

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24100MH1983PLC029442
2.	Name of the Listed Entity	Lupin Limited
3.	Year of incorporation	1983
4.	Registered office address	Kalpataru Inspire, 3 <sup>rd</sup> Floor, Off Western Express Highway, Santacruz (East), Mumbai - 400 055. India
5.	Corporate address	Kalpataru Inspire, 3 <sup>rd</sup> Floor, Off Western Express Highway, Santacruz (East), Mumbai - 400 055. India
6.	E-mail	<a href="mailto:hosecretarial@lupin.com">hosecretarial@lupin.com</a>
7.	Telephone	+ 91 22 6640 2323
8.	Website	<a href="http://www.lupin.com">www.lupin.com</a>
9.	Financial year for which reporting is being done	FY 2024-25
10.	Name of the Stock Exchange(s) where shares are listed	BSE and NSE
11.	Paid-up Capital	₹ 913.2 mn.
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ramesh Swaminathan, Executive Director, Global CFO, Head of IT and API Plus SBU +91 22 6640 2323, <a href="mailto:hosecretarial@lupin.com">hosecretarial@lupin.com</a>
13.	Reporting Boundary	Standalone
14.	Name of assessment or assurance provider	DNV Business Assurance India Private Limited
15.	Type of assessment or assurance obtained	Reasonable Assurance 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	Manufacture of Pharmaceuticals	Manufacturing and sales of Pharmaceuticals	99.1%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of Pharmaceuticals	210 Medical and Healthcare	100 %

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	12	4	16
International	3	7	10

#### 19. Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)	28 and 6 Union territories
International (No. of Countries)	112

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

Of the total sale of ₹ 164,585.8 million, 53.9% comprises of export sales.

##### c. A brief on types of customers

Customers are a vital part of our growth strategy and value chain. We operate worldwide, serving multiple health sectors such as cardiology, respiratory, diabetes, gynecology, and gastrointestinal, aiding a wide range of patients. Our customer base encompasses wholesalers, distributors, pharmacy networks, individual patients, medical practitioners, hospitals, governmental bodies, and fellow pharmaceutical firms. Our commitment lies in providing effective, high-quality generic pharmaceutical ingredients and products to our partners and global healthcare networks which echoes our Purpose "to catalyze treatments that transform hope to healing".

**IV. Employees****20. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1	Permanent (D)	19,021	17,842	94%	1,179	6%
2	Other than Permanent (E)	876	521	59%	355	41%
<b>3</b>	<b>Total employees</b>	<b>19,897</b>	<b>18,363</b>	<b>92%</b>	<b>1,534</b>	<b>8%</b>
<b>WORKERS</b>						
4	Permanent (F)	958	947	99%	11	1%
5	Other than Permanent (G)	837	665	79%	172	21%
<b>6</b>	<b>Total workers</b>	<b>1,795</b>	<b>1,612</b>	<b>90%</b>	<b>183</b>	<b>10%</b>

**b. Differently abled Employees and workers:**

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	5	5	100%	0	0
2	Other than Permanent (E)	0	0	0	0	0
<b>3</b>	<b>Total differently abled employees</b>	<b>5</b>	<b>5</b>	<b>100%</b>	<b>0</b>	<b>0</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4	Permanent (F)	2	2	100%	0	0
5	Other than permanent (G)	1	1	100%	0	0
<b>6</b>	<b>Total differently abled workers</b>	<b>3</b>	<b>3</b>	<b>100%</b>	<b>0</b>	<b>0</b>

**21. Participation/Inclusion/Representation of women:**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	10	3	30%
Key Management Personnel	4*	1	25%

\*Includes executive directors who are also the Key Managerial Personnel of the Company.

**22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years):**

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.40%	14.62%	16.30%	18.36%	22.50%	19%	24.31%	27.35%	24.47%
Permanent Workers	6.14%	17.39%	6.28%	8%	8%	8%	12.4%	0	12.21%

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****23. (a) 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	Lupin Inc., USA	Subsidiary	100%	No
2	Lupin Pharmaceuticals Inc., USA	Subsidiary	100%	No
3	Pharma Dynamics (Proprietary) Limited, South Africa	Subsidiary	100%	No
4	Hormosan Pharma GmbH, Germany	Subsidiary	100%	No
5	Multicare Pharmaceuticals Philippines, Inc., Philippines	Subsidiary	51%	No
6	Generic Health Pty Limited, Australia	Subsidiary	100%	No
7	Nanomi B.V., Netherlands	Subsidiary	100%	No
8	Lupin Atlantis Holdings SA, Switzerland	Subsidiary	100%	No
9	Lupin Healthcare (UK) Limited, UK	Subsidiary	100%	No
10	Lupin Australia Pty Limited, Australia	Subsidiary	100%	No
11	Lupin Pharma Canada Limited, Canada	Subsidiary	100%	No
12	Lupin Mexico S.A. de C.V., Mexico	Subsidiary	100%	No
13	Lupin Philippines Inc., Philippines	Subsidiary	100%	No
14	Lupin Diagnostics Limited, India	Subsidiary	100%	No
15	Generic Health SDN. BHD., Malaysia	Subsidiary	100%	No

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)
16	Laboratories Grin S.A. de C.V., Mexico	Subsidiary	100%	No
17	Medquimica Industria Farmaceutica LTDA, Brazil	Subsidiary	100%	No
18	Novel Laboratories, Inc., USA	Subsidiary	100%	No
19	Lupin Research Inc., USA	Subsidiary	100%	No
20	Avenue Coral Springs, LLC, USA	Subsidiary	100%	No
21	Lupin Management, Inc., USA	Subsidiary	100%	No
22	Lupin Europe GmbH, Germany	Subsidiary	100%	No
23	Lupin Biologics Limited, India	Subsidiary	100%	No
24	Lupin Oncology Inc., USA	Subsidiary	99.87%	No
25	Lupin Digital Health Limited, India	Subsidiary	100%	No
26	Southern Cross Pharma Pty Ltd., Australia	Subsidiary	100%	No
27	YL Biologics Ltd., Japan	Joint Venture	45%	No
28	Lupin Foundation, India (upto 07.02.2025)	Subsidiary	100%	No
29	Medisol S.A.S., France	Subsidiary	100%	No
30	Lymed S.A.S., France (upto 08.07.2024)	Subsidiary	100%	No
31	Lupin Manufacturing Solutions Limited, India	Subsidiary	100%	No
32	Lupin Life Sciences Limited, India	Subsidiary	100%	No
33	Lupinlife Consumer Healthcare Limited, India	Subsidiary	100%	No
34	Lupin Lanka (Private) Limited, Sri Lanka	Subsidiary	100%	No
35	Lupin NZ Limited, New Zealand	Subsidiary	100%	No

## VI. CSR Details

24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

ii. Turnover (in Rs.): 164,585.8 million

iii. Net worth (in Rs.): 243,079.1 million

## 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:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redressal policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	There is a hotline available to address any concerns or issues that may arise.	10	0	-	4	0	-
Investors (other than shareholders)	<a href="https://www.lupin.com/investors/">https://www.lupin.com/investors/</a>	0	0	-	0	0	-
Shareholders	<a href="https://www.lupin.com/investors/">https://www.lupin.com/investors/</a>	30	0	-	36	0	-
Employees and workers	Yes <a href="https://www.lupin.com/pdf/Whistleblower-Policy.pdf">https://www.lupin.com/pdf/Whistleblower-Policy.pdf</a>	54	9	-	13	3	-
Customers	<a href="https://www.lupin.com/contact-us/">https://www.lupin.com/contact-us/</a>	34802	377	-	33502	128	-
Value Chain Partners	Yes <a href="https://www.lupin.com/wp-content/uploads/2025/05/third-party-code-of-conduct.pdf">https://www.lupin.com/wp-content/uploads/2025/05/third-party-code-of-conduct.pdf</a>	1	0	-	3	1	-
Other (please specify)		17	8	-	24	10	-

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk, along with its financial implications, as per the following format.

Refer to Enterprise Risk Management Section of the Integrated Report 2025.

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
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	All business policies are made publicly available to all our internal and external stakeholders via our company website: <a href="https://www.lupin.com/investors/policies/">https://www.lupin.com/investors/policies/</a> Note: The Board or its Committees approve statutory policies. Other policies are approved by the Management.								
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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea), and standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Principle 1: National Guidelines on Responsible Business Conduct (NGRBC), United Nations Global Compact (UNGC) Principle 2: ISO 14001: 2015, Extended Producer Responsibility (EPR) regulations, NGRBC Principle 3: Occupational Health and Safety Management Systems – ISO 45001: 2018, International Labour Organization (ILO), NGRBC, UNGC Principle 4: NGRBC Principle 5: UNGP, NGRBC, UNGC Principle 6: ISO 14001:2015, NGRBC, Energy Management System ISO 50001:2018, UNGC Principle 7: NGRBC Principle 8: NGRBC Principle 9: NGRBC								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p><b>Planet:</b></p> <ul style="list-style-type: none"> <li>Reduce Scope 1 and Scope 2 emissions by 38% (baseline FY 23) by 2030.</li> <li>Increase renewable electricity to 35% by 2030</li> <li>Reduce 10% water withdrawal (baseline FY 21) by 2030</li> <li>Ensure that a minimum of 90% incinerable hazardous waste generated in our Indian operations, goes for Preprocessing/coprocessing.</li> </ul> <p><b>People:</b></p> <ul style="list-style-type: none"> <li>Diversity target: 15% women employees across Indian workforce by 2030</li> <li>Achieve 50,000 hours of employee volunteering by 2030</li> <li>Achieve YOY reduction-               <ul style="list-style-type: none"> <li>&gt;5% Reduction in LTIFR,</li> <li>&gt;5% Reduction in Accident frequency rate</li> <li>&gt;5% Reduction in Incidents frequency rate including Fires and Spills</li> <li>&gt; 5 % increase in Near Miss Ratio (NMR)</li> <li>&gt;5 % increase in Training Index</li> </ul> </li> </ul> <p><b>Patients:</b></p> <p><b>Access to Healthcare</b></p> <ul style="list-style-type: none"> <li>Implementation of Patient Assistance Programs: Two programs by 2030, benefiting 3,00,000 patients.</li> <li>Education for Patients and Doctors: Reaching 3 million Patients by 2030 and 50,000 Health Care Professionals (HCPs) doctors by 2030.</li> </ul> <p><b>Product Launches</b></p> <ul style="list-style-type: none"> <li>10 launches in complex inhalation products, 5 launches in complex injectables, and 5 launches in Ophthalmology, Dermatology and Women's Health by 2028.</li> </ul> <p><b>Quality</b></p> <ul style="list-style-type: none"> <li>Maintain Zero Class 1 recalls year on year.</li> </ul>								

<p>6. Performance of the entity against the specific commitments, goals and targets along with reasons, in case the same are not met.</p>	<p>To continuously progress in its journey toward sustainably conducting business, the Company has taken various measures across segments, some of which have also received external recognition:</p> <p><b>Planet:</b></p> <ul style="list-style-type: none"> <li>Reduced 23% of Scope 1 and Scope 2 emissions compared to our baseline of FY 23</li> <li>Renewable Electricity: 19%</li> <li>Reduced 7% water withdrawal compared to our baseline of FY 21</li> <li>In FY25, 92% of the incinerable hazardous waste generated in our Indian operations was sent for coprocessing</li> </ul> <p><b>People:</b></p> <ul style="list-style-type: none"> <li>Diversity target: 9% of our workforce are women</li> <li>Achieved 24,369 hours of employee volunteering in FY 25</li> <li>33.7% Reduction in LTIFR, 14% Reduction in Number of Accidents, 30% Reduction in Number of Incidents including Fires and Spills, 12% increase in Near Miss Ratio (NMR), 14% increase in Training Index</li> </ul> <p><b>Patients:</b></p> <p><b>Access to Healthcare</b></p> <ul style="list-style-type: none"> <li>Implementation of Patient Assistance Programs: Two programs in 2025 benefited 103,577 patients.</li> <li>Education for Patients and Doctors: Reached 14,91,740 Patients and 38,974 HCPs/doctors in FY2025</li> </ul> <p><b>Product Launches</b></p> <ul style="list-style-type: none"> <li>3 products launched in complex inhalation, 2 launched in complex injectables, and 2 launched in Ophthalmology, Dermatology and Women's Health in 2025.</li> </ul> <p><b>Quality</b></p> <ul style="list-style-type: none"> <li>Maintained "Zero" Class 1 recalls year on year</li> </ul>
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**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)

Please refer to the CFO's message provided in the Integrated Report 2025.

<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>Ramesh Swaminathan, Executive Director, Global CFO, Head of IT and API Plus SBU</p>
<p>9. 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.</p>	<p>Yes, the SCSR – Sustainability &amp; Corporate Social Responsibility Board Committee oversees sustainability implementation at Lupin. Refer to the Corporate Governance in the Integrated Report 2025.</p> <p>The Company consistently monitors its ESG performance, which undergoes review by the ESG Core Committee monthly.</p> <p>Oversight of sustainability matters falls under the direct responsibility of the CFO, who leads decision-making. Monthly meetings are held to discuss progress and actions on ESG initiatives, targets, and implementation.</p>

**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
<p>Performance against above policies and follow-up action</p>	<p>The ESG Core Committee consistently monitors the Company's performance across all nine principles of the NGRBC, with periodic reviews conducted by the CFO and relevant departmental heads.</p>																	
<p>Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</p>	<p>Lupin endeavors to uphold strict adherence and compliance with the laws in all regions where we operate. We ensure compliance with statutes and regulations related to the nine principles of the NGRBC.</p> <p>This marks the fourth year of our BRSR reporting, aimed at revealing our performance concerning the nine principles of the BRSR.</p>																	
<p>11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.</p>	P1	P2	P3	P4	P5	P6	P7	P8	P9	<p>DNV Business Assurance India Private Limited (DNV) has been engaged to provide assurance for the Lupin Integrated Report and BRSR. Relevant policies were reviewed as part of this assurance. The implementation of these policies was also frequently reviewed by internal auditors and the ESG core committee.</p>								

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Not Applicable

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE****PRINCIPLE 1**

**Businesses 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 financial year:**

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by awareness programmes
Board of Directors	1	Anti Bribery and Anti-Corruption, Conflict of Interest, Gifts, Entertainment and Hospitality, Workplace Harassment, Working with Third Parties; ESG & Sustainability	100%
Key Managerial Personnel	1	Anti Bribery and Anti-Corruption, Conflict of Interest, Gifts, Entertainment and Hospitality, Workplace Harassment, PoSH, Human Rights, Kavach, Working with Third Parties; ESG & Sustainability	100%
Employees other than BoD and KMPs	5	Anti Bribery and Anti-Corruption, Conflict of Interest, Gifts, Entertainment and Hospitality, Workplace Harassment, Working with Third Parties, Human Rights, PoSH, SOP training, HR Policies, Kavach; ESG & Sustainability	100%
Workers	5	Workplace Harassment, Working with Third Parties, Human Rights, PoSH, SOP training, HR Policies, Kavach; ESG & Sustainability	100%

**2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format**

**(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):**

Monetary					
Particulars	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine			Nil		
Settlement					
Compounding fee					
Non-Monetary					
Particulars	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/No)
Imprisonment			Nil		
Punishment					

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

Not Applicable

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

Lupin's code of conduct emphasizes commitment to combating bribery and corruption. This commitment extends to all subsidiaries, associates, suppliers and business partners. Lupin unequivocally prohibits any instances of bribery and corruption in its operations, striving to conduct business in an ethical and transparent manner. Various internal controls, such as audits, internal reviews, a ban on political contributions, regular compliance checks, and a whistleblower policy, are in place to prevent unethical behavior by the Company or its employees. Lupin fosters a culture of thorough deliberation, transparency, and fairness in its interactions with stakeholders and the public. This policy is an integral part of the Code of Business Conduct and Ethics, applicable to all employees, senior management, and the board of directors. It is publicly accessible on the Company's website at <https://www.lupin.com/investors/code-of-conduct/>

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

Particulars	FY 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Particulars	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Not Applicable	0	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Not Applicable	0	Not Applicable

**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:**

Particulars	FY 2024-25	FY 2023-24
Number of days of accounts payables	66	76

**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 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	5.71%	14.60%
	b. Number of trading houses where purchases are made from	232	389
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	60.95%	67.31%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	40.44%	44.63%
	b. Number of dealers/distributors to whom sales are made	7661	7887
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	5.45%	5.18%
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	4.81%	3.04%
	b. Sales (Sales to related parties/Total Sales)	40.4%	35.50%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	95.2%	-
	d. Investments (Investments in related parties/Total Investments made)	97.4%	99.41%

**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
8	<ul style="list-style-type: none"> <li>Basics of Sustainability and ESG Assessment</li> <li>ESG regulations including BRSR</li> <li>Human Rights</li> <li>GHG Emissions Reduction</li> </ul>	100% of strategic and critical raw material and packaging material suppliers.

**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.**

Yes, Lupin has clearly defined policies and the Code of Conduct outlines on how conflict of interest should be managed. These policies are communicated to all board members and regularly reviewed and updated, as needed. Board members are required to disclose any potential conflicts of interest, such as financial interests in a company that is engaged in business with the organization, relationships with vendors, or personal interests that may conflict with the organization's interest.

**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.**

Particulars	FY 2024-25	FY 2023-24	Details of improvements in environmental social impacts
R&D	₹ 17,672 million	₹ 15,264 million	For details on environmental and social benefits driven by the Company, please refer to the chapters: Intellectual Capital, Social Capital, and Natural Capital in the Integrated Report FY25.
Capex	₹ 528 million	₹ 776 million	

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

Yes, the Company has established policies and procedures for sustainable sourcing.

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

Sustainability parameters are incorporated into our sourcing through a third-party code of conduct, sustainability sourcing policy, and Environmental, Social, and Governance (ESG) assessment of suppliers. Lupin requires all business partners to comply with essential sustainability criteria, including labor rights, health and safety standards, environmental considerations, ethical conduct, data privacy, and other relevant aspects. 100% of our critical suppliers (RM and PM) undergo the ESG assessment for sustainability.

**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.**

We have established appropriate waste management systems across all our facilities. Our waste disposal processes adhere to local regulations and prioritize minimizing the amount of waste sent to landfills.

Waste type	Waste management procedure in place
Plastic (including packaging)	Either co-processed or recycled based on the type of waste generated.
E-waste	Sold to authorized recyclers for safe disposal.
Hazardous waste	Sent to authorized recyclers/Pre-processor/cement industries for co-processing or to the TSDF (Treatment, Storage, and Disposal Facilities) site.
Other waste (wastepaper and paper products)	Sent to authorized recyclers. Ash generated from agro waste boilers is sent to brick manufacturers/landfill.

**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, EPR is applicable. As part of our responsibilities under Extended Producer Responsibility, we collect and recycle a corresponding amount of post-consumer plastic waste generated by our products in India, in alignment with our EPR mandates. This recycled plastic is either used to create new products or serves as an alternative energy source. Additionally, we have transitioned from physical patient information leaflets to digital formats, not only cutting costs but also reducing paper usage and waste.

**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?**

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.
24232	Tiotropium Bromide	5.08%	Cradle to Gate	Yes	Confidential
24232	Mirabegron	4.57%	Cradle to Gate	Yes	Confidential
24232	Luforbec	2.23%	Cradle to Gate	Yes	Confidential
24232	Rifapentine + Inh	1.17%	Cradle to Gate	Yes	Confidential
24232	4FDC	1.54%	Cradle to Gate	Yes	Confidential
24232	NOVASTAT	0.95%	Cradle to Gate	Yes	Confidential
24232	Bupropion XL	0.95%	Cradle to Gate	Yes	Confidential
24232	TELISTA	0.70%	Cradle to Gate	Yes	Confidential
24232	TELEKAST	0.49%	Cradle to Gate	Yes	Confidential
24232	IVABRAD	0.63%	Cradle to Gate	Yes	Confidential
24232	ONDERO	0.61%	Cradle to Gate	Yes	Confidential
24232	Levothyroxine Tabs	0.82%	Cradle to Gate	Yes	Confidential
24232	2FDC	0.71%	Cradle to Gate	Yes	Confidential
24232	Doxy Caps	0.19%	Cradle to Gate	Yes	Confidential
24232	Ethambutol	0.71%	Cradle to Gate	Yes	Confidential
24232	KIT A	0.56%	Cradle to Gate	Yes	Confidential
24232	Rifampicin	0.25%	Cradle to Gate	Yes	Confidential
24232	Albuterol HFA	4.39%	Cradle to Grave	Yes	Confidential
24232	Salbair Transhaler HFA	0.18%	Cradle to Grave	Yes	Confidential
24232	Budamate (Inhaler)	0.89%	Cradle to Grave	Yes	Confidential



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

Particulars	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company	0.06%	0.07%

**2. Details of retirement benefits, for Current Financial Year and Previous Financial Year:**

Benefits	FY 2024-25			FY 2023-24		
	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.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	3.14%	33.51%	Y	4%	31%	Y
Others – (Superannuation)	2.34%	0%	Y	3%	0%	Y
Others (NPS)	2.64%	0%	Y	2.41%	0%	Y

**3. Accessibility of workplaces**

**Are the premises/offices of the entity accessible to differently abled employees and workers, 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.**

Our facilities are equipped with ramps, assistance personnel, and other amenities to provide support for individuals with disabilities.

**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.**

We are committed to being an employer that provides equal opportunities to all individuals, as outlined in our Code of Conduct. We ensure equal employment opportunities and uphold the personal dignity of every person, irrespective of race, age, ancestry, gender, color, ethnic origin, citizenship, sexual orientation, gender identity, marital status, family status, disability, religion, handicap, or any other protected classifications under applicable laws. These principles extend to all employment decisions including recruiting, training, evaluation, promotion, reward, or any other terms and conditions of work. <https://www.lupin.com/investors/code-of-conduct/>

**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%	79%
Female	100%	81%	No Maternity Leave Cases	No Maternity Leave Cases
Total	100%	78%	-	-

**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, the Company has a mechanism to receive and redress grievances

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. Lupin has a whistleblower policy which provides a formal mechanism to all directors, employees on full-time or part-time employment, with either permanent, probationary, trainee, retainer, temporary or contractual appointment to report any actual or suspected concerns related to violation of code or any other unethical behavior. The whistleblower can report any concerns to Ombudsperson or through various other modes of communications as per the process provided under the said policy.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

**7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:**

Category	FY 2024-25			FY 2023-24		
	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	19,021	0	0	18,256	68	0.37%
- Male	17,842	0	0	17,273	66	0.38%
- Female	1,179	0	0	983	2	0.20%
Total Permanent Workers	958	535	56%	954	537	56.29%
- Male	947	532	56%	942	535	56.79%
- Female	11	3	27%	12	2	16.67%

**8. Details of training given to employees and workers:**

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	17,842	17,842	100%	8,219	46%	17,273	15,082	87.32%	17,273	100%
Female	1,179	1,179	100%	88	7%	983	655	66.32%	983	100%
Total	19,021	19,021	100%	8,307	44%	18,256	15,737	86.20%	18,256	100%
<b>Workers</b>										
Male	947	947	100%			942	942	100%		
Female	11	11	100%	NA		12	12	100%	NA	
Total	958	958	100%			954	954	100%		

**9. Details of performance and career development reviews of employees and worker:**

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
- Male	17,842	17,842	100%	17,273	17,273	100%
- Female	1,179	1,179	100%	983	983	100%
- Total	19,021	19,021	100%	18,256	18,256	100%
<b>Workers</b>						
- Male				-		
- Female						

**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 of such a system?**

We have implemented health and safety management systems in all our facilities and all our sites are ISO 45001 certified.

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

Health and safety at Lupin is overseen by our Environmental, Health, Safety, and Sustainability (EHS&S) team, who develop and implement the relevant policies, procedures, and programs at all our locations. We employ a well-defined Hazard Identification and Risk Assessment (HIRA) system to evaluate the risks linked with our product activities and services, enabling a methodical approach to risk assessment and prioritization for mitigation. Furthermore, we carry out specific risk assessments such as HAZOP for Active Pharmaceutical Ingredient (API) products and processes, alongside Risk Assessments for Formulation Units and daily Job Safety Analysis, to gain a thorough understanding of potential hazards. All our health and safety frameworks are rigorously audited, both internally and externally.

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

Yes, we provide mechanisms for employees and workers to report any work-related hazards or dangerous situations. Individuals can report near misses, injuries, and incidents to their department heads. We have a specialized safety team responsible for conducting root cause analysis of any incidents and implementing preventive actions to avoid recurrence. For emergency situations, the team verifies that all mitigation strategies are operational through mock drills. Additionally, we take proactive measures to ensure rapid access to medical services, including the provision of ambulances and the availability of antidotes.

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

Yes, the Company's employees have access to medical and healthcare services for non-work-related conditions. Each department is equipped with first aid kits for minor injuries or ailments unrelated to work. Additionally, eligible employees and workers receive benefits under the Employees' State Insurance Act, which offers protection in cases of employment-related injuries, illnesses, or maternity issues. Employees also have access to medical and health insurance, applicable to their specific situation, which can be utilized for hospital admissions due to certain injuries.

**11. Details of safety related incidents, in the following format:**

Safety Incident/Number	Category*	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.085	0.12
Total recordable work-related injuries	Employees	24	34
	Workers	56	60
No. of fatalities	Employees	0	0
	Workers	1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

\*Including the contract workforce

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

Employee well-being and safety are core values of our company. We conduct mock drills, quizzes, firefighting training, and educational sessions to enhance safety awareness and skills. Our EHS units manage safety systems, which are included in annual performance evaluations. We provide extensive training to promote health and safety.

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

	FY 2024-25			FY 2023-24		
	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	Nil	0	0	0	Nil
Health & Safety	0	Nil	0	0	0	Nil

**14. Assessments for the year:**

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

Customer audits, Lupin Corporate audits, Human Rights Assessments and Internal Audits are conducted at all sites to ensure the compliance against the established EHS systems and to ensure the health & safety practices are followed and implemented.

**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.**

Not Applicable

**Leadership Indicators****1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

Yes, the Company extends life insurance or compensatory package to its workforce in the event of death.

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

We have established mechanisms to ensure that statutory dues applicable to our transactions with value chain partners are properly deducted and deposited in accordance with relevant regulations. Furthermore, we obtain evidence from our contractors regarding the payment of statutory dues such as Provident Fund (PF) for our contractual staff.

**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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

Particulars	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 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	1	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).**

No

**5. Details on assessment of value chain partners:**

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100% of Strategic and critical material suppliers
Working Conditions	100% of Strategic and critical material suppliers

**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.**

Not Applicable

**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.**

In line with the Board-approved Policy on Corporate Sustainability, Lupin has established a comprehensive framework to identify and engage with key stakeholders with key stakeholders across the entire value chain. Stakeholders have been identified by assessing both their influence on the value created by our business and the impact of our operations on them. This process of stakeholder identification adheres to principles of materiality, trust, and completeness.

**2. 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 during such engagement
Shareholders/ Investors	No	Investor Presentations, Press Releases, Analyst meets, Analyst briefings, quarterly results, Annual General Meetings, Integrated Report, Financial Reports, email advisories, Intimation to stock exchanges, and Investor meetings.	Annual, Quarterly, Half-yearly, Need-based, Real time	<ul style="list-style-type: none"> <li>Provide investors with updates on the organization's performance, ESG Ratings, and other corporate developments.</li> <li>Gather queries and feedback from investors to comprehend their requirements.</li> </ul>
Employees	No	E-mails, Meetings, Surveys, Feedbacks, Website and Internal portals, employee committees, year-end appraisal, and training programmes.	Continuous	<ul style="list-style-type: none"> <li>To understand employee needs</li> <li>To keep employees informed about the organization's plans</li> <li>Providing learning opportunities, promoting safe work practices, supporting professional career growth, maintaining work-life balance, and enhancing diversity and inclusion.</li> </ul>
Customers	No	Customer meets, mailers, news bulletins, brochures, social media, and website	Frequent and need-based	<ul style="list-style-type: none"> <li>Regularly interact with customers to strengthen our relationship.</li> <li>To prioritize product quality, safety, timely supply, and collaborate to address industry challenges and any issues.</li> </ul>
Channel Partners, franchises, and Suppliers	No	Partner meets and events, mailers, news bulletins, brochures, website, and vendor portal.	Frequent and need-based	<ul style="list-style-type: none"> <li>Engagement with suppliers to improve service levels, address commercial issues, including terms and conditions, procedures, and payments.</li> <li>Engage suppliers in ethical practices, ESG progress, human rights, and fair business conduct.</li> </ul>
Regulators and Government	No	Working committee meetings, email, one-on-one meetings, conferences, industry forums/ associations/committees	Need-based	<ul style="list-style-type: none"> <li>Engage, advocate, communicate, and collaborate to comply with regulations.</li> </ul>
Research Analysts	No	Website, social media, Email, one-on-one meetings, conceals, video conference, and forums	Frequent and need-based	<ul style="list-style-type: none"> <li>Stay abreast of developments of the Corporation and its subsidiaries.</li> </ul>
Health Care Professionals	No	Training program, one-to-one meet, webinar/conferences, electronic updates, in-person visits, and collaterals.	Frequent and need-based	<ul style="list-style-type: none"> <li>Engage on Lupin's products, innovations, healthcare solutions, patient needs, and ethical marketing commitment.</li> </ul>

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 during such engagement
Communities and NGOs	Yes	Personal Meetings, Focused Group Discussions, Field Visits by CSR Team, trainings, and capacity building sessions	Frequent and need-based	<ul style="list-style-type: none"> <li>Support Communities in addressing grass root challenges.</li> <li>Focus on improving livelihood, access to health care, water conservation, education, sanitation, and infrastructure.</li> <li>Drive Employee Volunteering Programs.</li> </ul>

### 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.**

Lupin values engaging stakeholders at all levels. The Board of Directors (BOD) through its various committees obtains feedback on a regular basis. Stakeholder engagement outcomes & feedback on ESG matters are regularly reviewed by business heads, the ESG Core committee, and the Board designated Sustainability and CSR Committee (SCSR).

**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.**

The double materiality assessment conducted enabled us to evaluate our stakeholders' perspectives on our societal and environmental impacts, as well as the potential effects of external events on our business. The company's short-term and long-term ESG Goals and Sustainability Framework is aligned with the identified material issues.

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

Lupin Human Welfare & Research Foundation (LHWRF) plays a key role in positively impacting the lives and livelihoods of underserved marginalized communities in India. The Company conducts community needs assessments to prioritize focus areas for its Corporate Social Responsibility (CSR) programs.

- The Livelihood program focuses on capacity building, skill development, natural resource management, strengthening grassroots value chains, and improving farmers' access to markets.
- The Lives program focuses on enriching communities' quality of life and ensuring better access to healthcare services.

For more details, refer to our Social and Relationship Capital Section of the Integrated Report 2025.

## 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, in the following format:**

Category	FY 24-25 (Current Financial Year)			FY 23-24 (Previous Financial Year)		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	19021	5532	29%	18256	5868	32%
Other than permanent	876	472	54%	393	393	100%
Total Employees	19897	6004	30%	18649	6261	34%
<b>Workers</b>						
Permanent	958	501	52%	954	384	40.25%
Other than permanent	837	837	100%	259	0	0%
Total Workers	1795	1338	75%	1,213	384	31.66%

**2. Details of minimum wages paid to employees and workers, in the following format:**

Category	FY 24-25 (Current Financial Year)					FY 23-24 (Previous Financial Year)				
	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)
<b>Employees</b>										
Permanent	19021	2	0.01%	19019	99.99%	18256	1303	7.14%	16953	92.86%
Male	17842	1	0.01%	17841	99.99%	17273	1235	7.15%	16038	92.85%
Female	1179	1	0.08%	1178	99.92%	983	68	6.92%	915	93.08%
Other than Permanent						393	393	100%	0	0%
Male			NA			232	232	100%	0	0%
Female						161	161	100%	0	0%
<b>Workers</b>										
Permanent	958	1	0.1%	957	99.9%	954	456	47.80%	498	52.20%
Male	947	1	0.1%	946	99.9%	942	447	47.45%	495	52.55%
Female	11	0	0	11	100%	12	9	75.00%	3	25.00%
Other than Permanent						259	2	0.77%	257	99.23%
Male			NA			221	2	0.90%	219	99.10%
Female						38	0	0.00%	38	100%

**3. Details of remuneration/salary/wages****a. Median remuneration/wages:**

Category	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors	7	14,701,313	3	11,946,469
Key Managerial Personnel*	1	6,074,296	0	-
Employees other than BoD and KMP	17839	5,81,913	1179	6,04,450
Workers	947	3,68,192	11	5,45,025

\*Excludes Executive Directors who are Key Managerial Personnel of the Company.

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

Particulars	FY 2024-25	FY 2023-24
Gross wages paid to females as a % of total wages	7.1%	5.05%

**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).**

At Lupin, adhering to and promoting human rights forms the foundation of our corporate conduct. We are committed to protecting human rights and eliminating practices like forced labor, child labor, and modern slavery within our operations. To maintain a consistent focus on the protection of human rights, including the prevention of human trafficking, forced labor, child labor, and discrimination, we've established an extensive Human Rights Policy. In our operations in India, we have designated 89 employees as Trainers and Lead Implementers for Human Rights. These individuals act as champions for human rights, ensuring a thorough application of our policies within their specific areas or functions.

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

The Company's operations are guided by strong control systems which are reviewed regularly by internal and external auditors. Code of Conduct, Whistleblower Policy, Prevention of Workplace Harassment, Human Rights Policy and initiatives on creating awareness of sexual harassment at workplace, empower employees to report unethical practices. Specified mechanisms have been set up to deal with issues and concerns and facilitate their swift redressal.

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

Particulars	FY 2024-25			FY 2023-24		
	Filed	Pending	Remarks	Filed	Pending	Remarks
Sexual Harassment*	6	0	Nil	4	0	Nil
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced labour/Involuntary labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

\*Includes Lupin subsidiaries

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

Particulars	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	6	4
Complaints on POSH as a % of female employees/workers	0.5%	0.4%
Complaints on POSH upheld	4	3

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

Our organization has a zero-tolerance policy for all discrimination, including sexual discrimination. We encourage employees, contractors, and suppliers to report any discriminatory behavior they encounter. Reported incidents are promptly addressed to ensure an inclusive, respectful environment. Our independent third-party audits of the Company's Human Rights Policy found no discrimination or harassment cases in FY25 across Pan India Lupin Locations.

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

Yes, human rights requirements are incorporated into the Supplier Code of Conduct, as well as in Contracts and Agreements.

**10. Assessments for the year:**

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	NA

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

Tier 1 strategic suppliers identified by Procurement teams, are sensitized and trained on the Lupin's Human Rights Policy in FY25.

### Leadership Indicators

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

Not Applicable. In the reporting year, there has been no business process or modifications.

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

All 17 locations, along with their workforce are covered and have been re-assessed for Human Rights. All India Lupin Limited sites, including HO – Kalpataru, Airoli, Ankleshwar, Chhatrapati Sambhajnagar, Biotech Pune, Goa, Jammu, LBC Pune, LRP Pune, Mandideep, Nagpur, Pithampur, Sikkim, and Tarapur, are now certified as Platinum. Additionally, locations of two Lupin subsidiaries, Lupin Manufacturing Solutions (LMS) at Dabhasa & Vizag and Lupin Diagnostics at National Reference Laboratory (NRL) Turbhe, were audited and have been certified with Platinum Rating.

**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?**

Yes

**4. Details on assessment of value chain partners:**

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100% of strategic & critical material suppliers
Discrimination at workplace	100% of strategic & critical material suppliers
Child Labour	100% of strategic & critical material suppliers
Forced Labour/Involuntary Labour	100% of strategic & critical material suppliers
Wages	100% of strategic & critical material suppliers
Others – please specify	Not Applicable

**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. No major risks were identified as a part of the assessment.

**PRINCIPLE 6**

**Business should respect and make efforts to protect and restore the environment.**

**Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2024-25	FY 2023-24
<b>From renewable sources</b>		
Total electricity consumption (A)	252,035 GJ	146,730 GJ
Total fuel consumption (B)	881,377 GJ	487,713 GJ
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>11,33,412 GJ</b>	<b>6,34,443 GJ</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	1,071,380 GJ	1,184,496 GJ
Total fuel consumption (E)	235,550 GJ	622,733 GJ
Energy consumption through other sources (F)	370,895 GJ	328,413 GJ
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>1,677,825 GJ</b>	<b>2,135,642 GJ</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>2,811,237 GJ</b>	<b>2,770,085 GJ</b>
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	17.08 GJ/Mn INR	19.35 GJ/Mn INR
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	390.84 GJ/ revenue adjusted to PPP	442.75 GJ/ revenue adjusted to PPP
Energy intensity in terms of physical output	-	-
Energy 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.

Yes. DNV Business Assurance India Pvt Limited has conducted independent assurance.

**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.**

Not Applicable

**3. Provide details of the following disclosures related to water, in the following format:**

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	140,892 KL	135,186 KL
(ii) Groundwater	169,062 KL	149,551 KL
(iii) Third party water	1,394,421 KL	1,336,731 KL
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,704,375 KL	1,621,468 KL
Total volume of water consumption (in kilolitres)	1,664,260 KL	1,584,942 KL
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	10.11 KL/Mn INR	11.08 KL/Mn INR
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	231.38 KL/ revenue adjusted to PPP	253.32 KL/ revenue adjusted to PPP
Water intensity in terms of physical output	-	-
Water 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.

Yes. DNV Business Assurance India Pvt Limited has conducted independent assurance.

**4. Provide the following details related to water discharged:**

Parameter	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-

Parameter	FY 2024-25	FY 2023-24
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – Discharge to CETP	40,115 KL	36,526 KL
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>40,115 KL</b>	<b>36,526 KL</b>

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. DNV Business Assurance India Pvt Limited has conducted independent assurance.

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

We've put into place technologies and systems at six of our manufacturing facilities to attain Zero Liquid Discharge (ZLD) standards. This measure prevents any effluents generated by our operations from being released into natural water bodies

**6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	tonnes/annum	145.8	152.6
SOx	tonnes/annum	50.1	166.2
Particulate matter (PM)	tonnes/annum	-	-
Persistent organic pollutants (POP)	tonnes/annum	-	-
Volatile organic compounds (VOC)	tonnes/annum	-	-
Hazardous air pollutants (HAP)	tonnes/annum	-	-
Others – please specify	tonnes/annum	-	-

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. DNV Business Assurance India Pvt Limited has conducted independent assurance

**7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:**

Parameter	Unit	FY 2024-25	FY 2023-24	
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Total	Metric tonnes of CO <sub>2</sub> equivalent	80,181	85,676
	CO <sub>2</sub>			
	CH <sub>4</sub>			
	N <sub>2</sub> O			
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Total	Metric tonnes of CO <sub>2</sub> equivalent	245,290	263,905
	CO <sub>2</sub>			
	CH <sub>4</sub>			
	N <sub>2</sub> O			
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)		1.98 tCO <sub>2</sub> e/Mn INR	2.44 tCO <sub>2</sub> e/Mn INR	
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)		45.25 tCO <sub>2</sub> e/revenue adjusted to PPP	55.87 tCO <sub>2</sub> e/revenue adjusted to PPP	
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-	
Total Scope 1 and Scope 2 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.

Yes. DNV Business Assurance India Pvt Limited has conducted independent assurance

**8. Does the entity have any project related to reducing Greenhouse Gas emission? If Yes, then provide details.**

At Lupin, we have taken various initiatives to reduce GHG emissions from our operations, including installation of off grid solar PV plant at our manufacturing site locations, procurement of renewable energy through power purchase agreement, switching to cleaner bio fuel, and various energy efficient best practices.

**Our GHG emission reduction initiatives include:**

1. We have commissioned off-grid rooftop solar PV plants with a total capacity of 1.06 MW at our Tarapur, Goa, and Nagpur sites, reducing emissions by 925 tonnes of CO<sub>2</sub>e.
2. At our Mandideep site, we have procured 4 MW of open access renewable power.
3. We have commissioned biomass briquette boilers with capacities of 5 TPH and 8 TPH at our Ankleshwar and Tarapur plants, respectively, resulting in an estimated emission reduction of 2000 tonnes of CO<sub>2</sub>e.

4. We have installed electronically commutated (EC) motors for belt-driven air handling and ventilation units at our Pithampur site.
5. At our Tarapur site, we have replaced old inefficient chillers with new energy-efficient ones and converted the open-loop chilled brine system to a closed-loop system.
6. We have installed an air-to-air heat exchanger for process air in fermentation at our Tarapur site.
7. We have installed multipurpose screw presses to replace decanters (sludge dewatering systems) at our Ankleshwar, Mandideep, Pithampur, and Goa sites, resulting in energy savings of approximately 600,000 kWh per year.
8. We have completed our Scope 3 GHG inventory, estimating upstream and downstream emissions across the value chain.
9. Our R&D facility, Lupin Research Park in Pune, has achieved 'LEED Platinum' certification for operations and maintenance from the USGBC.

**9. Provide details related to waste management by the entity, in the following format:**

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	3,041	2,803
E-waste (B)	70	39
Bio-medical waste (C)	84	86
Construction and demolition waste (D)	3,762	2,753
Battery waste (E)	88	38
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	35,593	32,968
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	20,981	15,574
Total (A+B + C + D + E + F + G + H)	63,619	54,261
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	0.39 MT/Mn INR	0.38 MT/Mn INR
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	8.84 MT/revenue adjusted to PPP	8.67 MT/revenue adjusted to PPP
Waste intensity in terms of physical output	-	-
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		
(i) Recycled	1. Plastic waste – 1,916 MT	(i) Plastic Waste – 1,505 MT
	2. E-waste – 70 MT	(ii) E-waste – 39 MT
	3. Other hazardous waste (Used oil, Spent solvent and catalyst, Plastic liner, drum, and containers) – 9,440 MT	(iii) Other hazardous waste (Used oil, Spent solvent and catalyst, Plastic liner, drum, and containers) – 8,129 MT
(ii) Re-used	1. Other hazardous waste – 29 MT	(i) Other Hazardous waste – 30 MT
	2. Battery waste – 88 MT	(ii) Battery waste – 38 MT
(iii) Other recovery operations	1. Non-hazardous waste (Agrowaste boiler ash) – 9,252 MT	(i) Non-hazardous waste (Agrowaste boiler ash) – 5,395 MT
	2. Hazardous waste (Spent calcium sulphate) – 7,097 MT	(ii) Hazardous waste (Spent calcium sulphate) – 4,471 MT
<b>Total</b>	<b>27,892 MT</b>	<b>19,607 MT</b>

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

Category of waste		
(i) Incineration/Co-processing	1. Plastic waste – 1,125 MT	(i) Plastic Waste – 1,298 MT
	2. Bio-medical waste (OHS center waste) – 84 MT	(ii) Bio-medical waste – 86 MT
	3. Other hazardous waste (Spent solvent and catalyst, other HZ waste) – 8,947 MT	(ii) Other hazardous waste – 8,199 MT
(ii) Landfilling	1. Construction & demolition waste – 3,762 MT	(ii) Construction & demolition waste – 2,753 MT
	2. Other hazardous waste – 10,080 MT	(ii) Other hazardous waste – 12,169 MT
	3. Non-hazardous waste (Agrowaste boiler ash) – 1,370 MT	

Parameter	FY 2024-25	FY 2023-24
(iii) Other disposal operations	1. Non – hazardous waste (Mycellia, glass, metal, canteen, paper etc) – 10,359 MT	(i) Non-hazardous waste – 10,178 MT
<b>Total</b>	<b>35,727 MT</b>	<b>34,683 MT</b>

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. DNV Business Assurance India Pvt Limited has conducted independent assurance

**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.**

Lupin's waste management strategy is guided by the 3R principle: Reduce, Reuse, and Recycle. We meticulously track all waste streams—hazardous, non-hazardous, e-waste, and biomedical waste—and ensure their recycling or disposal via third parties in compliance with government regulations. Across our entire value chain, we have implemented efficient waste management practices and embraced the principles of circularity. Our focus is on maximizing recycling and minimizing the volume of waste sent to landfills and incinerators. We currently direct the incinerable hazardous waste to co-processing or pre-processing facilities. As part of our responsibilities under Extended Producer Responsibility, we collect and recycle a corresponding amount of post-consumer plastic waste generated by our products in India in alignment with our EPR mandates.

**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 in the following format:**

Lupin does not operate in ecologically sensitive areas.

**12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Nil					

**13. Is the entity compliant with the applicable environmental law/regulations/guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

We are compliant with the applicable environmental law/regulations/guidelines in India. No notice has been issued in FY 2024-25.

### Leadership Indicators

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

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

- Name of the area - Ankleshwar, Pithampur, Chhatrapati Sambhajinagar, Jammu and Nagpur
- Nature of operations - Manufacturing of pharmaceutical products
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	34,597	27,821
(iii) Third party water	720,138	726,742
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	754,735	754,563
Total volume of water consumption (in kilolitres)	714,620	718,037
Water intensity per rupee of turnover (Water consumed/turnover)	4.34 KL/Mn INR	5.02 KL/Mn INR
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-

Parameter	FY 2024-25	FY 2023-24
(iii) Into Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – Sent to CETP	40,115	36,526
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	40,115	36,526

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. DNV Business Assurance India Pvt Limited has conducted independent assurance.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	1,018,684	1,119,125
Total Scope 3 emissions per rupee of turnover	tCO <sub>2</sub> e/Mn revenue	6.19	7.81

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. DNV Business Assurance India Pvt Limited has conducted independent assurance

**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, as per the following format:**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of biomass briquette boilers	Included in FY25 Integrated report	Reduction in GHG emissions
2	Installation of off grid rooftop solar PV plant	Included in FY25 Integrated report	Reduction in GHG emissions
3	Replacement of conventional AHU with energy efficient EC motor	Included in FY25 Integrated report	Reduction in GHG emissions
4	Procured open access renewable power	Included in FY25 Integrated report	Reduction in GHG emissions
5	Reduction in fresh water consumption through various initiatives such as – • Utilization of RO reject water for cooling tower makeup • Process RO water and AHU condensate water for canteen cleaning	Included in FY25 Integrated report	Reduction in freshwater consumption

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

To ensure the resilience of our critical operations during a crisis, we have established a Business Continuity Management System (BCMS) in alignment with the ISO 22301 standard. In the initial phase, we conducted a comprehensive Business Impact Analysis (BIA) and Risk Assessment (RA) specifically for IT services at our Mumbai head office. The recovery strategy was then validated through a tabletop exercise. Subsequent phases will involve conducting BIA and RA for four additional locations engaged in research and development (R&D) and manufacturing.

**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.**

None

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

100% of strategic and critical material suppliers

**8. How many Green Credits have been generated or procured:**

Not Applicable

**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.**  
Lupin is a member of fourteen 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 Pharmaceutical Alliance (IPA)	National
2	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3	Confederation of Indian Industry (CII)	National
4	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
5	Indian Drug Manufacturers Association (IDMA)	National
6	Foundation of Pharma Entrepreneurs (FOPE)	National
7	National Safety Council	National
8	Pharmaceuticals Export Promotion Council	National
9	Association of Biotechnology Led Enterprise (ABLE)	National
10	British Generics Manufacturers Association (BGMA)	International
11	International Generic and Biosimilar Medicines Association (IGBA)	International
12	Association for Accessible Medicines (AAM)	International
13	Biosimilars Council	International
14	Medicines for Europe, Medicines for Europe Regulatory Group	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 reporting year, there were no adverse orders from regulatory authorities against the Company related to anticompetitive conduct.

**Leadership Indicators**

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/ Others – please specify)	Web Link, if available
1	Reforms in Pharmaceutical Regulations	FICCI/CII/ASSOCHAM	No	Need-basis	-
2	Policy Advocacy covering - R&D, Counterfeiting and non-standard quality drugs, Uniform Consent Fees – Water & Air Act	Indian Pharmaceutical Alliance (IPA)	No	Need-basis	<a href="http://www.ipa-india.org">www.ipa-india.org</a>
3	Advocating for affordable and accessible medicines.	Direct representation or through industry chambers and associations	No	Need-basis	-

**PRINCIPLE 8**

**Businesses should promote inclusive growth and equitable development.**

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Nil. In the reporting year, the Company was not required to undertake any Social Impact Assessments of projects.

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**

Not Applicable

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

We treat communities as equal partners in development of the project and actively involve them during project implementation. The community monitors the work, and the Panchayat maintains the projects after completion. We have guidelines at the village level for timely grievance resolution through local institutions. All community issues and concerns are diligently monitored and addressed in a timely manner.

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

Parameter	FY 2024-25	FY 2023-24
Directly sourced from MSME/small producers	13.9%	11.8%
Directly from within India	75%	78%

**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 the following locations, as % of total wage cost:**

Location	FY 2024-25	FY 2023-24
Rural	9%	9%
Semi-urban	5%	5%
Urban	13%	15%
Metropolitan	73%	71%

**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

**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 INR million)
1	Rajasthan	Dholpur	4.39
2	Maharashtra	Nandurbar	6.54
3	Madhya Pradesh	Vidisha	0.56
4	Andhra Pradesh	Visakhapatnam	0.23

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

No, Lupin does not have any preferential procurement policy.

**(b) From which marginalized/vulnerable groups do you procure?:** Not Applicable**(c) What percentage of total procurement (by value) does it constitute?:** Not Applicable**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:**

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 involved.**

Not Applicable

**6. Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No of persons benefitted from CSR projects	% beneficiaries from vulnerable and marginal groups
1.	Desh Bandhu Jan Utkarsh Pariyojana	1150	100%
2.	Agriculture – Based Livelihoods Empowerment	248,256	100%
3.	Lives Program	165,888	100%

**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.**

Consumer complaints and feedback are addressed through a robust mechanism at Lupin with the aim of resolving them in an effective and timely manner. Stakeholders can report any adverse event or product quality complaints at [drugsafety@lupin.com](mailto:drugsafety@lupin.com). Consumers can also submit their complaints/feedback on the Company's website through the following <https://www.lupin.com/contact-us/>.

Our Pharmacovigilance department acts as the focal point for overseeing the safety and quality of our products. Additionally, we maintain a specialized team responsible for addressing consumer complaints and concerns. We regularly conduct surveys to gather customer feedback and quickly address any issues.

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

Particulars	As a percentage of total turnover
Environmental and social parameters relevant to the product	100% - There are social parameters relevant to the responsible, safe and prescribed usage of the products
Safe and responsible usage	100% - All products of Lupin have the usage/directions mentioned on leaflets/packaging.
Recycling and/or safe disposal	100% - contain relevant information as required under applicable laws

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

Particulars	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data Privacy	Nil	-	-	Nil	-	-
Advertising	Nil	-	-	Nil	-	-
Cyber security	Nil	-	-	Nil	-	-
Delivery of essential services	Nil	-	-	Nil	-	-
Restrictive Trade Practices	Nil	-	-	Nil	-	-
Unfair Trade Practices	Nil	-	-	Nil	-	-
Others	27576	0	-	25917	0	-

All Adverse drug reports associated with Lupin products received at DSRM are appropriately handled, i.e., the reports are processed in the global company safety database, thoroughly reviewed, medically assessed, and submitted to global regulatory authorities (wherever applicable).

**4. Details of instances of product recalls on account of safety issues:**

Particulars	Number	Reason for recall
Voluntary recalls	13	The Company has initiated these recalls in response to identified issues in the respective products.
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.**

Yes, the Company has established and enforced a comprehensive Global Privacy Policy applicable to all its legal entities and business divisions. This policy is available for review on our website: <https://www.lupin.com/privacy-policy/>

**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.**

No such incident. Proactive steps are taken to address any issues that arise in these categories. Corrective actions are implemented to prevent the recurrence of similar instances.

**7. Provide the following information relating to data breaches:**

- Number of instances of data breaches:** Zero
- Percentage of data breaches involving personally identifiable information of customers:** Zero
- 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).**

Please refer to the following weblink for the product list: <https://www.lupin.com/our-products/product-finder/>

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

Our product leaflets provide essential information for safe and responsible usage. We also hold events to raise awareness among Clinical Pharmacies about our products' responsible use and educate consumers through videos on our website.

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

We inform the regulatory authorities before discontinuing drugs listed in the National List of Essential Medicines. If the regulatory authorities request the continuation of medicine, we continue production until we receive official permission to stop. We also notify consumers through recorded voice messages via call center about any recall or change in formulation.

**4. 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. 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).**

Not Applicable. We publish all information required under the law on the product.