

**ALKEM LABORATORIES LTD.****Regd. Office :** ALKEM HOUSE, Senapati Bapat Marg,

Lower Parel (West), Mumbai - 400 013, Maharashtra, India.

• Phone: +91-22-3982 9999 • Fax: 022-2495 2955

• Email: contact@alkem.com • Website: www.alkemlabs.com

• CIN: L00305MH1973PLC174201

21st July, 2025

To,

**The Corporate Relationship Department
BSE Limited**

Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai 400 001.

Scrip Code: 539523

National Stock Exchange of India Limited

Exchange Plaza,
Bandra Kurla Complex,
Bandra East,
Mumbai 400 051.

Scrip Symbol: ALKEM

Sub: Disclosure under Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Dear Sir/Madam,

Pursuant to Regulation 34(2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report for financial year ended 31st March, 2025.

The same is also available on the website of the Company at www.alkemlabs.com

Kindly take the same on record.

Thanking you

Sincerely,

For **Alkem Laboratories Limited**

Divya Mewani

Vice President – Legal and Deputy Company Secretary

Encl: a/a

Business Responsibility and Sustainability Report (BRSR)

Section A: General Disclosures

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Company	L00305MH1973PLC174201
2.	Name of the Company	Alkem Laboratories Limited (the 'Company' or 'Alkem')
3.	Year of Incorporation	1973
4.	Registered office address	Alkem House, Senapati Bapat Marg, Lower Parel, Mumbai - 400 013, Maharashtra, India
5.	Corporate office address	Alkem House, Senapati Bapat Marg, Lower Parel, Mumbai - 400 013, Maharashtra, India
6.	E-mail	investors@alkem.com
7.	Telephone	+91 22 3982 9999
8.	Website	www.alkemlabs.com
9.	Financial year for which reporting is being done	1 April, 2024 to 31 March, 2025
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange Limited (NSE) and Bombay Stock Exchange Limited (BSE)
11.	Paid-up Capital	₹11,95,65,000
12.	Name and contact details (telephone, email address) of the person for BRSR Reporting	Mr. Manish Narang (President – Legal, Company Secretary & Compliance Officer) +91 22 3982 9999 investors@alkem.com
13.	Reporting boundary	Disclosures under this report are done on standalone - basis for Alkem Laboratories Limited
14.	Name of assurance provider	DNV Business Assurance India Pvt. Ltd.
15.	Type of assurance obtained	Reasonable for Core indicators

II. Products/Services

16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% Of Turnover of the entity
1	Manufacturing of pharmaceutical products	Manufacturing and marketing of pharmaceutical and nutraceutical products	100

17. Products/Services sold by the entity (accounting for 90% of the entity's turnover):

S. No.	Product/Services	NIC Code	% of total turnover contributed
1	Manufacturing and marketing of pharmaceutical and nutraceutical products	210	100

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

S. No.	Location	Number of plants	Number of offices	Total
1.	National	13*	80**	93
2.	International	-	-	-

*Includes manufacturing sites and R&D facilities

**Includes 4 corporate offices and 76 depots (7 directly owned)

19. Markets served by the entity

a. Number of locations

S. No.	Locations	Number
1.	National (Number of states)	28 states and 8 Union Territories
2.	International (Number of countries)	More than 40 countries

b. What is the contribution of exports as a percentage of the total turnover of the entity?

28%

c. A brief on types of customers

Alkem caters to diverse patients and customers across over 40 countries worldwide. Our clientele includes pharmaceutical firms, distributors, wholesalers, pharmacy chains, and hospitals.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	16,861	16,380	97	481	3
2.	Other than permanent (E)	247	222	90	25	10
3.	Total employees (D+E)	17,108	16,602	97	506	3
Workers						
4.	Permanent (F)	1,924	1,900	99	24	1
5.	Other than permanent (G)	3,801	3,610	95	191	5
6.	Total workers (F+G)	5,725	5,510	96	215	4

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled Employees						
1.	Permanent (D)	3	3	100	0	0
2.	Other than permanent (E)	0	0	0	0	0
3.	Total Differently abled employees (D+E)	3	3	100	0	0
Differently abled Workers						
4.	Permanent (F)	3	3	100	0	0
5.	Other than permanent (G)	1	1	100	0	0
6.	Total Differently abled workers (F+G)	4	4	100	0	0

21. Participation/Inclusion/Representation of women

	Total No. (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	12	3	25
Key Management Personnel	3	0	0

22. Turnover rate for permanent employees and workers

Category	FY 2025			FY 2024			FY 2023		
	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)
Permanent employees	23.2	19.9	23.1	27.7	25.9	27.6	28.2	30.6	28.3
Permanent workers	7.3	8.2	7.3	10.2	7.5	10.1	10.5	0.0	10.4

V. Holding, Subsidiary and Associate Companies (including Joint ventures)

23. Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Ascend Laboratories (Pty) Limited	Subsidiary	100%	No
2	Ascend GmbH	Subsidiary	100%	No
3	Alkem Laboratories Corporation	Subsidiary	100%	No
4	SøB Holdings S.a.r.l.	Subsidiary	100%	No
5	Pharmacor Pty Limited	Subsidiary	100%	No
6	ThePharmaNetwork, LLC (Subsidiary of SøB Holdings S.a.r.l.)	Subsidiary	100%	No
7	Ascend Laboratories SDN BHD.	Subsidiary	100%	No
8	Ascend Laboratories SpA	Subsidiary	100%	No
9	Enzene Biosciences Limited	Subsidiary	99.76%	No
10	Alkem Laboratories Korea Inc.	Subsidiary	100%	No
11	Pharmacor Limited	Subsidiary	100%	No
12	The Pharmanetwork, LLP	Subsidiary	100%	No
13	Ascend Laboratories, LLC (Wholly owned subsidiary of The PharmaNetwork, LLC)	Step-down Subsidiary	100%	No
14	Ascend Laboratories SAS	Subsidiary	100%	No
15	Ascend Laboratories (UK) Limited	Subsidiary	100%	No
16	Cachet Pharmaceuticals Private Limited	Subsidiary	61%	No
17	Indchemie Health Specialities Private Limited	Subsidiary	51%	No
18	Ascend Laboratories Limited	Subsidiary	100%	No
19	Pharma Network SpA (Wholly owned subsidiary of Ascend Laboratories SpA)	Step-down Subsidiary	100%	No
20	Alkem Foundation	Subsidiary	100%	No
21	Connect 2 Clinic Private Limited	Subsidiary	100%	No
22	Ascend Laboratories S.A. DE. CV (Wholly owned subsidiary of Ascend Laboratories SpA)	Step-down Subsidiary	100%	No
23	Enzene Inc (Wholly owned subsidiary of Enzene Biosciences Limited) (w.e.f 26 May, 2022)	Step-down Subsidiary	100%	No
24	Pharmacor Limited (Wholly owned subsidiary of Pharmacor Pty Limited) (w.e.f 1 June, 2022)	Step-down Subsidiary	100%	No
25	Sø B Pharma LLC (Wholly owned subsidiary of The PharmaNetwork, LLC)	Step-down Subsidiary	100%	No
26	Alkem Medtech Private Limited	Subsidiary	100%	No
27	Alixer Nexgen Therapeutics Limited	Subsidiary	100%	No
28	Alkem Wellness Limited (incorporated on 16 September, 2024)	Subsidiary	100%	No
29	Pharmacor SpA ((Wholly owned by Pharmacor Pty Limited) (w.e.f 22 November, 2024)	Step-down Subsidiary	100%	No
30	Sunsure Solarpark Twenty Two Private Limited (w.e.f. 29 January, 2025)	Associate	26%	No
31	Haystack Analytics Pvt Private Limited (w.e.f. 10 January, 2025)	Associate	8.16%	No

VI. CSR details

24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
 ii. If yes, Turnover – (in ₹): 105,511,325,785
 iii. Net worth – (in ₹): 1,23,21,83,00,000

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGBRC):

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2025			FY 2024		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes, a dedicated grievance redressal channel is available for all internal and external stakeholders. The details are accessible at https://admin.alkemlabs.com/uploads/WhistleBlower_Policy_new_5d094b8491.pdf	0	0	-	0	0	-
Investors		0	0	-	0	0	-
Shareholders		0	0	-	0	0	-
Employees and workers		6	0	-	13	0	-
Customers		116	0	-	489	12	-
Value Chain Partners		0	0	-	0	0	-
Other (please specify)		0	0	-	0	0	-

26. Overview of the entity's material responsible business conduct issues

S. No.	Material issue identified	ESG Classification	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change & GHG Emissions	Environment	Risk	Risk: The company's assets are vulnerable to climate-related physical and transition risks, which are expected to grow in frequency and intensity over time. Severe weather events can disrupt business operations.	The company's actions are guided by its Sustainability policy, which provides a framework to address climate change and risks related to greenhouse gas emissions. Alkem aims to reduce its Scope 1 and Scope 2 emissions by 42% by the FY 33 from the baseline of FY 23. Risks posed by climate change are also incorporated in company's Enterprise Risk Management system and appropriate mitigation strategies have been identified.	Negative implications due to adverse impact on company's assets

S. No.	Material issue identified	ESG Classification	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Biodiversity	Environment	Risk	Biodiversity loss presents a significant risk to the company due to the pharmaceutical industry's dependence on diverse natural resources and biological compounds. Reduced biodiversity could lead to a scarcity of medicinal plants and raw materials essential for drug development, especially in the biosimilars and nutraceuticals sectors. This scarcity may increase costs and affect supply chains. Additionally, environmental degradation from operations and new projects could attract more regulatory scrutiny, resulting in stricter compliance requirements.	The company prioritizes safeguarding natural resources and ecosystems under its Environmental Protection strategy within its Sustainability Policy. As part of its CSR efforts, it engages in large-scale tree planting activities to enhance green areas.	Negative implications due to cost incurred for the protection of biodiversity.
3	Energy Management	Environment	Risk / Opportunity	<p>Risk: The company's operations require substantial energy, including fuel and electricity, leading to potentially high operational costs if energy inefficiencies are not addressed.</p> <p>Opportunity: Enhancing current processes for better efficiency, adopting advanced technologies and transitioning to renewable energy sources can significantly boost operational yield, profitability and reduce greenhouse gas emissions.</p>	<p>The company aims to decrease its projected energy consumption by 1% annually through efficiency measures by FY 33. The Company has implemented various initiatives for improved energy management, including:</p> <ul style="list-style-type: none"> Installing biomass briquette boilers to reduce reliance on traditional fossil fuels. Implementing Variable Frequency Drives (VFD). Replacing inefficient Air Handling Units (AHU) with more efficient ones. <p>Furthermore, Alkem plans to achieve ISO 50001 certification for more than 75% of its manufacturing sites by FY26.</p>	Negative impact due to cost incurred for the capex of energy efficient equipment; however, positive financial impact projected in long run due to lower cost of energy
4	Waste Management	Environment	Risk	Being a part of the pharmaceutical industry, the company produces considerable amounts of hazardous waste and other non-hazardous waste. Improper management of these wastes can result in regulatory violations, fines, penalties, operational limitations and environmental harm.	The company's emphasis on waste minimization is reflected in the adoption of 3R principle: Reduce, Reuse, Recycle. The company has also tied up with government authorized waste management agencies for sustainable waste disposal. The Company also targets to recycle >90% of its non-hazardous waste by FY 25 and each year henceforth.	Negative impact due to cost incurred in handling and management of waste.
5	Water Management	Environment	Risk	Water scarcity at crucial company sites, such as manufacturing and R&D facilities, poses a risk to operations and business continuity. Additionally, the availability of poor-quality water poses a significant challenge, given that pharmaceutical production requires high-quality water to maintain product standards.	The company is dedicated to reducing freshwater usage by monitoring water consumption, auditing raw effluent and treated water discharge and educating employees on water conservation. Rainwater harvesting and effluent treatment systems are installed at all manufacturing sites, with 42% of plants achieving Zero Liquid Discharge. The company aims to become water neutral by FY'30.	Negative impact due to cost incurred in meeting water demand during shortages or availability of poor quality water

S. No.	Material issue identified	ESG Classification	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Product Quality and Patient Safety	Social	Risk	The company prioritizes product safety and quality to mitigate health risks for users and prevent reputational damage, fines, or loss of customer trust. It implements rigorous quality control measures and adheres to industry standards to ensure product reliability and safety.	Alkem maintains a robust pharmacovigilance system to ensure patient safety by efficiently identifying, collecting, assessing and communicating any adverse events related to our medicines. The company strictly follows current Good Manufacturing Practices (cGMP) as required by regulatory bodies to ensure quality in its manufacturing processes. Regular quality control inspections are conducted across all facilities to detect and rectify any non-compliance issues with machinery and equipment.	Positive implications due to customer acceptance and loyalty
7	Occupational Health & Safety	Social	Risk	In the pharmaceutical industry, employees are exposed to hazardous chemicals and substances during manufacturing and R&D activities.	The company is dedicated to a 'Zero Harm' initiative, ensuring no harm to people, assets, or the environment. Its Environment, Health & Safety (EHS) policy is implemented across all sites. Several manufacturing locations, including Baddi (Unit 1 & 2), Daman (Unit 1), Sikkim (Units 1, 2, 3, & 5), Ankleshwar and Mandwa, have achieved ISO 45001 certification. Regular EHS audits are conducted to identify and address any gaps and a strong health and safety culture is fostered through extensive training programs for employees and workers. Various initiatives are in place to enhance process safety and control chemical exposure.	Positive implications due to increased work productivity and reduced LTIFR.
8	Human Resource Development	Social	Opportunity	The industry relies heavily on human capital, emphasizing knowledge and skills. Employee productivity and efficiency are crucial for enhancing asset integrity and driving business growth across all functions.	The company implements a Human Resource policy framework alongside its Environment Health & Safety (EHS) and Sustainability policies. The HR team focuses on strategic and skill development training to promote both personal and professional growth among employees. Alkem provides an inclusive and supportive work environment, offering benefits such as insurance, medical support, maternity and paternity leave, sick leave, emergency support through benevolent funds and access to counseling services. The company is committed to fostering diversity and ensuring equal opportunities, aiming to attract and retain top talent across all functions and levels.	Positive implications due to increased productivity of workforce.

S. No.	Material issue identified	ESG Classification	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Availability and affordability of medicines	Social	Risk	The company recognizes its social and ethical obligation to ensure its products are accessible and affordable for patients. Failing to meet these expectations could lead to a loss of market share to competitors offering more budget-friendly options, significantly impacting revenue and profitability. Over time, recovering customer trust and market position could become challenging if accessibility and affordability are not prioritized.	The company's R&D centers focus on developing innovative solutions to maintain product affordability and accessibility while ensuring high quality.	Positive implications in longer run due to increased market share.
10	Sustainable Supply Chain	Social	Risk	The company actively manages its supply chain through strategic partnerships and advanced logistics to ensure consistent production and distribution of medications. It employs robust risk management strategies to identify and address potential disruptions, thereby safeguarding its reputation and supporting public health needs.	Alkem has joined the Pharmaceutical Supply Chain Initiative (PSCI) as an Associate Member to enhance safety, environmental and social outcomes across its value chain and encourage responsible practices. The company is committed to supply chain sustainability by setting targets for assessing critical suppliers against ESG criteria and starting to account for its Scope 3 emissions.	Negative implications are observed due to cost incurred in suppliers' assessment.
11	Human Rights	Social, Governance	Risk	Failing to uphold human rights principles may damage reputation and erode stakeholder trust. The company is committed to maintaining ethical standards and fostering a respectful environment to safeguard its image and stakeholder relationships.	The company has established a comprehensive Human Rights policy applicable to all employees, regardless of their position or location. Additionally, it has developed a specific Code of Ethics for all stakeholders, including suppliers, vendors and contractors, to ensure ethical practices throughout the value chain.	Negative implications in short term due to cost incurred to ensure strict inclusivity of human rights principles in systems and processes through regular audits trainings and compliance measures.
12	Community Engagement	Social	Opportunity	For a company to succeed and maintain community trust, aligning its business goals with community priorities is crucial. Any practices that violate these priorities can harm the company's reputation and lead to conflicts. Building trusting relationships and encouraging active community involvement can help the company contribute to social development and reduce potential objections from the community.	The company is committed to addressing both immediate and long-term community needs, aiming to create a positive impact through various initiatives. These efforts focus on enhancing healthcare, education, rural development, environmental care and promoting sports culture, thereby contributing to overall social development and building strong community relationships.	Positive implication due to good will and reputation among the communities, thereby, avoiding chances of legal disputes.
13	R&D and Innovation	Governance		The changing healthcare landscape requires innovative solutions and products to meet society's unmet medical needs. This also presents an opportunity for the company to explore and enter new markets.	Alkem has a dedicated team of scientists leading its R&D efforts, supported by four state-of-the-art, internationally accredited R&D centers located in India and the US. The company allocates a substantial portion of its revenue to R&D to foster innovation and address unmet medical needs, enabling it to explore and enter new markets.	Positive implications with development of new patents that can generate revenue streams

S. No.	Material issue identified	ESG Classification	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
14	Data Privacy and cybersecurity	Data Privacy and cybersecurity	Risk	As data breaches become more frequent, it is crucial for a company to protect sensitive customer information and proprietary data to avoid any potential breaches that might damage its reputation and result in financial and non-financial setbacks.	The company has implemented an Information Security Policy and is investing in IT tools for data protection. Data loss or leakage is closely monitored through Vulnerability Assessment and Penetration Testing (VAPT) and IT audits. The company aims to achieve ISO 27001 certification by FY'26, reflecting its commitment to developing strong Information Security Management Systems (ISMS).	Negative implications due to cost incurred in implementing and maintaining cybersecurity technologies.
15	Clinical Trial Conduct	Social, Governance	Risk	Conducting clinical trials is crucial for pharmaceutical companies to ensure their products are safe and effective. Non-compliance with regulatory standards or unethical practices in these trials can lead to delays in drug approvals, hinder the development of commercially viable products and result in legal repercussions.	The company strictly adheres to regulatory standards and ethical guidelines in conducting clinical trials. It is committed to performing scientifically robust and ethical trials to meet unmet healthcare needs and produce reliable data for developing safe and effective new molecules. With extensive experience in conducting clinical studies from phase 1 to phase 4 across various therapies, the company complies with ICH GCP and other international regulations. The R&D team is proficient in handling trials for both small and large molecules, including monoclonal antibodies, biosimilars and stem cell-based products, for submissions to regulatory bodies like CDSCO, USFDA and EMEA.	Positive implications due to increased likelihood of regulatory approval of new drugs, potentially speeding up the time to market and increasing revenue streams
16	Pharmacovigilance	Social, Governance	Risk	Pharmaceutical companies must monitor the effects of their products after administration and track any side effects. This is essential for ensuring patient safety, refining product usage guidelines and maintaining compliance with regulatory standards.	The company maintains a robust pharmacovigilance system to monitor and assess the safety of medicines during both clinical development and post-approval stages. It continuously evaluates the benefit-risk profile of its marketed products and is dedicated to transparently communicating these benefits and risks to patients, healthcare professionals and regulatory authorities.	Negative implications due to additional cost incurred in implementing monitoring and tracking systems.
17	Environmental Compliance	Environment, Governance	Risk / Opportunity	The company prioritizes compliance with environmental regulations, including those governing water and air pollution, hazardous waste management and plastic waste management. (Prevention and Control of Pollution Act, Hazardous Waste Management Rules, Plastic Waste Management Rules, Extended Producer Responsibility, etc.) Adhering to these laws helps prevent fines, legal issues and operational disruptions, ensuring smooth business operations. By maintaining compliance, the company supports sustainable practices and minimizes the risk of significant adverse events.	The company adheres to all relevant local pollution control laws and regulations. It actively implements strategies and systems to minimize environmental impact by applying ISO standards across its operational sites.	Negative implication due to cost incurred on systems and processes to ensure strict compliance.

S. No.	Material issue identified	ESG Classification	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
18	Corporate Governance ⊗Business ethics	Governance	Risk / Opportunity	Unethical behavior or corporate misconduct, such as fraud, bribery, corruption, conflicts of interest, or violations of industry laws and regulations, can result in significant reputational damage, loss of stakeholder trust and legal actions. Inadequate corporate governance practices, including a lack of transparency, ineffective oversight and insufficient accountability, can undermine investor confidence and diminish shareholder value. A strong commitment to ethical conduct and sound corporate governance can boost a company's market competitiveness and strengthen stakeholder relationships.	The company emphasizes core values such as empowerment, integrity, safety, transparency, fairness and ethical dealings with all stakeholders and society. These values guide decision-making and include Quality, Adaptability, Responsibility, Respect, Gratitude, Fairness, Honesty, Safety and Compassion. To ensure ethical conduct, the company relies on various policies and codes, including the Code of Business Conduct, Code of Ethics, Whistleblower Policy and Code of Practices and Procedures for Fair Disclosures. These frameworks help steer the company's business conduct and shape behavioral norms.	Positive implication as good governance improves access to capital.
19	Business Continuity	Governance	Risk	It is important to prioritize resilience and preparedness by developing a comprehensive business continuity plan to navigate uncertainties and potential disruptions. This plan ensures that operations can continue smoothly during challenging times, safeguarding the company's ability to adapt and thrive amidst unforeseen events.	The company has implemented business continuity measures and emergency response plans across all its sites to handle potential disruptions. It is currently developing an enterprise-level business continuity policy and plan to ensure operational continuity during various disruption scenarios.	Negative implications due to expenditure on preparedness measures.
20	Resilient Business Performance	Governance	Risk / Opportunity	It is important to maintain steady market presence despite uncertainties, aiming for long-term economic growth with an emphasis on sustainability and stakeholder value creation. Focusing on strategic capital allocation to ensure profitable expansion is crucial.	The company is committed to generating stable revenue across various streams by leveraging a sustainable supply chain, adopting advanced technologies and implementing a robust business continuity plan. To enhance resilience and mitigate future risks, it has incorporated ESG risks into its Enterprise Risk Management system.	Positive implications due to smooth operations
21	Sales and marketing practices	Social, Governance	Opportunity	Alkem focuses on ethical sales and marketing practices to cultivate brand loyalty and influence consumer behavior positively, aiming for sustained market growth. By prioritizing transparency and integrity in its approaches, the company seeks to strengthen its relationship with its extensive customer base.	The company is focused on enhancing its marketing capabilities by providing comprehensive training and workshops for its employees. It is also allocating resources to develop impactful digital marketing campaigns. Product labels are carefully crafted to comply with regulatory standards while prioritizing patient-centered information.	Positive implications due to increased customer acquisition and retention.
22	Combating counterfeit medicines	Governance	Risk	Counterfeit products in the market pose significant risks to the company, potentially affecting revenue and customer trust. These fake products can undermine the company's reputation and lead to decreased consumer confidence in its offerings.	The company is implementing technological solutions with anti-counterfeiting security features to combat the issue of counterfeit products in the market.	Negative implications are due to cost incurred in mitigation plan.

Section B: Management and process disclosures

Policy and Management processes

Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. (a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(b) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(c) Web Link of the Policies, if available	Policies are available on the website of the Company at https://www.alkemlabs.com/investors/policies . The policies which are internal to the Company are available on the intranet of the Company.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4. Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All our facilities adhere to the cGMP standards in addition to the accreditations from international regulatory authorities such as US FDA, WHO, MHRA (UK), TGA (Australia), ANVISA (Brazil) and MCC (South Arica) and regulatory agencies from other countries. Additionally, the manufacturing facilities at Baddi, Daman, Sikkim, Ankleshwar and Mandva are ISO 14001 and ISO 45001 certified. Four operational plants at Sikkim have also been certified for ISO 50001.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Alkem has laid out a set of measurable goals with clear timelines to drive progress around environmental, social and governance areas. These commitments reflect the organization's focus on reducing emissions, improving resource use, strengthening workplace practices and enhancing transparency across the value chain.</p> <p>Environment goals and targets:</p> <ul style="list-style-type: none"> To reduce Scope 1 and Scope 2 emissions by 42% by FY 33 from base year FY 23 To achieve y-o-y 1% reduction in energy consumption from the projected energy requirement of each year till FY 33 To achieve water neutrality across operations by FY 30 <p>Social goals and targets:</p> <ul style="list-style-type: none"> To obtain ISO 45001 certification for more than 75% sites by FY 26 To increase overall gender diversity to 5% by FY 27 To screen 90% of new suppliers on ESG criteria with effect from FY 25 Evaluation of identified critical suppliers in the following manner: <ul style="list-style-type: none"> 10% by FY 25 35% by FY 26 70% by FY 27 >90% by FY 28 <p>Governance goals and targets:</p> <ul style="list-style-type: none"> To obtain ISO 27001 certification by FY 26 								

Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
6 Performance of the entity against specific commitments, goals and targets along-with reasons in case the same are not met.	<p>Progress towards environment goals and targets:</p> <ul style="list-style-type: none"> • 1% reduction in GHG emission intensity per turnover (Scope 1 and Scope 2 per turnover) from previous year. • 21% of total energy demand of the Company met through renewable sources in FY 25 • Site-wise action plan prepared to achieve water neutrality across operations by FY 30. Projects planned for enhancing water harvesting and replenishment potential in watersheds of Mandva and Daman sites. <p>Social goals and targets:</p> <ul style="list-style-type: none"> • Obtained ISO 45001 certification for 83% sites • Overall gender diversity stands at 3% in FY 25 • Screened 100% of new suppliers on ESG criteria with effect from FY 25 • Evaluated 16% of critical suppliers (by value) in FY 25 <p>Governance goals and targets:</p> <ul style="list-style-type: none"> • Gap assessment against ISO 27001 has been completed. Certification underway. 								
Governance, leadership and oversight									
7 Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>At Alkem, we see sustainability as a shared responsibility and a continuous journey. Our focus is on building long-term value by addressing environmental and social priorities through clear goals and grounded action. Our approach is guided by measurable goals and a strong sense of accountability—towards the environment, our people and the communities we serve.</p> <p>A key goal is to reduce our Scope 1 and Scope 2 greenhouse gas emissions by 42% by FY 33, using FY 23 as the baseline. To support this, we are focusing on improving our energy performance with an annual 1% reduction in energy use based on projected requirements, alongside greater use of renewable energy sources. As of this year, we have reduced our Scope 1 and Scope 2 greenhouse gas emissions intensity (per turnover) by 1%, moving steadily toward our FY 33 target. Our green energy transition efforts have led to 21% of energy requirements being met by renewable sources.</p> <p>We are also in the process of obtaining ISO certifications that support our environmental and occupational health goals. We have surpassed our aim is to achieve ISO 45001 certification for more than 75% of sites by FY 26. At present, 83% of our manufacturing sites have ISO 45001 and ISO 14001 certification. 33% of our manufacturing sites are ISO 50001 certified.</p> <p>Water stewardship remains a priority. We are targeting water neutrality across operations by FY 30, which will require greater control, re-use and responsible sourcing of water at all our facilities.</p> <p>On the social front, we are working to increase gender diversity to 5% by FY 27 and ensure QR codes are placed on primary packaging of 75% of domestic products (by sales value) by FY 26 to support better traceability. Supplier engagement is also being strengthened, with 100% screening of new suppliers on ESG parameters under supplier onboarding program and progressively evaluate our identified critical suppliers. Gender diversity has reached 3% in FY 25, with focused hiring practices and sensitization efforts underway.</p>								

Points	P1	P2	P3	P4	P5	P6	P7	P8	P9																																																												
	<p>We are also exploring ways in which our ESG efforts can support our CSR programs more meaningfully. Cross-functional projects like community watershed management are underway to identify areas where the two can support each other through shared action.</p> <p>To bring all these efforts under a clearer governance framework, we are reviewing and updating our policies on environment, health and safety, supply chain and social performance. The aim is to support long-term consistency in our approach while allowing space for course correction where required.</p> <p>We remain focused on meeting our goals with clarity and purpose. By strengthening our systems, investing in better practices and encouraging collaboration across teams, we aim to deliver outcomes that matter both today and for the years ahead. I look forward to working closely with our teams and partners to turn these goals into results.</p> <p>- Ms. Madhurima Singh (Executive Director & Chair – CSR & Sustainability Committee)</p>																																																																				
8	<p>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). Name: Mr. Sandeep Singh Designation: Managing Director DIN Number: 01277984</p>																																																																				
9	<p>Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. Yes, the Company has board-level CSR and Sustainability Committee with direct oversight on sustainability issues.</p>																																																																				
10 Details of Review of NGRBCs by the Company																																																																					
a. Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee																																																																					
<table border="1"> <thead> <tr> <th>Subject for Review</th> <th>P1</th> <th>P2</th> <th>P3</th> <th>P4</th> <th>P5</th> <th>P6</th> <th>P7</th> <th>P8</th> <th>P9</th> </tr> </thead> <tbody> <tr> <td>1 Performance against above policies and follow up action</td> <td colspan="9">Department heads/ Board Committees/ Board Members review company's Policies, wherever applicable.</td> </tr> <tr> <td>2 Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances</td> <td colspan="9">The Board of Directors review the status of compliances with all applicable statutory requirements.</td> </tr> </tbody> </table>										Subject for Review	P1	P2	P3	P4	P5	P6	P7	P8	P9	1 Performance against above policies and follow up action	Department heads/ Board Committees/ Board Members review company's Policies, wherever applicable.									2 Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Board of Directors review the status of compliances with all applicable statutory requirements.																																						
Subject for Review	P1	P2	P3	P4	P5	P6	P7	P8	P9																																																												
1 Performance against above policies and follow up action	Department heads/ Board Committees/ Board Members review company's Policies, wherever applicable.																																																																				
2 Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Board of Directors review the status of compliances with all applicable statutory requirements.																																																																				
b. Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)																																																																					
<table border="1"> <thead> <tr> <th>Subject for Review</th> <th>P1</th> <th>P2</th> <th>P3</th> <th>P4</th> <th>P5</th> <th>P6</th> <th>P7</th> <th>P8</th> <th>P9</th> </tr> </thead> <tbody> <tr> <td>1 Performance against above policies and follow up action</td> <td colspan="9"></td> </tr> <tr> <td>2 Compliance with statutory requirements of relevance to the principles and the rectification of any non-compliances</td> <td colspan="9">Quarterly basis/ On need basis</td> </tr> </tbody> </table>										Subject for Review	P1	P2	P3	P4	P5	P6	P7	P8	P9	1 Performance against above policies and follow up action										2 Compliance with statutory requirements of relevance to the principles and the rectification of any non-compliances	Quarterly basis/ On need basis																																						
Subject for Review	P1	P2	P3	P4	P5	P6	P7	P8	P9																																																												
1 Performance against above policies and follow up action																																																																					
2 Compliance with statutory requirements of relevance to the principles and the rectification of any non-compliances	Quarterly basis/ On need basis																																																																				
11	<p>Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency. No</p>																																																																				
12.	<p>If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:</p> <table border="1"> <thead> <tr> <th>Questions</th> <th>P1</th> <th>P2</th> <th>P3</th> <th>P4</th> <th>P5</th> <th>P6</th> <th>P7</th> <th>P8</th> <th>P9</th> </tr> </thead> <tbody> <tr> <td>The entity does not consider the Principles material to its business (Yes/No)</td> <td colspan="9"></td> </tr> <tr> <td>The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)</td> <td colspan="9"></td> </tr> <tr> <td>The entity does not have the financial or/human and technical resources available for the task (Yes/No)</td> <td colspan="9">Not Applicable</td> </tr> <tr> <td>It is planned to be done in the next financial year (Yes/No)</td> <td colspan="9"></td> </tr> <tr> <td>Any other reason (please specify)</td> <td colspan="9"></td> </tr> </tbody> </table>									Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	The entity does not consider the Principles material to its business (Yes/No)										The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)										The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not Applicable									It is planned to be done in the next financial year (Yes/No)										Any other reason (please specify)									
Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9																																																												
The entity does not consider the Principles material to its business (Yes/No)																																																																					
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)																																																																					
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not Applicable																																																																				
It is planned to be done in the next financial year (Yes/No)																																																																					
Any other reason (please specify)																																																																					

Section C: Principle-wise performance disclosure

Principle 1: Business should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable.

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programmes on any of the principles during the FY 2025

Segment	Total number of training & awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	Risk awareness and mitigation, Cybersecurity and IT initiatives	100%
Key Managerial Personnel			100%
Employees other than BoD and KMPs	6,552	Environment, health & safety, Anti-corruption and anti-bribery practices, Cybersecurity, Human Rights, Ethical marketing practices	100%
Workers	6,552	Environment, health & safety, Anti-corruption and anti-bribery practices, Human Rights	100%

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2025

During the financial year, no penalty / fine, settlement, compounding fee, imprisonment, or any kind of punishment has been imposed on the Company or its KMPs.

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ Judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Penalty/Fine					
Settlement		No Penalty/Settlement and compounding fee imposed on company/directors/KMPs.			
Compounding fee					
Non – Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ Judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? / (Yes/ No)
Imprisonment					
Punishment		No imprisonment/punishment imposed on company/directors/KMPs.			

3. Of the instances disclosed in Question 2 above, details of the Appeal / Revision preferred in cases where monetary or nonmonetary action has been appealed

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

4. Does the entity have an anti-corruption policy or antibribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, the Company has an Anti-Bribery and Anti-Corruption (ABAC) policy, aimed to prevent involvement in bribery, corruption and other improper activities, ensuring adherence to laws and ethical conduct. The policy covers specific guidelines on, including, but not limited to, gifts and hospitality, facilitation payments and kickbacks, and grants and donations. It also describes the process for raising a concern/grievance.

The policy is available at https://admin.alkemlabs.com/uploads/Anti_Bribery_and_Anti_Corruption_ABAC_Policy_c0cb337502.pdf

5. **Number of Directors/KMPs/Employees/Workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption**

No complaints were received in relation to Conflict of Interest of the Directors or KMPs during FY 2024-25 and FY 2023-24.

6. **Details of complaints with regard to conflict of interest**

No complaints were received in relation to Conflict of Interest of the Directors or KMPs during FY 2024-25 and FY 2023-24.

7. **Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators / law enforcement agencies / judicial institutions, on cases of corruption and conflicts of interest.**

Not Applicable

8. **Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:**

	FY 2025	FY 2024
Number of days of accounts payables	192	151

9. **Open-ness of business**

Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2025	FY 2024
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	9.00	7.00
	b. Number of trading houses where purchases are made from	215	342
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	57.49	47.10
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	98.09	99.98
	b. Number of dealers / distributors to whom sales are made	8,799	8,972
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	3.75	3.70
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)(%)	11.40	7.07
	b. Sales (Sales to related parties / Total Sales)(%)	22.66	18.91
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)(%)	83.71	0.00
	d. Investments (Investments in related parties / Total Investments made)(%)	31.14	90.15

LEADERSHIP INDICATORS

1. **Awareness programmes conducted for value chain partners on any of the principles during the financial year:**

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes*
3	Enhancing stakeholder engagement and communication platforms, efficient logistics and supply chain management, product quality	6

*Representative of % spent value of suppliers participating in the awareness programmes

2. **Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.**

Alkem has implemented a "Code of Business Conduct and Ethics" specifically for its Directors and Senior Management. This code is designed to ensure that the highest level of care is exercised during transactions that may present a conflict of interest with the Company's interests. The code addresses various aspects of potential conflicts of interest, including outside employment, directorships, gifts or payments and corporate opportunities. This Code is publicly accessible on the company's website https://admin.alkemlabs.com/uploads/824596594993521810_CODE_OF_BUSINESS_CONDUCT_AND_ETHICS_FOR_SENIOR_MANAGEMENT_eca6236412.pdf, reflecting Alkem's commitment to transparency and ethical governance.

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

ESSENTIAL INDICATORS

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

Segment	FY 2025	FY 2024	Details of improvements in environmental and social impacts
R&D	12.27%	₹47 Million	Green chemistry, yield improvement, product efficacy enhancement for quality healthcare.
Capex	1.47%	₹28.8 Million	Energy efficiency and water conservation and monitoring infrastructure.

2. a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes, the Company has a Sustainable Supply Chain program where critical suppliers are assessed on sustainability criteria including environment and social management systems and governance policies. Being a pharmaceutical Company, product quality is of utmost priority. Extensive supplier site surveys are conducted to ensure adherence to raw material quality standards and compliances.

- b. **If yes, what percentage of inputs were sourced sustainably?**

We have sourced 16% of our inputs sustainably.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste

The Company has a process to safely reclaim its products and plastic packaging at the end of life. The post-consumer plastic packaging is collected in alignment with the Extended Producer Responsibility (EPR) obligations under Plastic Waste Management Rules, 2016 and subsequent amendments. 100% of this reclaimed packaging is recycled through authorized recyclers. The expired products are collected from the market and are safely disposed through government authorized waste-management agencies.

By the nature of industry and products, no other wastes are generated at the end of life of Company's products, including e-waste and other wastes.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, the Company is subject to Extended Producer Responsibility (EPR) and has registered with the Central Pollution Control Board (CPCB) as a Brand Owner to manage the collection and recycling of plastic waste generated from product packaging. The waste management and collection strategy comply with the EPR plan submitted to the Pollution Control Boards.

LEADERSHIP INDICATORS

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format.

The Company has not conducted LCA of its products.

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Not Applicable

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Being a pharmaceutical company, we have stringent regulations on the quality and specifications of raw and input materials. No recycled or reused input material was used in the production process.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled and safely disposed, as per the following format:

	FY 2025			FY 2024		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	3,961	0	0	2,955	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	97	0	0	0	0
Other Waste	0	0	0	0	0	0

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Packaging material (plastic)	100

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

ESSENTIAL INDICATORS

1. a. *Details of measures for the well-being of employees:*

Category	Total (A)	% Of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	16,380	16,380	100	16,380	100	0	0	16,380	100	185	13
Female	481	481	100	481	100	481	100	0	0	185	38
Total	16,861	16,861	100	16,861	100	481	3	16,380	97	2,313	14
Other than Permanent Employees											
Male	222	222	100	222	100	0	0	222	100	4	2
Female	25	25	100	25	100	25	100	0	0	0	0
Total	247	247	100	247	100	25	10	222	90	4	2

- b. *Details of measures for the well-being of workers:*

Category	Total (A)	% Of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	1,900	1,900	100	1,900	100	0	0	1,900	100	1,699	89
Female	24	24	100	24	100	24	100	0	0	24	100
Total	1,924	1,924	100	1,924	1,924	24	1	1,900	100	1,723	189
Other than Permanent Workers											
Male	3,610	3,610	100	3,610	100	0	0	3,610	100	804	22
Female	191	191	100	191	100	191	100	0	0	11	6
Total	3,801	3,801	100	3,801	100	191	5	3,610	95	815	21

- c. *Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format :*

	FY 2025*	FY 2024
Cost incurred on wellbeing measures as a % of total revenue of the company	0.37	0.30

*Data representative of expenses incurred on health and accident insurance and maternity/paternity benefits - including medical claims, excluding salary payout during parental leave.

2. Details of retirement benefits for Current and Previous Financial Years

S.no.	Benefits	FY 2025			FY 2024		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100	100	Yes	100%	100%	Yes
2	Gratuity	100	100	Yes	100%	100%	Yes
3	ESI	1	6	Yes	3%	12%	Yes
4	NPS	2	0	Yes	1%	0%	Yes

3. Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Alkem Laboratories ensures its offices are accessible to differently abled individuals, complying with the Rights of Persons with Disabilities Act, 2016. The company is dedicated to inclusivity and has implemented measures such as ramps at entry and exit points, wheelchair-friendly parking areas, spacious lifts and specialized restrooms to accommodate these needs. While manufacturing facilities offer partial accessibility, office and administration areas within factory premises are equipped to support differently abled employees and visitors.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Alkem Laboratories has established a 'Code of Ethics' applicable to all employees, promoting diversity and equal opportunities in alignment with the Rights of Persons with Disabilities Act, 2016. This code is accessible to employees via the company's intranet, ensuring awareness and adherence to ethical and inclusive practices within the organization. The code of ethics is accessible at https://www.alkemlabs.com/pdf/Alkem_Labs_Code_of_Ethics.pdf.

5. Return to work and Retention rates of permanent employees and workers that took parental leave

Gender	Permanent Employees		Permanent Workers	
	Return to work Rate (%)	Retention Rate (%)	Return to work Rate (%)	Retention Rate (%)
Male	100	100	100	100
Female	77	77	100	100
Total	97	97	100	100

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.

	Yes/No	(If yes, then give details of the mechanism in brief)
1 Permanent workers	Yes	Alkem is committed to providing a safe, healthy and inclusive work environment for all its employees, workers, contractual work-force and third-party employees present on Alkem premises. To ensure effective grievance redressal and uphold employee trust and well-being, the Company has instituted a robust 3-tier grievance management framework:
Other than permanent workers	Yes	
2 Permanent Employees	Yes	<ul style="list-style-type: none"> Open Door Policy: Alkem fosters a culture of open dialogue by encouraging employees to freely approach their immediate supervisors, line managers, or designated HR managers to raise concerns, seek clarifications, or resolve issues. This proactive communication approach promotes early resolution and strengthens workplace transparency. Internal Complaints Committee (ICC): In compliance with the Prevention of Sexual Harassment (POSH) Act, Alkem has constituted ICCs at all locations to address grievances related to sexual harassment. The details of ICC members are prominently displayed on the Company's internal portal, accessible to all employees. New joiners are informed about the ICC framework during HR induction programs and periodic online refresher trainings are conducted to reinforce awareness among existing employees.
Other than permanent employees	Yes	

Yes/No	(If yes, then give details of the mechanism in brief)
	<ul style="list-style-type: none"> Whistle-blower Mechanism: Alkem has established a comprehensive Whistle-blower Policy that enables employees to confidentially report actual or suspected incidents of unethical behavior, violation of Company policies, or any illegal activities. Complaints can be raised by sending an email to whistleblower@alkem.co.in. The policy ensures protection of whistle-blowers against any form of retaliation and promotes an ethical and transparent workplace culture. <p>In addition to the above, following practices are also implemented at manufacturing sites:</p> <ul style="list-style-type: none"> Suggestion boxes are installed outside all departments and shop-floors at all manufacturing sites for employees and workers to register grievances and area of improvements. Each site also has an environment, health and safety committee with representation from each department and workers' representatives to highlight concerns. Daily shop-floor trainings are accompanied with a dialogue session where workers can communicate their grievances. <p>Through this structured and multi-channel grievance redressal mechanism, Alkem remains committed to safeguarding the rights, dignity and well-being of its workforce.</p>

7. Membership of employees and workers in association(s) or Unions recognised by the listed entity

Category	FY 2025			FY 2024		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / Workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	16,861	0	0	15,611	0	0
Male	16,380	0	0	15,190	0	0
Female	481	0	0	421	0	0
Total Permanent Workers	1,924	0	0	1,821	0	0
Male	1,900	0	0	1,796	0	0
Female	24	0	0	25	0	0

8. Details of training given to employees and workers

	FY 2025					FY 2024				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation ¹	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Male	16,602	16,602	100	16,380	98	15,396	15,396	100%	12,870	83%
Female	506	506	100	481	95	447	447	100%	375	84%
Total	17,108	17,108	100	16,861	98	15,843	15,843	100%	13,155	83%
Workers										
Male	5,510	5,510	100	5,510	100	5,067	5,067	100%	5,067	100%
Female	215	215	100	215	100	147	147	100%	147	100%
Total	5,725	5,725	100	5,725	100	5,214	5,214	100%	5,214	100%

9. Details of performance and career development reviews of employees and workers:

	FY 2025*			FY 2024		
	Total (A)	No (B)	% (B/A)	Total (C)	No (D)	% (D/C)
Employees						
Male	16,380	13,569	83	15,396	15,396	100
Female	481	404	84	447	447	100
Total	16,861	13,973	83	15,843	15,843	100
Workers						
Male	1,900	1,824	96	5,067	5,067	100
Female	24	24	100	147	147	100
Total	1,924	1,852	96	5,214	5,214	100

*Data representative of permanent employees and workers.

10. Health and Safety Management System

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes / No). If yes, the coverage such system?

Alkem Laboratories places a strong emphasis on safety as a core value and is committed to maintaining high health and safety standards across all its facilities, including manufacturing, R&D and office sites. The company's Environmental, Health and Safety (EHS) Policy outlines the dedication to managing key health and safety aspects proactively, ensuring the well-being of employees and other stakeholders.

Alkem's internal occupational health and safety management systems, governed by robust standard operating procedures, encompass all its manufacturing sites, offices, depots and warehouses, covering permanent and non-permanent employees and workers, contractual workers, third-party and off-role employees present on Alkem premises. 83% of its manufacturing sites are ISO 45001 certified, only exception being two non-operational units.

b. What are the processes used to identify work related hazards and assess risks on a routine and non-routine basis by the entity?

Alkem Laboratories upholds the principle that 'Every Incident is Avoidable'. Proactive measures have been implemented to identify and manage work-related hazards. The company conducts systematic risks and opportunities assessments including aspect risk identification and Hazard Identification and Risk Assessment (HIRA), inspections and audits as part of its comprehensive risk mitigation program. The routine assessments include daily leadership rounds across the site, periodic internal audits and assessment programs, through participatory approach. The non-routine assessment comprises incident investigation and management, safety assessment for equipment change/upgrades and pre-emptive assessments following incidents at peer companies.

Alkem ensures compliance with EHS-related statutory requirements and continually monitors upcoming compliance obligations to maintain high safety standards.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Alkem has an extensive EHS risk mitigation framework, which emphasizes on participatory approach for hazard and risk identification. The Company has established efficient channels for its employees and workers to report any work - related hazard. These channels include installing suggestion boxes outside every department, daily shop-floor dialogue session, monthly meetings of EHS committee with workers' representation with hazard identification and mitigation strategy as a key agenda and direct reporting to immediate function head or site EHS team.

The Company provides numerous trainings to its workers. Training modules focusing on occupational health and safety, tailored to specific job roles are created. Employees and workers are trained in emergency preparedness, including the use of fire hydrants, firefighting systems, leak and spill control procedures and safety alarms. Alkem periodically tests employees' proficiency in emergency response, utilizing practical training and online safety modules. These resources equip employees with the knowledge to report work-related hazards and take protective measures. Under Alkem's 'STOP' initiative, each worker, employee and third-party individual present on site, is empowered to stop the work immediately in case of an endangering situation, till the situation is remedied.

d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes / No)

Alkem Laboratories provides non-occupational medical and healthcare services to its employees and workers. Each manufacturing site is equipped with Occupational Health and Safety centers staffed by medical practitioners to offer guidance on health-related issues. The company also has a medical insurance scheme and periodic health checkups for its employees to help cover the costs of medical treatments.

Under its Alkemitas Assistance program, the Company has partnered with a third-party service provider to offer free of cost 24x7 online counselling for mental health, consultation for diet and nutrition and legal matters to its employees and their immediate family members. These sessions are offered in regional languages as well for the comfort of the employees.

11. Details of Safety related incidents

Sr. no.	Category	FY 2025*	FY 2024*
1	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	0	0
		0.09	0.10
2	Total recordable work-related injuries	0	0
		1	1
3	No. of fatalities	0	0
		0	0
4	High consequence work-related injury or ill-health (excluding fatalities)	0	0
		0	0

*Data representative of both permanent and non-permanent (contractual) employees and workers.

12. Describe the measures taken by the entity to ensure a safe and healthy workplace

Alkem Laboratories prioritizes workplace safety and health by implementing comprehensive measures. This includes conducting regular safety training sessions for employees and workers to improve EHS performance. The company encourages proactive communication and employee participation in identifying safety concerns and maintaining workplace safety standards.

To manage chemical exposure, Alkem utilizes engineering controls, closed operations and administrative measures, complemented by necessary protective equipment. Regular emergency mock drills are conducted to prepare workers and employees for risks associated with handling chemicals and managing day-to-day operations.

Alkem also recognizes the importance of ergonomics in occupational health. The offices and infrastructure are designed ergonomically to ensure postural health of its employees. Regular yoga sessions, sports activities and mindfulness sessions are conducted to reduce fatigue and ensure a stress-free workplace.

13. Number of Complaints on the following made by employees and workers:

	FY 2025			FY 2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

No major non-conformances were observed during the inspections. Appropriate mitigation strategies have been adopted at individual site-level to overcome the minor concerns identified.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees (Y/N) Yes

(B) Workers (Y/N)? Yes

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Alkem Laboratories is committed to maintaining compliance with statutory requirements by ensuring that all applicable dues related to transactions with its value chain partners are deducted and deposited according to mutually agreed terms. This process is regularly reviewed through internal and statutory audits to ensure accuracy and compliance. The company encourages its value chain partners to uphold integrity and ethical standards in all business dealings and to adhere to necessary compliance obligations.

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025	FY 2024	FY 2025	FY 2024
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Yes. The Company has aided with continued employability resulting from termination of employment.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	16
Working Conditions	-

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

No significant risk/concern observed during assessment of health & safety practices of value chain partners.

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders**ESSENTIAL INDICATORS**

1. Describe the processes for identifying key stakeholder groups of the entity.

Alkem Laboratories acknowledges the importance of stakeholder relationships and actively engages with them to ensure mutual understanding and benefit. The company uses a comprehensive approach to identify key stakeholder groups that significantly impact or are impacted by its business. By categorizing these groups as 'key stakeholders,' Alkem maintains regular communication to identify important topics and develop strategies that address stakeholder expectations, aiming to create balanced value for all parties involved.

List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and Scope of Engagement including Key Topics and Concerns Raised
Shareholders	No	Email, Company Website, Reports to Stock Exchange, Annual Reports, Quarterly Results, Investor Meets, Annual General Meeting (AGM), Press Release, Public Notice in Newspapers	Need Based & Quarterly	Discussions focus on company performance, long-term value and financial results. Regular updates support decision-making and help address questions related to profitability, risk exposure, strategic direction and disclosures related to ESG topics.
Regulatory Bodies & Government Agencies	No	Media Releases, Emails, In-person Meetings, Conferences, Memberships and Associations	Need Based	Engagements cover updates on regulatory requirements, sector-specific expectations and timelines for compliance. These meetings help build clarity around evolving standards, public health priorities and legal obligations relevant to the pharmaceutical sector.
Financial Institutions, Bankers & Lenders	No	Emails, Annual Reports, Investor Meets, Financial Discussion Meetings	Need Based	Discussions focus on the company's financial health, business strategy and risk profile. Banks and lenders seek clarity on return expectations, debt servicing ability and market outlook to assess business strength and future support.
Employees	No	Emails, Newsletters, One-to-One Discussions, Intranet	Continuous	Engagement topics include workplace fairness, skill development, equal opportunity, growth prospects, mental and physical wellbeing and safe working conditions. Feedback is encouraged to support team morale and create a supportive environment.
Customers	No	Emails, Video Conferencing, Customer Meets, Website, Brochures	Continuous	Customers seek timely delivery, reliable quality and pricing clarity. Interactions help clarify product features, availability and service expectations, strengthening trust and improving responsiveness to market demands.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and Scope of Engagement including Key Topics and Concerns Raised
Suppliers & Contractors	No	Emails, Supplier Meets, Supplier Assessments, Contract Discussion Meetings, Performance Reviews	Continuous	Meetings are focused on quality assurance, timelines, cost effectiveness and contract obligations. Suppliers are also engaged in training requirements and risk controls to ensure steady supply and better preparedness.
Local Communities	Yes	Community Meetings, In-person Engagement, Site Visits, CSR Project-Specific Meetings	Carried continually throughout the year	Engagements focus on health care, education access, clean surroundings and basic infrastructure. Community members raise needs related to ongoing support, project effectiveness and participation in social development programs designed to address local challenges.

LEADERSHIP INDICATORS

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

Alkem Laboratories has delegated stakeholder consultations on economic, environmental and social matters to specific business and function heads. These leaders are responsible for gathering feedback and addressing concerns from stakeholders. The Board is apprised of key matters in the quarterly Board meetings. The company is committed to maintaining engagement with key stakeholders to set expectations, establish trust and foster open communication.

2. Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, Alkem Laboratories integrates stakeholder consultation into its materiality assessment to identify and prioritize key environmental, social and governance topics. This process helps the company develop effective management strategies for these critical areas. Based on the findings, Alkem has established its Sustainability Policy, which outlines specific commitments and actions for responsible management of these topics, ensuring alignment with stakeholder expectations.

3. Provide details of instances of engagement with and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

Alkem Laboratories' CSR program is designed to address both immediate and long-term community needs, focusing on making a significant impact on vulnerable and marginalized groups. Throughout the financial year, the company has actively engaged with local communities near its manufacturing facilities and R&D centers, implementing targeted projects in areas such as education, health and hygiene, environmental care and community development. For more information, refer to the company's Annual CSR report included in the Annual Report.

Principle 5: Businesses should respect and promote human rights

ESSENTIAL INDICATORS

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity

Category	FY 2025			FY 2024		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	16,861	16,861	100	15,396	15,396	100%
Other than permanent	247	247	100	447	447	100%
Total employees	17,108	17,108	100	15,843	15,843	100%
Workers						
Permanent	1,924	1,924	100	5,067	5,067	100%
Other than permanent	3,801	3,801	100	147	147	100%
Total workers	5,725	5,725	100	5,214	5,214	100%

2. Details of minimum wages paid to employees and workers

	FY 2025					FY 2024				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Permanent										
Male	16,380	505	3	15,875	97	15,190	832	5%	14,358	95%
Female	481	20	4	461	96	421	30	7%	391	93%
Other than permanent										
Male	222	222	100	0	0	206	206	100%	0	0%
Female	25	25	100	0	0	26	26	100%	0	0%
Permanent										
Male	1,900	0	0	1,900	100	1,796	0	0%	1,796	100%
Female	24	0	0	24	100	25	0	0%	25	100%
Other than permanent										
Male	3,610	3,610	100	0	0	3,271	3,271	100%	0	0%
Female	191	191	100	0	0	122	122	100%	0	0%

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration	Number	Median remuneration
Board of Directors (BoD)	3	3,89,83,338	1	3,91,80,156
Key Managerial Personnel	3	2,06,25,000	0	0
Employees other than BoD and KMP	16,371	2,73,360	480	4,04,610
Workers	1,900	2,15,538	24	1,58,928

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2025	FY 2024
Gross wages paid to females as % of total wages	4.29	4.00

4. Do you have a focal point (Individual / Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Alkem Laboratories is dedicated to protecting and promoting human rights in line with international standards such as the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. The company also adheres to relevant local and global regulations, including the Constitution of India. An Ethics Committee is appointed to oversee and address any human rights-related issues within the company, ensuring compliance and fostering a respectful work environment.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Alkem Laboratories is in the process of strengthening its approach to human rights by developing a formal policy and internal mechanisms for addressing related grievances. This will support consistent handling of concerns and help improve risk identification and response. Work is underway to define clear procedures that ensure transparency, fairness and timely resolution of issues raised by employees or external stakeholders.

At present, the grievances related to human rights can be registered through Company-wide whistleblower channel. The resolution and investigation are jointly monitored by Ethics Committee and Internal Audit Team.

6. Number of Complaints on the following made by employees and workers:

	FY 2025			FY 2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	1	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013:

	FY 2025	FY 2024
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	1
Complaints on POSH as a % of female employees / workers	0	0.2%
Complaints on POSH upheld	0	0

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases

Alkem Laboratories is committed to maintaining high ethical, moral and legal standards in its business operations. The company has implemented a Whistle Blower Policy based on the principle of anonymity to protect individuals who report concerns, ensuring they are safeguarded against any form of retaliation at work.

Alkem also prioritizes a healthy working environment free from prejudice, gender bias and sexual harassment. To support this, the company has adopted a Policy on Prevention of Sexual Harassment in line with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. An Internal Complaints Committee (ICC) has been established at the head office to address and resolve complaints of sexual harassment through thorough investigation and fair judgement. Additionally, committees have been set up at every business location to ensure comprehensive coverage and support.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, Alkem Laboratories includes human rights requirements in its business agreements through a “Code of Ethics for Suppliers, Vendors and Other Stakeholders.” This code reflects the company’s commitment to human rights and applies to all parties involved in its value chain, including suppliers, contractors, vendors, business partners and other stakeholders, ensuring ethical and responsible practices across its operations.

10. Assessments for the year

Section	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced Labour/ Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	0

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above

No significant concerns have been observed during the assessments.

LEADERSHIP INDICATORS

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

There were no human rights-related grievances or complaints reported during the year. As a result, no changes were required in existing business processes. The current systems in place continue to support fair and respectful workplace practices.

2. Details of the scope and coverage of any Human rights due diligence conducted.

Human rights due diligence is planned in FY 25-26.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Alkem Laboratories ensures that its offices are compliant with the Rights of Persons with Disabilities Act, 2016, making them accessible to differently abled individuals. The company has implemented measures like ramps at entry and exit gates, wheelchair-friendly parking areas, spacious lifts and specially designed restrooms to promote inclusivity. While manufacturing facilities offer partial accessibility, they are equipped to support differently abled employees and visitors in specific areas within the premises.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	The assessment of value chain partners on aspects such as sexual harassment, workplace discrimination, child labour, forced or involuntary labour and wages is part of our ongoing review process. Activities to initiate these evaluations are currently being planned and will be phased in over time.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Not Applicable

Principle 6: Businesses should respect and make efforts to protect and restore the environment**ESSENTIAL INDICATORS****1. Details of total energy consumption (in GJ) and energy intensity**

	FY 2025	FY 2024
From renewable sources		
Total electricity consumption (A) (GJ)	4,434	4791
Total fuel consumption (B) (GJ)	2,03,911	1,11,860
Energy consumption through other sources (C) (GJ)	0	0
Total energy consumed from renewable sources (A+B+C) (GJ)	2,08,345	1,16,651
From non-renewable sources		
Total electricity consumption (D)	3,72,529	3,45,509
Total fuel consumption (E)	3,90,489	2,06,328
Energy consumption through other sources (F)	0	1,41,657
Total energy consumed from non-renewable sources (D+E+F)	7,63,017	6,93,494
Total energy consumed (A+B+C+D+E+F)	9,71,362	8,10,145
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations) (GJ/million INR)	9.21	8.31
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/million USD)	189.65	186.18
Energy intensity in terms of physical output (GJ/MT of product generated)	16.10	17.08
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

*Formula for calculating Intensity per rupee of turnover adjusted for PPP = (Energy Consumption/ Revenue) x 20.6. The conversion factor (20.6) is sourced from International Monetary Fund (IMF).

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes. Independent reasonable assurance has been conducted by DNV Business Assurance India Pvt. Ltd.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No, pharmaceutical sector is not covered under PAT scheme.

3. Provide details of the following disclosures related to water

	FY 2025	FY 2024
Water withdrawal by source (in kiloliters)		
(i) Surface water	1,96,934	1,70,032
(ii) Groundwater	3,63,602	3,96,672
(iii) Third party water	1,22,785	1,16,664
(iv) Seawater / desalinated water	0	0
(v) Others*	1,440	317
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	6,84,761	6,83,686
Total volume of water consumption (in kiloliters)	6,56,441	6,36,784
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (kl/million INR)	6.22	6.53
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total water consumption/ Revenue from operations adjusted for PPP) (kl/million USD)	128.16	146.34
Water intensity in terms of physical output (kl/MT of product generated)	10.88	13.42
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

*Representative of water withdrawn from harvested rainwater.

**Formula for calculating Intensity per rupee of turnover adjusted for PPP = (Water Consumption/ Revenue) x 20.6. The conversion factor (20.6) is sourced from International Monetary Fund (IMF).

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes. Independent reasonable assurance has been conducted by DNV Business Assurance India Pvt. Ltd.

4. Provide the following details related to water discharged

Parameter	FY 2025	FY 2024
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	-
- With treatment - please specify level of treatment	0	-
(ii) To Groundwater		
- No treatment	0	-
- With treatment - please specify level of treatment	0	-
(iii) To Seawater		
- No treatment	0	-
- With treatment - please specify level of treatment	0	-
(iv) Sent to third-parties		
- No treatment	0	21,860
- With treatment - please specify level of treatment	28,320	25,042
(v) Others		
- No treatment		-
- With treatment - please specify level of treatment		-
Total water discharged (in kilolitres)	28,320	46,902

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes. Independent reasonable assurance has been conducted by DNV Business Assurance India Pvt. Ltd.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Alkem has established Zero Liquid Discharge (ZLD) systems at several key manufacturing sites. Currently, 42% of its manufacturing units, including locations at Daman (Unit 1), Ankleshwar, Mandva and Sikkim (Units 1 and 2), have ZLD systems in place. Additionally, 92% of Alkem's manufacturing sites have not discharged wastewater to any stream/groundwater, All manufacturing sites are equipped with Effluent Treatment Plants (ETP) for wastewater treatment. During the reporting period, around 87% of the wastewater treated at Alkem's facilities was reused for utilities and landscaping purposes. The company adheres to standard water recycling protocols and aims to reduce its freshwater usage. As evidence of these efforts, Alkem achieved an 5% reduction in total freshwater consumption intensity (kl per million INR revenue) in FY'25 compared to the previous year.

6. Provide details of air emissions (other than GHG emissions) by the entity

Parameter	Please specify unit	FY 2025	FY 2024
NOx	MT	40	40
SOx	MT	35	57
Particulate matter (PM)	MT	89	82
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others - please specify	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes. Independent reasonable assurance has been conducted by DNV Business Assurance India Pvt. Ltd.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity

Parameter	Unit	FY 2025	FY 2024
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent (tCO ₂ e)	33,018	19,249
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent (tCO ₂ e)	76,079	82,319
Total Scope 1 and Scope 2 Emissions	(tCO₂e)	1,09,097	1,01,568
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	tCO ₂ e / million INR	1.03	1.04
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO ₂ e / million USD	21.29	23.34
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e/MT of product generated	1.81	2.14
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

*Formula for calculating Intensity per rupee of turnover adjusted for PPP = (Emissions/ Revenue) x 20.6. The conversion factor (20.6) is sourced from International Monetary Fund (IMF).

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency

Yes. Independent reasonable assurance has been conducted by DNV Business Assurance India Pvt. Ltd.

8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

The Company has taken a voluntary target to reduce its Scope 1 and Scope 2 emissions by 42% by FY 33 from base year of FY 23. The Company has following projects to support the same:

- Energy audits at sites to identify energy saving levers
- IoT energy meters for real-time data monitoring
- Green energy transition:
 - Use of bio-briquettes in boilers replacing convention fossil-fuels
 - Solar power through captive and open access channels

9. Provide details related to waste management by the entity

Parameter	FY 2025	FY 2024
	Total Waste generated (in MT)	
Plastic waste (A)	1,528	1,335
E-waste (B)	2	3
Bio-medical waste (C)	17	15
Construction and demolition waste (D)	0	0
Battery waste (E)	6	5
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	922	733
Other Non-hazardous waste generated (H). Please specify, if any.	3,103	2,892
Total (A+B + C + D + E + F + G + H)	5,578	4,983
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/million INR)	0.05	0.05
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total waste generated / Revenue from operations adjusted for PPP) (MT/ million USD)	1.09	1.15
Waste intensity in terms of physical output (MT / MT of product generated)	0.09	0.11
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2025	FY 2024
	Total Waste Recovered (in MT)	
(i) Recycled	4,564	4,189
(ii) Re-used	128	0
(iii) Other recovery operations (Co-processing)	614	523
Total	5,289	4,712

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY 2025	FY 2024
	Total Waste Disposed (in MT)	
(i) Incineration	248	3,66
(ii) Landfilling	131	77
(iii) Other disposal operations	8	8
Total	386	451

*Formula for calculating Intensity per rupee of turnover adjusted for PPP = (Emissions/ Revenue) x 20.6. The conversion factor (20.6) is sourced from International Monetary Fund (IMF).

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
 If yes, name of the external agency.

Yes. Independent reasonable assurance has been conducted by DNV Business Assurance India Pvt. Ltd.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The company has implemented waste management strategies to minimize waste generation and recycle the remainder. As part of its sustainability goals, the Company recycles over 100% of its non-hazardous waste. The company ensures that all non-hazardous waste, such as glass, paper, metal and food waste, is either recycled or reused. Additionally, Alkem collaborates with a government-authorized agency to collect, recycle, co-process or dispose hazardous waste, based on waste category.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details

None of the company's operations/ offices are situated in ecologically sensitive areas.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	Not Applicable			

LEADERSHIP INDICATORS

1. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters):

For each facility / plant located in areas of water stress, provide the following information:

- Name of the area*: Daman, Jaipur, Patna and Ahmedabad
- Nature of operations: Manufacturing site, depot and warehouses
- Water withdrawal, consumption and discharge:

Parameter	FY 2025	FY 2024
Water withdrawal by source (in kiloliters)		
(i) To Surface water	-	-
(ii) Groundwater	2,07,840	2,14,646
(iii) Third party water	23,500	34,392
(iv) Seawater / desalinated water	-	-

Parameter	FY 2025	FY 2024
(v) Others	-	-
Total volume of water withdrawal (in kiloliters)	2,31,340	2,49,038
Total volume of water consumption (in kiloliters)	2,31,340	2,43,722
Water intensity per rupee of turnover (Water consumed / turnover) (kl/million INR)	2.19	2.5
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water		
- No treatment	0	-
- With treatment – please specify level of treatment	0	-
(ii) Into Groundwater		
- No treatment	0	-
- With treatment – please specify level of treatment	0	-
(iii) Into Seawater		
- No treatment	0	-
- With treatment – please specify level of treatment	0	-
(iv) Sent to third parties		
- No treatment	0	5,173
- With treatment – please specify level of treatment	0	142
(v) Others		
- No treatment	0	-
- With treatment – (Primary – Transfer to CETPs after primary treatment)	0	-
Total water discharged (in kiloliters)	0	5,316

*As per CGWB Report on 'Dynamic Ground Water Resources of India, 2024'

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

Yes. Independent reasonable assurance has been conducted by DNV Business Assurance India Pvt. Ltd.

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2025	FY 2024
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	We are in the process of compiling and verifying scope 3 data for FY 25 and it will be presented as part of the upcoming Sustainability Report.	3,65,176
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

No

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Green energy transition	Alkem is proactively transitioning to green energy through use of bio-briquettes in its boilers and solar power through captive and open access arrangements	21% use of energy through renewable sources resulting in reduced emission of greenhouse gases.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

The company has established an entity-level Business Continuity Plan (BCP) to mitigate the effects of both planned and unforeseen disruptions. The BCP addresses various operational risks, including extreme weather events, leadership gaps, supply chain disruptions and system failures. It outlines strategies for timely recovery from these risks, aiming to minimize significant financial losses. The BCP is part of the risk committee's terms of reference.

To enhance disaster resilience, Alkem has ensured all its manufacturing facilities have a disaster management plan and are equipped to handle emergencies, facilitating swift recovery from potential disasters.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

The company has not observed any major environmental impact linked to its value chain during the reporting period. It continues to monitor operations and supply chain activities through regular assessments and engagements with partners to identify and address potential risks. Preventive actions and controls are built into sourcing and operational practices to support environmental responsibility.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts

16% of purchase value.

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

ESSENTIAL INDICATORS

1. a. *Number of affiliations with trade and industry chambers / associations:*

The Company is an active member of six (6) trade and industry chambers/associations.

- b. *List the top 10 trade and industry chambers / associations (determined based on the total members of such body) the entity is a member of / affiliated to.*

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Indian Drugs Manufacturer's Association (IDMA)	National
2.	Indian Pharmaceutical Alliance (IPA)	National
3.	Bombay Chamber of Commerce & Industry	National
4.	Pharmaceutical Export Promotion Council of India	National
5.	Federation of Pharma Entrepreneurs (FOPE)	National
6.	Pharmaceutical Supply Chain Initiative (PSCI)	International

2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.

During the Financial Year 2024-25, the Company has not received any cases related to anti-competitive practices.

Name of Authority	Brief of the case	Corrective action taken
Not Applicable		

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity:

No public policy positions are advocated by the entity in reporting year.

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1.	NONE				

Principle 8: Businesses should promote inclusive growth and equitable development**ESSENTIAL INDICATORS**

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in FY 24

During the financial year 2024-25, no social impact assessment was performed for the projects undertaken by the Company.

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity

There is no R&R being undertaken by the Company.

S.No	Name of project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY 24 (in ₹)
	Not Applicable					

3. Describe the mechanisms to receive and redress grievances of the community

The company carries out its CSR projects in collaboration with credible partner organizations. We follow a participatory approach, where local communities and other key stakeholders are actively involved in planning and running the projects. This helps build a sense of ownership within the community and supports the long-term success of our initiatives.

To make sure concerns are heard and addressed, our CSR team and partner agencies regularly connect with community members, local authorities and other stakeholders through formal/informal platforms including quarterly meetings with communities, participatory workshops etc. There is an effective system in place for people to raise concerns –either through the implementation agency or directly with the company. The contact details of CSR coordinators at each site are made available to communities and all relevant stakeholders for direct grievance redressal in their local language. There is a dedicated email displayed across all platforms of Alkem Foundation - Website, Social Media handles, all project-related PR material, where grievances/ queries may be registered. All grievances are reviewed within a set timeframe, in coordination with involved stakeholders. This approach helps ensure transparency and accountability and keeps us constantly improving how we deliver our projects.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers

Parameter	FY 2025	FY 2024
Directly sourced from MSMEs/ small producers	11.85	13.30
Directly from within India (%)	87.72	90.54

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in following locations, as % of total wage cost

Location	FY 2025	FY 2024
Rural	12.79	0
Semi-urban	12.76	11.00
Urban	14.79	33.00
Metropolitan	59.07	52.00

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Not Applicable

Details of negative social impact identified	Corrective action taken

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S.no	State	Aspirational District	Amount Spent (in ₹)
1	Bihar	Muzaffarpur	25,00,00,000
2	Bihar	Muzaffarpur	45,02,444

3. a. *Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes/No)*

The Company has a Supplier Diversity Program committed to promoting diversity, equity and inclusion in pharmaceutical supply chain. The key objectives of the program include:

1. Increasing supplier diversity by actively doing business with historically underrepresented groups,
2. Encouraging growth and development of diverse suppliers by providing them support and resources
3. Improving quality of our products and services by leveraging the diverse perspectives and experiences of our suppliers.

- b. *From which marginalized /vulnerable groups do you procure?*

Company's Supplier Diversity Program aims to consider women-owned enterprises, small and medium enterprises (SMEs), social enterprises, minority-owned enterprises and disabled-owned enterprises.

- c. *What percentage of total procurement (by value) does it constitute?*

Alkem is formalizing a mechanism to monitor procurement under Supplier Diversity Program.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge :

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
	Not Applicable			

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involvedv.

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Health	2,82,105	66
2	Environment	61,000	-
3	Education	1,543	61
4	Rural development	13,672	29
5	Sports	366	-

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner**ESSENTIAL INDICATORS****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback**

The company has established a strong system to manage and resolve customer complaints/grievances. Detailed standard operating procedures guide the process of receiving and promptly addressing customer concerns and feedback. To effectively respond to consumer issues, the company has updated its website to allow for the submission of reports regarding adverse events related to its products.

Weblink for consumer redressal for adverse event - <https://www.alkemlabs.com/adverse-event-reporting.php>

Alkem Laboratories has a structured pharmacovigilance system designed to protect patient well-being by enabling the timely identification, collection, evaluation and communication of adverse events related to its medicines.

Individuals who wish to report a suspected adverse reaction or side effect linked to any of Alkem's products may do so through the following channels:

- Call the Adverse Drug Reaction (ADR) Reporting Toll-Free Number: 1800-22-99-10, available Monday to Friday, between 9:30 am and 5:30 pm
- Complete and submit the ADR reporting form online - <https://www.alkemlabs.com/pdf/adverse/Alkem%20ADR%20Reporting%20Form.pdf>

Alkem's Pharmacovigilance policy can be accessed here : https://www.alkemlabs.com/pdf/adverse/Pharmacovigilance%20and%20Data%20Privacy%20Policy_EY%20comments%20Reply_RS.pdf

These reporting channels help ensure that safety concerns of consumers are addressed and reviewed without delay, supporting the company's ongoing efforts to monitor product performance after they reach patients.

2. Turnover of products and / services as a percentage of turnover from all products/ service that carry information about

State	As a percentage to total turnover
Environmental and social parameters relevant to the product	0
Safe and responsible usage	100
Recycling and/or safe disposal	0

3. Number of consumer complaints in respect of the following:

	FY 2025			FY 2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive trade practices	0	0	-	0	0	-
Unfair trade practices	0	0	-	0	0	-
Others - Pharmacovigilance Reports	116	0	Reports on adverse drug reactions	489	12	-

4. Details of instances of product recalls on accounts of safety issues

	Number	Reasons for recall
Voluntary recalls	60	Out of specification and market complaints
Forced recalls	0	-

5. Does the entity have a framework / policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Alkem has crafted a comprehensive Corporate Information Technology Policy, which is a multi-layered perimeter security policy and incorporates various controls, tools and services to safeguard its data from potential attacks or breaches. This approach ensures data security even if a system failure or breach occurs, as other layers will step in to counter or eliminate threats. Furthermore, Alkem follows the ISO 27001 Information Security standard to effectively manage its information security practices.

The policy is available on Company's Intranet and is accessible to all the employees.

6. Provide details of any corrective actions taken or underway on issues relating to advertising and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services

Not Applicable

7. Provide the following information relating to data breaches:

- a. *Number of instances of data breaches*

Nil

- b. *Percentage of data breaches involving personally identifiable information of customers*

Nil

- c. *Impact, if any, of the data breaches*

Not applicable

LEADERSHIP INDICATORS

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

The information on products and services of the Company is available on Company's website and the same can be assessed at the following web-link www.alkemlabs.com.

The same information is also included in Company's Annual Reports which are available for public access.

The link to Annual Reports and Sustainability Reports can be accessed at <https://www.alkemlabs.com/investors/annual-reports> and <https://www.alkemlabs.com/sustainability/esg> respectively.

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

The company firmly believes in its responsibility to ensure the safety and well-being of its consumers by delivering products that support a healthy lifestyle. It complies with regulatory standards by providing consumers with comprehensive information on safe storage, usage, potential adverse effects, mitigation measures and disposal. This information is accessible through various channels, including its website, product information leaflets and labels. Alkem is dedicated to continually offering high-quality products at affordable prices to its consumers.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

The company is dedicated to maintaining transparency in its communications, ensuring that consumers and stakeholders are informed about any product disruptions or discontinuations. When discontinuing Scheduled Formulations, the company issues a public notice in the newspaper typically at least 6 months prior and obtains the necessary approvals from relevant government authorities. The public notice, directed to all customers and consumers, clearly outlines the details of the product to be discontinued, the timeframe after which the product may no longer be available in the market and the potential consequences of the discontinuation.

4. A. *Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.*

No. The company publishes all information on the products, as required under the law.

- B. *Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)*

No, the Company has not conducted any consumer satisfaction survey.

INDEPENDENT ASSURANCE STATEMENT

to the Management of Alkem Laboratories Limited

Alkem Laboratories Limited (Corporate Identity Number L00305MH1973PLC174201, hereafter referred to as 'Alkem' or 'the Company') has commissioned DNV Business Assurance India Private Limited ('DNV', 'us' or 'we') to undertake an independent reasonable level of assurance of the Company's disclosures in its in the company's Business Responsibility and Sustainability Report (hereafter referred as 'BRSR') for the Financial Year (FY) 2024-25. The disclosures include the BRSR Core Indicators reported per as per Annexure 17 A of Master Circular No SEBI/HO/CFD/PoD2/CIR/P/0155, dated November 11,2024.



Our Conclusion:

Based on our review and procedures followed for a reasonable level of assurance, DNV is of the opinion that, in all material aspects, the BRSR Core Key Performance Indicators (KPIs) under the 9 ESG attributes (as listed in Annexure I of this statement) for FY 2024-25 are reported in accordance with the reporting requirements outlined in Industry Standard on Reporting of BRSR Core.

Scope of Work and Boundary

The scope of our engagement includes an independent reasonable level of assurance of 'BRSR Core Attributes' for the FY 2024-25 (as listed in Annexure I of this statement).

The reporting and assurance boundary covers the performance of Alkem Laboratories Limited for a standalone basis which includes 13 plants & R&D facilities, 4 Corporate Offices & 7 Company-owned depots.

Reporting Criteria and Standards

The disclosures have been prepared by Alkem Laboratories Limited in reference to:

- Industry Standard on Reporting of BRSR Core Circular No.: SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated Dec 20, 2024.
- BRSR Core (Annexure 17A) and BRSR reporting guidelines (Annexure 16) as per Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155, dated November 11, 2024.
- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.

Assurance Methodology/Standard

The assurance engagement has been carried out in accordance with DNV's VeriSustain™ protocol, V6.0, which is based on our professional experience and international assurance practice, and the international standard in Assurance Engagements, ISAE 3000 (revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information. DNV's VeriSustain™ Protocol, V6.0 has been developed in accordance with the most widely accepted reporting and assurance standards. Apart from DNV's VeriSustain™ protocol (V6.0), DNV team has also followed ISO 14064-3 - Specification with guidance for the verification and validation of greenhouse gas statements; ISO 14046 - Environmental management - Water footprint - Principles, requirements, and guidelines, to evaluate disclosures wrt. Greenhouse gases and water disclosures respectively.

Basis of our conclusion

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected sites of Alkem Laboratories Limited. We carried out the following activities:

- Reviewed the disclosures under BRSR Core, encompassing the framework for assurance consisting of a set of Key Performance Indicators (KPIs) under 9 ESG attributes. The Industry Standard on Reporting of BRSR Core used a basis of reasonable level of assurance.
- Evaluation of the design and implementation of key systems, processes and controls for collecting, managing and reporting the BRSR Core indicators. Assessment of operational control and reporting boundaries
- Seek extensive evidence across all relevant areas, ensuring a detailed examination of BRSR Core indicators. Engaged directly with stakeholders to gather insights and corroborative evidence for each disclosed indicator.

Our competence and Independence

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed within ISO/IEC 17029:2019- Conformity Assessment - General principles and requirements for validation and verification bodies 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. DNV has complied with the Code of Conduct during the assurance engagement. DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements.

This engagement work was carried out by an independent team of sustainability assurance professionals. During the reporting period i.e. FY 2024-25, DNV, to the best of its knowledge, was not involved in any non-audit/non-assurance work with the Company and its Group entities which could lead to any Conflict of Interest. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement. DNV maintains complete impartiality toward stakeholders interviewed during the assurance process.



- DNV audit team conducted on-site audits for data testing and also, to assess the uniformity in reporting processes and also, quality checks at different locations of the Company. Sites for data testing and reporting system checks were selected based on the percentage contribution each site makes to the reported indicator, complexity of operations at each location (high/low/medium) and reporting system within the organization. Sites selected for audits are listed in Annexure II.
- Interviews with selected senior managers responsible for management of disclosures and review of selected evidence to support environmental KPIs and metrics disclosed the Report. We were free to choose interviewees and interviewed those with overall responsibility of monitoring, data collation and reporting the selected indicators.
- Verification of the consolidated reported performance disclosures in context to the Principle of Completeness as per VeriSustain™ Protocol, V6.0 for reasonable level of assurance for the disclosures.

Inherent Limitations

DNV’s assurance engagement assume that the data and information provided by the Company to us as part of our review have been provided in good faith, is true, complete, sufficient, and authentic, and is free from material misstatements. The assurance scope has the following limitations:

- The assurance engagement considers an uncertainty of ±5% based on materiality threshold for estimation/measurement errors and omissions.
- DNV has not been involved in evaluation or assessment of any financial data/performance of the company. DNV opinion on specific BRSR Core indicators (for total revenue from operations; Principle 3, Question 1(c) of Essential Indicators for Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company; Principle 8, Question 4 of Essential Indicators, Principle 1, Question 8 of Essential Indicators and Principle 1, Question 9 of Essential Indicators) relies on the third party audited financial reports of the Company. DNV does not take any responsibility of the financial data reported in the audited financial reports of the Company.
- The assessment is limited to data and information within the defined Reporting Period. Any data outside this period is not considered within the scope of assurance.
- Data outside the operations specified in the assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.
- The assurance does not cover the Company’s statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.
- The assessment does not include a review of the Company’s strategy or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the Report with reporting frameworks other than those specifically mentioned. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.
- Aspects of the Report that fall outside the mentioned scope and boundary are not subject to assurance. The assessment is limited to the defined parameters.
- The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Company is responsible for ensuring adherence to relevant laws.

Responsibility of the Company

Alkem Laboratories Limited has the sole responsibility for the preparation of the BRSR Report and is responsible for all information disclosed in the BRSR Core . The company is responsible for maintaining processes and procedures for collecting, analyzing and reporting the information and also, ensuring the quality and consistency of the information presented in the Report. Alkem Laboratories Limited is also responsible for ensuring the maintenance and integrity of its website and any referenced BRSR disclosures on their website.

DNV’s Responsibility

In performing this assurance work, DNV’s responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company. DNV disclaims any liability or co-responsibility for any decision a person or entity would make based on this assurance statement.

For DNV Business Assurance India Private Limited,

Use and distribution of Assurance Statement

This assurance statement, including our conclusion has been prepared solely for the exclusive use and benefit of management of the company and solely for the purpose for which it is provided. To the fullest extent permitted by law, DNV does not assume responsibility to anyone other than company for DNV’s work or this assurance statement. We have not performed any work, and do not express any conclusion, on any other information that may be published outside of the Report and/or on Company’s website for the current reporting period.

The use of this assurance statement shall be governed by the terms and conditions of the contract between DNV and the Alkem Laboratories Limited. DNV does not accept any liability if this assurance statement is used for any purpose other than its intended use, nor does it accept liability to any third party in respect of this assurance statement.

<p>Panda, Tapan Kumar</p> <p>Digitally signed by Panda, Tapan Kumar Date: 2025.07.09 13:12:00 +05'30'</p>	<p>Sharma, Anjana</p> <p>Digitally signed by Sharma, Anjana Date: 2025.07.09 13:29:15 +05'30'</p>
<p>Tapan Kumar Panda Lead Verifier</p>	<p>Anjana Sharma. Assurance Reviewer</p>
<p>Assurance Team: Varsha Bohiya, Suraiya Rahman</p>	

09/07/2025, Bengaluru, India.

Annexure I - BRSR Core Verified Data

Sr. No.	Attribute	BRSR Core Parameter	Unit	Verified Value for FY 2024-25
1	Green-house gas (GHG) footprint Greenhouse gas emissions may be measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard*	Total Scope 1 emissions	MT of CO2e	33,018
		Total Scope 2 emissions	MT of CO2e	76,079
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover	tCO2e/million INR	1.03
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	tCO2e / USD million	21.30
		Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO2e/MT of product generated	1.81
2	Water footprint	Total water consumption	KL	6,56,441
		Water consumption intensity	(Total water consumption in KL / Revenue in million INR)	6.22
			Total water consumption in kilolitres / Revenue from operations adjusted for PPP in million US dollars)	128.16
		Water intensity in terms of physical output	Total water consumption in kilolitres/MT of product generated	10.88
		Water Discharge by destination and levels of Treatment	KL	28,320
3	Energy footprint	Total energy consumed	Gigajoules (GJ)	9,71,362
		% of energy consumed from renewable sources	In % terms	21
		Energy intensity	Energy intensity per rupee of turnover. (GJ/Million INR)	9.21
			Energy intensity per rupee of turnover adjusted for PPP. (GJ/million USD)	189.65
			(GJ/MT of product generated)	16.10
4	Embracing circularity - details related to waste management by the entity	Plastic waste (A)	MT	1,528
		E-waste (B)	MT	2
		Bio-medical waste (C)	MT	17
		Construction and demolition waste (D)	MT	0
		Battery waste (E)	MT	6
		Radioactive waste (F)	MT	0
		Other Hazardous Waste (G)	MT	922
		Other Non-Hazardous Waste (H)	MT	3,103
		Total (A+B + C + D + E + F + G+ H)	MT	5,578
		Waste intensity per rupee of turnover from operations	MT/million INR	0.05
		Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	MT/million USD	1.09
		Waste intensity in terms of physical output	(MT/MT of product generated)	0.09
		Total waste recovered through recycling, re-using or other recovery operations		
		(i) Recycled	MT	4,546
		(ii) Re-used	MT	128
		(iii) Other recovery operations (Co-processing)	MT	614
		Total	MT	5,289
		Total waste disposed by nature of disposal method		
		(i) Incineration	MT	248
		(ii) Landfilling	MT	131
(iii) Other disposal options	MT	8		
Total	MT	386		
5	Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers - cost incurred as a % of total revenue of the company (Excluding Workers)	In % terms	0.37
		Details of safety-related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	Total recordable work-related injuries	Employee:0 Worker:1
			Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees:0 Worker : 0.09
			No. of fatalities	Employees:0 Worker:0
			High consequence work-related injury or ill-health (excluding fatalities)	Employees:0 Workers :0
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	In % terms	4.29
		Complaints on PoSH	Total Complaints on Sexual Harassment (POSH) reported	0
			Complaints on PoSH as a % of female employees / workers	0

			Complaints on PoSH upheld	0
7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases and from within India	Directly sourced from MSMEs/ small producers	11.85
			Sourced directly from within India	87.72
		Job creation in smaller towns - Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	Location	
			Rural	12.79
			Semi-urban	12.76
Urban	14.79			
Metropolitan	59.07			
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	In % terms	0
		Number of days of accounts payable	(Accounts payable *365) / Cost of goods/services procured	192
9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Purchases from trading houses as % of total purchases	9
			Number of trading houses where purchases are made from	215
			Purchases from top 10 trading houses as % of total purchases from trading houses	57.49
			Sales to dealers / distributors as % of total sales	98.09
			Number of dealers / distributors to whom sales are made	8,799
			Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	3.75
			Share of RPTs (as respective %age) in	
			Purchases	11.40
			Sales	22.66
			Loans & advances	83.71
Investments	31.14			

* Scope 1 GHG emissions are calculated based on IPCC sixth assessment report and GHG Protocol 2024. Scope 2 GHG emissions are calculated based on the Grid Electricity EF - Central Electricity Authority, Govt. of India, CO₂ baseline database for Indian Power Sector, version 20, December 2024. Scope 2 emission data have been calculated by a location-based approach.

Annexure II - Sites selected for audits

S.no	Site	Location
1.	Corporate Office	Alkem House, Mumbai
2.	India Offices/ Manufacturing plants (onsite)	Sikkim(I-V), Ankleshwar, Mandva, Daman-I
3.	India Offices/ Manufacturing plants /Depots(Remote)	Siliguri, New Delhi, Indore ,Baddi-I