similar sized or bigger companies	Yes	No	No	Yes	Yes	Yes	Yes	Yes
Technical Skills/Experience								
Strategic planning	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Risk and compliance oversight	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Marketing	Yes	Yes	Yes	-	Yes	No	Yes	Yes
Policy Development	-	Yes	Yes	Yes	Yes	No	Yes	Yes
Accounting, Tax, Audit and Finance	No	Yes	No	Yes	Yes	No	Yes	No
Legal	Yes	No	No	Yes	Yes	Yes	Yes	No
Sales/ Customer Engagement	No	Yes	Yes	Yes	No	Yes	Yes	Yes
Public Relations & Liasoning	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
Information Technology	No	Yes	Yes	Yes	No	No	Yes	No
Behavioural Competencies								
Integrity & ethical standards	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Mentoring abilities	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Interpersonal relations	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Shareholding and Ownership Disclosures

The Company does not prescribe specific stock ownership requirements for the CEO or members of the executive committee. However, the CEO and senior management hold shares of the Company in accordance with applicable regulatory requirements and internal policies. Details of such shareholding are disclosed in the Annual Report and statutory filings.

Ownership Structure and Voting Rights

The Company does not have any individual governmental institution holding more than 5% of the total voting rights and no golden shares exist. Further, the promoter & promoter group holds ~69.74% of the total voting rights, as disclosed in the Company’s Annual Report and statutory filings.

Key Responsibility of Board of Directors

Key Responsibility of the Board of Directors are as follows:



Strategic Oversight

Providing guidance on the Company’s long-term strategy and ensuring alignment with Alembic’s mission, vision and sustainable growth objectives.



Risk Management

Overseeing the identification, assessment and mitigation of key risks that may impact the Company’s operations, financial performance, reputation and long-term resilience.



Performance Monitoring

Reviewing the performance of the management team and monitoring progress against strategic priorities and business objectives.



ESG and Sustainability Oversight

Providing oversight on the Company’s environmental, social and governance (ESG) initiatives, including sustainability goals, climate commitments and responsible business practices.



Leadership Development & Succession Planning

Overseeing leadership development and succession planning to ensure continuity in management and long-term organizational stability.



Governance & Compliance

Ensuring adherence to applicable laws, regulations and internal policies while upholding high standards of corporate governance and ethical conduct.



Stakeholder Value Creation

Safeguarding the interests of shareholders and other stakeholders while promoting transparency, accountability and responsible decision-making.



Financial Oversight

Reviewing financial performance, approving major investments and capital allocation decisions and ensuring the integrity of financial reporting and internal control systems.

Key Responsibility of Board of Directors



Familiarization Programs for Directors

To enable the Board of Directors, particularly Independent Directors, to effectively discharge their responsibilities, Alembic conducts structured familiarization programmes on a periodic basis. These programmes are designed to provide insights into the

Company’s business operations, industry dynamics, regulatory developments and strategic priorities. The programmes help Directors enhance their understanding of Alembic’s organizational structure, manufacturing operations, risk landscape and governance framework, thereby enabling them to make informed decisions and contribute effectively to the Company’s strategic direction.

During the year, the familiarization programmes covered the following areas:

 Business Strategy and Market Developments Updates on the Company’s strategic priorities, growth plans, global market expansion and evolving trends in the pharmaceutical industry.	 Operational and Manufacturing Overview Insights into manufacturing operations, supply chain management, quality assurance practices and technological advancements across production facilities.	 Financial Performance and Key Metrics Presentations on financial performance, operational metrics and key performance indicators (KPIs) to enable effective monitoring of business performance.
 Regulatory and Compliance Updates Updates on developments in the regulatory landscape, compliance requirements and governance frameworks relevant to the pharmaceutical sector.	 Risk Management and Internal Controls Discussions on the Company’s risk management framework, internal control mechanisms and emerging risks that may impact business operations.	 ESG and Sustainability Initiatives Updates on the Company’s environmental, social and governance (ESG) initiatives, sustainability targets and progress against key sustainability commitments.



Board Level Committees

The Board of Directors of the company functions as a unified body, while also dividing its responsibilities among various committees to oversee several aspects of business and governance. Each committee is established with specific terms of reference approved by the Board, which outline the committee’s

composition, scope of work and decision-making authority. These committees meet regularly and as needed to make informed decisions within their designated areas of responsibility, while remaining within the limits of their delegated authority.

Chairman & CEO	• Mr. Chirayu Amin	•  Chairman	CSR
Managing Director	• Mr. Pranav Amin • Mr. Shaunak Amin	•  Member	Stakeholders Relationship and Risk Management
Director – Finance & CFO	• Mr. Raj Kumar Baheti	•  Member	Stakeholders Relationship and Risk Management
Independent Director	• Mr. Ashok Barot • Mr. Jai Diwanji • Mr. Manish Kejriwal • Ms. Geeta Goradia	•  Chairman •  Member •  Chairman •  Member •  Chairman •  Member •  Member	Audit and Risk Management Nomination and Remuneration and CSR Stakeholders Relationship Audit and Nomination and Remuneration Nomination and Remuneration CSR Audit and Nomination and Remuneration

The Board has constituted the following Committees:



Audit Committee

The Committee oversees the Company's financial reporting process, disclosures, internal controls and audit functions. Its responsibilities include reviewing quarterly, half-yearly and annual financial results before

submission to the Board, examining significant related party transactions, assessing the adequacy of internal control systems with management and auditors and discussing the nature and scope of audits with external auditors.

Members	Category	Meetings Held	Meetings Attended
Mr. Ashok Kumar Barat Non-Executive Independent Director	Chairman	5	5
Mr. Jai Diwanji Non-Executive Independent Director	Member	5	5
Ms. Geeta Goradia Non-Executive Independent Director	Member	5	5

Nomination & Remuneration Committee

The Committee comprises four Non-Executive Independent Directors and has framed a Nomination and Remuneration Policy to guide appointments, performance evaluation, remuneration and Board diversity.

The Policy ensures that remuneration is reasonable and sufficient to attract, retain and motivate qualified Directors, Key Managerial Personnel and Senior Management. It also establishes a clear link between remuneration and performance, balancing fixed and

incentive pay in line with short-term and long-term business objectives.

The Committee's key responsibilities include recommending the appointment and removal of Directors, Key Managerial Personnel and Senior Management; formulating criteria for qualifications, positive attributes, independence and Board evaluation; reviewing performance of Directors and the Board; recommending remuneration policies; and supporting Board diversity. It also performs other functions mandated by the Board or applicable statutory requirements from time to time.

Members	Category	Meetings Held	Meetings Attended
Mr. Manish Kejriwal Non-Executive Independent Director	Chairman	4	3
Mr. Ashok Kumar Barat Non-Executive Independent Director	Member	4	4
Mr. Jai Diwanji Non-Executive Independent Director	Member	4	4
Ms. Geeta Goradia Non-Executive Independent Director	Member	4	4

Stakeholders Relationship Committee

As on March 31, 2025, the committee consisted of 3 members, out of which 1 member is an independent director. Key responsibilities of the committee include:

- Ensuring timely and accurate communication with stakeholders.
- Overseeing the implementation of best practices in stakeholder engagement.
- Reviewing and approving policies related to stakeholder relations.

Members	Category	Meetings Held	Meetings Attended
Mr. Jai Diwanji Non-Executive Independent Director	Chairman	2	2
Mr. Pranav Amin Managing Director	Member	2	2
Mr. R. K. Baheti Director - Finance & CFO	Member	2	2

Risk Management Committee

Alembic has constituted a Risk Management Committee to oversee the Company's integrated risk management framework. As on March 31, 2026, the Committee comprised four members, including one Independent Director.

The Risk Management Committee at the Board level oversees sustainability matters, including monitoring environmental, social and governance (ESG) policies. The Committee is also responsible for identifying, assessing, monitoring and mitigating key risks faced by the Company, such as liquidity, operational, business, compliance, cybersecurity and ESG risks. It plays a

key role in setting sustainability targets, reviewing performance and ensuring alignment with the Company's overall strategic objectives. Through the direct involvement of senior leadership and structured Board-level oversight, the Company demonstrates its commitment to embedding sustainability principles and effective risk management within its core business operations.

The Committee also oversees risk mitigation measures, supports compliance with applicable requirements issued by regulators such as SEBI, RBI, MCA and other agencies and performs other functions as mandated by the Board of Directors from time to time.



Members	Category	Meetings Held	Meetings Attended
Mr. Ashok Kumar Barat Non-Executive Independent Director	Chairman	2	2
Mr. Pranav Amin Managing Director	Member	2	2
Mr. R. K. Baheti Director - Finance & CFO	Member	2	2
Mr. Shreekumar Nair President – Supply Chain Management and Operations	Member (Ceased to be Member w.e.f. 31st July 2025 pursuant to superannuation.)	NA	NA
Mr. Ish Bansal Head – Business Development and Operations (API)	Member (Member till 5th August 2025)	1	1

Corporate Social Responsibility (CSR) Committee

Alembic has constituted a Corporate Social Responsibility (CSR). As on March 31, 2026, the Committee comprised three members, including two Independent Directors.

The Committee is responsible for monitoring the CSR Policy, recommending CSR expenditure and reviewing projects, programmes and proposals. It also

supports the Board in formulating CSR strategies and ensuring that CSR initiatives are aligned with Alembic’s objectives and policy framework.

The Committee institutes transparent monitoring mechanisms for CSR implementation, approves annual CSR reporting content, periodically submits reports to the Board for review and guidance and ensures compliance with the CSR Policy as amended from time to time.

Members	Category	Meetings Held	Meetings Attended
Mr. Chirayu Amin Chairman and CEO	Chairman	2	2
Mr. Ashok Kumar Barat Non-Executive Independent Director	Member	2	2
Mr. Manish Kejriwal Non-Executive Independent Director	Member	2	2



Business Ethics

Alembic is committed to good corporate governance and has consistently maintained an organizational culture that blends high standards of professionalism, growth and shareholder value creation while upholding the principles of fairness, ethics and sound corporate governance.

Code of Conduct

Alembic’s Code of Conduct sets out the fundamental principles that guide the behaviour and decision-making of our employees, directors and business partners. It provides a clear framework to ensure that all business activities are conducted with integrity, transparency and accountability, while maintaining the highest standards of professional and ethical conduct.

The Code of Conduct is built on the following core values:



Integrity
Upholding honesty and integrity in all business dealings.



Transparency
Ensuring transparency in our operations and communications.



Fairness
Treating all stakeholders with fairness and respect.



Accountability
Taking responsibility for our actions and their impacts.

The Code also provides guidance on key areas such as conflicts of interest, protection of confidential information, insider trading, regulatory compliance, financial integrity, fair competition, equal employment opportunities and the responsibilities of Independent Directors, ensuring that Alembic’s operations are conducted ethically and responsibly.

Conflict of Interest

Integrity, transparency and ethical conduct are central to Alembic’s governance philosophy. We ensure that business decisions are made objectively and in the best interests of the Company, its stakeholders and the community.

Directors, Senior Management Personnel and employees are required to avoid situations where personal, financial, or external interests may conflict with the Company’s interests. Internal policies guide the identification, disclosure and management of potential conflicts, including those related to financial interests, outside engagements, related-party transactions, vendor relationships, gifts and hospitality. Through periodic declarations, reviews and awareness initiatives, Alembic recorded zero conflict-of-interest complaints during FY2025–26.

Anti-Corruption and Bribery

Alembic maintains a zero-tolerance approach to bribery and corruption and conducts business in compliance with applicable anti-bribery and anti-corruption laws. The Company’s Anti-Corruption and Anti-Bribery Policy provides guidance on ethical conduct, gifts and hospitality, political contributions, charitable donations, third-party interactions and consequences of violations.

Employees are regularly sensitized through internal communication and training. During FY2025–26, no disciplinary actions were taken against Directors, KMPs, or employees by any law enforcement authority in relation to corruption, conflicts of interest, anti-competitive practices, or discrimination. Details of monetary losses, if any, from legal proceedings related to corruption and bribery are provided in the table below.

Particulars	FY 2025-26
Total monetary losses from legal proceedings associated with corruption and bribery (INR)	0

Whistle Blower Mechanism

Alembic’s Whistle Blower Policy enables employees and stakeholders, including business partners, customers and suppliers, to report actual or suspected misconduct, unethical behaviour, policy violations, or legal breaches. Concerns can be reported to the designated Whistle Officer at disclosure@alembic.co.in or addressed to the Whistle Officer, Chairman, or Managing Director at the Company’s registered office. All disclosures are handled confidentially, with access restricted to authorized personnel for fair investigation and resolution. Alembic protects individuals who report concerns in good faith from retaliation, harassment, or unfair treatment, reinforcing a culture of accountability and ethical conduct.

During FY 2025–26, no instances of non-compliance with laws and regulations resulting in fines or other non-monetary penalties were reported.

Areas of Breaches	No. of Incidents
Corruption or Bribery	0
Conflict of Interest	0
Money Laundering or Insider Trading	0
Anti-competitive behaviour	0
Unfair Trade Practices	0
Advertising	0
Others	0

Integrity and Ethical Conduct

Integrity is a cornerstone of Alembic’s business ethics and we are committed to fostering a culture that upholds the highest ethical standards in all stakeholder interactions. We prioritize building trust and credibility with our stakeholders and protecting our reputation as a responsible and ethical business, while ensuring full compliance with all applicable laws, rules and regulations across the jurisdictions in which we operate.

Our ESG Policies

At Alembic Pharmaceuticals Limited, our ESG policies form the foundation of our commitment to responsible and sustainable business, setting clear principles for ethical conduct, environmental stewardship, social responsibility and strong corporate governance across the organization. These policies help us ensure transparency, accountability and regulatory compliance while safeguarding stakeholder interests and they are approved by the appropriate governance bodies and reviewed periodically to stay aligned with evolving regulations, industry standards and our sustainability objectives.



Policy Name	Objective
Policy on Ethics, Transparency and Accountability	To promote ethical conduct, transparency and accountability in all business activities and decision-making processes.
Anti-Corruption and Anti-Bribery Policy	To prevent bribery and corruption and ensure that all business dealings are conducted with integrity and in compliance with applicable laws.
Code of Conduct	To define the standards of ethical behaviour expected from employees and stakeholders while conducting business.
Whistle Blower Policy	To provide a secure mechanism for reporting unethical practices or misconduct without fear of retaliation.
Board Diversity Policy	To promote diversity of skills, experience, gender and perspectives in the composition of the Board of Directors.
Corporate Social Responsibility (CSR) Policy	To guide the Company's initiatives in contributing to social development and community well-being.
Environment, Health and Safety (EHS) Policy	To ensure safe working conditions while protecting the environment and the health and safety of employees and stakeholders.
Policy on Business Responsibility and Sustainability Reporting (BRSR)	To ensure transparent and comprehensive disclosure of the Company's environmental, social and governance performance.
Policy on Stakeholder Engagement	To foster meaningful engagement with stakeholders and address their expectations in a transparent and responsible manner.
Policy on POSH (Prevention of Sexual Harassment)	To provide a safe, respectful and inclusive workplace free from sexual harassment.
Policy on Human Rights	To uphold and respect internationally recognized human rights across the Company's operations and value chain.
Policy on Environment	To guide the responsible use of natural resources and minimize the environmental impact of the Company's operations.
Policy on Biodiversity	A formal corporate or governmental framework designed to protect, conserve and restore ecosystems and natural habitats across operations and supply chains.
No deforestation commitment	Pledge made by company to eliminate the conversion of natural forest and protection of biodiversity
Policy on Product Sustainability	To ensure that products are developed and manufactured in a manner that promotes safety, quality and environmental responsibility.
Policy on Employees' Well-Being	To promote the physical, mental and professional well-being of employees through supportive workplace practices.
Policy on Sustainable Procurement and Supplier Code of Conduct	To ensure responsible sourcing practices and encourage suppliers to adhere to ethical, social and environmental standards.
Policy on Compensation for Working Extra Hours	To ensure fair and transparent compensation practices for employees working beyond standard working hours.
Policy on Women Referral	To encourage gender diversity and support the recruitment and advancement of women in the workforce.
ESG Policy	To promote sustainable and responsible business practices through effective management of environmental, social and governance impacts.
Policy on Child Labour, Forced Labour, Bonded Labour and Labour Acquired Through Human Trafficking	To prohibit all forms of child labour, forced labour, bonded labour and human trafficking, and ensure ethical and lawful employment practices across the value chain.

Other Policies

Beyond our ESG policies, we maintain a range of internal policies and guidelines spanning workplace conduct, employee benefits, operational procedures,

information security and administration, strengthening business operations, employee welfare and governance while promoting consistency, transparency and responsible behaviour across the organization.

Policy Name	Objective
Policy on social media and External Representation	To guide responsible use of social media and ensure appropriate representation of the Company in public and digital platforms.
Policy on Organizational Code of Conduct	To establish standards of professional behaviour and ethical conduct for all employees across the organization.
Policy on Document Retention	To ensure systematic retention, management and secure disposal of company records in accordance with legal and operational requirements.
Drug Safety Reporting Policy	To ensure timely reporting, monitoring and management of drug safety information to protect patient health and comply with pharmacovigilance requirements.
PF (Provident Fund) Guidelines	To provide clear guidance on employee provident fund benefits and ensure compliance with statutory retirement benefit requirements.
Policy on International Travel	To regulate official international travel and ensure transparency, efficiency and cost control in travel-related expenses.
Policy on Company Accommodation	To define guidelines for allocation and use of company-provided accommodation for eligible employees.
Policy on Guest House Facilities	To establish rules for the appropriate use and management of company guest house facilities.
Policy on Group Personal Accident Insurance	To provide financial protection and insurance coverage to employees in the event of accidental injury or death.
Policy on Leave Travel Assistance (LTA)	To outline eligibility and procedures for availing leave travel assistance benefits.
Policy on Availing Creche Facility (Day Care Support)	To support employees with childcare responsibilities by providing access to day-care facilities.
Gratuity Guidelines	To ensure fair and compliant administration of gratuity benefits for eligible employees.
Policy on Leave	To define the types of leave available and ensure fair and transparent leave management practices.
Policy on Domestic Travel	To regulate official domestic travel and ensure appropriate reimbursement and travel management.
Policy on Local Conveyance	To provide guidelines for reimbursement of local travel expenses incurred for official purposes.
Policy on Attendance – Manufacturing Sites	To establish attendance and shift management procedures for employees working at manufacturing facilities.
Policy on Attendance – Non-Manufacturing Sites	To define attendance guidelines and working hours for employees in non-manufacturing locations.

Policy Name	Objective
IT Security Policy	To protect the confidentiality, integrity and availability of the Company's information systems and digital assets.
Incident Response and Management Policy	To establish procedures for identifying, reporting and responding to cybersecurity incidents and information security breaches.
Policy on Attire	To maintain professional workplace standards through appropriate employee dress guidelines.
Policy on Acquiring Higher Education – SAHAS	To support employees pursuing higher education through structured academic assistance and scholarship programmes.
Work From Home Guidelines	To define conditions and responsibilities for employees working remotely while maintaining productivity and data security.
Policy on External Training	To encourage skill development by enabling employees to participate in external training programmes and professional development initiatives.
AI Acceptable Usage Policy	To ensure responsible and secure use of artificial intelligence tools and technologies within the organization.
Policy on Internal Hiring	To promote career development by providing fair opportunities for employees to apply for internal job openings.
Policy on Telecom Infrastructure	To regulate the use and management of telecommunications resources for official business purposes.
Policy on Recruitment	To ensure fair, transparent and merit-based recruitment practices while attracting qualified talent to the organization.



Process of Policy Development

To ensure effective strategic planning and accountability at Alembic, policies, guidelines and

procedures are vital for us. Our policies and codes act as guiding forces and drive our business conduct and ethical norms.



Ethical Marketing Commitment

We are committed to upholding the highest standards of integrity, transparency and responsibility in all our marketing and product communication practices. Our approach emphasizes accurate, clear and evidence-

based information, ensuring that stakeholders are well-informed and able to make responsible decisions. We continuously strive to align our practices with applicable regulatory requirements and industry standards, while fostering a culture of ethical conduct across all customer-facing activities.

Grievance Mechanisms and Remediation

Alembic has established robust grievance mechanisms, led by the Head of Human Resources, to promote transparency, ethical conduct and stakeholder trust. Our Grievance Redressal Mechanisms provide a clear and effective framework for all stakeholders

including employees. These systems ensure issues related to human rights, workplace ethics, safety, or operational impacts are addressed promptly, fairly and confidentially. The framework is supported by structured processes, clear escalation paths and ongoing stakeholder awareness to maintain a responsible and inclusive work environment.

Key elements of our Grievance Redressal Mechanisms include:

Multiple Access Channels Employees and stakeholders can raise concerns through HR representatives, grievance boxes, email telephone, or direct communication with designated officers.	Confidentiality and Non-retaliation All grievances are handled confidentially and we ensure that no complainant is subjected to retaliation.	Defined Resolution Process Grievances are acknowledged, investigated and resolved within defined timelines following a transparent and fair process	Escalation Mechanism Unresolved concerns are escalated to the Internal Committee or Board. Stakeholders may escalate issues through three-tier escalation process as outlined in the policy.
Remedial Action Corrective measures are undertaken to address the root causes and prevent recurrence of reported issues.	Stakeholder Awareness Regular training and induction programs educate employees and contractors about grievance channels and their rights.	Periodic Review The mechanism is reviewed periodically to assess its effectiveness and identify opportunities for strengthening the system.	



Tax Strategy & Governance

Alembic conducts its tax affairs with integrity, transparency and full compliance with applicable laws in every jurisdiction where it operates. We accurately and timely report tax obligations, file returns, pay statutory taxes, complete required audits and maintain comprehensive documentation to support all tax positions. This reflects our commitment to ethical business conduct and responsible corporate citizenship.

Strong tax governance forms part of Alembic’s broader risk management and corporate governance framework. Supported by defined policies, internal controls, periodic reviews, digital tools and independent audits, our framework ensures effective oversight, regulatory compliance, accuracy, efficiency and transparency in tax reporting.

Alembic proactively identifies, assesses and mitigates tax risks arising from regulatory changes, business operations, or interpretations of tax laws. Our approach includes clear tax policies, appropriate oversight, monitoring of regulatory developments, engagement with external experts where required and transparent reporting. Through responsible tax practices, we aim to maintain stakeholder trust and contribute to sustainable economic growth.

Risk Management

At Alembic, we take a robust and dynamic approach to risk management, ensuring prompt identification and effective mitigation of potential threats to our operations and sustainability. All function heads are responsible for identifying risks related to their respective functions. Critical risks from each function are collated in the organization-wide risk register, which is periodically reviewed at the Board level and tracked for mitigation measures. We continuously review emerging risks and re-evaluate existing ones and in the event of an adverse incident, management promptly informs relevant stakeholders to ensure transparency and timely corrective action. A Business Continuity Plan (BCP) is derived through developed protocols for handling all critical risks, supporting organizational resilience and sustained performance.

Central to this is our Risk Management Policy, which fosters a proactive culture of reporting, evaluating and mitigating risks across our entire organization, including all business units and subsidiaries and is regularly reviewed by our Risk Management Committee

to stay relevant amid changing industry dynamics. Our process follows a four-step cycle of Risk Identification, Assessment, Mitigation and Monitoring and Reporting, spanning all functions from operational and financial to environmental and cybersecurity. Each risk is assessed by likely impact and probability, addressed through strategies such as avoidance, transfer, reduction, or retention and reviewed half-yearly by the Committee, which apprises the Board of key findings and mitigation plans to ensure risk is managed effectively at every level.

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, while our Head of EHS leads the sustainability function, ensuring alignment with regulatory expectations and corporate goals. Working in collaboration with the Board of Directors, the Risk Management Committee is instrumental in embedding ESG considerations into the Company’s broader risk framework. Its key responsibilities include:



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:

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.
Preventive Control Type Controls designed to stop a risk from occurring.	Detective Control Type Controls designed to identify a risk after it has occurred.	Fraud Risk An indicator to identify whether the particular risk has a potential nexus with fraudulent activities, prompting additional scrutiny and specialized controls.

Likelihood An evaluation of the probability or frequency of the risk event occurring. This helps in prioritizing risks based on how likely they are to happen.	Mitigation Plan A detailed outline of the specific actions, strategies, or controls implemented or planned to reduce the likelihood or impact of the risk. This includes both preventive and detective measures.	Nature Categorization of the risk’s origin, indicating whether it stems from internal processes, systems, or human factors; external market, regulatory, or environmental forces; or a combination of both.
Manual Control Method Controls performed by human intervention.	Automated Control Method Controls performed by systems or technology without human intervention.	

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 and Management

Alembic prioritizes a strong risk-aware culture across the organization, supported by structured risk management processes and strategies. Our approach emphasizes timely identification, assessment and mitigation of risks, enabling proactive decision-making and effective risk management. By embedding risk considerations into business operations and strategic planning, we aim to build a resilient organization capable of responding to evolving challenges while safeguarding long-term value.

Compliance

Alembic maintains a robust compliance framework spanning all facets of our business, covering domestic and international regulations on pharmaceutical manufacturing, environmental protection, health and safety and ethical conduct. To ensure timely

and proactive compliance, Alembic uses an online compliance tracking tool where every compliance requirement, down to the minutest detail, is assigned both a performer and a checker. Automated notifications are sent to the performer or user ahead of the due date to prompt timely action. In case of any delay, escalations are triggered according to a defined matrix. Each function head submits a detailed report every quarter to the Board, including specifics of applicable acts. The Board maintains direct oversight of legal compliances, reinforcing accountability and adherence throughout the organization.

We sustained 100% compliance across our operations during the reporting period, with no fines, penalties, or instances of non-compliance relating to regulatory requirements, including product labeling, marketing communications, unfair trade practices, or product health and safety impacts. Through internal audits, external inspections and digital tracking of observations via an in-house portal, we ensure timely closure, continuous improvement and sustained compliance. During FY 2026, no incidents of anti-competitive behaviour, anti-trust, corruption, or monopoly practices were recorded.

Data Privacy and Cybersecurity

Cybersecurity and Data Protection

In an increasingly digital environment, Alembic recognizes that protecting information systems, digital assets and personal data is critical to operational continuity, stakeholder trust and responsible business conduct. We are committed to safeguarding user and consumer information through appropriate controls and adherence to internal information security and data privacy policies.

Alembic has established an Information Security Policy, supported by an AI Policy and an Incident Response and Management Policy, to guide the responsible use, management and protection of information assets.

These policies apply to employees, contract workers, business partners and support personnel and are accessible through internal systems and the intranet. Policy violations may result in disciplinary action in line with Company governance practices. Further details are available at: https://alembicpharmaceuticals.com/privacy_policy.

Information Security Framework

Alembic has implemented a set of technical and procedural safeguards designed to protect information systems and prevent unauthorized access, misuse, or loss of data. These measures focus on maintaining confidentiality, integrity and availability of information across the Company’s digital infrastructure. Key measures implemented include:

PERIMETER Firewalls, IPS, SD-WAN, DDoS protection	NETWORK Segmentation, VPN + MFA, MAC binding	HOST CrowdStrike EDR, patching, encryption, MDM
APPLICATION WAF, RBAC, secure SDLC, TLS 1.2+	DATA DLP, backup, replication, RBAC, encryption	USER Awareness, MFA, simulation, acceptable use policy

These safeguards help strengthen the security of Alembic’s IT environment and support the effective implementation of the Company’s privacy and information security policies.



Incident Response and Risk Management

Alembic has a structured Cybersecurity Incident Response and Management Policy to address cyber risks and information security incidents. The IT team actively monitors potential threats to detect and prevent possible breaches. Reported incidents or data breaches are escalated to the IT team for investigation, with affected departments informed promptly. Access to compromised systems or data may be restricted to limit impact and post-incident updates or controls are implemented to prevent recurrence.

Information Security Policy and Data Handling

Alembic’s Information Security Policy provides clear guidance on the secure handling, storage and disposal of data. The policy outlines procedures for managing sensitive information, including requirements for secure storage, responsible data use and the proper disposal of stored data when it is no longer required.

The policy also emphasizes the importance of employee awareness and responsible data handling practices to ensure that information security responsibilities are understood across the organization.

IT Security Audits and Monitoring

To strengthen the effectiveness of its cybersecurity controls, Alembic conducts regular security audits and vulnerability assessments of critical digital systems. These reviews help identify potential vulnerabilities and

enable the Company to enhance its security controls in response to evolving cyber threats.’

Alembic’s IT security team remains committed to maintaining a secure digital environment through continuous monitoring and the use of appropriate tools and technologies.

Cybersecurity Awareness and Training

Recognizing that cybersecurity is a shared responsibility, Alembic provides mandatory cybersecurity training for employees to promote awareness of data protection practices and secure information handling. These programmes help employees understand potential cyber risks and encourage adherence to the Company’s data protection policies.

Complaints Overview – FY 2025–26

We maintain a transparent system to record and resolve complaints across IT Security. A brief summary is provided below:

Complaints	Received During FY 2026
Data privacy	0
Cyber-security	0
Consumer complaints received on data privacy related issues	0



Economic Performance



Financial Performance

Alembic continued to demonstrate resilient financial performance in FY2025–26, supported by diversified business verticals, strong R&D capabilities, operational efficiency and an expanding presence across regulated and emerging pharmaceutical markets.

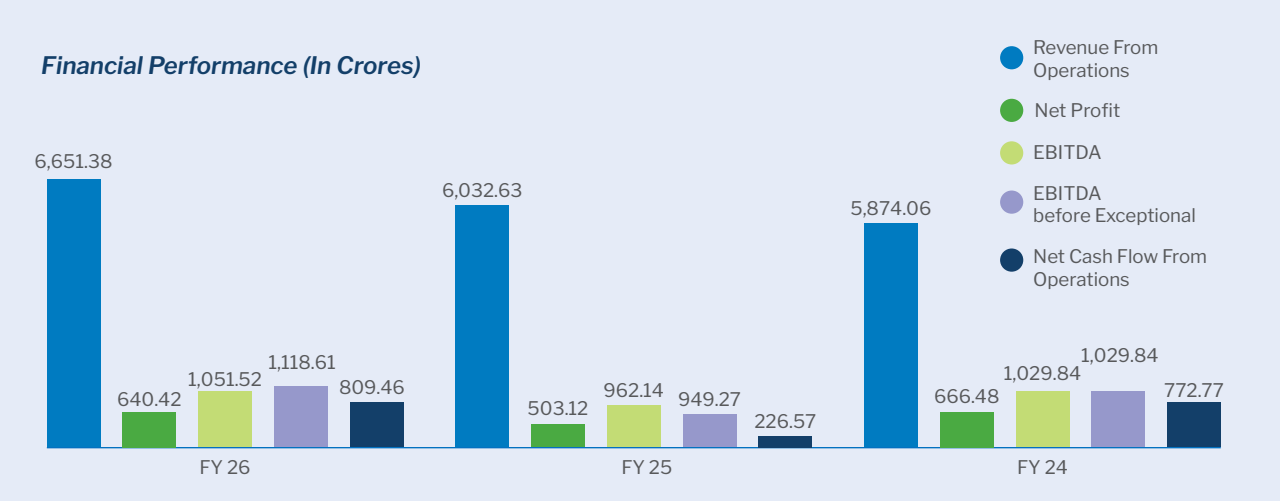
During the year, the Company delivered stable growth across its three core businesses — India Branded Business, International Generics Business and Active Pharmaceutical Ingredients. Its integrated structure,

backward integration, advanced manufacturing infrastructure and expanding product pipeline strengthened supply chain resilience and supported consistent value creation.

For FY2025–26, Alembic recorded operating revenue of ₹6,651.38 crore, driven by new product launches, demand across key therapeutic segments and growth in regulated markets. The International Generics Business remained the largest revenue contributor, followed by the India Branded Business and API segment. Key financial highlights for the year include:

	FY 26	FY 25
Economic Value Generated		
Revenue from Operations	6,651.38	6,032.63
Other Income	55.9	47.88
Total Income	6707.28	6080.51
Economic Value Distributed		
Operating Costs	2265.96	2152.98
Employee Benefits and Wages	1,612.90	1466.57
Payments to Governments	1132.94	1336.61
Economic Value Retained	1695.48	1124.35

Alembic remains committed to maintaining financial discipline while investing in innovation and sustainable growth. By combining operational excellence with responsible business practices, the Company continues to create long-term economic value for its shareholders, employees, customers and communities. Overview of our financial performance is presented below:



Political Contributions and Advocacy Expenditure

Alembic Pharmaceuticals Limited maintains transparency in disclosing expenditures related to

lobbying, political contributions, trade associations and other advocacy activities. All such expenditures are undertaken in compliance with applicable laws and internal governance frameworks. Details of the spending are presented below.

Currency (INR)	FY 2025-26	FY 2024-25
Local, regional or national political campaigns / organizations / candidates	Nil	5 Cr. (through electoral bonds)

Other Largest Contributions & Expenditures

Name of organization, candidate or topic	Type of Organization and Description of Engagement	Total Spend in FY 2025-26 in INR
Indian Drug Manufacturers' Association	Non-profit, National industry trade association	1,58,400
Federation of Indian Chambers of Commerce & Industries	Apex non-government, not-for-profit business organization and trade association	1,50,000
Confederation of Indian Industries (CII)	Non-Government, No-for-profit, industry-led and industry managed organization	14,000
Federation of Gujarat Industries	Apex regional trade association and chamber of commerce	38,000

WAY AHEAD

Sustainability is deeply embedded in our purpose, growth strategy and commitment to improving healthcare responsibly. As a global pharmaceutical organization, we recognize that our responsibilities extend beyond delivering quality medicines to encompass environmental stewardship, social progress, ethical governance and long-term value creation for all stakeholders.

We continue to integrate Environmental, Social and Governance (ESG) principles into our core business functions, decision-making and strategic planning, viewing sustainability not merely as a compliance requirement but as a strategic enabler that strengthens resilience, drives innovation, enhances efficiency and reinforces stakeholder trust. Guided by material ESG priorities, stakeholder expectations, regulatory requirements and global frameworks, we have used a comprehensive materiality assessment and cross-functional leadership engagement to identify the ESG topics most relevant to our business and built a robust sustainability roadmap with clearly defined goals, targets and performance indicators that guide our initiatives and enable continuous improvement.

Our long-term sustainability commitments include:

- Achieving Net Zero by 2050
- Achieving water neutrality by 2027
- Planting 50,000 trees by 2027 to strengthen biodiversity and carbon sequestration

These commitments reflect our determination to minimize environmental impact while contributing positively to global climate and sustainability goals.

Looking ahead, we will strengthen our climate strategy through greater renewable energy adoption, energy efficiency, responsible waste management, circular economy practices, water stewardship and sustainable resource use. This will be supported by initiatives such as substituting fossil fuels with low carbon or green fuels, conducting water assessment reports, developing a decarbonization roadmap, assessing biodiversity risks and implementing an online system for supplier assessment. Innovation and operational excellence will remain central, with continued investment in advanced technologies, process optimization, responsible manufacturing and ESG integration across the value chain to build future-ready operations that balance industrial growth with ecological sustainability.

On the social front, we remain committed to a safe, inclusive and empowering workplace and will

continue advancing employee wellbeing, leadership development, diversity and inclusion, occupational health and safety, continuous learning and human capital development. Beyond our operations, we will expand our CSR focus on healthcare, education, nutrition, livelihood generation, child welfare, environmental conservation and women empowerment, in the belief that sustainable progress happens only when communities thrive alongside businesses.

Strong governance and ethical practices will continue to anchor our approach as we strengthen governance systems, enhance risk management, improve ESG disclosures and embed transparency and accountability, remaining agile in aligning with evolving regulations, reporting frameworks and stakeholder expectations. We will also deepen engagement with employees, customers, suppliers, investors, communities and regulators to understand emerging priorities and strengthen collective action.

For us, sustainability is a continuous journey of learning, adaptation, innovation and responsible leadership. The challenges ahead are also opportunities to build resilience, create shared value and contribute meaningfully to society, the environment and future generations. As we move forward, we remain committed to building a resilient, responsible organization that delivers high-quality healthcare solutions while advancing sustainable growth with integrity, accountability and purpose.



KEY PERFORMANCE INDICATORS

Theme	Description	UOM	Apr 2023- Mar 2024	Apr 2024- Mar 2025	Apr 2025- Mar 2026
Environment	Total energy consumption	GJ	1089122	1279569	1373683
	Total renewable energy consumption	GJ	201587	250723	394376
	Percentage of total energy consumption from renewable sources	%	18.5	19.6	28.7
	Total water consumption	KL	6,13,693	6,75,235	7,62,141
	Total amount of water recycled and reused	KL	1,68,388	1,68,903	1,81,977
	Total weight of air pollutants	MT	238	192	235
	Total weight of hazardous waste	MT	26981	34623	40713
	Total weight of non-hazardous waste	MT	4991	8889	5122
	Total weight of waste recovered	MT	4991	8889	5122
	Percentage of total waste from company operations diverted from landfills	%	18.5	25.7	12.6
	Total gross Scope 1 GHG emissions	t CO2e	71132	80278	91510
	Total gross Scope 2 GHG emissions (market or location based)	t CO2e	67544	77966	54402
	Total gross Scope 3 GHG emissions	t CO2e	6,86,304	6,02,935	5,34,742
	Total gross Scope 3 Downstream GHG emissions	t CO2e	6,70,060	5,84,146	5,20,664
	Total gross Scope 3 Upstream GHG emission	t CO2e	16,244	18,789	14,078
Social	Percentage of employees trained on specific environmental issues	%	100	100	98
	Percentage of unused or expired medicines collected for recycling or waste treatment out of total volume of products sold	%	4.3	2.7	2.9
	Number of hours worked	Hr	23364673	30918675	28241028
	Number of days lost to work-related injuries, fatalities and ill health	No	0	0	0
	Number of work-related accidents	No	1	3	4
	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	Ratio	318	320	298

Theme	Description	UOM	Apr 2023- Mar 2024	Apr 2024- Mar 2025	Apr 2025- Mar 2026
Social	Average hours of training per employee	Hr	40	65	84
	Percentage of women employed in the whole organization	%	4.37	5.53	6.48
	Percentage of women at top management level	%	-	6.6	5.33
	Percentage of women within the organization's board	%	12.5	12.5	12.5
	Percentage of operational sites for which an employee health and safety risk assessment has been conducted	%	100	100	100
	Percentage of employees who received regular performance and career development reviews	%	100	100	100
	Percentage of employees who received skills-related training	%	8	52	63
	Number of identified discrimination or harassment incidents or corrective actions	No	0	0	0
Ethics	Number of reports related to whistle-blower procedure	No	0	0	0
	Number of confirmed corruption incidents	No	0	0	0
	Number of confirmed information security incidents	No	0	0	0
	Percentage of employees trained on business ethics	%	100	100	100
SCM	Percentage of targeted suppliers that have signed the sustainable procurement charter or supplier code of conduct	%	92	93	96
	Percentage of targeted suppliers with contracts that include clauses on environmental, labor and human rights requirements	%	100	100	100
	Percentage of buyers across all locations who have received training on sustainable procurement	%	90	100	100
	Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	%	100	100	100

GRI Index

Alembic has reported the information cited in this GRI content index for the period 1st April 2025 to 31st March 2026 with reference to the GRI Standards.

GRI 1 Used: GRI 1: Foundation 2021

GRI Standard	GRI Disclosure	Pg. No.
GRI 2: General Disclosures 2021	2-1 Organizational details	16
	2-2 Entities included in the organization's sustainability reporting	6
	2-3 Reporting period, frequency and contact point	6
	2-4 Restatements of information	6
	2-5 External assurance	6
	2-6 Activities, value chain and other business relationships	22
	2-7 Employees	84
	2-8 Workers who are not employees	84
	2-9 Governance structure and composition	147
	2-10 Nomination and selection of the highest governance body	154
	2-11 Chair of the highest governance body	148
	2-12 Role of the highest governance body in overseeing the management of impacts	151
	2-13 Delegation of responsibility for managing impacts	153
	2-14 Role of the highest governance body in sustainability reporting	35
	2-15 Conflicts of interest	157
	2-16 Communication of critical concerns	47
	2-17 Collective knowledge of the highest governance body	150
	2-18 Evaluation of the performance of the highest governance body	154
	2-19 Remuneration policies	154
	2-20 Process to determine remuneration	154
	2-21 Annual total compensation ratio	88
	2-22 Statement on sustainable development strategy	35
	2-23 Policy commitments	158
	2-24 Embedding policy commitments	158
	2-25 Processes to remediate negative impacts	53
	2-26 Mechanisms for seeking advice and raising concerns	163
	2-27 Compliance with laws and regulations	166
	2-28 Membership associations	31
	2-29 Approach to stakeholder engagement	47
	2-30 Collective bargaining agreements	101

ANNEXURES

GRI Standard	GRI Disclosure	Pg. No.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	50
	3-2 List of material topics	51
	3-3 Management of material topics	53
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	79
	101-2 Management of biodiversity impacts	80
	101-3 Access and benefit-sharing	80
	101-4 Identification of biodiversity impacts	80
	101-5 Locations with biodiversity impacts	79
	101-6 Direct drivers of biodiversity loss	80
	101-7 Changes to the state of biodiversity	80
	101-8 Ecosystem services	79
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	170
	201-2 Financial implications and other risks and opportunities due to climate change	71
	201-3 Defined benefit plan obligations and other retirement plans	169
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	124
	203-2 Significant indirect economic impacts	142
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	104
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	157
	205-2 Communication and training about anti-corruption policies and procedures	157
	205-3 Confirmed incidents of corruption and actions taken	157
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	166
GRI 207: Tax 2019	207-1 Approach to tax	164
	207-2 Tax governance, control and risk management	164
	207-3 Stakeholder engagement and management of concerns related to tax	164
	207-4 Country-by-country reporting	164
GRI 301: Materials 2016	301-2 Recycled input materials used	77
	301-3 Reclaimed products and their packaging materials	77
GRI 302: Energy 2016	302-1 Energy consumption within the organization	64
	302-2 Energy consumption outside of the organization	66
	302-3 Energy intensity	64
	302-4 Reduction of energy consumption	65
	302-5 Reductions in energy requirements of products and services	65

GRI Standard	GRI Disclosure	Pg. No.
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	72
	303-2 Management of water discharge-related impacts	73
	303-3 Water withdrawal	73
	303-4 Water discharge	73
	303-5 Water consumption	73
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	66
	305-2 Energy indirect (Scope 2) GHG emissions	66
	305-3 Other indirect (Scope 3) GHG emissions	66
	305-4 GHG emissions intensity	66
	305-5 Reduction of GHG emissions	67
	305-6 Emissions of ozone-depleting substances (ODS)	68
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	67
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	76
	306-2 Management of significant waste-related impacts	76
	306-3 Waste generated	76
	306-4 Waste diverted from disposal	76
	306-5 Waste directed to disposal	77
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	105
	308-2 Negative environmental impacts in the supply chain and actions taken	105
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	85
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	89
	401-3 Parental leave	89
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	98
	403-2 Hazard identification, risk assessment and incident investigation	98
	403-3 Occupational health services	98
	403-4 Worker participation, consultation and communication on occupational health and safety	100
	403-5 Worker training on occupational health and safety	100
	403-6 Promotion of worker health	100
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	98
	403-8 Workers covered by an occupational health and safety management system	98
	403-9 Work-related injuries	99
	403-10 Work-related ill health	99

GRI Standard	GRI Disclosure	Pg. No.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	93
	404-2 Programs for upgrading employee skills and transition assistance programs	91
	404-3 Percentage of employees receiving regular performance and career development reviews	90
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	87
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	100
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	100
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	101
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	101
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	100
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programs	124
	413-2 Operations with significant actual and potential negative impacts on local communities	142
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	105
	414-2 Negative social impacts in the supply chain and actions taken	105
GRI 415: Public Policy 2016	415-1 Political contributions	170
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	111
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	166

GRI Standard	GRI Disclosure	Pg. No.
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	117
	417-2 Incidents of non-compliance concerning product and service information and labeling	166
	417-3 Incidents of non-compliance concerning marketing communications	166
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	166

SASB Index

Sustainability Disclosure Topics & Metrics

SASB CODE	TOPIC	METRIC	Pg. No
HC-BP-210a.1	Safety of Clinical Trial Participants	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	117
HC-BP-210a.2		Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	117
HC-BP-210a.3		Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	117
HC-BP-240a.1	Access to Medicines	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	113
HC-BP-240a.2		List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	114
HC-BP-250a.1	Drug Safety	Products listed in public medical product safety or adverse event alert databases	116
HC-BP-250a.3		(1) Number of recalls issued, (2) total units recalled	112
HC-BP-250a.4		Total amount of product accepted for takeback, reuse, or disposal	112
HC-BP-250a.5		Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	109
HC-BP-260a.1		Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	117
HC-BP-260a.2	Counterfeit Drugs	Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	117
HC-BP-260a.3		Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products	117
HC-BP-270a.1	Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	166
HC-BP-330a.2	Employee Recruitment, Development & Retention	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals and (d) all others	86
HC-BP-510a.1	Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	157



ASSURANCE STATEMENT

INDEPENDENT ASSURANCE STATEMENT



To

The Management of ALEMBIC PHARMACEUTICALS LIMITED

Introduction and objectives of work

The Management 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, 2026 (Alembic Pharmaceuticals Limited - Sustainability Report – FY 2025-26)** 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 with stated parameters (**Appendix 1**) for the reporting period **April 1, 2025 to March 31, 2026**, 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 uncertainty of $\pm 5\%$ based on 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, verification engagement in accordance with ISAE 3000 (Revised) methodology 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, 2025 to March 31, 2026**. The selected GRI disclosures referred to in Appendix – 1 for this statement.

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

Site Name/ Location	Site Address
Vadodara Gujarat (Corporate Office)	Alembic Road, Vadodara – 390 003, Gujarat, India
Panelav sites (API-1)	Village Panelav, PO Tajpura, Near Baska, Taluka Halol, Panchmahal – 389 350, Gujarat, India
Panelav sites (API-2)	Village Panelav, PO Tajpura, Near Baska, Taluka Halol, Panchmahal – 389 350, Gujarat, India
Panelav sites (Formulation 1)	Village Panelav, PO Tajpura, Near Baska, Taluka Halol, Panchmahal – 389 350, Gujarat, India
Panelav sites (Formulation 2)	Village Panelav, PO Tajpura, Near Baska, Taluka Halol, Panchmahal – 389 350, Gujarat, India

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Vadodara (ARC 1&2)	Alembic Campus, Vadodara – 390003
Vadodara Bioaccumulation and Bioequivalence	Alembic Campus, Vadodara – 390003
R&D Kilo Lab	Village Panchdevla, Vadodara-Halol Highway, Taluka Waghodia, Dist. Vadodara-391510
Hyderabad (Research Centers)	2700 Suite No. 108, 2 nd Floor Takshila Tech Park & Incubators India Private Limited, Shamirpet (M), Lalgadi Malakpet Village, Medchal Malkajiri District, Telangana. Lab Suites, 111,112,114,123&124, Bloack-1, 450, Alexandria Knowledge Park, Genome Valley, Turkapally, Shameerpet Mandal, Hyderabad Telangana-500078-India.
Indore (Formulation Unit).	Plot NO 34, SIP, Near Natrix, Pithampur, Dist : Dhar, Indore, Madhya Pradesh
API-Unit-3-Karkhadi	Village Karkhadi, Padra Taluka, Vadodara – 331 440, Gujarat, India
Formulation Unit 3	Village Karkhadi, Padra Taluka, Vadodara – 331 440, Gujarat, India
Formulation Unit 5	Village Karkhadi, Padra Taluka, Vadodara – 331 440, Gujarat, India
Formulation 4	Plot 401, 406-408, 410-412, 415, Halol Road, Jarod, Taluka Vaghodiya, Vadodara – 391 510, Gujarat, India
Mumbai Office	2nd floor , Prime Corporate Park, Behind ITC Grand Maratha Sheraton, Sahar Road, Andheri (E), Mumbai – 400 099, INDIA
Domestic Formulation Unit, Sikkim	Samardung Busty, Namthang South, Sikkim – 737 132, India

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:

Assessment was conducted by means of physical site visits of **Alembic Pharmaceuticals Limited's** sites which includes Panelav sites (API-1, API-2, Formulation 1 & 2), Vadodara (ARC 1&2, Bioaccumulation and Bioequivalence, R&D Kilo Lab), Hyderabad (Research Centers), Indore (Formulation Unit). Bureau Veritas interviewed personnel of the company including Environment, Health & Safety (EHS) team, Environment compliance Department (ECD), Engineering, Personal & Administration, Purchase, Accounts & Corporate representatives and other relevant departments. Remote verification done for the other sites which includes Vadodara Gujarat (Corporate Office), Karkhadi, Gujarat (API 3 & Formulation 3 & 5), Jarod Gujarat (Formulation 4), Mumbai Maharashtra (Mumbai Office), Sikkim (Domestic Formulation Unit). Bureau Veritas interviewed personnel of the Company including Corporate Social Responsibility (CSR), HR, Environment Health & Safety (EHS), Opex, Supply Chain Management (SCM), Stores, Sustainability and other relevant departments and review of the Company's data & information systems for collection, aggregation, analysis and review.

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 2025-26.

Ref: BV_ APL _GRI_2025-26_29388190



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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, 2026**.

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.
- 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:

- Activities outside the defined assurance period.
- 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 economic and financial performance data or information on the Company is based only on the annual audited statement of accounts of the Company for the Financial Year 2025-26 and our conclusions rest solely upon that audited report.

Conclusion

Based on the procedures performed and the evidence obtained, we believe that the sustainability disclosures in the **Alembic Pharmaceuticals Limited** Sustainability Report for the year ended March 31, 2026, prepared with reference to the GRI Standards 2021, are fairly presented, in all material respects.

Statement of Independence, Integrity, and Competence

Bureau Veritas is an independent professional services company that specializes in quality, environmental, health, safety, and social accountability with over 198 years of history. Its assurance team has extensive experience in conducting assessments of 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 applied a Code of Ethics, which meets the requirements of the International Federation of Inspection 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 & safety information, systems and processes and 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 deliverables 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.

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Dt: 24th October 2026

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Dt: 24th October 2026

Appendix-1

Alembic has reported the information cited in this GRI content index for the period 1st April 2025 to 31st March 2026 with reference to the GRI Standards.

GRI 1 Used: GRI 1: Foundation 2021

GRI Standard	GRI Disclosure
GRI 2: General Disclosures 2021	2-1 Organizational details
	2-2 Entities included in the organization’s sustainability reporting
	2-3 Reporting period, frequency and contact point
	2-4 Restatements of information
	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
	2-13 Delegation of responsibility for managing 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
GRI 3: Material Topics 2021	3-1 Process to determine material topics
	3-2 List of material topics
	3-3 Management of material topics
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss
	101-2 Management of biodiversity impacts
	101-3 Access and benefit-sharing
	101-4 Identification of biodiversity impacts
	101-5 Locations with biodiversity impacts
	101-6 Direct drivers of biodiversity loss
	101-7 Changes to the state of biodiversity
	101-8 Ecosystem services
GRI 201: Economic Performance 2016	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
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported
	203-2 Significant indirect economic impacts
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption
	205-2 Communication and training about anti-corruption policies and procedures
	205-3 Confirmed incidents of corruption and actions taken
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices
GRI 207: Tax 2019	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
GRI 301: Materials 2016	301-2 Recycled input materials used
	301-3 Reclaimed products and their packaging materials
GRI 302: Energy 2016	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
GRI 303: Water and Effluents 2018	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
GRI 305: Emissions 2016	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
GRI 306: Waste 2020	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
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria
	308-2 Negative environmental impacts in the supply chain and actions taken
GRI 401: Employment 2016	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
GRI 403: Occupational Health and Safety 2018	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
	403-8 Workers covered by an occupational health and safety management system
	403-9 Work-related injuries
	403-10 Work-related ill health
GRI 404: Training and Education 2016	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
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs
	413-2 Operations with significant actual and potential negative impacts on local communities
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria
	414-2 Negative social impacts in the supply chain and actions taken
GRI 415: Public Policy 2016	415-1 Political contributions
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling
	417-2 Incidents of non-compliance concerning product and service information and labeling
	417-3 Incidents of non-compliance concerning marketing communications
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data



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