

August 12, 2025

To,  
**Dy. General Manager**  
**Department of Corporate Services,**  
**BSE Ltd.,**  
**P. J. Towers, Dalal Street,**  
**Fort, Mumbai – 400 001**

To,  
**The Manager - Listing,**  
**National Stock Exchange of India Ltd.,**  
**Plot No. C/1, G Block,**  
**Bandra Kurla Complex,**  
**Bandra (E), Mumbai – 400 051**

**Ref: Scrip Code: 543322**

**Ref: Scrip Name: ALIVUS**

Dear Sirs,

**Sub: Submission of Integrated Annual Report under Regulation 34 (1) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

Pursuant to Regulation 34(1) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find attached the Integrated Annual Report for the Financial Year 2024-25.

The Annual Report is being sent through electronic mode to all those members whose e-mail ids have been registered with the Company/ Depository Participant/ Registrar and Transfer Agent and the same is also being made available on the website of the Company, at: [www.alivus.com](http://www.alivus.com).

Further, in accordance with the Regulation 36(1)(b) of the SEBI Listing Regulations, the Company has initiated sending a letter to the Shareholders whose e-mail IDs are not registered with the Company/RTA/DPs, providing a web-link from where the Annual Report can be accessed on the website of the Company.

Request you to kindly take the same on record.

Thanking you

Yours faithfully,  
**For Alivus Life Sciences Limited**  
(formerly Glenmark Life Sciences Limited)

**Rudolf Corriea**  
**Company Secretary & Compliance Officer**  
Encl: As above

**Alivus Life Sciences Limited** (formerly Glenmark Life Sciences Limited)

**Corporate Office:**

4th Floor, OIA House, 470, Cardinal Gracious Road  
Andheri (E), Mumbai 400099, Maharashtra, India

**Registered Office:**

Plot No 170-172, Chandramouli Industrial Estate  
Mohol Bazarpet, Solapur 413 213, India

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ALIVE TO  
**GROWTH**  
OPPORTUNITIES

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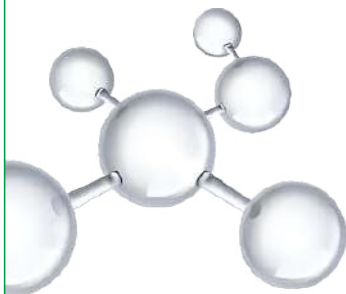
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ABOUT THE REPORT

We, at Alivus Life Sciences Ltd. (Alivus/Company), formerly, Glenmark Life Sciences Ltd., are pleased to present our 3<sup>rd</sup> Integrated Report for the Financial Year 2024–25 (FY25). This report is prepared in accordance with the International Integrated Reporting Council's (IIRC) Framework.

This Integrated Report presents a unified perspective of our performance and our ability to consistently generate value across the six capitals: Financial, Manufactured, Intellectual, Human, Social & Relationship, and Natural. With a focus on long-term value creation for all stakeholders, we aim to enhance our innovative capabilities to tackle significant challenges throughout our value chain. Integrated thinking has been thoroughly examined and its implementation extensively explored across these six capitals in our report.

Our report employs a value creation model to illustrate inputs, outputs, and outcomes related to different capitals, which are evaluated using KPIs. The structure of this report aligns with integrated reporting principles, aiming to present information in a clear and cohesive manner for concise and coherent disclosure.

Scope and Boundary

The report covers Alivus Life Sciences' financial and non-financial performance across its business activities from April 1, 2024, to March 31, 2025, following an annual reporting cycle. Details regarding our shareholding pattern have been provided in the Corporate Governance section. We have not made any financial restatement of historical information across this Integrated Report.

Reporting Standards and Frameworks

The content of our Integrated Report is in accordance with the IIRC Framework and the Global Reporting Initiative (GRI) Standards: Core option. We have also drawn reference to the United Nations Sustainable Development Goals (UN SDGs) and incorporated some of the requirements of the National Voluntary Guidelines (NVGs) on Social, Environmental and Economic Responsibilities of Business.

This report's financial and statutory information complies with the Companies Act, 2013, Indian Accounting Standards, Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, and other applicable regulations.

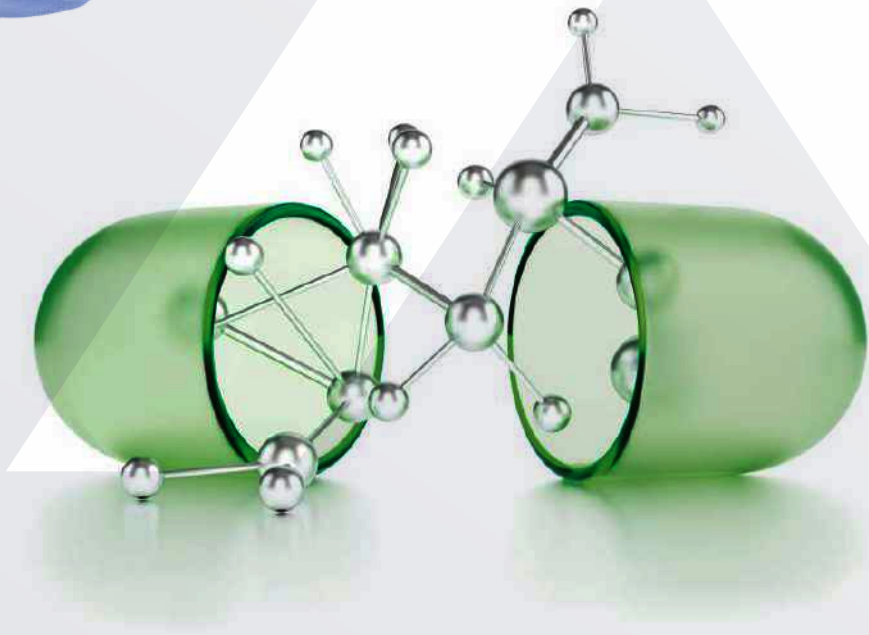
ALIVE TO  
GROWTH  
OPPORTUNITIES

Momentum is gathering pace at Alivus. With renewed strategies and fresh capital infusion, we are scaling capacities, enhancing scientific capabilities and pursuing a platform expansion to tap into new opportunities in the API and CDMO space.

Multiple growth levers are at play to expand our CDMO footprint and deepen our therapeutic expertise. A state-of-the-art R&D center, that is underway, will accelerate pipeline productivity and widen customer access with both generic and innovative customers. Recent inspections of Ankleshwar and Dahej by stringent regulatory authorities, notably, USFDA, Swissmedic and PMDA Japan, further cement our track record for supply to the regulated markets.

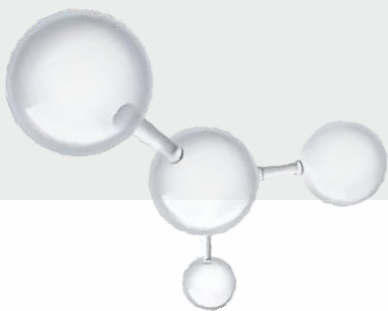
At the heart of this progress lies a mindset tuned to new possibilities, anchored to a consistently performing high-quality API portfolio.

Every decision will be shaped by foresight, backed by a clear view of where the world is going and how we can help shape our future in an evolving paradigm.



# PERFORMANCE DASHBOARD

## Financial

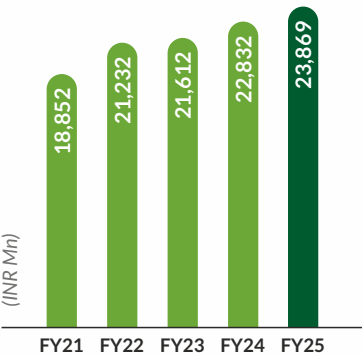


Revenue from Operations  
(in INR Mn)

23,869  
up 4.5% ▲

Net Cash from Operations  
(in INR Mn)

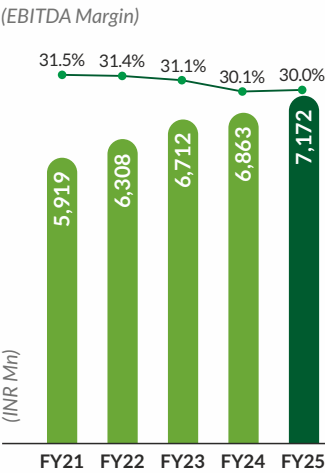
3,915



Revenue

EBITDA  
(in INR Mn)

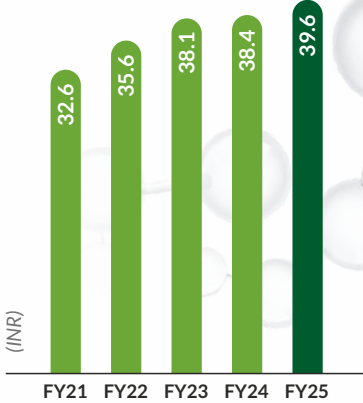
7,172  
up 4.5% ▲



EBITDA

EPS  
(in INR)

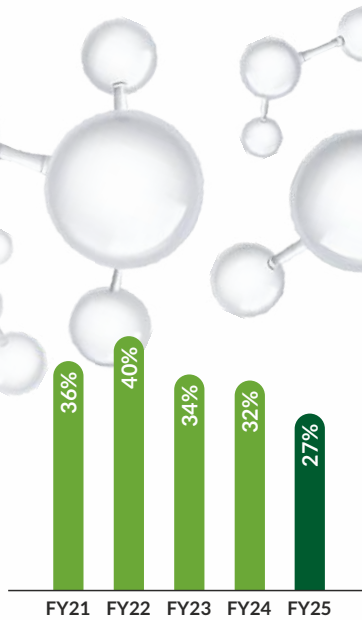
39.6  
up 3.1% ▲



EPS

ROICE

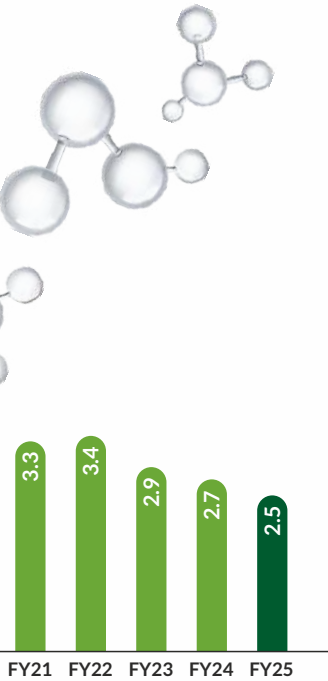
Tracking at  
~27%



ROICE

Fixed Assets Turnover

2.5 times  
for FY25



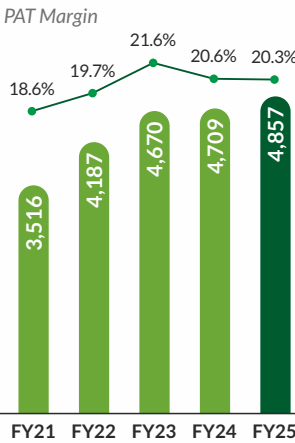
FATR

PAT  
(in INR Mn)

4,857

PAT Margin

20.3%



PAT

### Income Statement

in INR Mn

	FY25	FY24	FY23	FY22	FY21
Revenue from Operations	23,869	22,832	21,612	21,232	18,852
EBITDA for the year	7,172	6,863	6,712	6,308	5,919
Profit for the year	4,857	4,709	4,670	4,187	3,516
Basic EPS	39.63	38.43	38.11	35.63	32.62

### Balance Sheet

in INR Mn

	FY25	FY24	FY23	FY22	FY21
Total Equity	28,174	23,323	21,382	20,543	7,527
Fixed Assets	10,369	8,962	8,242	6,763	5,790
Cash and Cash Equivalents	5,487	3,014	2,838	5,122	1,156
Total Debt	-	-	-	-	9,329



# PERFORMANCE DASHBOARD

## Non-financial

### Products

#### 165 Unique APIs

which are non-commodity molecules in chronic therapy areas, such as CVS, Pain, CNS, Diabetes, Urology, etc.

#### 49 New Products

are in the development pipeline including 3 iron complexes and 24 high potent APIs (HPAPIs)

#### 41 DMFs and CEPs

filed across major markets during FY25 taking the cumulative number to 561 as of March 31, 2025

Markets include United States, Europe, Japan, Russia, Brazil, South Korea, Taiwan, Canada, China, and Australia

#### 24 Molecules (HPAPI)

in the active grid representing total addressable market size of USD 49 billion\*, the High Potent API portfolio remains on the development path

- 7 products are validated
- 5 products are in advanced stages of development
- 12 remaining products progressing through lab development stages

\*Source: IQVIA, MAT Dec'24

### Environment

#### 169%

▲rise in energy consumption from renewable sources; from 1,16,478 GJ in FY24 to 3,13,652 GJ in FY25

#### 0.39 KL/kg

Specific water consumption, ▼ down by 11% compared to FY24 (0.44KL/kg)

#### 101.5 kWh/kg

▼ Specific power consumption in FY25 compared to 105.3 kWh/kg in FY24

#### 1,24,788 KL

▲ Water recycled & reused, Up by 33.5% compared to FY24

### Social

#### INR 12.20 Crore

CSR investment

#### 3.25+ Lakh

Women, adolescent girls and children benefitted through Project Sampurna

#### 3,93,058 Lives

benefited through our CSR interventions with human and environment centric approach

#### 33,74,389 KL

water recharge done through 48 structures benefiting 15,000 community members





## MESSAGE FROM THE CHAIRMAN



Dear Shareholders,

It is with great privilege and a sense of shared purpose that I address you today. I'm honoured to present the third Integrated Annual Report of our Company; the second since the acquisition by Nirma, and the first under our inspiring new identity: **Alivus Life Sciences Limited**.

This transition is not merely symbolic; it goes far beyond the name change and marks the next phase of our journey driven by excellence and innovation. Rooted in the word **life**, Alivus reflects our purpose-led ambition to improve lives through science and care. It also reflects the growing clarity and confidence of our vision—which is sharper, bolder, and better aligned to the possibilities ahead.

It is the formal articulation of our strategic intent to become a globally acclaimed, innovation-driven, and quality-focused partner in the Active Pharmaceutical Ingredients (APIs) and Contract Development and Manufacturing (CDMO) space.

FY 2024-25 has been a year of contrasts for the global pharmaceutical industry as it offered both, complexity and promise. The world grappled with persistent inflationary pressures, geopolitical instability, and tightening capital markets with major economies facing new and extended trade barriers that triggered a downward revision of global growth projections. Supply chain disruptions and rising costs, especially for commodities and energy, tested business resilience and led to greater caution in consumer and business sentiment.

Yet, amid these headwinds, the pharmaceutical sector remained in good health. The sector is projected to achieve a robust CAGR of 6.15% from 2025 to 2034, driven by the rising occurrence of chronic diseases, an aging population, and increased healthcare spending. The outlook is especially promising as demand for differentiated therapies—spanning both large and niche indications—is expected to grow significantly, opening new avenues for API and CDMO companies.

**At the heart of this global transformation stands India, rapidly evolving from the 'Pharmacy of the World' to a true 'Global Pharma Powerhouse.'**

The Indian pharmaceutical sector continues to be a significant contributor to the nation's economic growth and global healthcare ecosystem. With a target of USD 450 billion by 2047, the growth in the Indian pharmaceutical sector will be fueled by a stronger push for self-reliance in APIs and Key Starting Materials (KSM), deeper investments in research and innovation, and the integration of digital and personalised healthcare solutions.

**Alivus is firmly aligned with this future, building capabilities to lead in contract manufacturing, R&D acceleration, and next-generation therapies.**

The Company has a well-articulated growth strategy. Our performance in FY2024-25 has underscored the strength and adaptability of our business model. With a clear and assertive growth strategy, the Company delivered resilient financial performance through prudent capital allocation, customer-centricity, and operational excellence.

As we reflect on the progress the Company has achieved, I am proud to affirm that our continued success is rooted in careful planning and disciplined execution. At the core of our strategy lies portfolio diversification—a deliberate effort to build a resilient, globally oriented business. This approach has enabled us not only to navigate a rapidly changing environment, but also to seize opportunities across diverse markets. We remain steadfast in our commitment to expanding our global footprint, deepening our capabilities, and driving sustainable growth.

With a capex plan of approximately INR 600 crore, we are scaling our infrastructure and scientific depth. Our upcoming API facility at Solapur and our new R&D Centre near Mumbai will be key milestones in this journey; both strategically located and scientifically equipped to support our next wave of growth. Furthermore, we are actively exploring opportunities across geographies, technologies, and partnerships, confident in our ability to build a resilient and globally oriented business.

At Alivus, we recognise that true success goes beyond financial returns to include meaningful social and environmental impact. Guided by four core pillars—community health and wellness, education and skill development, environmental stewardship, and economic empowerment—we structure our Corporate Social Responsibility and sustainability actions to maximise value for the society.

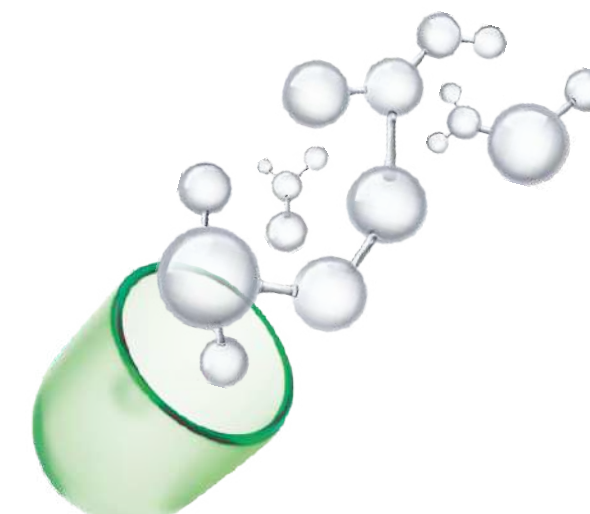
In FY2024-25, through key initiatives, we positively impacted over 393,000 individuals, demonstrating our steadfast commitment to creating shared value and creating a more sustainable future for all.

As we look ahead to FY 2025-26, I am confident of the bright future that lies before us. As a dynamic player in the pharmaceutical and API space, guided by financial prudence, entrepreneurial agility, and a clear strategic focus, we are proactively pursuing opportunities across geographies, emerging technologies, and strategic partnerships. Our new identity is more than symbolic - it reflects a mindset that embraces change and prepares us to lead with purpose.

**As we continue to evolve, we remain committed to creating sustained value for all stakeholders.**

In conclusion, I want to express my profound gratitude to all our stakeholders — our dedicated employees, trusted partners, and committed shareholders. Your unwavering support and our strong partnerships are the driving forces behind our momentum and ambition. Moving forward, I am confident that together we will navigate the evolving landscape with clear purpose, unwavering resilience, and bold innovation. We will create sustained value for all while building a healthier, more sustainable, and value-driven future for the communities we serve.

**Hiren K. Patel**  
Chairman



## MESSAGE FROM THE MD & CEO



Dear Shareholders,

FY25 marked a defining chapter in the journey of Alivus Life Sciences Limited. We made meaningful progress across business fundamentals, laid the foundation for what comes next, and took decisive steps to strengthen the enterprise for the years ahead. In many ways, it was a year that reaffirmed the strength of our strategy, our people, and our purpose.

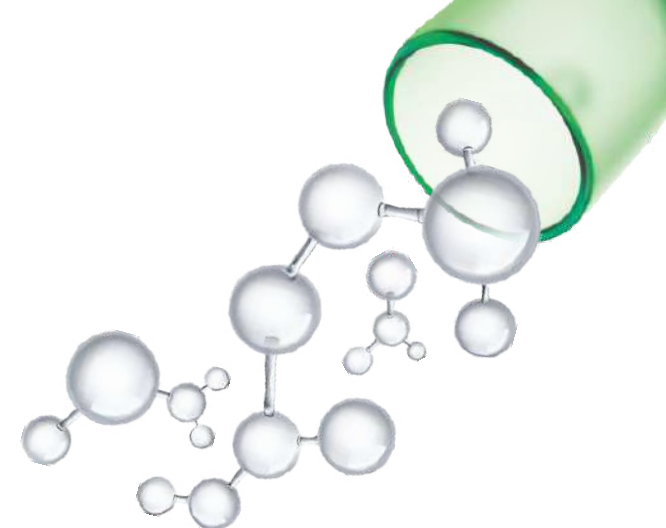
In a rapidly changing world, challenges will persist; from geopolitical uncertainty and shifting supply chains to price reforms in key markets.

**But we believe resilience is not just about managing volatility. It's about staying adaptive, doing more with less, and remaining alive to growth opportunities wherever they emerge.**

### Delivering Strong Fundamentals on a Solid Operational Footprint

We closed the year with 7.1% revenue growth (excluding other operating income), driven by contributions across geographies. Notably, our non-GPL business delivered a growth of 6.3% YoY, driven by Emerging Markets, Europe and Japan while business from our anchor customer, Glenmark Pharmaceuticals Ltd. grew 8.8% YoY. Despite macroeconomic headwinds and the loss of PLI income, our EBITDA margin stayed at a stable 30%, underscoring a well distributed business backed up by strong operational resilience.

Our ROICE stood at ~27% and FATR at 2.5x, signaling efficient capital utilisation while building long-term capacity. We remained a net debt-free company and built a cash and cash equivalents (including short term investments) of INR 549 crores (as of 31<sup>st</sup> March 2025), creating a solid financial foundation for future growth.



Our facilities were audited by multiple agencies, notably, the US-FDA (Ankleshwar in January 2025 and Dahej in May 2025), Swissmedic (Ankleshwar in January 2025) and PMDA-Japan (Dahej in April 2024). I am happy to report that all these audits were completed to the satisfaction of the respective stringent regulatory authority.

### The Road Ahead

The new ownership at Alivus is about continuing to build a high-quality business albeit, at a faster pace.

**We plan to accelerate the expansion of our platform built in the last 6 years to tap into new businesses that are aligned with our API and CDMO businesses, both, laterally and vertically.**

The upcoming R&D centre near Mumbai, backed by INR 80 crore investment, will house differentiated capabilities in flow chemistry and complex product development including a strong oncology pipeline.

Our portfolio reached 165 molecules, with 49 new products under development, including 24 HPAPIs. Notably, we implemented a continuous manufacturing process on commercial scale, significantly reducing effluents and dramatically improving throughput; a clear evidence of innovation translating to long-term sustainability.

### Evolving Every Day for Our People and The Planet

Throughout the transition to our new identity, we remained a people-driven and people-focused organisation. Our people are the bedrock of Alivus and we foster a strong culture of innovation and ownership. We also expanded our CSR footprint, reaching over 393,000 beneficiaries across healthcare, education, environmental sustainability, and community development. Our CSR investment rose by 9.8%, reinforcing our belief in equitable development.

On the natural capital front, we made marked progress with 169% rise in energy consumption from renewable sources, 30.6% YoY reduction in GHG emissions intensity (Scope 1 & 2), and an 11% drop in specific water consumption. These efforts are more than numbers, they reflect our enduring belief in building a greener, more responsible tomorrow.

To our shareholders, your continued trust and belief in our team is a key element in charting the path forward and we thank you for this.

With clear focus and a strong foundation, we strive to build businesses that will endure and deliver value for all our stakeholders.

**Dr. Yasir Rawjee**

Managing Director and Chief Executive Officer



## COMPANY OVERVIEW



## About Us

Alivus Life Sciences Limited is a leading, independently managed developer and manufacturer of select, high-value, non-commoditised Active Pharmaceutical Ingredients (APIs), with a strong focus on chronic therapeutic areas.

## Who We Are

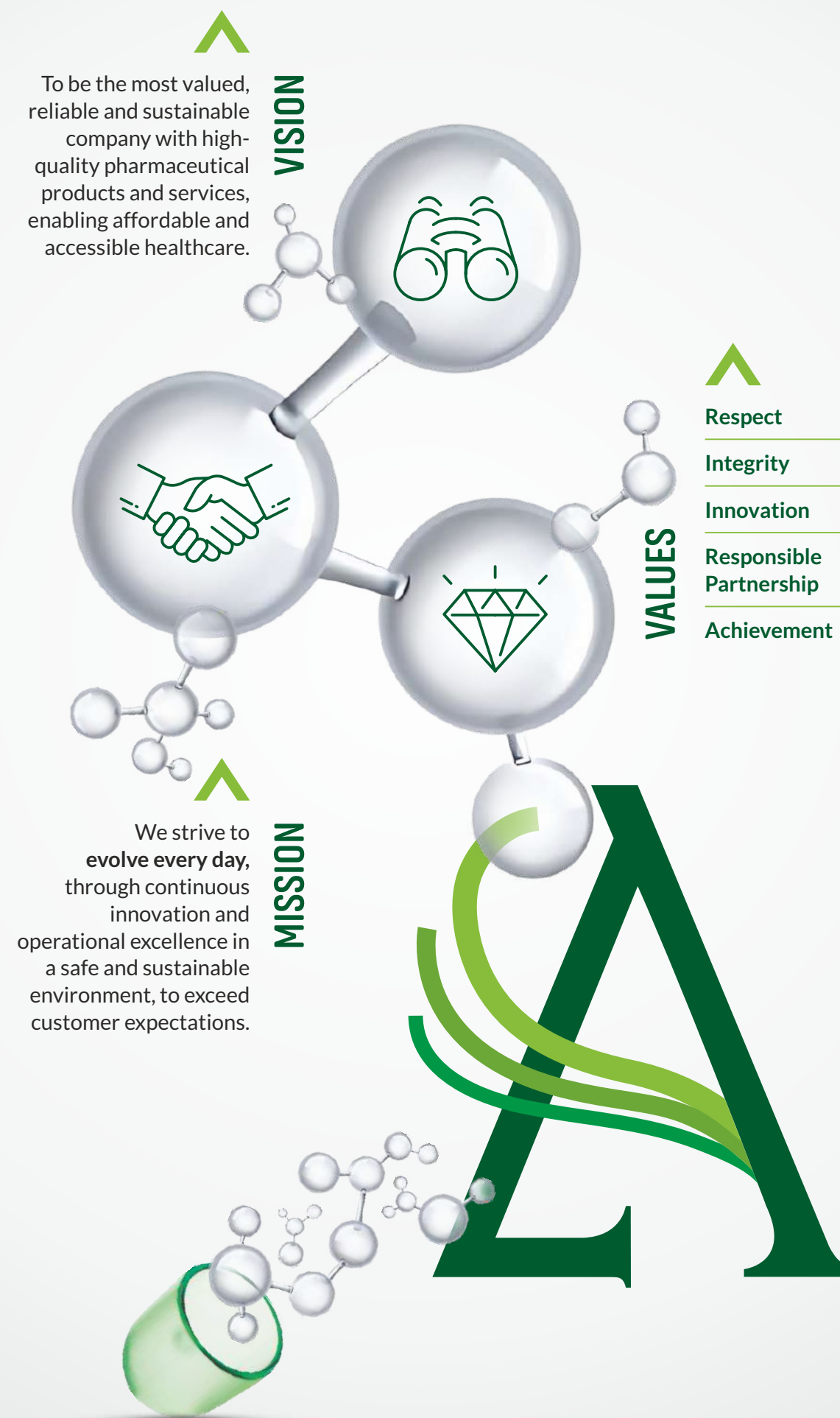
Established in 2001 as the API division of a prominent Indian pharmaceutical company, Alivus evolved into a publicly listed entity under the Glenmark Life Sciences Limited name. Following its acquisition in March 2024 by Nirma Limited, a diversified conglomerate with interests across consumer products, cement, chemicals, and pharmaceuticals, and the subsequent rebranding in December 2024, Alivus now operates as a standalone business with renewed strategic focus and agility.

**Alivus derived from the root word, life, embodies our aspiration to kindle hope, improve health and help people live fuller lives. This rebranding signifies a new phase in our journey as we continue to innovate and grow.**

Our reputation is built on robust regulatory compliance to internationally accepted regulatory standards, scientific rigour, and a culture that encourages innovation and cross-functional problem-solving. As we transition into a new phase of growth, we remain firmly committed to quality, reliability, and customer-centricity across global markets.

We have built strong partnerships with leading generic pharmaceutical companies across highly regulated markets such as the US, Canada, Europe, Japan, Latin America, and India. Our ability to navigate complex regulatory landscapes and deliver value-added API solutions positions us as a preferred long-term partner.

To accelerate sustainable growth, we are investing in core business drivers—expanding our product pipeline, ramping up CDMO capabilities, and enhancing R&D and manufacturing through technology-led transformation. Our strategy remains sharply focused on creating long-term stakeholder value while pursuing new growth opportunities.

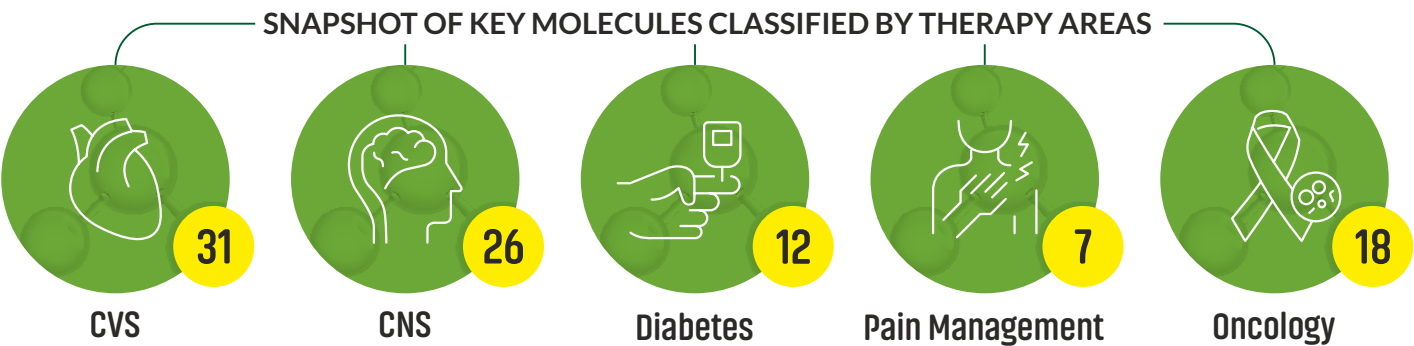




What We Do

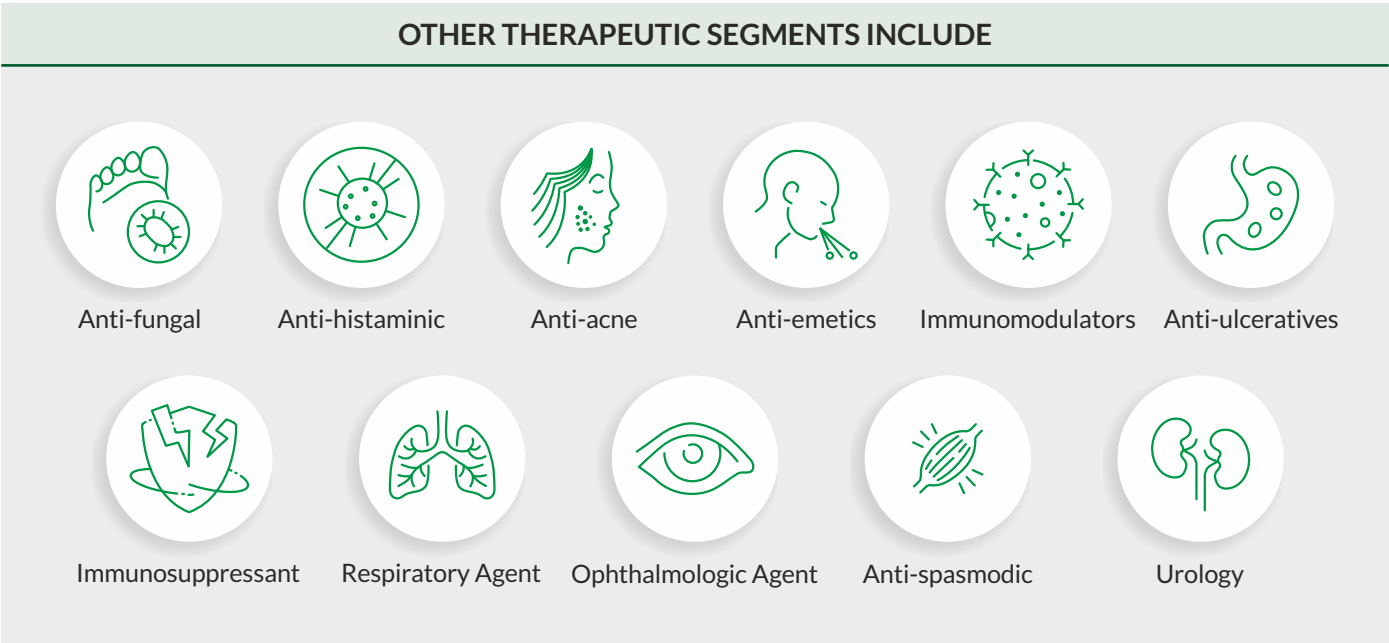
Alivus has built a diverse and strategically relevant portfolio of **165 high-value APIs**, primarily targeting chronic and high-burden therapeutic areas such as Cardiovascular (CVS), Central Nervous System (CNS), Diabetes, Oncology, Urology, and Pain Management. These molecules address a combined front-end market value of approximately **USD 180 billion by 2026**.

**Our 4 manufacturing facilities: Ankleshwar, Dahej, Mohol and Kurkumbh, have a total installed capacity of 1,424 KL. These facilities are regularly inspected by global regulators such as USFDA, PMDA (Japan) and European regulatory agencies.**



Our global footprint, spanning over 700 customers in 75+ countries, is supported by a strong regulatory filing base across major markets. Our APIs, such as Olmesartan, Telmisartan, Solifenacin, Sitagliptin, Zonisamide, and Rosuvastatin, enjoy growing market shares in key geographies. We also collaborate with innovator companies for post-generic lifecycle management to maximise portfolio returns.

We continue to enrich our pipeline with niche, complex, and high-potential molecules such as Belumosudil, Daprodustat, Elacestrant, Finerenone, Fezolinetant, Tivozanib, Vonoprazan, and Isavuconazonium Sulfate, reinforcing our commitment to therapeutic relevance and portfolio differentiation.



OUR STRATEGIC GROWTH LEVERS

Growth in API Business

- Launch of new products
- Expansion into new geographies
- Targeting emerging markets transitioning to regulated environments
- Pursuing second-source supplier opportunities with leading generic players

New Engines of Growth

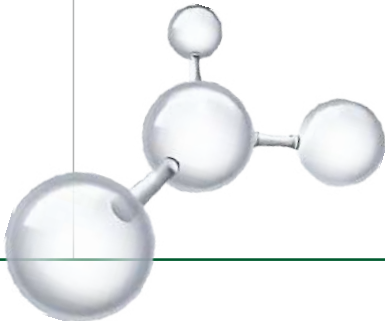
- Scaling up CDMO operations
  - Expanding into complex API platforms
- Example:** entry into iron compound APIs; focused growth in Oncology and High Potency (HP) APIs

Capacity Expansion

- Greenfield facility in Solapur: 1,000 MT capacity (CTE received; Phase 1 construction of 200 KL underway)
- Phase 2 expansion at Dahej site
- Additional pharma blocks at Ankleshwar
- Establishing standalone R&D infrastructure to support new growth areas

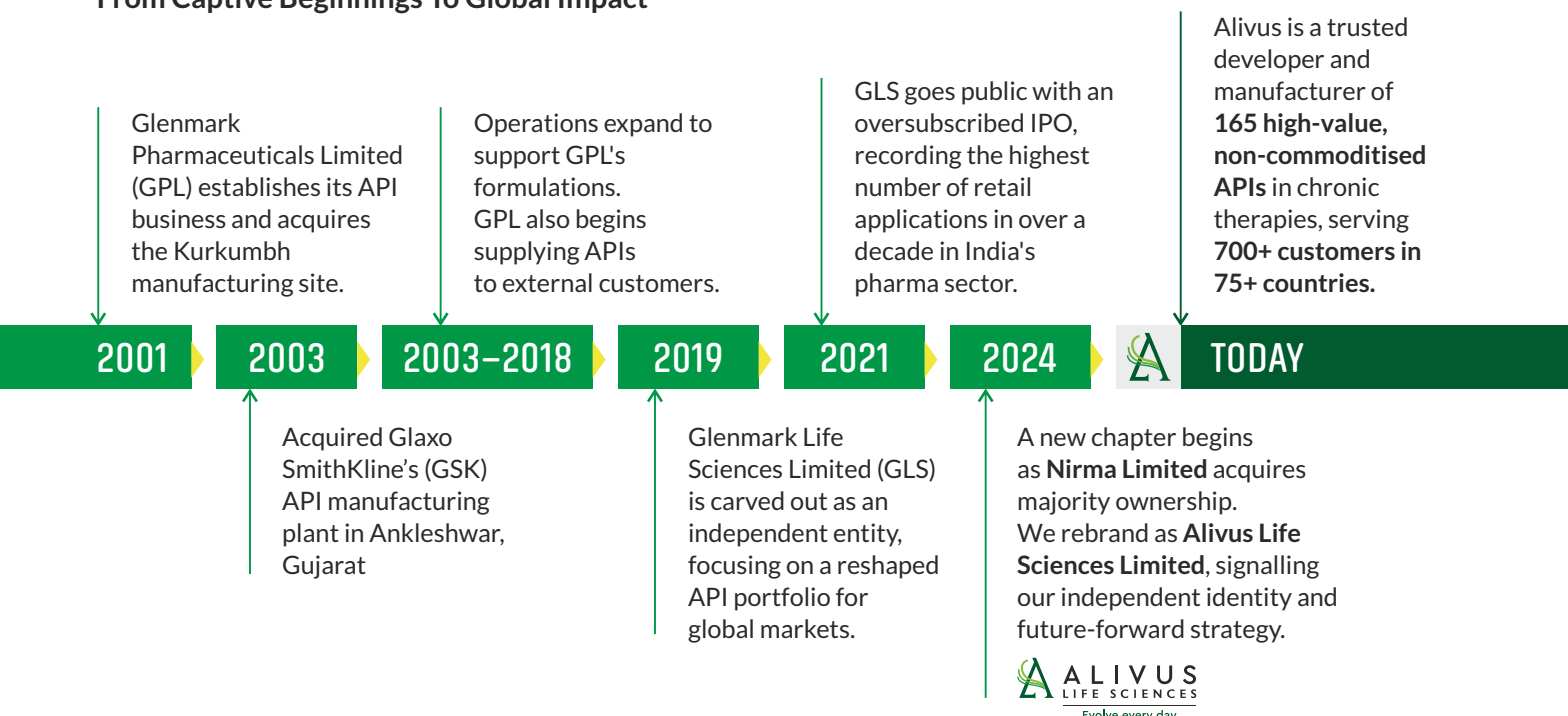
Operational Efficiencies

- Debottlenecking existing facilities
- Adoption of second/third-generation processes
- Backward integration for key inputs
- Reducing carbon footprint
- Integrating flow chemistry into manufacturing
- Leveraging AVD (Alternate Vendor Development) opportunities



# The Alivus Journey

From Captive Beginnings To Global Impact



# Awards and Recognition

Our focus on manufacturing excellence and sustainable operations continues to position us as a trusted partner to global pharma companies. The recognitions we receive validate our commitment to quality, compliance and responsible growth.

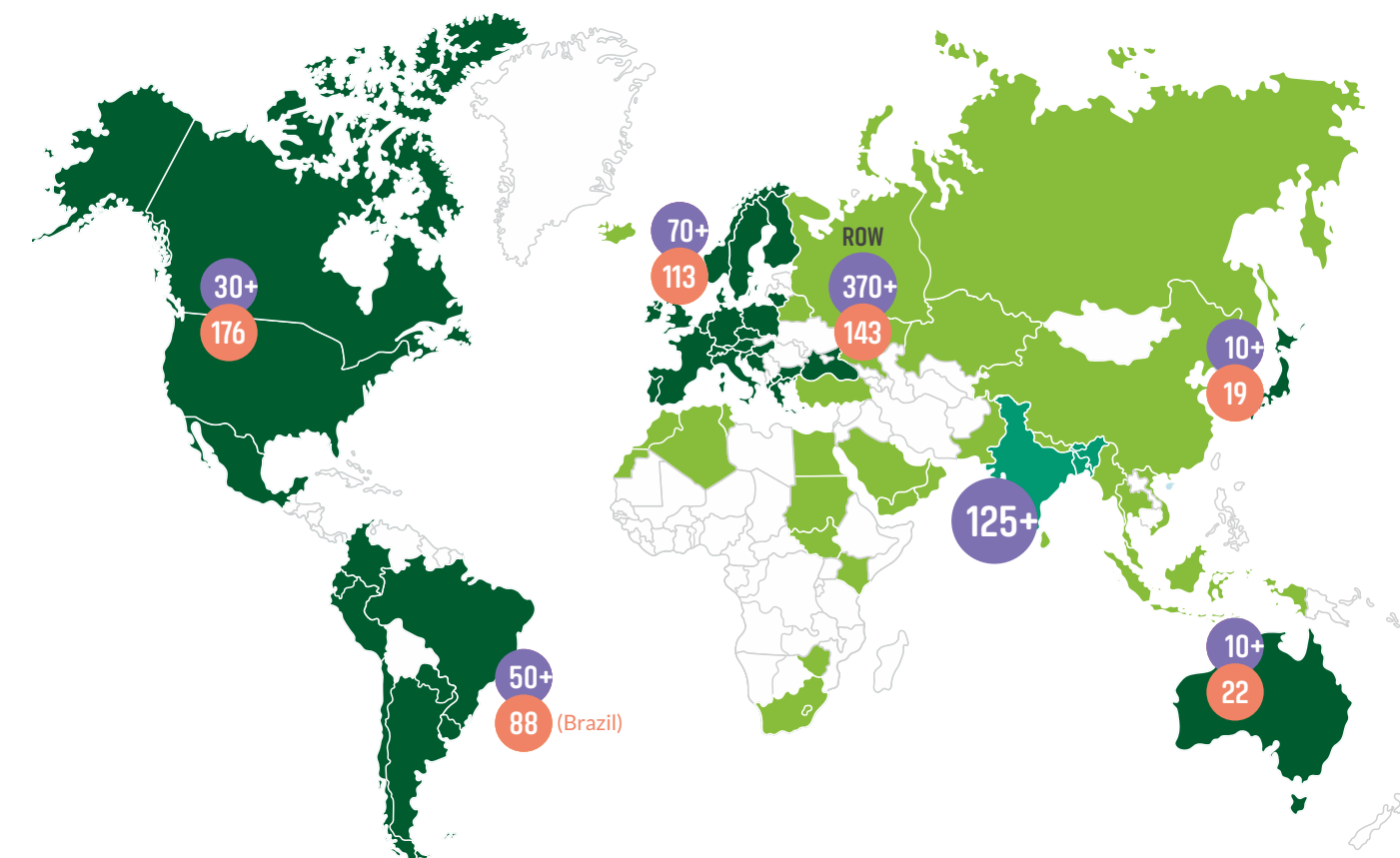


# Global Footprint

With four manufacturing sites and three advanced R&D centres, we serve a growing global customer base through a robust portfolio. Our facilities are regularly inspected by major global regulatory agencies, enabling us to cater to some of the world's most regulated markets.

Filed 561 DMFs and CEPs across major markets; United States, Europe, Japan, Russia, Brazil, South Korea, Taiwan, Canada, China and Australia

Global customers spanning **75<sup>+</sup>** countries | API Portfolio of **165** molecules | **561** DMFs and CEPs across major markets (till FY25)



Regulated Markets | Emerging Markets | India - Mix of Regulated and Emerging | Number of Customers Served in FY25 | Number of DMF/CEP Filings | As of March 31, 2025



# GOVERNANCE



Strong governance is the foundation of effective management and responsible resource allocation. It fosters trust, strengthens stakeholder confidence, and enhances an organisation's capacity to optimise all six capitals for sustainable growth. Robust governance practices ensure transparency, accountability, and ethical conduct, laying the groundwork for long-term value creation and unlocking future growth opportunities.

At Alivus Life Sciences Limited (formerly Glenmark Life Sciences), we apply these principles to guide strategic decisions, manage risks, and engage stakeholders meaningfully, while integrating Environmental, Social, and Governance (ESG) priorities into our core business strategy.

## Our Governance Structure

Our corporate governance framework is based on a strong Independent Board, a clear separation between the Board's supervisory function and executive management, and the formation of Board Committees in line with legal requirements.

### Board of Directors

The Board of Directors of Alivus Life Sciences Limited (formerly Glenmark Life Sciences) is responsible for providing strategic guidance, effective oversight, and leadership to the Company. It approves our key investments, business plans, and overall strategic direction, while ensuring the implementation of a robust risk management framework. The Board also steers the sustainability function, ensuring alignment with the Company's purpose, vision, and values.

The Board consists of seven individuals with extensive experience across diverse backgrounds, bringing a wide array of skills, expertise, and perspectives. The composition includes two executive directors, one non-executive director, and four independent directors, with diverse experience ensuring a blend of control, authority and leadership.

### Board Committees

The Board of Directors and its committees play a vital role in overseeing operations, strengthening risk management, and upholding ethical standards across the organisation. To ensure effective governance, the Board has established various committees with defined mandates. These committees support the Board in discharging its responsibilities by providing focused oversight into critical areas.

Notably, these committees include:

- |     |  |  |
|-----|--|--|
| i   | Audit Committee                                      |  |
| ii  | Nomination & Remuneration Committee                  |  |
| iii | Stakeholders' Relationship Committee                 |  |
| iv  | Corporate Social Responsibility Committee            |  |
| v   | Risk Management Committee                            |  |
| vi  | Environmental, Social and Governance (ESG) Committee |  |

Committees i. to v. mentioned above are all statutory committees whereas vi. i.e., ESG is a voluntary committee formed by the Board to have a focused approach on the subject and monitor the action items for the same. All Committees, except the ESG Committee, are chaired by Independent or Non-Executive Directors.

For more information about Committees of the Board, please refer to Board's Report section.

### Management Team

The Management Team is responsible for translating strategic decisions approved by the Board into actionable plans, setting operational goals, and managing necessary resources. Our Management Team comprises seasoned executives and senior leaders, with a wealth of operational expertise, industry knowledge, and a profound understanding of the organisation's long-term goals. They collaborate to implement the strategic direction set by the Board and ensure its effective execution.

For more information about Management Team, please refer to Board's Report section.

Board of Directors

We are guided by an experienced Board and a robust corporate governance system that monitors and supports our operations, with oversight provided by:



**Mr. Hiren K. Patel**  
Chairman and  
Non-Executive Director

Mr. Hiren K. Patel plays a key role in the top leadership of the Nirma Group. He has rich and varied experience in consumer goods, chemicals, cement, and the healthcare industry. He is also a trustee of Nirma Education & Research Foundation, which runs Nirma University and Nirma Vidyavihar and is a member of the governing board of Nirma University.

Under his guidance and leadership, Nirma Limited and the Group have achieved significant growth, particularly in business development and brand leverage. Mr. Hiren Patel has a Bachelor's degree in Engineering and an MBA.



**Dr. Yasir Rawjee**  
Managing Director and  
Chief Executive Officer

Dr. Rawjee leads the overall operations of Alivus Life Sciences Limited and is responsible for its overall business strategy. He has over 30 years of industry experience during which he has headed the global API business and operations at Mylan Laboratories Ltd., has been the Senior Vice President at Matrix Laboratories Ltd., heading the API & CDMO Business, and worked in Chemical Development at GlaxoSmithKline in the USA.

He holds a Bachelor's degree in Science from St. Xavier's College, University of Bombay; a Bachelor's degree in Science (Technology) from UDCT, University of Bombay; and a PhD from Texas A&M University, USA.



**Mr. Kaushikbhai N. Patel**  
Independent Director

Mr. Kaushikbhai N. Patel is a qualified chartered accountant and has rich and varied experience in strategy, financial planning, mergers and acquisitions, direct tax and capital markets. He is a Board Member of Nirma Limited and Nuvoco Vistas Corporation Limited and a trustee of various trusts.



**Mrs. Manju Agarwal**  
Independent Director

A career banker, Mrs. Agarwal has approximately 34 years of experience at the State Bank of India and is an associate of the Indian Institute of Bankers.

She is currently on the boards of various entities including Gulf Oil Lubricants India Limited, Hinduja Leyland Finance Limited, Vistaar Financial Services Private Limited, Polycab India Limited, Switch Mobility Automotive Limited, Hinduja Housing Finance Limited and India Ideas.Com Limited. She holds a postgraduate degree from the University of Allahabad.



**Mr. Vinod Naik**  
Executive Director and Head  
of Technical Operations

Mr. Vinod Naik oversees manufacturing operations and is also responsible for the Projects & Supply Chain functions in Alivus. He holds a Master's of Science degree from the Karnataka University, Dharwad. He has also completed a master's program in business administration with a specialisation in financial management from the National Institute of Management.

He has been associated with the Company since 2020. Prior to joining the Company, he was with Sun Pharmaceutical Industries Limited. He was also associated with Cipla Limited, heading a manufacturing unit and with Micro Labs Limited, as Vice President of the technical operations department.



**Mr. T. L. Easwar**  
Independent Director

Mr. Easwar has extensive experience in the pharmaceutical industry. He has been the President of Operations at Aurobindo Pharma Limited, the Chief Operating Officer at Porus Laboratories Private Limited and the head of API manufacturing operations at Mylan Laboratories Limited.

He is currently engaged as an advisor to the Boston Consulting Group (BCG) and is also a consultant with pharmaceutical companies. He holds a Bachelor's degree in Technology - Chemical Engineering from the Indian Institute of Technology, Kanpur.

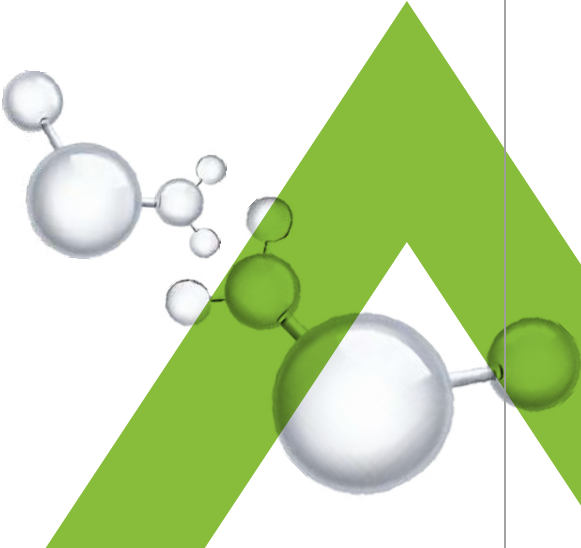


**Dr. Savan Godiawala**  
Independent Director

Dr. Savan Godiawala has 32 years of experience in providing Financial Advisory services including 19 years with Deloitte India. Dr. Savan retired as a partner of Deloitte Touche Tohmatsu India LLP. He has extensive experience in serving large national and multi-national clients across several industries and multiple geographies.

Dr. Savan has a PhD in management, is a Chartered Accountant, holds Bachelor's degrees in Law & Commerce, is a qualified insolvency professional and has a postgraduate diploma in counselling psychology & psychotherapy.

Dr. Savan has been a visiting faculty at the Indian Institute of Management, Ahmedabad for the last 16 years. He has also co-authored a book on 'Business Taxation' published by McGraw Hill Education. Dr. Savan has been on committees of many professional and industry associations such as Ahmedabad Management Association & Federation of Indian Chamber of Commerce and Industries (FICCI).





Our governance structure, rooted in transparency, accountability, and integrity, ensures the protection of stakeholders' interests while enabling long-term, sustainable value creation.



Management Team



**Mr. Tushar Mistry**  
**Chief Financial Officer & Senior Vice President**, leading the overall Accounts, Finance, Investor Relations, IT, Legal & Secretarial functions at Alivus Life Sciences Limited (formerly Glenmark Life Sciences). He joined the Company in June 2022.



**Dr. Palle V.R. Acharyulu**  
**Group Vice President & Head of Research & Development (R&D)** has been associated with the Company for the past 5 years. He has been instrumental in driving R&D productivity through innovative API research and CIP development. He also leads the project management and intellectual property functions of our Company.



**Mr. Navin Kumar Agrawal**  
**Head Corporate Quality**, leading the Company's global Quality & Compliance in accordance with cGMP & regulatory requirements for Active Pharmaceutical Ingredients (APIs). Since joining Alivus Life Sciences Limited (formerly Glenmark Life Sciences) in 2021, Navin has spearheaded the development and ongoing maintenance of robust quality management systems that ensure the Company's statutory and regulatory duties are upheld.









**Mr. Mathew George**  
**Head of Regulatory Affairs** has been associated with our Company since 2019. He leads the Regulatory Affairs team to plan and submit Drug Master Files (DMFs) / Registration dossiers with various Regulatory Agencies globally. He is fully involved in aligning the Company's regulatory filings with evolving business needs.



**Mr. Sumantra Mitra**  
**Head - Human Resources**, is responsible for talent acquisition, talent management, capability development, organisational development and industrial relations, besides other aspects of the human resources agenda and CSR for the Company. He has been associated with the Company since 2018.

VALUE CREATION MODEL

INPUT → OUTPUT

FINANCIAL CAPITAL 															
Net working capital including other financial assets (INR mn)	12,664	Revenue from Operations (INR mn)	23,869												
Tangible Fixed Assets (INR mn)	10,369	EBITDA (INR mn)	7,172												
Cash and Cash Equivalents (including short term investments) (INR mn)	5,487	Net Profit (INR mn)	4,857												
		RoICE (%)	27.4%												
		RoE (%)	18.9%												
		Dividend per Share (INR)	5.00												
INTELLECTUAL CAPITAL 															
R&D Spend (INR mn)	805	Total DMFs and CEPs filed (FY25)	561												
R&D as % of Revenue	3.4%	Revenue from R&D Products in FY25 (INR mn)	149												
- No. of R&D Facilities	3	Existing products extended to new markets	11												
- Total R&D Personnel	347														
Scientists/Researchers	272														
Total DMFs and CEPs Filed (FY24)	520														
HUMAN CAPITAL 		<div>Awards</div> <ul style="list-style-type: none"><li>Ankleshwar facility received a VAI (Voluntary Action Indicated) status from the USFDA after a routine GMP inspection in January 2025.</li><li>1<sup>st</sup> runner up SHRM (Society for Human Resource Management) for Excellence in Community Impact</li><li>Certificate of Excellence in Organization Development – Special Mention Enterprises by SHRM</li></ul>													
No. of Employees	2,203														
No. of Women Employees	163														
Employee Benefit Expense (INR mn)	2,517														
Total Developmental Training Hours	19,986														
NATURAL CAPITAL 		<div>Y-o-Y Reduction in Scope 1 emission (%)</div> <table><tr><td>Energy Saved (GJ)</td><td>7,173</td></tr><tr><td>Renewable energy (as % of total energy source)</td><td>39.60%</td></tr><tr><td>Y-o-Y increase absolute renewable energy usage (%)</td><td>169%</td></tr><tr><td>Quantum of treated wastewater resused (KL)</td><td>1,24,788</td></tr><tr><td>Hazardous Waste sent to pre-processing/co-processing (MT)</td><td>7,071</td></tr><tr><td>Hazardous Waste sent for recycling (MT)</td><td>6,756</td></tr></table>		Energy Saved (GJ)	7,173	Renewable energy (as % of total energy source)	39.60%	Y-o-Y increase absolute renewable energy usage (%)	169%	Quantum of treated wastewater resused (KL)	1,24,788	Hazardous Waste sent to pre-processing/co-processing (MT)	7,071	Hazardous Waste sent for recycling (MT)	6,756
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Renewable Electricity (% of total)	12.60%														
Total Energy Consumption (GJ)	7,92,079														
Total Water Consumption (KL)	3,06,201														
SOCIAL AND RELATIONSHIP CAPITAL 															
CSR Investment (INR Mn)	122	Overall Beneficiaries	3,93,058												
No. of Health Facilities Upgraded	13	No. of Beneficiaries - Health	3,25,219												
No. of Schools where lab and infrastructure development work was undertaken	56 schools 2 colleges	No. of Beneficiaries - Education	44,471												
No. of Trees Planted	30,800	No. of Beneficiaries - Livelihood	7,508												
No. of Water Structures Constructed	1	Beneficiaries of Environmental Sustainability	15,746												
No. of Employee Volunteers	70														
MANUFACTURED CAPITAL 															
No. of Manufacturing Plants (all within India)	4	No. of APIs in the portfolio	165												
Material Cost (INR mn)	10,809	Quantum of Finished Goods	810 MT												
Total Installed Capacity (KL)	1,424														

OUR BUSINESS

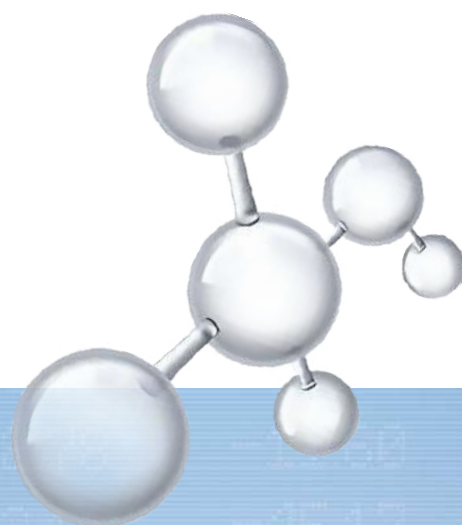
Develop and commercialise high-value APIs for Generic, Innovator and Specialty Pharmaceutical companies

Governance | Stakeholder Engagement | Policies | Risks Management | Performance | Disclosure | Outlook





# FINANCIAL CAPITAL



Financial capital forms the foundation of any enterprise. It drives its creation, fuels its operations, and enables it to seize opportunities in an evolving market landscape. It reinforces the long-term viability of all other capitals and is central to generating sustainable value for stakeholders.

At Alivus, we continue to exercise financial prudence while pursuing growth opportunities. Despite challenging macroeconomic conditions and regulatory shifts, including the non-eligibility of Production Linked Incentive (PLI) scheme due to separation from Glenmark Pharmaceuticals Ltd., we maintained stable margins and safeguarded our financial capital through disciplined operations and efficient capital allocation.

At Alivus, we continue to exercise financial prudence while pursuing growth opportunities.

## Highlights

### ROICE is tracking at ~27%

This is a result of strategic investments that position the company for stronger growth and profitability in the coming years.

### FATR is 2.5 times

Asset turnover is trending slightly lower due to strategic outcome of building long term capabilities.

### Working Capital Days at 192 days

Higher day sales outstanding driven by business mix.

## Creating Value By Deploying Capital



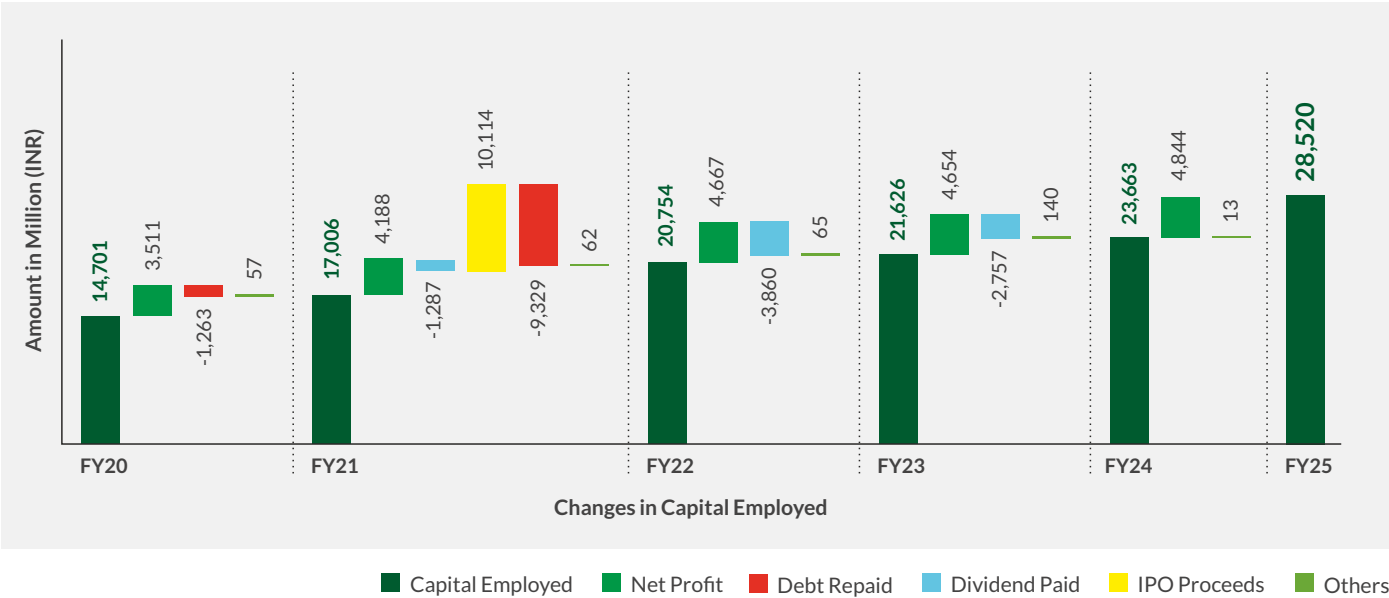
Alivus has consistently demonstrated capital discipline by reinvesting gains into high-return opportunities across other capitals while distributing value to stakeholders. We have a Board approval for a capital outlay of INR 600 crores in FY26 including carryover of INR 190 crores from projects of FY25. This investment programme covers the greenfield expansion in Solapur, capacity enhancement at Ankleshwar and Dahej, and the establishment of a new R&D centre near Mumbai.

**We remain a net debt-free company, supported by strong operational cash generation. In FY25, we recorded free cash flows of INR 2,328 million, leading to cash and cash equivalents (including short-term investments) of INR 5,487 million as of 31<sup>st</sup> March 2025.**

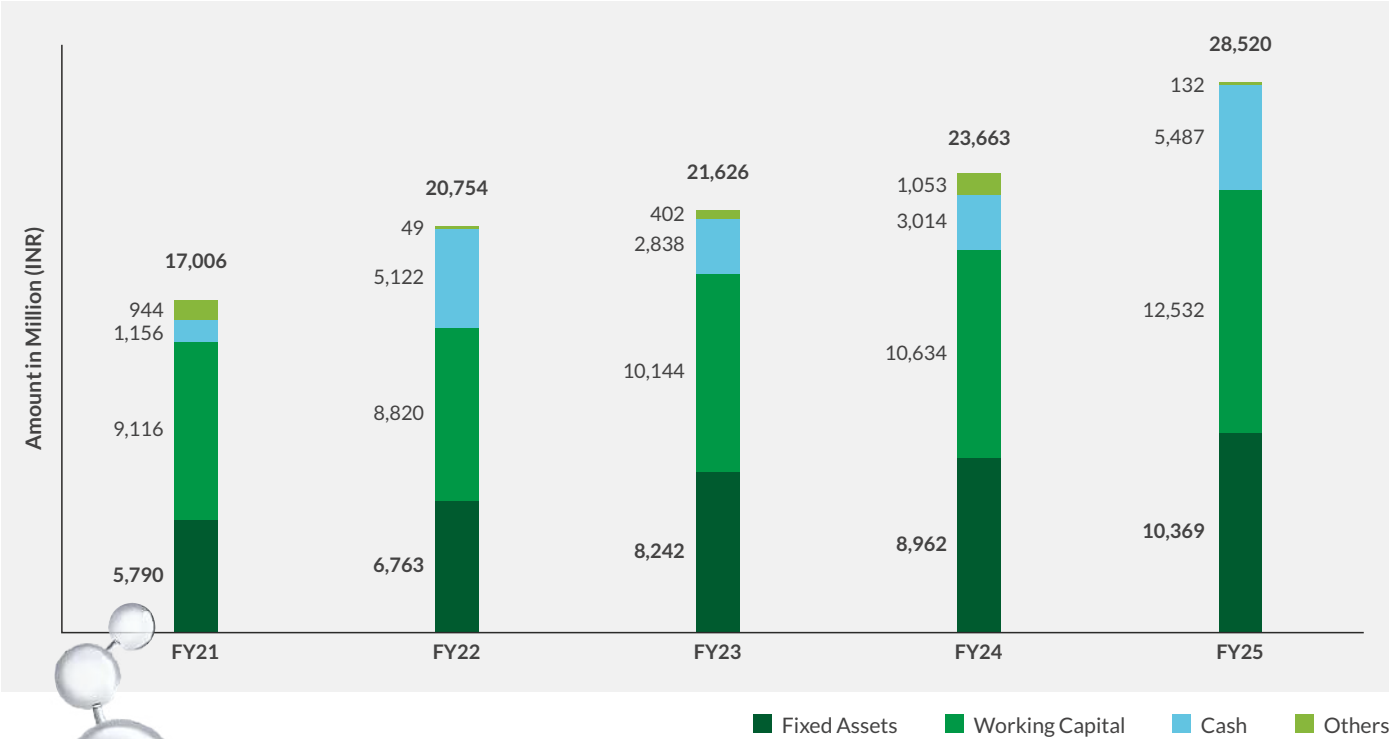
Our confidence in the future is backed by healthy demand visibility and a robust order book. Our consistent focus on Return on Invested Capital Employed (ROICE) continues to underpin our strategy. These metrics reflect our ability to generate incremental value from every rupee invested, signalling a business model centred on efficiency, long-term sustainability, and disciplined capital use.



Capital Employed Movement YoY

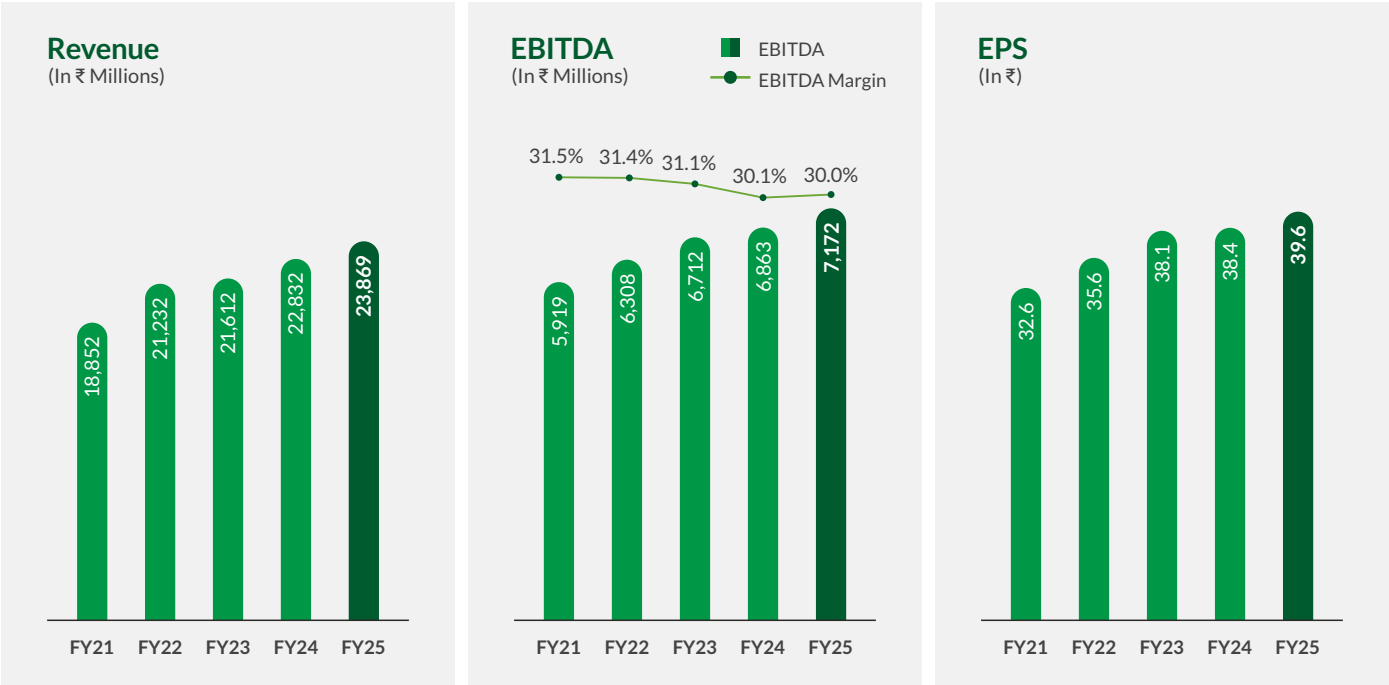


Capital Employed



Value Creation Track Record

Between FY21 and FY25, our revenue has grown at a CAGR of 6%, while EBITDA has increased by 21%. Earnings per share (EPS) has risen from INR 32.62 in FY21 to INR 39.63 in FY25, an increase of 21%, underscoring the strength of our fundamentals and focus on consistent value delivery.





## The Year Under Review

In FY25, we delivered stable financial performance in line with our guidance. Revenue from operations stood at INR 23,869 million, marking a 4.5% year-on-year growth. Despite the absence of PLI incentives, we maintained EBITDA margins at 30%, reflecting operational efficiency and business resilience.

We advanced our strategic priorities by investing in technology and expanding our portfolio into higher-value products. Our API business recorded healthy growth, supported by a broadened product pipeline, increased regulatory filings, and an extended geographic footprint. Therapeutic segments such as CVS and CNS led growth, contributing 56% to the topline.

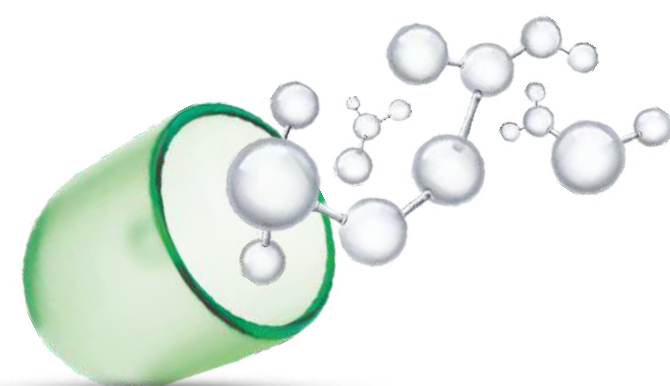
**R&D expenditure stood at INR 805 million, accounting for 3.4% of sales, reinforcing our commitment to innovation-led growth.**

From a regional perspective, India, Europe, Rest of World (RoW), and Japan contributed positively to overall growth. Japan, in particular, showed strong momentum. Early signs of recovery are visible in Latin America, where macro headwinds are beginning to ease. However, the US market experienced slower-than-expected traction, due to external pressures and temporary destocking by some customers. We expect this to recover in FY26.

CDMO performance remained muted in FY25, reflecting the cyclical nature of demand. Encouragingly, our fourth project is gaining traction, and the fifth project is expected to commercialise in the second half of FY26.

Looking ahead, our focus on quality, innovation, and scalability will continue to drive sustainable, long-term growth. Supported by a favourable demand environment and strong execution capabilities, we are well-positioned for steady expansion in FY26 and beyond.

*For detailed capital allocation disclosures, please refer to the MDA section of this report.*



## Stability Amid Transition

### Building For The Future

FY26 marks the beginning of a strategic investment phase for Alivus, one that transitions the business from consolidation to expansion. This next chapter involves scaling capacity, strengthening supply chains, and entering high-value therapeutic segments.

**While this investment cycle may temporarily weigh on select financial metrics, it is a deliberate and necessary pivot to build long-term capability and market leadership. These investments are grounded in the same core philosophy of sustainable value creation that has guided us so far.**

## The Long-term View

### Value At The Core

At Alivus, we believe that value creation is not a quarterly goal, but a long-term ambition. Every investment is evaluated through the lens of long-term returns, operational leverage, and sustainability. As we transition into a capital-intensive growth phase, our discipline around capital allocation remains unwavering.

As our FY26 CAPEX initiatives begin to deliver, we are confident of reinforcing our leadership in the life sciences sector, not just in terms of size, but in the value created per unit of capital.



# MANUFACTURED CAPITAL





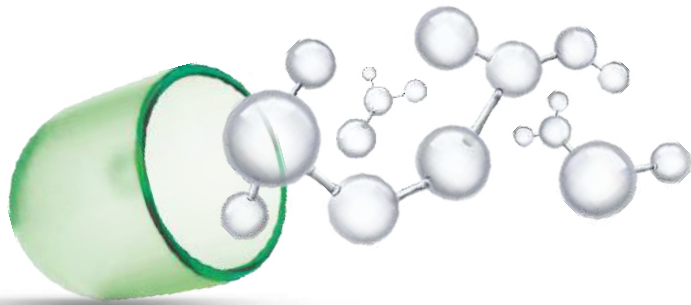
The pharmaceutical industry is undergoing structural shifts driven by evolving supply chains, regulatory reforms in US drug pricing, geopolitical developments, and growing demand from emerging markets. Our growth is anchored in rising outsourcing of high quality APIs, increasing demand for complex APIs, and global efforts to diversify sourcing. The industry's pivot to sustainable manufacturing and next-generation technologies further sets the stage for a long-term opportunity.

At Alivus, Manufactured Capital is a strategic enabler. It is sharpening our response to disruption and helping us stay alive to growth opportunities. It empowers us to scale, adapt, and innovate with agility to meet global healthcare needs.

We operate four multi-purpose, cGMP-compliant manufacturing facilities at Ankleshwar and Dahej in Gujarat, and Mohol and Kurkumbh in Maharashtra. These plants are built for flexibility, supporting multi-product, multi-scale production to serve dynamic customer requirements across 75+ countries. Our capacity—from gram-scale to ton-scale—has grown steadily, supporting entry into new API segments and strengthening customer partnerships.

Continuous improvement underpins our operations. With a focus on solvent recovery, green chemistry principles, renewable energy, and better material utilisation, we are delivering efficiencies while enhancing safety and sustainability.

The new API facility in Chincholi Industrial Area, Solapur is planned to manufacture both APIs and intermediates and will house several multipurpose manufacturing blocks with mid-to high-volume capacity. The new facility will also provide a platform for the growth of our CDMO business and add capacity for our generic API business.



In the first phase of Solapur, we will add 200 KL capacity for API, followed by 400 KL for backward integration of Key Starting Materials (KSMs) and intermediates in the next phase. In the second phase we will add 400 KL, totaling a capacity of 1000 KL.

Our manufacturing infrastructure is built to global benchmarks, regularly audited by regulatory bodies including USFDA, ANVISA (Brazil), PMDA (Japan) and European agencies, ensuring we deliver consistent quality and compliance across geographies.

Highlights

- Construction work for expansion of three pharma blocks and intermediates is underway at Ankleshwar Site and expected to be operational by Q4 FY26 (Planned addition of ~100 KL capacity).
- Brownfield expansion at Dahej for the Oncology plant is under progress. Two independent modules were commissioned in FY25 and operational at Dahej.
- Two additional pharma modules, intermediates and an ETP expansion are underway to support increased manufacturing quantities at Dahej (Planned addition of ~160 KL capacity).
- Installation of columns is under progress at both Ankleshwar and Dahej for enhanced solvent recovery.
- Product validation in a new facility for manufacturing through flow chemistry was taken at Ankleshwar site in FY25.
- A separate facility for Ezetimibe (to meet new regulatory guidance) was commissioned and became operational at Ankleshwar in FY25.
- Two additional pharma blocks and intermediates have been completed and are under qualification at Dahej Site.
- Construction work is ongoing at Solapur for 200 KL in phase 1.

Manufacturing Excellence

Our manufacturing excellence is anchored in world-class facilities, adherence to stringent cGMP quality standards, and a relentless commitment to safety and environment. Together, they form the backbone of our high-performing operations and unlock new growth avenues across global markets. Three of our plants have been regularly inspected and approved by the USFDA and other key regulatory bodies, maintaining over two decades of compliance.

Manufacturing Capacity and Allied Infrastructure

In FY25, our total installed reactor capacity reached **1,424 KL**, with an annual production volume of **810 MT**. Our multi-purpose facilities are designed for complex chemistries, such as Grignard, Hydrogenation, Bromination, and Oxidation, that are delivered at scale and with robust safety controls. In-house solvent recovery units further enhance operational efficiency and environmental compliance.



To support the projected ramp-up in FY26, we have upgraded key supporting infrastructure including warehouses, effluent treatment plants, and utility systems. These investments in resource optimisation and capacity enhancement will enable us to achieve a projected gross commercial-scale output of **900+ metric tonnes** annually in FY26.

Quality-Focused Operations

Quality is built into every process—from R&D and tech transfer to manufacturing and delivery. Our focus on cGMP compliance, coupled with investments in modern equipment, IT systems, and talent development, helps us maintain global quality standards while staying responsive to customer needs.

We follow a Quality by Design (QbD) approach with checks at every stage. Our enterprise-wide **Quality Management System (QMS)** spans the entire value chain, integrating cGMP practices across R&D, procurement, production, and packaging. Key initiatives in FY25 include:

- Product validation in new facility for manufacturing through flow chemistry taken at Ankleshwar site in FY25.
- Established a modern Quality Control infrastructure with advanced analytical tools and techniques at our Ankleshwar site.
- Introduced electronic signatures for chromatographic analysis.
- Implemented custom auto-calculations in High-performance Liquid Chromatography (HPLC)/ Gas Chromatography (GC).
- Deployed TrackWise software as a further enhancement to the QMS.

Our facilities have been subject to **56 inspections and audits by regulators which includes the USFDA, PMDA (Japan), COFEPRIS, Health Canada, MFDS (Korea), EDQM, ANVISA (Brazil), WHO and CDSCO.**

We maintain an independent quality governance function aligned with cGMP guidelines to ensure consistent compliance across manufacturing, testing, release, and distribution. Our Quality Control laboratories are equipped with advanced analytical instruments such as LCMS, GCMS, ICP-MS, and XRD, enabling precise characterisation and release testing of drug substances in line with global pharmacopoeial and regulatory standards. All systems conform to data integrity requirements, including 21 CFR Part 11 compliance.

The Ankleshwar plant received **VAI status following a routine GMP inspection by USFDA in January 2025.**





Period - April 2024 to March 2025	Ankleshwar	Dahej	Mohol	Kurkumbh
No. of Regulatory Inspections	4 (Swissmedic, USFDA)	2 (Local FDA and PMDA)	1 (CDSCO)	1 (State FDA)
No. of Customer Audits	61	40	12	NA
Total	65	42	13	1

Secure Supply Chain and Backward Integration

Our supply chain is built for agility and resilience, enabling seamless support across the API lifecycle—from development to commercial-scale manufacturing. By qualifying multiple vendors for Key Starting Materials (KSMs) across India and China, we optimise cost and ensure quality while minimising supply risks. Backward integration for select KSMs further strengthens our ability to manage input volatility and secure long-term margins.

These measures allow us to remain alive to market dynamics while safeguarding our production continuity and cost competitiveness.

Capitalising on CDMO Opportunities

At Alivus, with increasing global demand for integrated, high-quality partners, the Contract Development and Manufacturing (CDMO) business remains a key growth lever. We continue to tap into this potential by leveraging our existing infrastructure and deep chemistry expertise.

Our focus on process innovation, lifecycle management, and flexible manufacturing capabilities positions us to serve a broad spectrum of customer needs; from specialty APIs to complex intermediates. By staying agile and solution-oriented, we are well-positioned to grow our CDMO pipeline and unlock new opportunities.

Key Assets

Location	Annual Installed Capacity	Last USFDA Inspection Date	Regulatory Inspections
Ankleshwar, Gujarat	950 KL	January 2025	USFDA, MHRA (UK), FIMEA (Finland), Romania (Europe), PMDA (Japan), COFEPRIS (Mexico) Health Canada, KFDA (South Korea), Gujarat FDCA, ANVISA (Brazil), Swissmedic
Dahej, Gujarat	400 KL	May 2025	USFDA, EDQM (Europe), PMDA (Japan), KFDA (South Korea), ANVISA (Brazil)
Mohol, Maharashtra	49 KL	March 2018	USFDA, Maharashtra FDA
Kurkumbh, Maharashtra	25 KL	-NA-	Maharashtra FDA

As we invest more into the business, we aim to build new levers to drive future growth. Forging new pathways in API innovation, our journey is powered by the seamless integration of our manufacturing capabilities with our advanced R&D infrastructure: **Mahape, Navi Mumbai | Ankleshwar, Gujarat | Dahej, Gujarat.**

This strategic alignment of production and innovation serves as a catalyst for strengthening our asset base, giving rise to a dynamic collaboration for our evolving business needs across our diverse product portfolio.

**New R&D centre underway near Mumbai with capabilities for API, pellets and CDMO businesses.**



State-of-the-art Quality Control and Quality Assurance Centre at Ankleshwar, Gujarat.



Future-ready Manufacturing

At Alivus, we are laying the foundation for a resilient and future-focused manufacturing ecosystem. Guided by our vision of sustainable growth, we are undertaking strategic investments to modernise infrastructure, embrace digital transformation, and expand our capabilities. These efforts are intended to strengthen our manufactured capital and improve long-term operational efficiency, agility, and customer responsiveness.

As part of our future-readiness plan, we are undertaking phased modernisation and capacity enhancement projects, including:

1 Infrastructure Transformation

We are refurbishing core infrastructure and augmenting storage facilities across sites, creating the physical backbone for higher throughput and operational efficiency.

2 Digital Evolution

The introduction of data logging systems across manufacturing equipment is a step toward smarter, data-driven operations, enabling improved real-time monitoring.

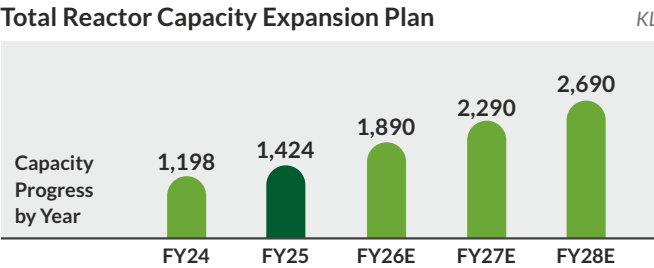
3 Technology Upgrade

The planned migration from SAP ECC to S/4HANA will enhance enterprise-wide visibility, drive analytical efficiency, and support agile decision-making.

Future Capacity Expansion Plan

With a carryover of approximately INR 190 crore from FY25 and Board-approved pre-CAPEX provisions of INR 400 crore in FY26, we are preparing for calibrated expansions across key sites. This includes the greenfield facility at Solapur, capacity augmentation at Ankleshwar and Dahej, and a new R&D centre near Mumbai to support innovation-led growth.

These investments are aligned with our ambition to be alive to emerging opportunities—enabling us to serve a broader customer base, strengthen our CDMO and generic API businesses, and reinforce our position as a trusted global partner.



Ankleshwar	Dahej	Solapur
Planned addition of 100 KL in FY26.	Planned addition of 160 KL in FY26.	<p><b>Phase 1:</b> 200 KL capacity construction is in process; operational in FY26.</p> <p><b>Phase 1.1:</b> 400 KL capacity planned for backward integration; to be completed by FY27.</p> <p><b>Phase 2:</b> Planned addition of 400 KL by FY28 Further capacity expansion will be calibrated as per the volume demand.</p>

INTELLECTUAL CAPITAL



At Alivus, we see Intellectual Capital as the engine that powers our innovation and progress. It encompasses the collective expertise of our people, coupled with the spirit of discovery embedded in our culture.

**Our innovation-led strategy is underpinned by this capital. We focus on complex, non-commoditised APIs, with high chemistry and characterisation barriers to support early customer filings, enabling first launches in regulated markets.**

Post-patent expiry, we extend our offerings to other markets through cost-optimised processes. Cost Improvement Projects (CIPs) for mature APIs further ensure sustained customer competitiveness throughout their commercial lifecycle.

To drive this strategy forward, we are expanding our R&D platforms, deepening scientific capabilities, and fostering collaboration to build new platform technologies. These efforts fuel differentiated product development, optimise processes, and sharpen our edge in a demanding space.

Highlights

R&D Investment

FY25

805 million

equivalent to 3.4% of our sales

(in INR)





R&D Personnel

FY25

347

FY20

236

(in nos.)



Cumulative DMF and CEPs filings\*

across major markets - United States, Europe, Japan, Canada, Australia, and more (\*As on March 31, 2025)

FY25

561

(in nos.)



API Portfolio

FY25

165

(as of FY25)



Patents Granted

FY25

82

\*Includes patents granted in India, US and Europe.

(Till 31<sup>st</sup> March 2025\*)



A key milestone in this journey is a new R&D centre near Mumbai, which will be established with an investment of nearly INR 800 million. This facility, with capabilities for API, pellets, analytical characterisation and CDMO business will significantly enhance our research infrastructure and expand our product pipeline.

Our commitment is to nurture a knowledge ecosystem that drives continuous advancement. Being alive to growth opportunities means leveraging our Intellectual Capital not just to create differentiated solutions, but to deliver sustainable, long-term value for our stakeholders, our patients, and the planet.

Innovation At The Core, Talent At The Helm

At Alivus, we believe that innovation is the most enduring driver of growth and our ability to consistently unlock new opportunities through innovation is one of our most valuable assets.

Our intellectual capital, built on the collective expertise of our people, the strength of our systems, and a culture of continuous improvement, is the foundation on which we are shaping a resilient, forward-looking organisation.

Cumulative Filing Structure

Therapeutic Areas	Australia	Brazil	Europe	Japan	North America	ROW	Total
CVS	10	22	39	4	39	39	153
CNS	3	16	26	8	42	20	115
Anti-infective	3	3	11	2	20	13	52
Diabetes	0	9	5	0	10	14	38
Dermatology	1	12	6	1	8	9	37
Urology	1	5	7	2	10	9	34
Allergy	1	7	7	1	9	8	33
Gastro-intestinal	1	3	2	1	9	6	22
Pain management	1	4	2	0	1	9	17
Respiratory	1	1	3	0	5	4	14
HP	0	1	0	0	7	1	9
Others	0	5	6	0	16	10	37
Total	22	88	114	19	176	142	561

**We have built a diverse portfolio of 165 molecules and continue to add 8–10 new molecules annually. Our R&D capabilities cater to clients across India, Europe, North America, Latin America, Japan, Korea, Southeast Asia, the GCC, and Africa driving our global ambitions.**



**Mahape, Navi Mumbai, Maharashtra**

- R&D for new product development and complex molecules
- High-end analytical equipment for characterisation

**Ankleshwar, Gujarat**

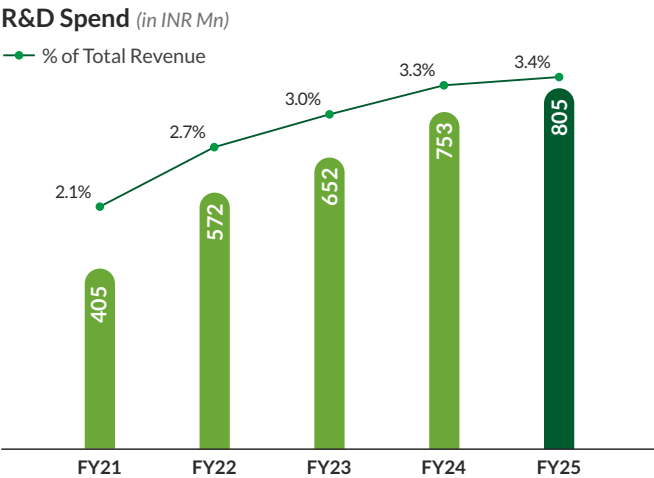
- Cost improvement programs and process improvements

**Dahej, Gujarat**

- Oncology R&D
- Cost improvement programs and process improvements

R&D Investments

Investing in R&D is central to our strategy. Over the last four years, we've consistently increased our spend, building capabilities to develop complex APIs and next-generation processes. This approach not only boosts efficiency but also aligns with our long-term vision for sustainable innovation.



Product Development Highlights

- 49 new products are in the development pipeline including 3 iron complexes and 24 High Potent APIs
- 24 products comprise our High Potency API pipeline; 7 products have been validated, 5 products are in advanced stages of development, while the remaining 12 products are progressing through lab development stages.
- 41 DMFs and CEPs filed across major markets during FY25 taking the cumulative number to 561 as of March 31, 2025.

Key Capabilities

Our strengths span polymorphism screening, pharmaceutical salt screening, process safety, cryogenic and asymmetric hydrogenation techniques, enzymatic transformation, continuous flow chemistry, and advanced filtration methods such as ultra-filtration, nano-filtration, and ion-exchange. These capabilities enable us to develop high-value, complex APIs.



Driving Green Processes

- Forging new paths to sustainability, we have undertaken multiple initiatives to reduce water, solvent & energy consumption and carbon emissions.
- During the year, our R&D team successfully implemented a continuous manufacturing process on commercial scale for a key product, leading to a significant reduction in effluents and a step-up in production efficiency.
- These steps reflect our commitment to safer, scalable and greener operations through process intensification and flow chemistry.

Protecting Innovation. Powering Differentiation.

As we endeavour to seize more growth opportunities, our commitment to Intellectual Property (IP) management becomes even more crucial. Our expertise in process chemistry, novel polymorphs, and innovative manufacturing technologies continues to fortify our IP. With 82 patents granted, our IP strategy reinforces customer trust and protects future growth.

**Our understanding of global regulatory frameworks allows us to fast-track market entry. This expertise, combined with our cGMP manufacturing capabilities and regulatory support throughout the development life cycle, adds to our strength in the CDMO space.**

HUMAN CAPITAL





Our people are the driving force behind our ability to adapt, innovate and lead in a changing world that has led to our consistent growth. Their deep expertise in API R&D, Manufacturing, Quality, Regulatory Affairs and Business Development help us navigate regulatory complexity, ensure process safety, and uphold our sustainability goals. Further, we believe quantum leaps require small but definite changes.

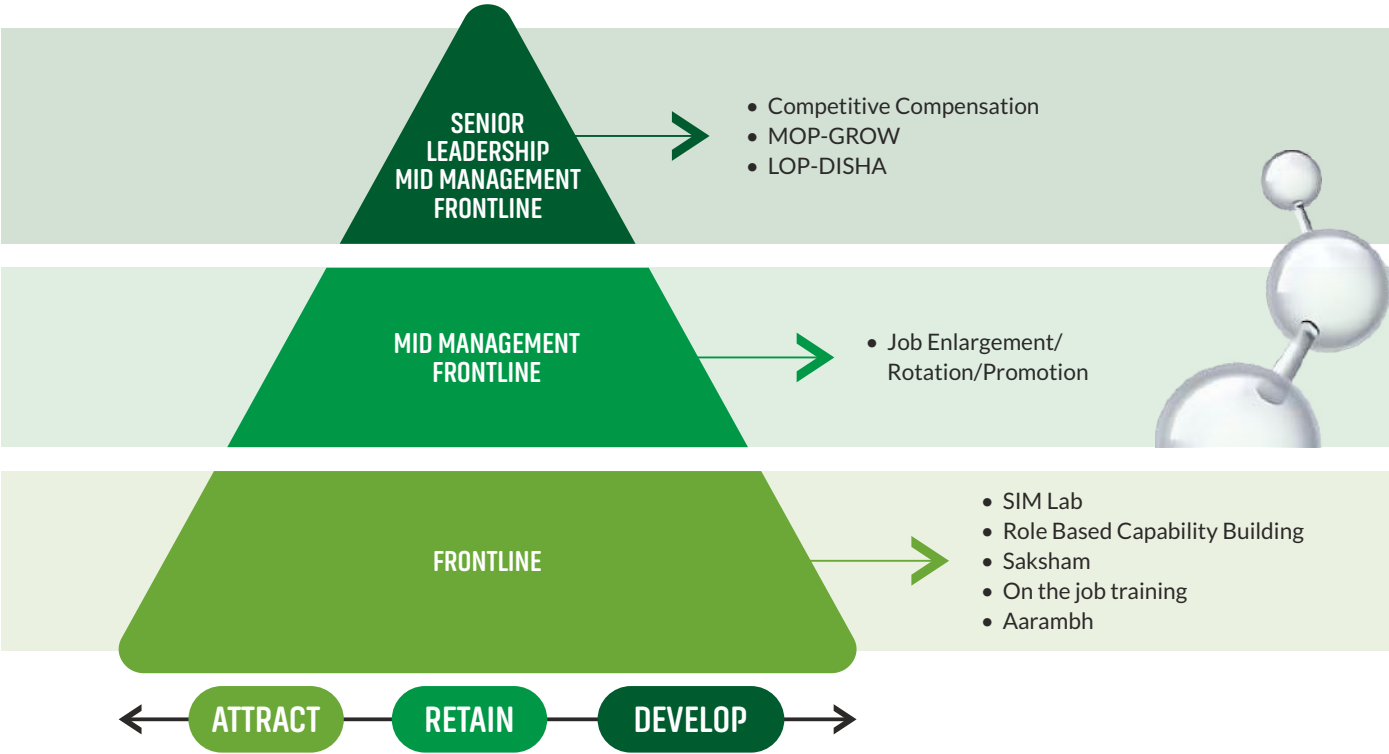
As we look ahead, we're sharpening our focus on attracting, developing and retaining talent to build a strong, future-ready leadership pipeline. Our efforts centre on creating a safe, inclusive and respectful workplace, one that values diversity and enables our people to thrive and grow.

Highlights



Our people-first approach and commitment to responsible growth were recognised on a national stage at the SHRM Excellence Awards 2024, held in New Delhi. We were awarded Excellence in Organisational Development.

A Holistic Approach to Attract, Retain & Develop



Attract

At Alivus, we don't just hire talent, we build an environment that draws people for its high learning orientation and opportunities to experiment. It is equally critical that our employees align with our values and vision. By nurturing a workplace that's diverse, inclusive, and innovation-driven, we attract and groom individuals eager to contribute meaningfully.

Key enablers include

- Competency based hiring
- Frontline Functional Assessment
- Defined success profiles for ideal talent fit
- Tech-enabled assessment and evaluation
- A multi-pronged acquisition strategy that includes campus hiring, referrals, consultants, and job portals
- Competitive compensation and defining clear growth pathways

Our institutionalised processes, such as the Alivus Trainee Scheme, offer a scientific, success-profile-based hiring approach tailored for campus connects.

Develop

We believe talent development begins from day one and continues throughout the employee lifecycle. Our structured programmes focus on building skills, behaviours and leadership capabilities to meet business needs and the need for future talent.

We foster a spirit of learning to ensure that our employees constantly move up the curve to be able to take on newer challenges and feel motivated and engaged at work. We have initiated multiple programs for technical upskilling, behavioural training, and leadership development.

Building Strong Foundations for a Future-ready Frontline



Saksham is our flagship learning initiative designed to equip entry-level frontline employees with the core behaviours needed for success in plant operations. Based on a detailed competency study with Plant Managers, Saksham focuses on two key areas under Personal Effectiveness: **Demonstrating Ownership and Communicating Across Boundaries.**

Since its launch in May 2024, over 500 employees across functions like Production, Quality, Engineering, and Warehousing have completed Saksham program at Ankleshwar and Dahej sites. Supervisors have reported that **30% of participants showed significant improvements in ownership and problem-solving behaviours**, supported by real on-the-floor situations.

Other key development initiatives include

- **Āarambh:** Our first-of-its-kind onboarding module blends shop-floor exposure with SIM Lab learning to bridge the knowledge-assimilation gap
- **SIM Lab:** Industry-first simulated environment for machinery and utility and safety training
- **GAMO:** Gamified training with virtual cGMP SOP simulations for enhanced learning
- **Role-Based Capability Building:** We identified critical talent cohorts and designed targeted programmes to build role-specific skills and measure impact.
- **DISHA - Direction to Sustain, Harness & Achieve:** A 10–12-month coaching-led initiative targeted towards senior leaders across functions through deep work on emotional intelligence, strategic thinking, effective communication and stakeholder management.
- **GROW** (Get Ready for Opportunities at Work) is a future leadership development journey aimed at strengthening potential mid-level leaders across all departments.

### Lead to Win: Shaping Assertive, Empathetic Leaders

Lead to Win was designed to equip Shift and Section In-charges across Production, Quality, and Tech Transfer functions at our Ankleshwar and Dahej sites with essential people leadership capabilities. The core objective was to help managers lead with care and create a culture of constructive, bias-free conversations.



IMPACT

>70%

of participants showed clear behavioural change, particularly in trust-building and motivation.

Retain

We focus on creating a workplace where people feel valued, supported, and empowered to grow. We combine structured talent practices with a culture of listening and self-development enabling people to stay engaged. We create learning opportunities combined with empowerment through:



Mentoring & Coaching



Retention Reward



Exciting Leadership Development Initiatives

Our Talent Management Review Framework ensures we identify business-critical roles, engage key talent, and develop succession pipelines, enhancing internal mobility, creating a robust internal talent pipeline and therefore reducing dependency on external hiring.

We offer challenging opportunities to our employees and fast-track their growth. A significant number of employees have been promoted to the managerial cadre as well as to the senior leadership cadre in FY25.

We also engage the frontline through iPRO (Improvement Projects), which inspires grassroots innovation and problem-solving. In FY25, 339 employees led 34 projects—developing both functional and leadership skills in the process.

Mentoring & Coaching

The company actively invests in the growth of its high potential employees through a structured development program. This includes pairing individuals with experienced coaches and they are also mentored by members of the management team during their development journey. This approach not only accelerates professional growth but also aligns talent development with the company's goals.

Meaningful Employee Engagement through Deep Listening

Amber, our AI powered continuous listening platform ensures real time feedback helping us to act upon it.

### Listening Deeper with AI tool

At Alivus, retention isn't just about numbers—it's about understanding the experiences of our people. While visible factors like compensation and career progression matter, we knew that deeper emotional and cultural cues often go unspoken. That's where Amber made a difference.

Introduced in September 2024, Amber is an AI-powered continuous listening platform with real time engagement quotient that:

- **Meaningfully engages across the employee lifecycle**, with targeted questions at 30 days, 60 days, 6 months, and 1 year
- **Builds trust with enhanced confidentiality**, clearly showing who sees the feedback
- **Real time feedback, thereby driving deeper insights** by asking empathetic follow-up questions based on employee responses
- **Generates AI summaries** that map engagement trends and highlight areas needing attention

IMPACT

Employee retention has improved significantly within a short duration.

Employee Well Being At The Core

Employee Health & Safety

We monitor occupational safety and health through our robust safety governance framework that includes reviews at multiple levels, with the Health and Safety Committee and additional safety reviews at the factory level and by various sub-committees.



- **57,740 man hours** of safety training across employee levels
- **Zero Lost Time Injury Frequency Rate (LTIFR)** for FY25
- Regular **HAZOP studies, Gemba walks**, site-level & corporate safety reviews
- Safety controls follow a hierarchy of elimination, substitution, engineering controls, and PPE usage

Further, as part of our **Mission Zero** commitment we create safety awareness through three key objectives of Zero Accidents, Zero Injuries and Zero Unsafe Behaviour.

Celebrations and Connects

We build community spirit and belonging through regular engagement initiatives such as Monthly Connects, Sports Events, Thematic Days and Festival Celebrations.





POSH Sensitisation

We continued to sensitise our workforce through Prevention of Sexual Harassment (POSH) awareness sessions and group discussions, prominent displays across sites reiterating zero tolerance and ensuring training.

Diversity and Inclusion

We continue to see robust gender diversity in functions such as Quality, Regulatory Affairs, Marketing, R&D, HR and IP, with women leading key roles in communications and marketing services. In Manufacturing, while challenges remain, we are actively hiring more women in Tech Transfer, Production, and Plant R&D.

Our inclusion policies go beyond the basics, with paternity leave, gender diversity monitoring in hiring and appraisals, a strong commitment to non-discrimination and work-life balance and creating diversity in our leadership pipeline for the future.



Gender Diversity

- 100% employees covered under POSH
- Adequately balanced Leadership & Board

Inclusive Culture

- We have a healthy mix of young and experienced people at Alivus

<b>Ages 21 to 40</b>	<b>Ages 41 to 60</b>
1,733 employees	470 employees

Celebrating Women's Voices

To mark International Women's Day, we curated a series of reflective and inspiring engagements that celebrated the strength, aspirations, and journeys of women.



**Women & Ambition** - A virtual session led by business leader Shalu Jhunjhunwala, Director at Google, exploring women's evolving relationship with ambition and systemic enablers for thriving in male-dominated fields.

**The Heroine's Journey** - An immersive workshop reimagining growth through a feminine lens—challenging societal expectations and reconnecting with the authentic self.

**Phenomenal Women** - A reflective space facilitated by a well known coach that invited women to trace their journey, recognise inner patterns, and reframe narratives weighing them down.

**Career Orientation at Grassroots** - Women employees conducted a post-SSC career guidance session for over 100 schoolgirls at Ambika High School, Shirapur, encouraging them to explore STEM careers.

SOCIAL & RELATIONSHIP CAPITAL





# SOCIAL CAPITAL

At Alivus, we view our communities not just as stakeholders, but as partners in progress. While we remain alive to new growth opportunities, we stay grounded in our responsibility to uplift lives across the regions we operate in, be it around our facilities, in adjoining areas, or in aspirational districts across Gujarat and Maharashtra.

Our CSR approach is human-centric and environment-sensitive, aimed at addressing real community needs with purposeful, measurable interventions. These are aligned to Schedule VII of the Companies Act, 2013 and the UN Sustainable Development Goals (SDGs).



## Our Focus

To effectively drive our social initiatives, we have identified four key focus areas:



Through structured programmes and partnerships, we aim to reduce inequalities and create long-term impact, particularly for underserved and marginalised populations.

## Our CSR Vision

To actively contribute to the communities and the environment, in which we operate through our initiatives, services and conduct, enabling sustained growth for the society and local communities, in our role of being a socially responsible organisation.



## Impact Alignment

Our programmes are integrated with national development priorities and global goals. These not only deliver tangible benefits to those in need but also strengthens our social licence to operate.



## Governance Mechanism

Our CSR strategy is overseen by a CSR Committee comprising three Directors and a CSR Execution Committee comprising the CEO, ED, Head-HR, and CFO. Project partners are empanelled through a formal selection process. Once underway, projects are reviewed through a multi-level cadence with the implementation teams and functional leads. A consolidated progress review is shared periodically with the Board.



## Our Social Impact

Particulars	FY23	FY24	FY25	Change over FY24
CSR Investment (in INR million)	97.43	111.12	122.04	Increased by 9.8%
No. of Beneficiaries	3,09,249	3,72,839	3,93,058	Increased by 5.4%



Access to Healthcare



We believe access to quality healthcare is fundamental to a thriving society. At Alivus, we support this through targeted interventions that make healthcare more accessible, affordable, and effective, especially for vulnerable groups.



Project Sampurna

Project Sampurna addresses the critical health needs of women and children, including adolescents, pregnant women, and children under five. The Project focuses on:

- Strengthening Public Healthcare Centres (PHCs) and day care centres
- Training frontline health workers (Arogyasakhis)
- Driving awareness on hygiene, menstruation, nutrition, and regular check-ups

By improving health outcomes, reducing maternal and child mortality rates and enhancing community well-being, Project Sampurna significantly contributes to both immediate healthcare needs and long-term health education.

Impact

3.25+ lakhs Beneficiaries (Overall)

Health Infrastructure Programme – FY25

13 PHC	75	3.18+ lakhs
Facilities Upgraded	Arogyasakhis Trained	Beneficiaries

Mother & Child Programme – FY25

3,656	1,241	1,369
Women	Children	Adolescent Girls

Access to Education



We believe education is the foundation of an equitable, progressive society. At Alivus, our focus is on building scientific temper, enabling experiential learning, and nurturing future-ready talent, especially in underserved communities.

Project Vigyasa

Derived from "Vigyan ki Jigyasa" (Curiosity for Science), Project Vigyasa is designed to ignite curiosity and passion for science amongst students in grades 5 to 12. By setting up fully equipped science labs, training teachers, and offering hands-on learning tools, the project transforms classrooms into spaces of discovery. Through this initiative, we aim to bridge the gap between theory and practice and build pathways to careers in STEM fields.

Impact

Particulars	Cumulative till FY24	Addition in FY25	Cumulative (FY25)
Labs Developed	33	25	58
Students Covered	22,314	21,814	44,128
Teachers Trained	197	146	343
Projects Prepared	600	403	1,003
Sanitation Facilities	19	42	61



# Environmental Sustainability

Our environmental programmes, rooted in rural Maharashtra and Gujarat, address the urgent intersection of ecological sustainability, carbon neutrality and community well-being. From conserving water and cutting carbon emissions to supporting regenerative agriculture, our efforts are designed to create impact, both for the planet and the people who depend on it.

Through workshops, training, and on-ground infrastructure, we empower local communities to adopt nature-friendly practices. Key interventions include:

- Watershed development and rainwater harvesting systems
- Tree plantation drives and biodiversity restoration using native species
- Promotion of water-efficient irrigation technologies
- Installation of solar lift irrigation structures to bring lands under irrigation, while ensuring carbon neutrality
- Training in solar-powered agricultural tools
- Encouraging organic farming and reduced chemical input



These initiatives not only enhance local resilience to climate change and contribute towards our goal of being carbon neutral by 2030, but also foster sustainable livelihoods, demonstrating how growth opportunities can be both inclusive and green.

## Impact: Biodiversity & Carbon Neutrality

Location	No. of Trees Planted (FY23)	No. of Trees Planted (FY24)	No. of Trees Planted (FY25)	Carbon Sequestration (tCO <sub>2</sub> ) (FY23)	Carbon Sequestration (tCO <sub>2</sub> ) (FY24)	Carbon Sequestration (tCO <sub>2</sub> ) (FY25)
Gujarat	10,800	25,000	25,300	15,000	38,700	7,950
Maharashtra	-	10,000	5,500	-	15,000	8,250
Total	10,800	35,000	30,800	15,000	53,700	16,200

In total, we have planted 76,600 trees, which will result in 84,900 tCO<sub>2</sub> being sequestered across their lifespan.

Against the water recharge target of 7,17,000 KL by FY27, we have achieved 39,10,331 KL till FY25

## Water Stewardship

Particular	Cumulative till FY24	Addition in FY25	Cumulative (FY25)
Water Structure (Nos.)	47	1	48
Catchment Area (in hectare)	8,474	14.93	8,488.93
Water Recharged (in KL)	5,35,942	33,74,389*	39,10,331

\*includes water recharged at 47 structures built in previous year

# Community Development

At Alivus, community development is central to our CSR mission. We take a holistic approach to uplift rural and underserved populations through sustainable livelihoods, inclusion-focused support, and essential infrastructure. This includes:



## Skill Development & Livelihoods

Enabling income generation through organic farming, multi-layer vegetable cultivation, fruit orchards, solar lift irrigation, goat and poultry farming, and micro-enterprise support. We also invest in building future-ready talent by training Attendant Operators (Chemical Plant - AOCPs), equipping them with industry-relevant skills for long-term employability in the pharma sector.



## Support for Vulnerable Groups

Empowering the elderly, differently abled, and other marginalised individuals to achieve financial independence and social inclusion.



## Rural Infrastructure

Enhancing quality of life through access to clean drinking water, sanitation facilities, toilets in schools, renewable energy, and community spaces.

## Impact

7,508 farmers

supported through agriculture and livestock-based livelihood programmes

114 AOCP

trainees equipped with hands-on, industry-aligned training



RELATIONSHIP CAPITAL

At Alivus, we believe that strong, two-way stakeholder engagement is essential to long-term resilience and value creation. In a dynamic business environment, open communication helps us make informed decisions, strengthen our reputation, and embed sustainable practices across our value chain.

Through structured, real-time feedback mechanisms, we listen, respond, and evolve, deepening trust and enabling shared growth opportunities with our stakeholders.



Our Stakeholder Engagement Mechanisms

We proactively connect with each stakeholder group through customised, fit-for-purpose communication channels. This ensures accountability, clarity, and swift resolution of issues.

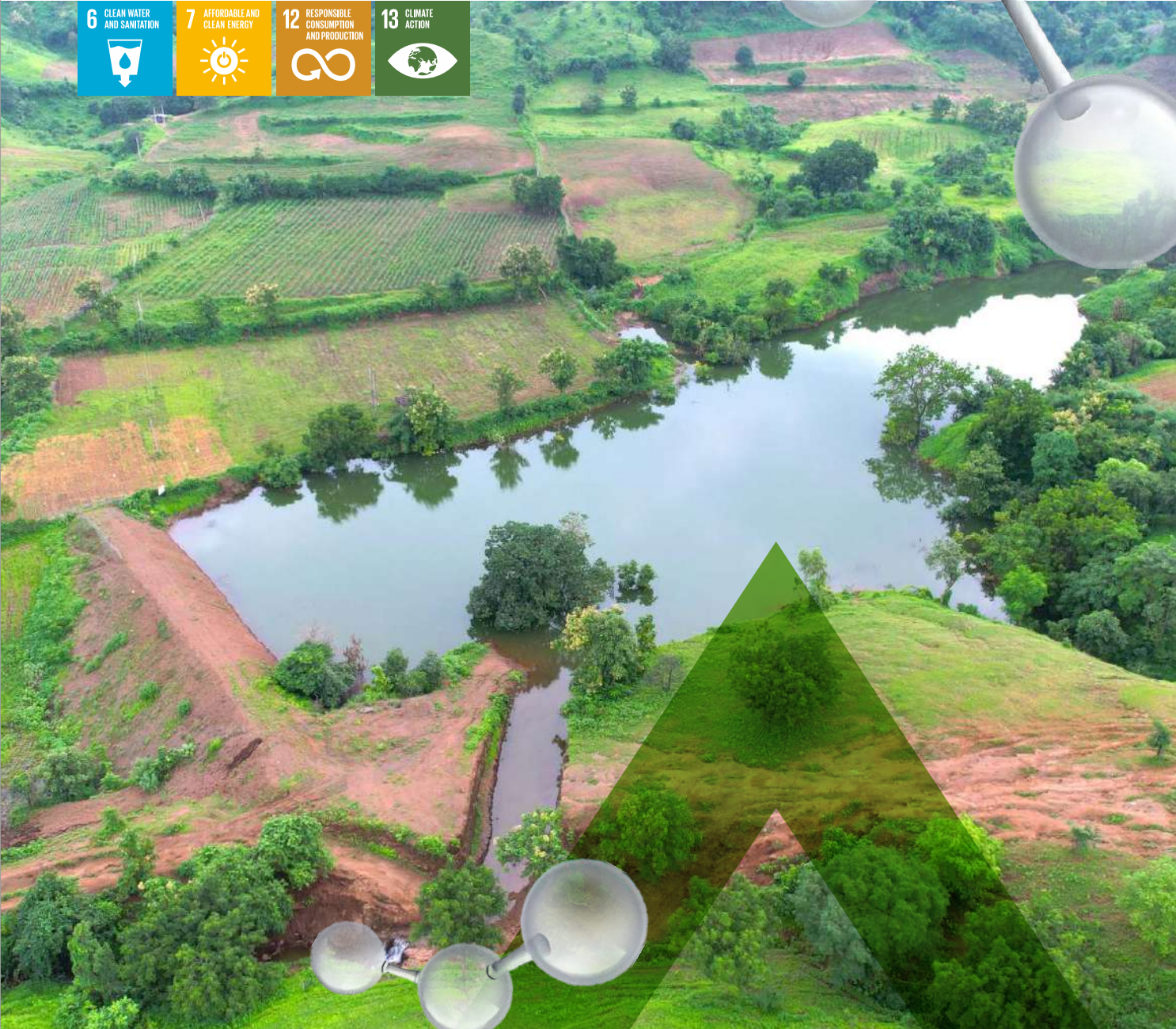
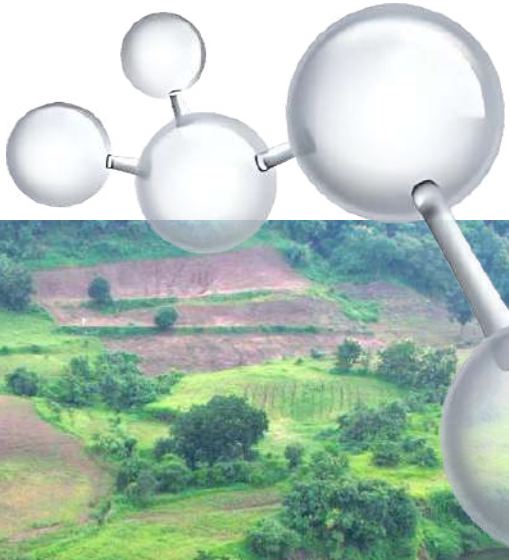
Modes of Engagement

Key Stakeholders	Engagement Mechanisms
Employees	Emails, SMSs, Website, Intranet, Mailers, Posters, Meetings, Leadership Meets, Town Halls, Employee Feedback and Redressal
Customer Relationship Team	Emails, CRM platform, Website, Meetings (Virtual and In-person)
Suppliers	Emails, SMSs, Website, Meetings
Investors & Shareholders	Emails, Website, SMSs, Virtual and Physical Meetings, Conferences, Investor Days, Press Releases, Annual General Meeting, Annual Reports, Investor Presentation, Newspaper Publications, Quarterly Earnings Calls
Communities	Physical Meetings and Visits
Regulatory Bodies	Emails, Meetings and Submissions

Customer Relationship Management Team

Our dedicated Customer Relationship Management (CRM) team ensures that every client interaction is seamless, responsive, and personalised. As a single point of contact, the team simplifies communication, offers tailored support, ensures swift grievance redressal, and enhances customer satisfaction and loyalty. This focus on relationship-led service helps strengthen retention, unlock new opportunities, and bolster our brand reputation globally.

NATURAL CAPITAL






At Alivus, we are alive to growth opportunities, but we are equally mindful that our progress must be rooted in responsibility. With a renewed sense of purpose and direction, we are strengthening our commitment to environmental stewardship. While we continue to build on our legacy in the API and CDMO space, we also embrace sustainability as a catalyst for long-term value creation. Natural Capital is foundational to our operations. From water and energy to raw materials, the health of our planet directly influences our business continuity.


That's why we invest in preserving and enhancing the natural resources we depend on, ensuring resilience in our supply chains and enabling uninterrupted, future-ready growth.


## Our Approach


We take a structured and strategic approach to environmental management, one that is focused on decarbonisation, clean energy transition, water stewardship, and circularity.

Our key initiatives include

 Adoption of renewable energy to reduce dependence on fossil fuels

 Creation of carbon sinks through afforestation and green cover expansion

 Water conservation and recharge projects around manufacturing locations

 Energy efficiency improvements through technology upgrades and process optimisation

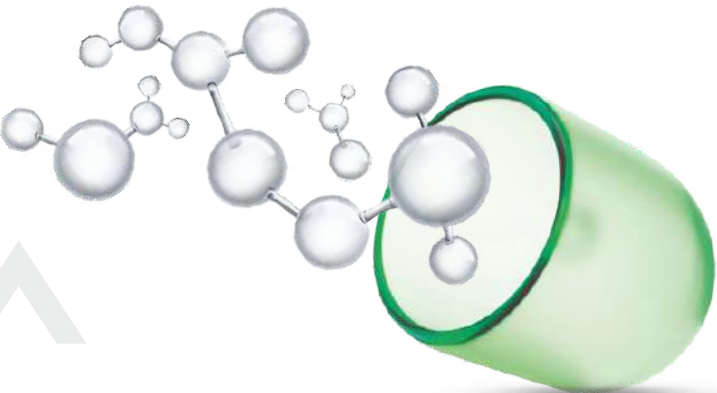
These interventions help mitigate risks linked to climate change, such as water stress and resource depletion.



We strive to embed sustainability into our core operations, reducing environmental impact while maximising resource efficiency. **From emissions to waste, every aspect of our value chain is being examined through a greener lens.** Where possible, we are closing the loop to create circular systems that give back more than they take.




Environmental responsibility at Alivus is backed by robust governance. Our integrated reporting mechanism aligns sustainability performance with broader ESG goals, ensuring transparency and accountability. Through targeted awareness drives, we are fostering a culture of shared responsibility, empowering employees to proactively manage environmental and workplace risks.

We are already seeing measurable results from our focused actions, signaling strong momentum towards our ESG commitments for this decade.



## Environmental Goals

Guided by the principles of ESG, our roadmap is clear: build a greener, more responsible enterprise that creates shared value for all stakeholders.

<h3>Water Neutral by 2027</h3> <ul style="list-style-type: none"><li>Identifying and implementing opportunities to reduce, recycle, and replenish water use</li><li>Executing water harvesting and conservation projects at critical sites</li></ul> 	<h3>Carbon Neutral by 2030</h3> <ul style="list-style-type: none"><li>Advancing renewable energy use and energy efficiency across all operations</li><li>Implementing low-carbon technologies to reduce GHG emissions from current levels</li></ul> 	<h3>Towards a Cleaner Waste Disposal Technology</h3> <ul style="list-style-type: none"><li>Phasing out landfill disposal through co-processing and pre-processing methods</li><li>Prioritising cleaner waste disposal and improving waste segregation at source</li></ul> 
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## Key Focus Areas

We recognise that true growth is sustainable growth. We are deeply aware of our environmental footprint and are actively working to minimise it.

With renewed focus and fresh momentum, we are aligning our Natural Capital strategy with our broader business vision by investing in energy efficiency, water stewardship, and waste management to create long-term environmental and economic value.

We continue to drive initiatives that reduce greenhouse gas (GHG) emissions, optimise effluent treatment, and limit waste to landfills. These actions are designed not only to meet our environmental targets but also to strengthen our licence to operate and reinforce trust among our stakeholders.





Energy



Improving energy performance is central to our climate response strategy. **We aim to reduce overall consumption through operational improvements while increasing the share of renewables and alternative fuels in our energy mix.** At our Ankleshwar facility, we have adopted hybrid power solutions combining wind and solar sources, reflecting our growing commitment to decarbonisation. We have also entered into an agreement with Torrent Urja, through which a significant portion of our energy requirement at Ankleshwar and Dahej manufacturing facilities will now be sourced from renewable sources

FY25 Highlights

169%

Rise in energy consumption from renewable sources; from 1,16,478 GJ in FY24 to 3,13,652 GJ

101.5 kWh/kg

Specific power consumption; from 105.29 kWh/kg in FY24

GHG Mitigation

Reducing our carbon footprint is an ongoing priority. We are actively transitioning to cleaner fuels and deploying energy-saving technologies across our sites. The installation of bio-briquette boilers at Mohol, Dahej, and Ankleshwar is helping us replace fossil fuels with biomass alternatives, directly contributing to emission reductions.

For a more detailed breakup of the energy consumption figures, energy mix and energy saving initiatives, please refer to the BRSR section of this report.

(tCO<sub>2</sub>e/MT)

GHG Emission Intensity	FY24	FY25	Change YoY
Scope 1 + Scope 2	173	120*	30.6%

*\*This is for BOOT Boiler Impact of Ankleshwar, for part of the year. Full year impact will be seen next year.*

Scope 3 – We have undertaken 5 parameters for Scope 3. We have significantly scaled up the usage of **bio-briquettes** for steam generation at Ankleshwar and Dahej facilities and reduced our dependency on coal for steam requirements. The steam consumption from renewable fuel (Bio Briquette) increased from 41,167 MT in FY24 to **66,534 MT in FY25**

Key Energy-saving Initiatives

- Optimised jet mill air compressor hours through piping modifications, **saving 7,36,992 kWh/year**
- Installed a 300 TR energy-efficient chiller at Ankleshwar, **saving 6,31,080 kWh/year**
- Improved HVAC efficiency with refrigerant gas condensers and upgraded cooling coils, **saving 2,29,950 kWh/year**
- Revamped 68 TR brine systems, leading to **2,25,614 kWh/year savings**
- Replaced old transformers with energy-efficient models, **saving 1,75,000 kWh/year**

Water



We understand that water is a shared resource that is critical to our operations and to the communities around us. As responsible stewards, we are committed to using water efficiently and sustainably. Our water strategy focuses on maximising reuse, and restoring local water tables through conservation and recharge initiatives. **All our manufacturing sites are equipped with Zero Liquid Discharge (ZLD) systems, ensuring minimal freshwater consumption and responsible effluent management.** Additionally, we have constructed groundwater recharge structures and artificial water bodies near our facilities in Gujarat and Maharashtra to improve local water availability.

FY25 Highlights

3,06,201 KL

Total water consumption

8,73,983 KL

Rainwater harvesting capacity

0.39 KL/kg

Specific water consumption; down by 11% compared to FY24 (0.44KL/Kg)

Key Water Conservation Initiatives

- Reuse of condensate from Air Handling Units (AHUs) for cooling tower makeup - **3,647 KL/year saved**
- Removal of MGF & Softener systems from purified and potable water systems - **8,213 KL/year saved**
- Replacement of steam ejectors with oil vacuum pumps - **3,360 KL/year saved**

*For a more detailed breakup of the water consumption figures and water conservation initiatives, please refer to the BRSR section of this report.*



Waste And Effluent Management

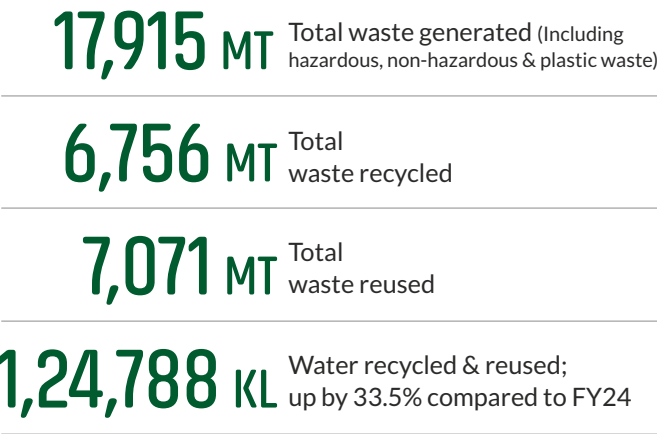


As part of our commitment to environmental sustainability, we follow a closed-loop approach to waste and effluent management. We treat and reuse wastewater from both industrial and domestic processes, with treated effluent partly diverted to authorised government Common Effluent Treatment Plants (CETPs).

Solvent recovery and reuse is an integral part of our production cycle. At our Ankleshwar facility we have undertaken significant expansion of the Effluent Treatment Plant by increasing the capacity from 325 KLD to 600 KLD.

We also ensure responsible solid waste handling through co-processing, recycling, and authorised disposal for hazardous and non-hazardous streams. Every step is governed by strict compliance to environmental norms.

FY25 Highlights



Natural Ecosystem



Through sustained afforestation drives and green belt development, we are working to create ecological buffers and offset part of our operational footprint.

FY25 Highlights



Dedicated Green Zone

being developed at our Solapur facility to further promote carbon sequestration and local biodiversity

Materials

We are actively reducing our dependence on imported materials to create a more resilient and future-ready supply chain. Our procurement strategy includes vendor diversification, localisation of key raw materials, and de-risking through strategic partnerships. We continue to strengthen our domestic sourcing by working closely with ancillary suppliers and supporting local manufacturers with volume commitments and technical know-how. This enhances supply chain stability and contributes to the broader vision of self-reliant manufacturing. Our de-risking measures include exploring alternate supply sources and developing new product partnerships with local vendors, ensuring consistency, flexibility, and long-term viability of our operations.

We have also initiated the sustainability journey with our business partners and identified key suppliers who are aligned to our SDG goals.

MANAGEMENT DISCUSSION & ANALYSIS



Macro Economy

Global Economy

The global economy showed signs of stabilisation throughout 2024. Inflation gradually moderated, inching closer to central bank targets, while labour markets normalised, with unemployment and vacancy rates reverting to pre-pandemic levels. Economic growth remained resilient, averaging around 3%, with global output nearing its potential.

Nonetheless, the global recovery faces renewed headwinds. Major shifts in trade policy led by the United States' imposition of widespread tariffs and retaliatory measures by trading partners have reignited uncertainty. Financial markets experienced sharp corrections, with steep declines in major equity indices and heightened bond yields, although some recovery followed subsequent policy adjustments.

Slowing economic momentum is evident across regions. Recent data shows disappointing GDP growth figures, subdued retail activity, and weaker business sentiment. Inflation progress has largely stalled, with core goods inflation ticking upwards and services inflation remaining above pre-pandemic levels. Although trade volumes held up, much of this reflects temporary factors such as stockpiling ahead of anticipated tariffs.

In the United States, robust private consumption, which had been a key growth driver, is softening amid rising uncertainty and policy volatility. The euro area continues its cyclical recovery but faces subdued domestic demand and uneven growth patterns between nations, particularly between manufacturing-heavy and services-driven economies.

China's economy remains challenged by a prolonged real estate slump and weakening consumer confidence, exacerbated by rising trade tensions. Structural vulnerabilities such as energy dependence, productivity gaps, and ageing populations, are creating divergent recovery paths globally. Many economies now face restricted fiscal and monetary space due to elevated debt levels and tighter financing conditions.

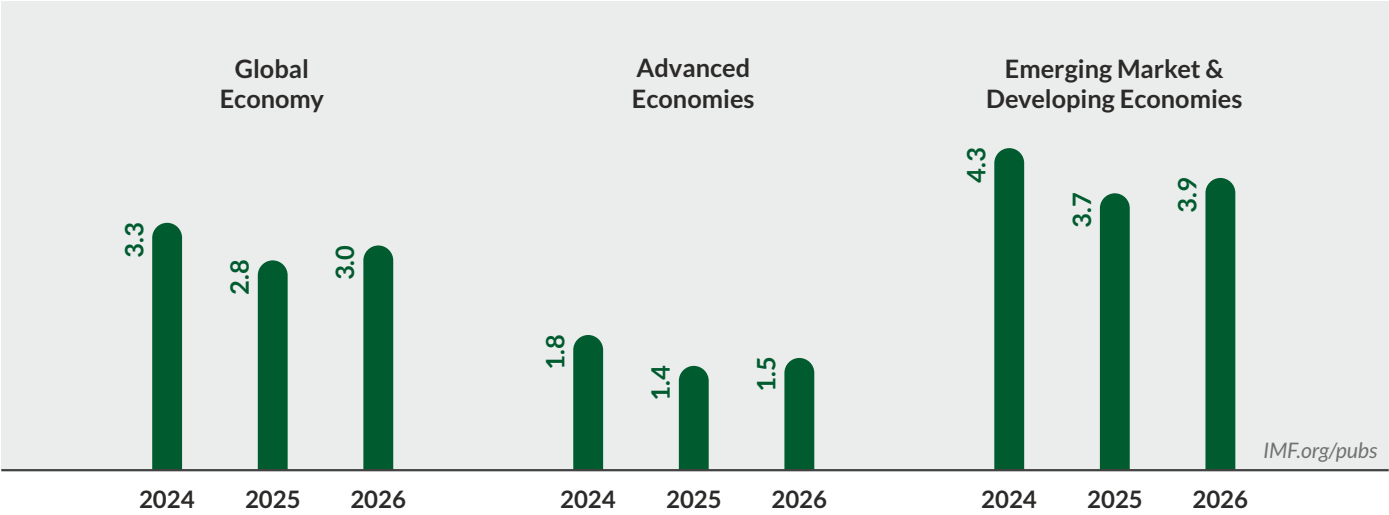


OUTLOOK

The global growth projection for 2025 has been revised downward to 2.8%, reflecting the combined effects of trade disruptions, policy uncertainty, and weaker domestic demand across key economies. A modest recovery to 3% is expected in 2026. However, risks remain tilted to the downside, with high policy ambiguity, volatile commodity prices, and structural imbalances posing ongoing threats.

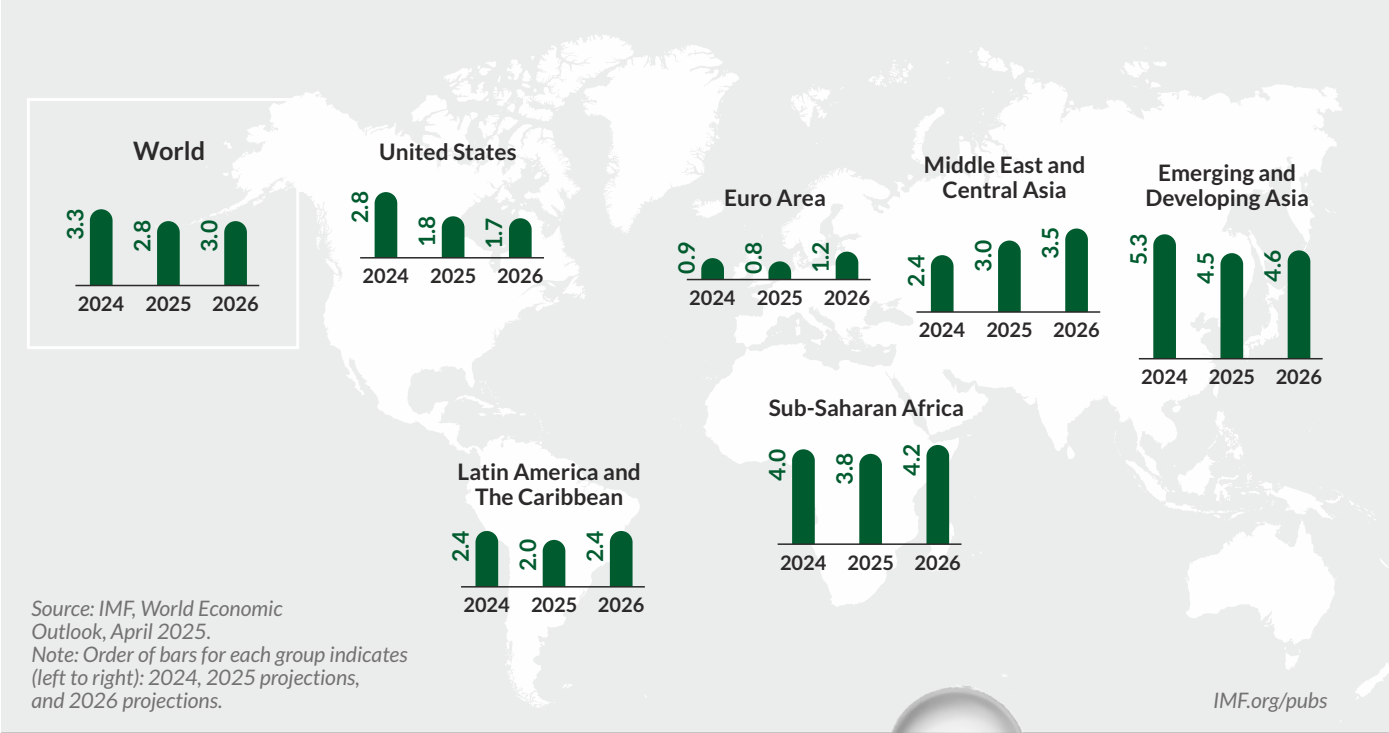
World Economic Outlook April 2025 | GROWTH PROJECTIONS

Real GDP Growth, Percent Change



World Economic Outlook April 2025 | GROWTH PROJECTIONS BY REGION

Real GDP Growth, Percent Change

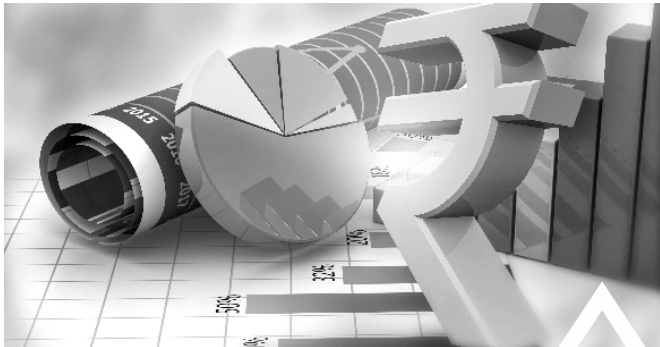


Source: IMF WEO\_ Apr 2025 & EY

Indian Economy

India's GDP growth forecast for FY26 has been revised downward by 40 basis points to 6.3%, primarily due to weak external demand from key trade partners and the impact of global trade frictions.

Despite this revision, India is expected to remain the fastest-growing major economy. Over the medium term, growth is anticipated to average 6.6% in FY27-FY28, supported by resilient services activity and a gradual recovery in exports.



In FY25, India's economy expanded by 6.5%, driven by strong growth in construction and services, while industrial activity saw some deceleration. Agricultural output recovered from earlier drought conditions, supported by stable rural demand. Investment growth may moderate due to global uncertainties, though domestic consumption remains supportive of overall growth momentum.

Inflationary pressures have eased significantly. CPI inflation fell to 3.2% in April 2025-its lowest level in nearly six years-driven by declining food prices. The RBI expects retail inflation to average 3.7% in FY26 and has maintained a supportive monetary stance to aid growth. With inflation within target, further policy easing remains a possibility.

On the fiscal front, the government continues to make progress in fiscal consolidation. Higher tax revenues and controlled revenue expenditure are expected to contribute to a gradual reduction in the public debt-to-GDP ratio. Capital expenditure has remained a key driver of fiscal strategy, providing support to medium-term growth prospects.

OUTLOOK

India's economic fundamentals remain strong, with a stable macroeconomic environment, moderating inflation, and a policy focus on infrastructure-led growth and social development. These factors position the country well to navigate global headwinds and maintain its growth leadership among major economies.

Source: World Bank\_ Global Economic Prospects\_ June 2025 & EY

Pharma Industry

Global Pharma Industry

The global pharmaceutical industry is expected to generate revenues of \$1.21 trillion in 2025. The sector is forecast to grow at a CAGR of 6.15% from 2025 to 2034, propelled by the rising prevalence of chronic illnesses, an ageing global population, and increased healthcare expenditure.



Key trends shaping the industry include:

Digital Transformation

Technologies such as artificial intelligence and machine learning are set to transform drug discovery, manufacturing processes, and patient care, enabling more efficient operations and the development of personalised treatment options.

Contract Manufacturing

The role of Contract Manufacturing Organisations (CMOs) is becoming increasingly vital, as they support the scaling up of production and help meet growing global demand.

Sustainability Focus

The industry is placing greater emphasis on environmentally friendly manufacturing and building more sustainable supply chains, in response to global climate and ESG concerns.

Innovative and Personalised Therapies

Progress in therapeutic areas such as oncology, immunology, and rare diseases is anticipated to fuel growth. Additionally, the continued evolution of personalised medicine will lead to more precise, patient-specific treatment solutions.

The sector faces notable challenges like:

Patent Expirations

The expiry of patents on high-revenue drugs will pose challenges for pharmaceutical companies, potentially impacting revenue streams.

Drug Pricing Pressures

Governments and healthcare players are increasing pressure on pharmaceutical pricing, which could affect company margins and profitability.

Regulatory Developments

Evolving drug pricing regulations and broader policy changes may present additional hurdles for the industry.

Mergers and Acquisitions

M&A activity is likely to rise, as firms seek to strengthen their product pipelines, expand capabilities, and diversify income sources.

OUTLOOK

The outlook for the global pharmaceutical industry in 2025 remains positive, underpinned by technological advancements, rising healthcare demand, and a growing emphasis on sustainable and personalised treatments.



However, the landscape is not without challenges-patent cliffs, pricing pressures, and evolving regulations continue to test resilience. Adding to this, the recent announcement of reciprocal tariffs by the US has introduced a note of caution for exporters, particularly those with significant exposure to the US market. Changing policy signals a potential for tariff adjustments; however, any impact on the pharmaceutical sector may be limited, given its critical importance to healthcare systems and global well-being. In this dynamic environment, companies that prioritise innovation, adaptability, and strategic agility will be best placed to navigate uncertainty and capture growth opportunities.

Source: Statista, Alpha Sense & EY

Indian Pharma Industry

India's pharmaceutical industry is poised to reach a market size of \$450 billion by 2047, with a strong emphasis on self-reliance, innovation, and global leadership. The next phase of growth will be likely driven by advancements in next-generation therapies, increased domestic capabilities in APIs and KSMs, expansion of the CRDMO ecosystem, and the integration of healthcare services.

Key focus areas driving growth will be -

Next-Gen Therapeutics & Innovation

Innovation in advanced modalities such as personalised medicine, biologics, and therapies targeting rare and complex diseases will be catalysts for growth. Strategic partnerships across industry, academia, government, and startups will be critical to accelerating R&D.

API and KSM Self-Reliance

India is strengthening its production capabilities for Active Pharmaceutical Ingredients (APIs) and Key Starting Materials (KSMs), with emphasis on reducing import dependency, re-engineering manufacturing for sustainability, and building capacity.

CRDMO Expansion

The Contract Research, Development, and Manufacturing Organisation (CRDMO) sector is emerging as a significant growth engine, especially in the wake of global macroeconomic and geopolitical shifts. India is well-positioned to become a global leader, provided it enhances productivity, compliance, and cost-efficiency.

Digital and MedTech Convergence

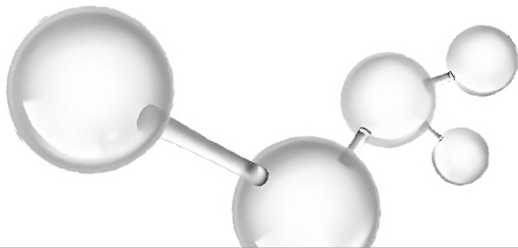
Integration of digital technology, pharma, and MedTech is revolutionising drug development and delivery. Tools such as AI, digital therapeutics, smart devices, and mobile apps are creating more personalised and holistic care models.

Quality, Talent and Digital as Core Enablers

Over 80% of industry leaders identify focus on quality, digital integration, and development of skilled talent as essential pillars for achieving the sector's long-term vision.

Sustainable Manufacturing Practices

A majority of CXOs support environmentally sustainable practices to reduce costs and align with global ESG standards.



Integrated Healthcare & Accessibility

National initiatives like the Ayushman Bharat Digital Mission (ABDM) are helping create a connected, inclusive healthcare system. Focus on preventive care, early diagnosis, and value-based healthcare is rising.

Need for Skilled Workforce

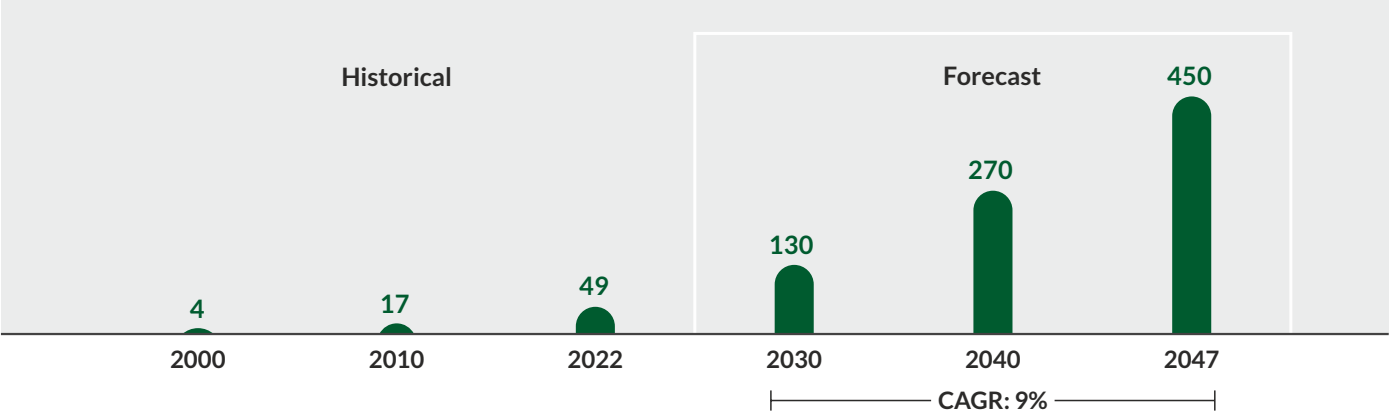
Talent gaps in specialised areas such as biologics and personalised medicine remain a concern. Industry-academia collaboration and practical training are essential for building future-ready talent.

OUTLOOK

India's pharmaceutical industry is poised to transition from being the "Pharmacy of the World" to a "Global Pharma Powerhouse" by 2047.

Achieving this vision will require a cohesive, ecosystem-led approach that prioritises innovation, digital transformation, quality excellence, and a future-ready workforce. While challenges around talent, pricing pressures, and global compliance persist, India's strong fundamentals and strategic policy support position the sector for sustained growth and global leadership in the decades to come.

Indian Pharmaceutical Industry - US\$ Billion



Roadmap of Government Initiatives and Regulatory Streamlining to Spur Innovation and Promote Local Manufacturing



Source: EY Report & EY | Non-exhaustive | PLI: Production Linked Incentive | PRIP: Promotion of Research and Innovation in Pharma MedTech Sector | BioE3: Biotechnology for Economy, Environment, and Employment | EoDB: Ease of Doing Business



## Global API Industry

Pharmaceutical manufacturing is undergoing transformation and entering a new era, fuelled by mounting global demand, stricter regulatory oversight, and fast-paced technological advancement. At the forefront of this evolution is the Active Pharmaceutical Ingredient (API) production segment, which is undergoing fundamental shifts. By end of 2025, the way APIs are developed, manufactured and monitored will be significantly redefined, ushering in smarter, greener, and more resilient operations. This shift is improving efficiency and quality, while paving the way for more sustainable healthcare delivery.



### Key trends in global API industry:

#### Automation and AI Integration

API manufacturing is embracing automation and artificial intelligence to streamline production, minimise human error, and enhance real-time quality monitoring. Predictive analytics powered by AI are enabling proactive decision-making, reducing waste and improving yield.

#### Continuous Manufacturing

The transition from batch to continuous manufacturing is allowing for uninterrupted production, leading to shorter time-to-market, greater scalability, and improved cost efficiency. This model enhances flexibility and responsiveness to market needs.

#### Green Chemistry and Sustainability

Environmental responsibility is now central to API manufacturing. Companies are investing in greener processes such as solvent recovery and energy-efficient systems to align with global sustainability goals and reduce operational costs.

#### Evolving Regulatory Landscape

Regulatory bodies are demanding higher standards in compliance, quality assurance, and traceability. This is prompting manufacturers to adopt smarter systems and maintain robust, audit-ready processes.

#### Industry Response

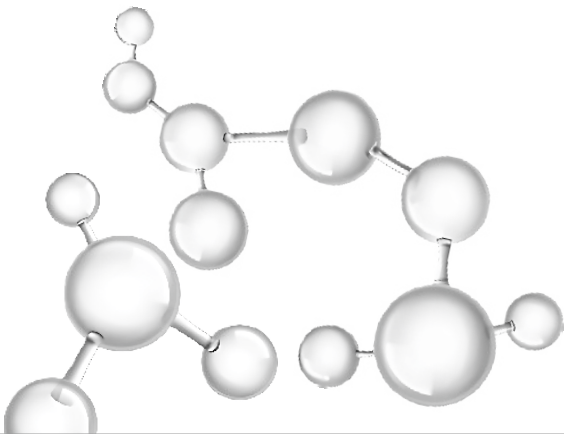
To stay competitive, manufacturers are integrating digital solutions, forming cross-sector collaborations, and prioritising R&D investments. The focus is on future-ready infrastructure, skilled workforce development, and innovation ecosystems.

### GLOBAL HIGH-POTENCY APIs (HPAPI) MARKET

The High-Potency Active Pharmaceutical Ingredients (HPAPI) market is undergoing significant expansion, spurred by the increasing demand for specialised drugs, especially in oncology and targeted therapies. As more chronic diseases, particularly cancer and neurological disorders rise globally, the need for High-Potency APIs, such as those used in antibody-drug conjugates and precision medicines, has intensified. At the same time, regulatory changes, technological advancements, and shifting manufacturing landscapes are shaping the future of this vital sector.

The global HPAPI market, estimated to be worth \$29.34 billion in 2025, is projected to grow to \$45.70 billion by 2030, with a CAGR of 9.27%. Factors such as the growing prevalence of chronic diseases, the expiration of patents on key oncology drugs, and increasing interest in biosimilars are driving the demand for HPAPIs. Technological innovations, including automation, artificial intelligence, and advanced containment systems, are enhancing manufacturing capabilities, ensuring higher safety standards and compliance.

Governments are supporting domestic production, which fosters the growth of local manufacturing infrastructure. Key regional markets include North America, with the US leading, Europe, particularly Germany and France, and Asia-Pacific, with China and India showing strong growth. The market is highly competitive, with major players focusing on R&D, strategic acquisitions, and expanding specialised manufacturing capabilities.



### OUTLOOK

**By 2026, API manufacturing will be faster, cleaner, and more intelligent, with advancements in automation, sustainability, and technology ensuring safer, more accessible medications.**

The HPAPI market will continue to grow, driven by demand for precision medicine, oncology treatments, and biosimilars, with technological innovation and strategic investments creating opportunities for both established and emerging players.

Source: Mordor Intelligence & EY

## Indian API Industry

India ranks as the world's third-largest producer of APIs, accounting for 8% of the global API market by value. Despite this, the country continues to rely heavily on imports, with around 35% of its API requirements - particularly fermentation-based APIs - sourced from China.

The Indian API industry grew at a CAGR of 8.4% between 2017 and 2023 and is expected to maintain this pace through 2029, accelerated by national efforts towards self-reliance, government incentives such as the Production Linked Incentive (PLI) scheme, and investments in bulk drug parks and infrastructure.

Several Indian pharmaceutical companies are actively investing in expanding API manufacturing capacities, adopting green chemistry practices, and pursuing vertical integration to enhance supply chain resilience. These initiatives are complemented by policy support and academic research aimed at developing cost-effective, environmentally sustainable manufacturing technologies.



### CURRENT TRENDS AND STRATEGIC INITIATIVES

The government has identified APIs as a critical sector under its Atmanirbhar Bharat (self-reliant India) initiative. Key measures include financial incentives, infrastructure development for bulk drug parks, and regulatory easing.

Private sector players are focusing on enhancing in-house API production, reducing reliance on external raw material sources, and adopting advanced manufacturing technologies such as continuous manufacturing to improve cost-efficiency and sustainability.

Significant attention is being placed on quality compliance, innovation in synthesis routes, and the development of alternative starting materials to mitigate supply chain vulnerabilities.

### OUTLOOK

**India's API sector is poised for robust growth, underpinned by strategic policy interventions, private investments, and a concerted push towards environmental sustainability and cost competitiveness.**

With a sustained focus on innovation, green manufacturing, and reduced dependence on imports, India is set not only to achieve self-reliance but also emerge as a preferred global hub for APIs by 2030. However, challenges such as price competition from China and the need for large-scale sustainable practices must be carefully navigated to realise this ambition.

Source: EY Report & EY

## Global CDMO Industry

The global Contract Development and Manufacturing Organisation (CDMO) industry witnessed robust growth in 2024, with the market valued at \$185 billion. The continued trend of outsourcing research and development activities has allowed biopharma firms to focus on their core areas while leveraging the specialist technologies and advanced infrastructure offered by CDMOs.

Outsourcing has become a strategic necessity, particularly for biologics, injectables, and GLP-1 therapies, with companies seeking to enhance flexibility, manage costs, and accelerate innovation. Heavy investments in technologies such as continuous manufacturing, automation, and AI-driven solutions have significantly boosted operational efficiency and compliance standards.



The industry is seeing rising consolidation, with mergers and acquisitions enabling the formation of full-service offerings. While North America remains the dominant CDMO market, Asia-Pacific, led by India and China, is witnessing rapid growth due to favourable cost structures, enhanced regulatory standards, and rising pharmaceutical demand.

The global CDMO market is projected to almost double, reaching \$368.7 billion by 2034, growing at a CAGR of 6.9%. Demand for biologics, personalised medicine, and oncology therapies will be key growth drivers. Expanding areas such as antibody-drug conjugates (ADCs), high-quality API manufacturing, and oncology-focused services offer significant expansion opportunities. Companies that invest in innovation, agility, and sustainability will be well positioned to capitalise on the evolving demands of a highly competitive healthcare sector.

Indian CDMO Industry

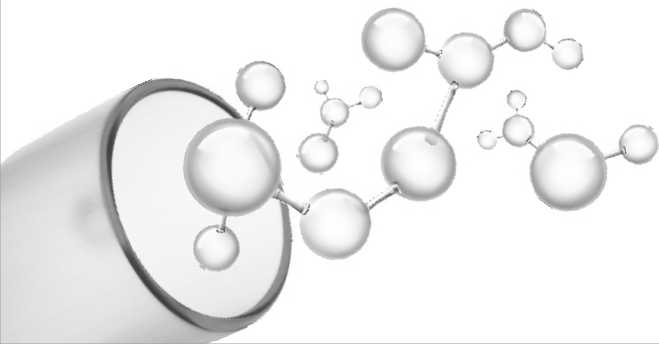
India's CDMO sector is experiencing rapid growth, driven by cost advantages, a skilled workforce, and adherence to global regulatory standards.

The market is projected to expand from \$15.63 billion in 2023 to \$44.63 billion by 2029, capturing a 4-5% share of the global CDMO market. This growth is further propelled by increasing demand for advanced therapies such as cell and gene therapies, antibody-drug conjugates, and nucleic acid therapeutics, positioning India as a preferred outsourcing destination for pharmaceutical development and manufacturing.

OUTLOOK

The outlook for the CDMO industry remains highly positive for 2025 and beyond. As pharmaceutical companies increasingly rely on external partners to navigate complex manufacturing and regulatory landscapes, CDMOs will play an increasingly critical role in accelerating innovation and expanding global healthcare access. Those that prioritise technological advancement, strategic scalability, and regulatory excellence will be best placed to capture future growth opportunities in a dynamic and competitive market environment.

Source: Pharma Navigator, Contract Pharma, India Briefing & EY



Global API CDMO

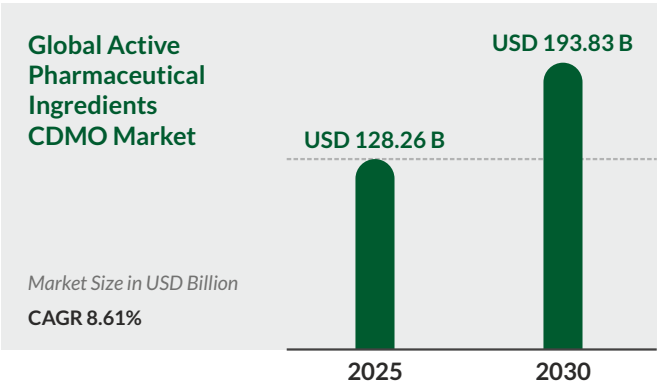
The global Active Pharmaceutical Ingredient (API) CDMO market is on a strong growth trajectory, forecast to expand from \$128.26 billion in 2025 to \$193.83 billion by 2030, representing a healthy CAGR of 8.61%. This growth is largely driven by rising pharmaceutical R&D investments, increasing demand for generics, and the complexity of modern APIs, which encourage pharmaceutical companies to outsource development and manufacturing processes to specialist CDMOs.

The synthetic API segment continues to dominate, owing to the critical need for drugs treating chronic conditions such as cardiovascular and metabolic diseases. Companies are increasingly investing in synthetic and high-potency API production facilities to meet stringent quality standards and rising global demand. Significant strategic moves, including expansions, collaborations, and new facility developments are enhancing global manufacturing capacities, particularly in the high-value API segment.

Asia-Pacific is emerging as a major growth engine for the API CDMO industry, driven by cost advantages, skilled talent pools, and supportive government initiatives such as India's Production Linked Incentive (PLI) scheme for bulk drug manufacturing. North America and Europe remain important markets, particularly for high-value and biologic APIs, where compliance with rigorous regulatory frameworks is critical. Notably, oncology remains a strong driver of demand for specialised API manufacturing services.

OUTLOOK

Looking ahead, the global API CDMO sector is expected to witness sustained and dynamic growth, driven by technological innovation, strategic outsourcing trends, and the growing complexity of pharmaceutical pipelines. Firms that invest in advanced manufacturing technologies, maintain regulatory excellence, and develop agile supply chains will be well positioned to capture new opportunities. However, challenges such as navigating regulatory pressures, maintaining supply chain resilience, and securing intellectual property rights will require careful management as the industry evolves.



Source: Mordor Intelligence & EY

Advantage Alivus

Management



Alivus is a professionally managed company, with an experienced Board helping us chart an independent course for our future. Our management team has demonstrated the ability to successfully build and integrate our businesses with various operating activities through their cumulative years of work experience. In particular, they have led the process through which we have created value through organic growth, built brand recognition and loyalty and identified new business opportunities. This has been achieved through a calibrated portfolio build-up which will commercialise within a window of 3-7 years, with a focus on:

Efficiency Enhancement Measures

Effective Capacity Utilisation

Portfolio Growth with higher value molecules via expansion of platform technologies

Talent Improvement across multiple levels

In addition, we have a strong corporate governance system to monitor, guide and support our business and operations.

Business Overview

API GENERICS

At Alivus, we built a portfolio of high value, non-commoditised APIs in chronic therapeutic areas, namely, Cardiovascular (CVS) disease, Central Nervous System (CNS) disorders, Pain Management, Oncology, Diabetes and Urology for our customers worldwide.

Some of these APIs such as Amiodarone, Ezetimibe (CVS), Lithium carbonate, Oxcarbazepine (CNS), Mirabegron, Solifenacin (Urology), Atovaquone (anti-parasitic), Etoricoxib (Pain), Remogliflozin, Sitagliptin (Diabetes), Cabozantinib, Palbociclib (Oncology) have a significant and growing market share in major world markets.

Our API product portfolio spans multiple therapeutic areas such as CVS, CNS, Pain, Diabetes, Urology, Oncology and other therapeutic areas. A snapshot of key molecules classified by therapy areas is below:

CVS	31	CNS	26	Diabetes	12
Pain Management	7	Oncology	18		

We continue to add specialised and profitable products into our portfolio, including niche and technically complex molecules, such as Ensifentrine, Elacestrant, Finerenone, Fezolinetant, Tivozanib, Vonoprazan & Isavuconazonium Sulfate.

Our total portfolio of 165 API molecules is sold in India and exported to multiple countries in Europe, North America, Latin America, Japan and the rest of the world ("ROW").

We had filed 561 Drug Master Files ("DMFs") and Certificates of suitability to the monographs of the European Pharmacopoeia ("CEPs") across various major markets (i.e. United States, Europe, Japan, Russia, Brazil, South Korea, Taiwan, Canada, China and Australia). We work with 20 of the largest generic companies globally.

165 API Molecules  
Sold in India & exported to multiple countries

561 DMFs & CEPs  
Filed across various major markets



## CDMO

In the last 6 years, we have developed business with innovator and specialty pharmaceutical companies in the area of CDMO.

Given our capabilities in process chemistry research, manufacturing from grams to tonnes and analytical research capabilities, we have the ability to attract innovator pharmaceutical companies to partner with us for providing unique solutions tailored to their specifications.

We provide lifecycle management solutions for their mature portfolio where genericisation has happened or is impending.

In our current global portfolio of 165 molecules, many molecules offer such opportunities to a complete new set of customers.

In addition, we are focused on APIs for Specialty development companies as an important sub-segment of our CDMO business.

**Within this segment, we offer customised support to pharmaceutical companies from making regulatory filings, providing research and technological support, to manufacturing specialty APIs.**

As an API provider to such customers, we have helped to create value through a blend of product customisation and regulatory strategy to allow market access.

We see the specialty business as a key growth opportunity and an added lever for our API market expansion, with multiple companies in the United States currently focused on developing 505(b)(2) products.

The specialty business offers higher business stability (with improved margins) due to the complex nature of the products thereby leading to higher customer stickiness.

Alivus operates as a standalone company, generating a higher level of confidence with CDMO customers for building partnerships through technology transfer arrangements.

**Our process research, analytical research and chemistry capabilities enable CDMO services for a range of multinational corporations and specialty companies.**

We believe that innovators prefer to select vendors with a strong track record. Our continuous focus on quality and on the sustainability of our operations make us a serious contender to grow this business opportunity.

## EVOLVING OUR BUSINESS STRATEGY



Even after the world economy had multiple setbacks (COVID, energy prices, war, inflation, banking stress, etc.) with a direct impact on our industry, Alivus continues to experience robust demand for APIs across most geographies albeit, with a need for competitive prices. This scenario opens-up an opportunity for high-quality APIs with affordable pricing in a large portion of our product portfolio.

Our continuous focus on cost optimisation to become more efficient via next-generation processes, improved manufacturing, solvent recovery, lower-cost energy and an overall savings effort to do more with less has helped us to deliver growth with sustainable margins.

Although this was always one of our business mantras, we applied an even greater focus to make a difference to the customers and patients we eventually serve. The multiple touch points of our strategy to fuel the growth, retain the margins while creating a sustainable platform to ensure business continuity are outlined here:

### Expand the existing business

- New product launches
- Geographical expansion in order to reduce our dependence on limited geographies
- Focus on new markets becoming more regulated. This initiative drives higher value by virtue of support to the customer throughout their development and commercialisation lifecycle
- Pursue 2<sup>nd</sup> source opportunities with top generic players in molecules where Alivus holds a position of cost leadership

### New growth levers

- CDMO business expansion with a plan to leverage a significant part of our existing portfolio for 505(b)(2) and lifecycle management projects
- Expand into complex API platforms e.g. Iron compounds and Oncology molecules

## Cross-selling

With a large product basket, Alivus has been strategically cross-selling existing products to existing customers in other geographies thereby increasing the wallet share of the customer

## Operational Efficiencies

Measures to reduce costs, improve efficiencies and reallocate resources to support identified growth opportunities in diverse markets

## R&D Initiatives



- Productivity improvement of existing processes through constant optimisation
- Process cycle time reduction
- Qualifying lower-cost processes for regulated markets
- Better recovery & recycling
- Backward integration of higher value KSMS (Key Starting Materials)

## Sourcing Initiatives

- Ongoing negotiations with vendors (based on market environment)
- Alternate vendor qualification

## Operations Initiatives

- Solvent recovery and recycling
- Optimisation of batch sizes
- Utilisation of new downstream equipment for filtration or drying techniques
- Yield improvement
- Automation for better efficiencies
- Green chemistry and effluent reduction

## Manufacturing



We currently operate four multi-purpose manufacturing facilities located at Ankleshwar and Dahej in Gujarat and, Mohol and Kurkumbh in Maharashtra. Our combined reactor capacity stands at 1,424 KL in FY25, and we have manufactured a quantity of 810 MT in FY25. To support the increased volumetric capacities and quantum of production for upcoming FY26, we have upgraded the infrastructure of supporting departments like warehouse, effluent treatment plants, etc. and are working to improve resource optimisation and efficiency to leverage maximum outcome in FY26.

This substantial increase will empower us to produce all commercial Active Pharmaceutical Ingredients (APIs), annually achieving projected gross commercial-scale manufacturing tonnage totalling to 900+ metric tons in FY26. Our facilities have been subject to 56 inspections and audits by regulators which includes the USFDA, PMDA (Japan), COFEPRIS, Health Canada, MFDS (Korea), EDQM, ANVISA (Brazil), WHO and CDSCO, conducted on a periodic basis.

Recently our Ankleshwar and Dahej facilities were inspected by the USFDA.

## CAPACITY EXPANSION

- Construction work for expansion of three pharma blocks is underway at Ankleshwar Site and shall be operational by Q4FY26 (100KL).
- Two independent modules are already commissioned and operational at Dahej Site at present.
- New R&D centre underway with capabilities for API and CDMO businesses.
- Installation of Columns is in progress at both Ankleshwar and Dahej for Solvent recovery enhancement.



- **160KL new capacity planned in Dahej in FY26.**
- **Product validation in a new facility for manufacturing through flow chemistry at Ankleshwar site in FY25.**
- **Separate facility for Ezetimibe is commissioned and operational at Ankleshwar in FY25.**
- **New warehouse completed in Ankleshwar and Dahej in FY25.**
- **New ETP in Ankleshwar was completed in FY25.**
- **Construction work is ongoing in Solapur for 200 KL in phase 1.**
- **400 KL backward integration in the next phase, followed by a planned addition of ~400 KL.**

The new API facility in Chincholi Industrial Area, Solapur, is planned to manufacture both APIs and intermediates and will house several multi-purpose manufacturing blocks with

April 2024 to March 2025	Ankleshwar	Dahej	Mohol	Kurkumbh
No. of Regulatory inspections	04 (SwissMedic, USFDA)	02 (Local FDA and PMDA)	01 (CDSCO)	01 (State FDA)
No. of customer audits	61	40	12	NA
Total	65	42	13	01

FUTURE READINESS



- Data logging system for the manufacturing equipment shall be implemented
- New version of SAP i.e. S4 HANA shall be implemented

mid to high volume capacity. This new facility will also provide a platform for the growth of our CDMO business and add capacity for our generic API business.

QUALITY FOCUS

We have built Quality Management Systems (QMS) to build quality into the manufacturing and business processes which are aligned with the organisation's focus on quality by design (QbD).

To further strengthen the QMS compliance,

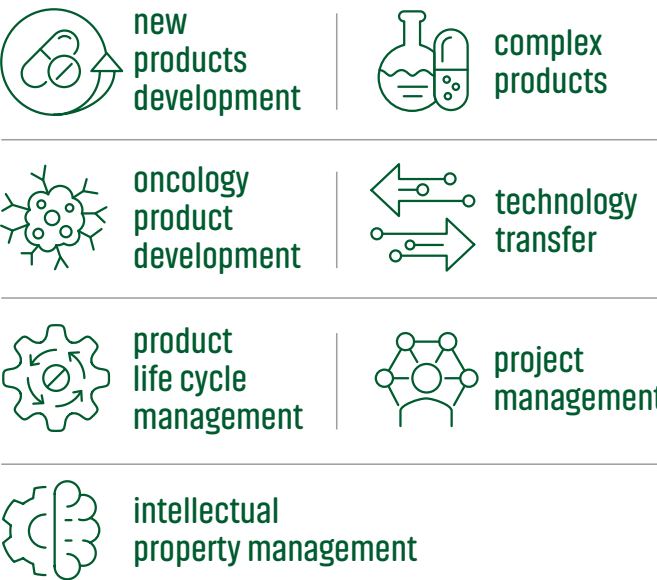
- **Modern Quality Control Laboratory set up at Ankleshwar site**
- **Electronic Signature for Chromatographic Analysis implemented**
- **Implemented custom calculation (Auto calculation) in HPLC/GC**
- **Implementation of TrackWise software as a further enhancement to the QMS like Change Control, OOS, Complaints, Deviations etc.**

R&D



Our R&D teams focus on new products development, and complex molecules, cost improvement programs (CIP), process improvements and oncology product development, and novel polymorphs development.

To assist us with our R&D initiatives, we have established dedicated teams for



We also adopt a thorough and systematic approach to product selection for our development grid, that considers factors such as a detailed commercial evaluation of the market opportunity of a particular API, its development complexity, intellectual property landscape, approved indications and the potential competitive scenario.

Our product and service line up together enable us to support our customers through all stages of the product's lifecycle and be present across the value chain from product identification, R&D, impurity identification, methods development and controls, setting specifications and laboratory validation followed by technology transfer via pilot scale-up in the commercial plant. This is followed by plant validation and product filing enabling commercialisation and large-scale manufacturing.

Our capabilities and experience have helped us perform well in regulated markets and have enabled us to successfully partner with customers, including offering our customers a first-mover advantage with respect to various products. We regularly work on developing eight to ten molecules each year.

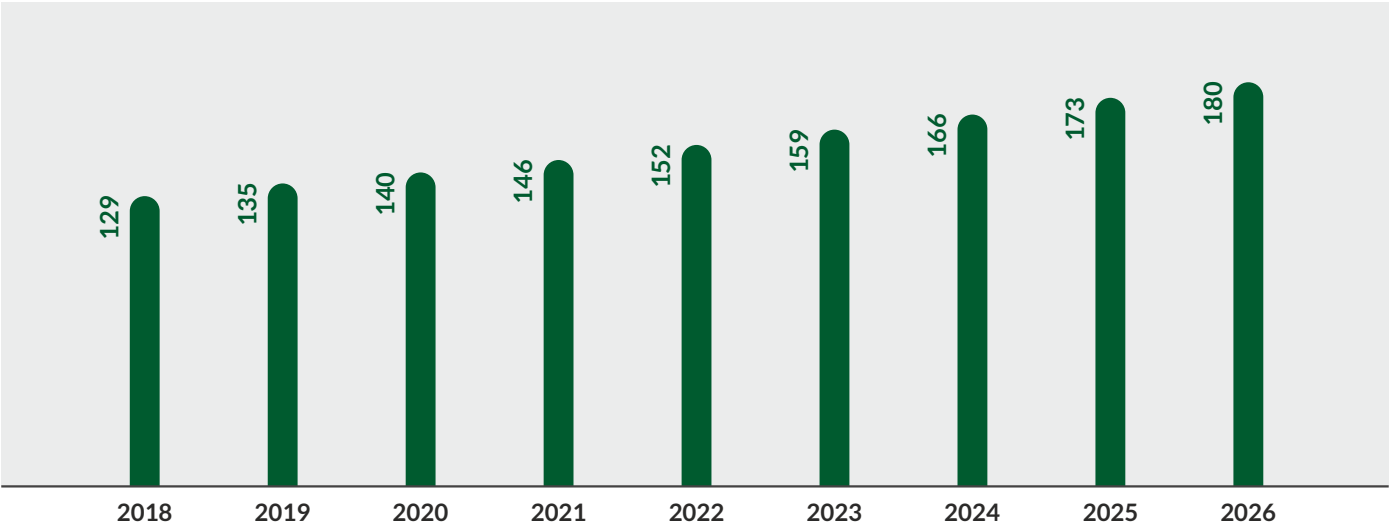
BUILDING A STRONG PRODUCT PORTFOLIO

Our comprehensive approach while selecting products into our pipeline:

- Molecules' value and volume growth across markets namely, US, EU, JP, ROW, India, LATAM
- Near-term prospects of the molecule in terms of patent expiration and novelty of the therapeutic area
- Capability to offer an edge in terms of speed, faster market entry and cost
- Special focus on NCE-1 opportunity for the US market
- Create high barriers by introducing novel and efficient routes that can be patented

Our portfolio comprises 165 products (49 new products are under development pipeline including 3 iron complexes and 24 HPAPIs) ranging across various chronic therapy areas like cardiovascular, CNS, diabetes, anti-infective, pain and others. The total front-end addressable market size of Alivus' products globally was estimated to be around US \$180 billion by 2026 with a growth rate of about 4.3% over the horizon. The future growth of these products is expected to remain stable driven by the rising prevalence of chronic diseases, growing demand from the regulated markets for drugs indicated for hypertension, diabetes and cancer, and an ageing population.

Front-end Addressable Market Size - Alivus Molecules

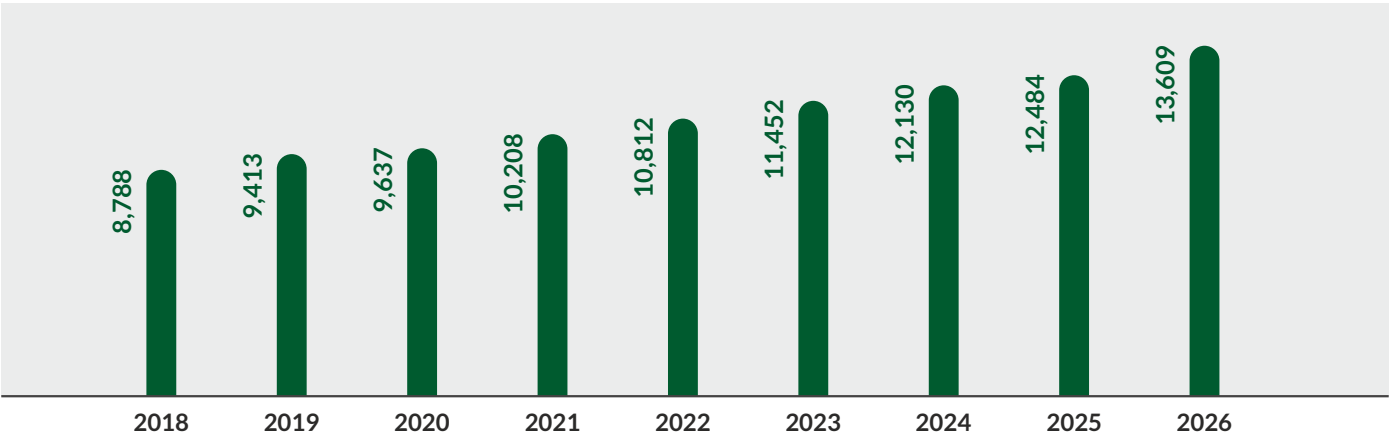




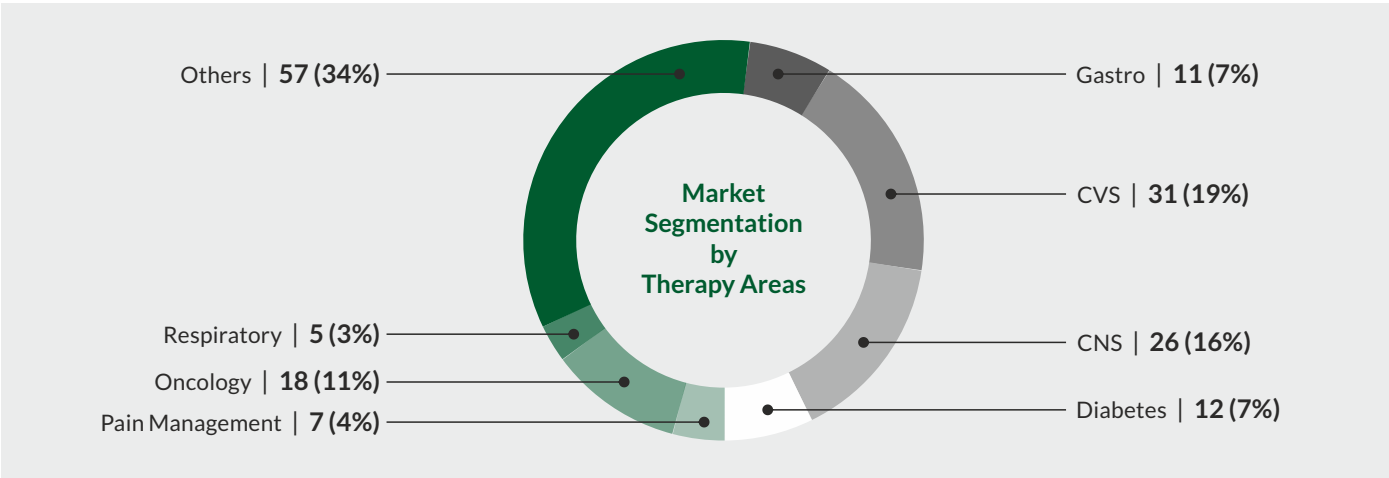
The market size in terms of volume for Alivus' APIs is estimated to be about 13,609 tonnes by 2026 at a growth rate of 6%.

Other core areas where Alivus offers a competitive advantage are dedicated customer service for all geographies ensuring timely and adequate support that engages customers on a long-term basis.

Market Size - Alivus APIs



Alivus' portfolio of 165 niche, highly profitable and technically complex products cater to large chronic therapy areas such as CNS,diabetes,CVS (including anti-thrombotic) and oncology.



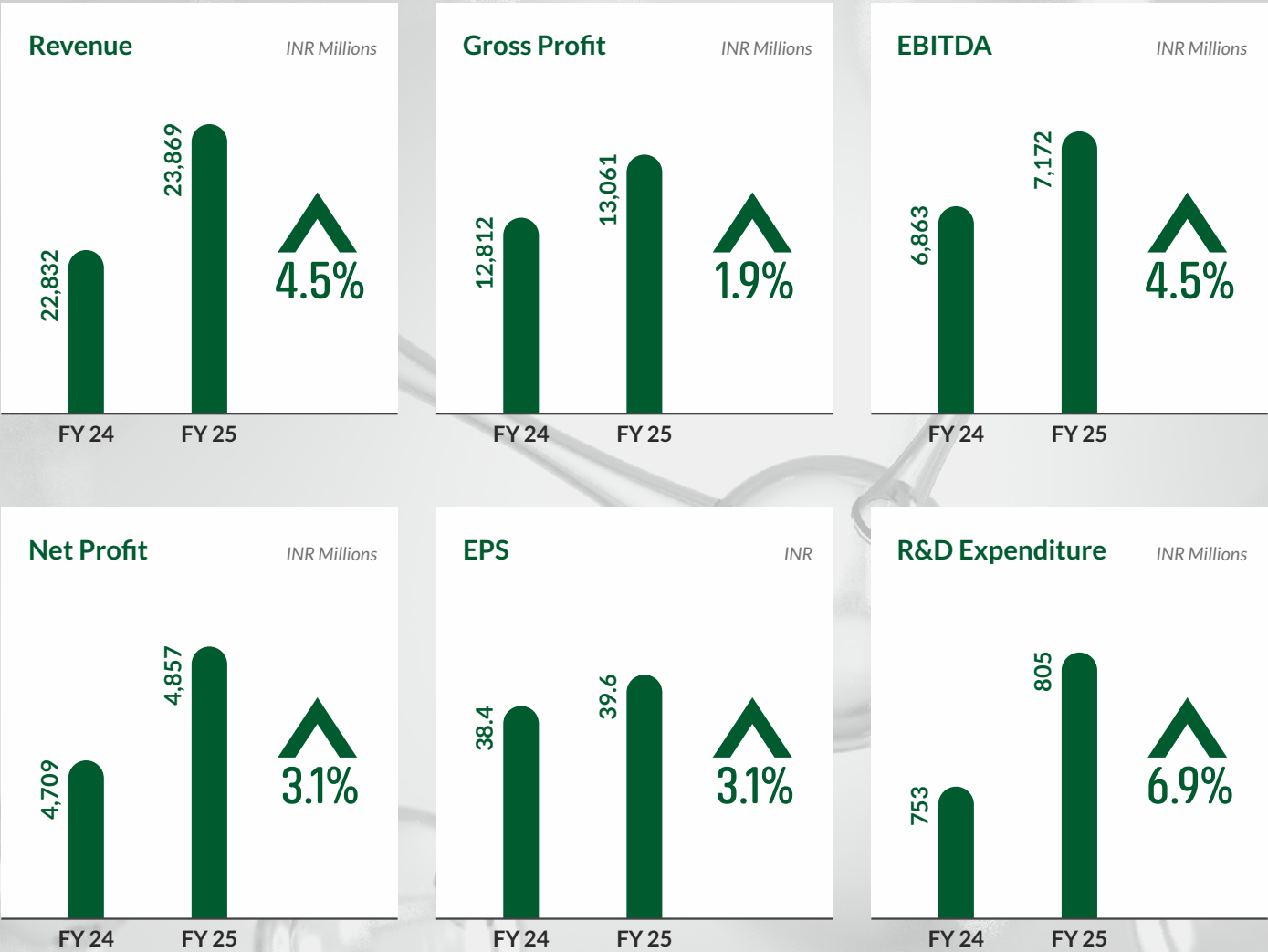
Performance and Operations Overview

OPERATIONAL PERFORMANCE FY25

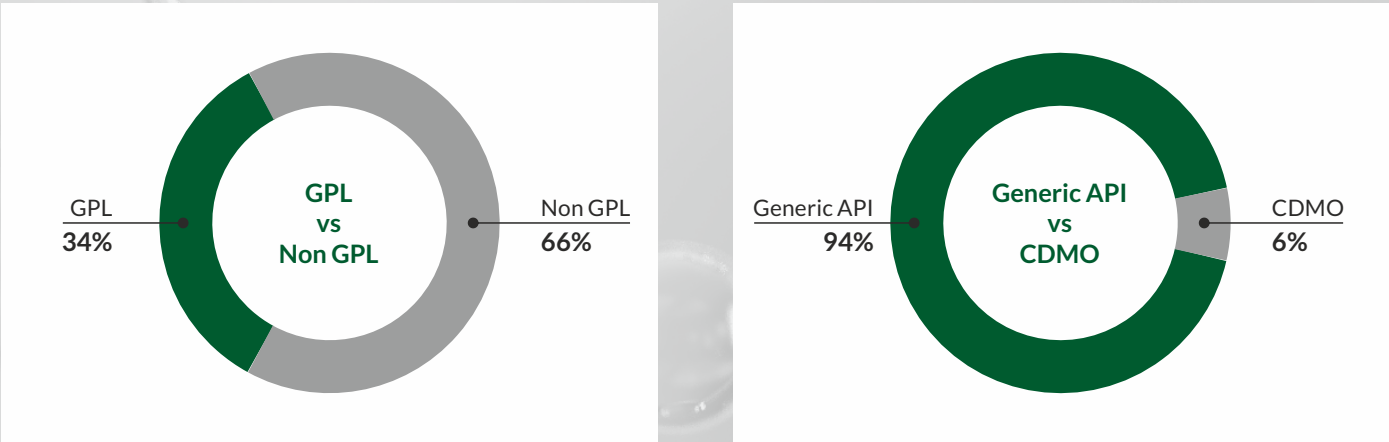
In the financial year 2025, the Company recorded revenue from operations of INR 23,869 million, reflecting a 4.5% YoY increase. GPL (Glenmark Pharmaceuticals Ltd.) segment grew by 8.8% YoY, while the Non-GPL segment rose by 6.3% YoY. **Notably, EBITDA margins were sustained at 30% despite the absence of PLI benefits, highlighting strong operational efficiency and cost control.**

Growth was broad-based across key markets including India, Europe, ROW, and Japan. Towards the end of the year, LATAM region showed early signs of stabilisation as macro headwinds began to ease. Meanwhile, the US market remained subdued due to external challenges and customer destocking, though improvement is expected in FY26.

CDMO performance was impacted by cyclical demand trends, but the segment remains a strategic priority. Project #4 is gaining momentum, and Project #5 is expected to be commercialised in the second half of FY26.



SEGMENT-WISE PERFORMANCE FY25





REVENUE FROM OPERATIONS

Our revenue increased by 4.5% to INR 23,869 million for FY25 from INR 22,832 million for FY24. This increase was primarily driven by growth across regulated markets. The first half of the year saw short-term impact by certain one-off events, while growth normalised in the second half of FY25.



GROSS PROFIT

Gross Profit increased by 1.9% to INR 13,061 million for FY25 from INR 12,812 million for FY24. Gross Profit as a percentage to revenues reduced by 140 bps due to the absence of PLI benefits.

EMPLOYEE BENEFITS EXPENSE

Employee benefits expenses decreased by 2.5% to INR 2,517 million for FY25 from INR 2,581 million for FY24. The higher cost in FY24 reflected the impact of one-time performance related bonuses.

OTHER EXPENSES

Other expenses increased by 6.6% to INR 3,718 million for FY25 from INR 3,488 million for FY24. This was primarily due to an increase in repair and maintenance by 31.7% to INR 499

million for FY25 from INR 379 million for FY24, an increase in freight outward by 60.0% to INR 195 million for FY25 from INR 122 million for FY24, an increase in sales promotion expenses by 58.6% to INR 184 million for FY25 from INR 116 million for FY24 and an increase in utility charges by 4.2% to INR 1,172 million for FY25 from INR 1,125 million for FY24. Increase in other expenses slightly were offset by decrease in labour charges by 10.6% to INR 658 million for FY25 from INR 737 million for FY24.

R&D EXPENDITURE

R&D expenditures were INR 805 million at 3.4% of sales for FY25 as compared to INR 753 million at 3.3% of sales for FY24.



CAPEX EXPENDITURES

Capital expenditures were INR 1,662 million for FY25 as compared to INR 1,290 million for FY24.

CASH AND CASH EQUIVALENTS

Cash and cash equivalents (including short-term investments) were INR 5,487 million as on 31st March 2025 whereas it was INR 3,014 million as of 31st March 2024.

KEY FINANCIALS RATIOS

Particulars	31 <sup>st</sup> March 2025	31 <sup>st</sup> March 2024	% Variance
Current Ratio	4.97	4.37	13.66%
Return on Equity (ROE)	18.86%	21.07%	-10.47%
Inventory Turnover Ratio	1.61	1.58	2.25%
Trade Receivables Turnover Ratio	2.75	2.90	-5.31%
Trade Payables Turnover Ratio	2.87	2.67	7.32%
Net Capital Turnover Ratio	1.28	1.55	-17.43%
Net Profit Ratio	20.35%	20.62%	-1.33%
Return on Capital Employed (ROCE)	23.02%	26.74%	-13.93%
Return on Mutual Fund Investments	2.01%	NA	-

Internal Controls

In line with the requirements under the SEBI LODR, the Company has constituted a Risk Management Committee of the Directors. The Members of the Committee are Mr. Kaushikbhai Patel (Chairman w.e.f. 25th March 2025) Mr. Vijaykumar Shah (Chairman up to 26th February 2025), Dr. Yasir Rawjee and Mr. T.L. Easwar.




The Committee met twice in FY25 to discuss and evaluate risks associated with the business and the mitigation plans for the same.

The Company has adequate internal controls systems in




place which provides reasonable assurance about the integrity and reliability of financial statements. Additionally, Shridhar & Associates, a leading audit firm performs periodic internal audits to provide reasonable assurance over internal control effectiveness and advises on industry-wide best practices.

The Audit Committee consisting of Independent Directors review important issues raised by the Internal and Statutory Auditors, thereby ensuring that risks are mitigated appropriately with necessary rectification measures on a periodic basis.

Risk Management

Risks & its Definition		Mitigation Plan
	<b>Regulatory Risk</b> An adverse facility inspection by any regulator may cause restriction in sales to certain customers or respective geographies	We have established systems to always monitor compliance. Our employees receive training on compliance updates for always confirming to them
	<b>Supply Chain</b> The failure of a small number of single-source, third-party suppliers or service providers to fulfil their contractual obligations in a timely manner or as a result of regulatory non-compliance or physical disruption at their manufacturing sites may result in delays or service interruptions, which may materially and adversely affect the Company's revenues	Where practical, dependencies on single sources of critical items are removed by developing alternative sources. In rare cases where dual sourcing is not possible, an inventory strategy has been developed to protect the supply chain from unanticipated disruptions.
	<b>Market Risk</b> Market risks are the possibilities of losses because of price fluctuations, competitive scenario, geopolitical events, foreign exchange fluctuations, worldwide pandemics, and other events can all have an impact on market movements	<p>The Company has initiated measures to reduce costs, improve efficiencies and reallocate resources to support identified growth opportunities in various markets. The Company is also continuously evaluating further strategic options to ensure the development of new capabilities and the ability to maximise the value of the Company's current and future portfolio.</p> <p>The Company makes conscious efforts to launch new value added products with some differentiation i.e. improvised products which can fetch better pricing.</p> <p>External uncertainties are carefully considered when developing strategy and reviewing performance. The Company has a board approved hedging policy in place to manage its currency risk exposure.</p>



Risks & its Definition	Mitigation Plan
<div></div> <div><b>Compliance</b> The Company's operations subject it to compliance with a broad range of laws and regulatory controls on the development, manufacturing, testing, approval, distribution and marketing of its pharmaceutical products and affect not only the cost of product development but also the time required to reach the market and the uncertainty of successfully doing so. Additionally, the Company is also subjected to regulations with respect to listing of its shares on stock exchanges, financial reporting, and tax.</div>	<p>The Company's internal control framework is designed to help ensure that we adhere to legal and regulatory requirements through continuous evaluation. We are in the process of further strengthening the framework to meet the evolving regulations. We have implemented a compliance management tool which shall enable the management to monitor compliance at various levels.</p> <p>The Board also evaluates the compliance framework of the Company on a periodic basis.</p>
<div></div> <div><b>Environment, Health &amp; Safety</b> The environment laws of various jurisdictions impose actual and potential obligations on the Company to remediate contaminated sites.  Failure to manage properly the environment risks could result in additional remedial costs that may materially and adversely affect the Company's financial results.</div>	<p>The Company operates rigorous procedures to seek to eliminate hazards where practicable and protect employees' health and well-being.</p> <p>The Company's continuing efforts to improve environmental sustainability have reduced the Company's water consumption, hazardous waste, and energy consumption. The Company actively manages our environmental remediation obligations to ensure practices are environmentally sustainable and compliant.</p> <p>Additionally, a separate ESG Board Committee has been formed to regularly monitor developments and progress of the Company on various initiatives taken by the Company on the ESG front.</p>
<div></div> <div><b>Information Technology &amp; Cyber Security Risk</b> For its operations, the Company is heavily reliant on IT systems.  A failure of IT systems due to malicious attacks and/or non-compliance with data privacy laws can potentially lead to financial loss, business disruption and/or damage to our reputation.</div>	<p>The Company fosters a risk-aware culture that can anticipate and prevent attacks, and where necessary, effectively respond to security breaches, maintain strong cybersecurity infrastructure and compliance with data privacy law requirements through:</p> <ul style="list-style-type: none"><li>• Performing gap analysis to identify existing weaknesses</li><li>• Policy and procedure rollouts</li><li>• Creating awareness amongst employees on applicable privacy requirements</li><li>• Securing suitable insurance cover</li></ul>

STATUTORY REPORT

BOARD’S REPORT

Your Directors have pleasure in presenting the fourteenth Annual Report on business and operations of the Company together with the Audited Financial Statements of the Company for the Financial Year (F.Y.) ended 31 March 2025

1. Name Change:

Pursuant to the resolutions passed by the Board of Directors ("the Board") and the members and upon receipt of fresh certificate of incorporation from Registrar of Companies, Pune, Maharashtra, name of Glenmark Life Sciences Limited is changed to Alivus Life Sciences Limited with effect from 17 December 2024. The change of name has not affected any of the rights of the Company or of the members / stakeholders of the Company. Further, with the name change, the objects and the line of business remains unaltered.

Memorandum of Association and Articles of Association of the Company were altered consequent upon change in name of the Company.

2. Financial Results:

The Company's financial performance for the year under review along with previous years' figures is given hereunder:

(₹ in Million)		
Particulars	For the F.Y. ended 31 March 2025	For the F.Y. ended 31 March 2024
Net Sales/Income from operations		
Income from operations	23,868.84	22,832.14
Other Income	345.70	120.42
Total Income	24,214.54	22,952.56
Total Expenses	17,673.23	16,639.66
Profit before exceptional and extraordinary items and tax	6,541.31	6,312.90
Less: Exceptional Items	-	-
Profit Before Tax	6,541.31	6,312.90
Less: Current tax	1,624.40	1,522.14
Less Deferred Tax	60.64	81.88
Net Profit After Tax	4,856.27	4,708.88

3. Results of Operations:

**Total Income:** Our total income increased by 5.5% to ₹ 24,214.54 million for the F.Y. 2025 from ₹ 22,952.56 million for the F.Y. 2024, primarily due to growth momentum across regulated as well as emerging markets.

**Revenue from Operations:** Our revenue from operations increased by 4.5% to ₹ 23,868.84 million for the F.Y. 2025 from ₹ 22,832.14 million for the F.Y. 2024. Our revenue from the sale of products increased by 7.1% to ₹ 23,398.35 million for the

F.Y. 2025 from ₹ 21,847.70 million for the F.Y. 2024, majorly due to strong growth momentum across regulated as well as emerging markets. Our other operating revenue decreased by 52.2% to ₹ 470.49 million for the F.Y. 2025 from ₹ 984.44 million for the F.Y. 2024, primarily due to absence of production linked incentive (PLI) in the current year.

**Other Income:** Our other income increased to ₹ 345.70 Million for the F.Y. 2025 from ₹ 120.42 million for the F.Y. 2024, primarily due to interest earned through investment in the Fixed Deposits and Mutual Funds.



**Expenses:**

**Cost of Materials:** Cost of materials increased by 7.9% to ₹10,808.52 million for the F.Y. 2025 from ₹10,020.10 million for the F.Y. 2024. This increase is due to product mix.

**Employee Benefits Expenses:** The expenses decreased by 2.5% to ₹2,516.96 million for FY25 from ₹2,581.56 million for the FY24, due to absence of one-time performance bonus to the Senior Management, slightly offset by annual increment and rise in headcount.

**Depreciation and Amortization Expense:** Our depreciation and amortization expenses increased by 13.4% to ₹606.09 million for the F.Y. 2025 from ₹534.52 million for the F.Y. 2024, primarily due to brownfield expansion in the existing plants viz. Dahej and Ankleshwar and greenfield expansion at the Solapur (Chincholi) site.

**Other Expenses:** Other expenses increased by 6.6% to INR 3,718 million for the financial year 2025 from INR 3,488 million for the financial year 2024, primarily due to an increase in repair and maintenance by 31.7% to INR 499 million for the financial year 2025 from INR 379 million for the financial year 2024, an increase in Freight outward by 60.0% to INR 195 million for the financial year 2025 from INR 122 million for the financial year 2024, an increase in Sales Promotion expenses by 58.6% to INR 184 million for the financial year 2025 from INR 116 million for the financial year 2024 and an increase in utility charges by 4.2% to INR 1172 million for the financial year 2025 from INR 1125 million for the financial year 2024. Increase in other expenses slightly offset by decrease in labour charges by 10.6% to INR 658 million for the financial year 2025 from INR 737 million for the financial year 2024.

**Total Tax Expense:** Our total tax expenses increased to ₹1,685.04 million for the F.Y. 2025 from ₹1,604.02 million for the F.Y. 2024, primarily in line with profit before tax.

**Profit for the Year:** As a result of the foregoing, our net profit increased to ₹4,856.27 million for the F.Y. 2025 from ₹4,708.88 million for the F.Y. 2024.

## 4. Dividend:

Pursuant to Regulation 43A of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended ("Listing Regulations"), the Board has approved and adopted a Dividend Distribution Policy. The Dividend Distribution Policy are available on the Company's website at [https://bunny-wp-pullzone-zhbiessutg.b-cdn.net/alivus\\_pdfs/investors/corporate\\_governance/Dividend-distribution-policy.pdf](https://bunny-wp-pullzone-zhbiessutg.b-cdn.net/alivus_pdfs/investors/corporate_governance/Dividend-distribution-policy.pdf).

In line with the said Policy, the Board has recommended a Dividend of 250% (₹5/- per equity share of ₹2 each) to be appropriated from the profits of the F.Y. 2024-25 subject to the approval of the Shareholders at the ensuing Annual General Meeting ('AGM'). The dividend will be paid in compliance with applicable Section of the Companies Act, 2013 ('Act') & Listing Regulations. The dividend, if approved, will result approximately in an outflow of ₹613.15 million.

## 5. Taxation on Dividend:

As per the provisions of the Income Tax Act, 1961, as amended by and read with the provisions of the Finance Act, 2020, with effect from 1 April 2020, dividend declared and paid by the Company is taxable in the hands of shareholders. The Company shall, therefore, be required to calculate deduction of tax at source (TDS) at the time of payment of dividend at the applicable rates.

## 6. Integrated Report:

The Company has voluntarily provided the Integrated Report, which includes both financial and non-financial information.

The Integrated Report also covers aspects such as materiality assessment, forward looking strategy, value creation model, corporate governance, risk management, performance and prospects of value creation based on the six forms of capitals viz. Financial, Manufactured, Intellectual, Human, Social and Relationship and Natural.

## 7. Amount Proposed to be Carried to any Reserves:

The Company has not transferred any amount to general reserves for the F.Y. 2024-25.

## 8. Corporate Governance:

The Company is committed to follow the best Corporate Governance practices, including the requirements under the Listing Regulations and the Board is responsible to ensure the same from time to time. The Company has duly complied with the Corporate Governance requirements. Further, a separate section on Corporate Governance in compliance with the provisions of Regulation 34 of the Listing Regulations read with Schedule V of the said regulations, along with a certificate from a Practicing Company Secretary confirming that the Company is and has been compliant with the conditions stipulated under aforesaid Regulations forms part of the Annual Report.

## 9. Subsidiaries, Joint Ventures and Associate Companies:

The Company does not have any Subsidiary, Joint Venture or Associate Company as defined in the Act during the F.Y. under review.

## 10. Transfer of Unclaimed Dividend to Investor Education and Protection Fund:

In terms of the provisions of Investor Education and Protection/ Investor Education and Protection Fund (Awareness and Protection of Investors) Rules, 2001, there was no unpaid / unclaimed dividends to be transferred during the F.Y. to the Investor Education and Protection Fund.

## 11. Directors and Key Managerial Personnel:

### Resignation of Ms. Gita Nayyar, Independent Director:

Ms. Gita Nayyar (DIN 07128438) ceased to be the Independent Director with effect from the closure of business hours on 22 April 2024. She also ceased to be the Member of Nomination and Remuneration Committee of the Company. The Board placed on record its appreciation for her invaluable contribution during her tenure.

### Demise of Mr. Vijaykumar Ratilal Shah:

Mr. Vijaykumar Ratilal Shah (DIN 00376570) passed away on 26 February 2025 and ceased to be the Independent Director with effect from 26 February 2025. He ceased to be the Chairman of Risk Management Committee and Member of Stakeholder's Relationship Committee and Corporate Social Responsibility Committee of the Company.

The Board placed on record its appreciation for his invaluable contribution during his tenure.

### Retirement by Rotation:

Mr. Vinod Naik (DIN: 03635487) will retire by rotation and being eligible, offers himself for re- appointment at the ensuing 14th AGM of the Company. A detailed profile(s) of Mr. Vinod Naik seeking re-appointment at the forthcoming AGM as required under Secretarial Standard on General Meetings issued by ICSI is provided separately by way of an Annexure to the Notice of the AGM.

### Independent Directors:

All Independent Directors have declared that they

meet the criteria of Independence as laid down under Section 149(6) of the Act and Regulation 16(b) of Listing Regulations.

In terms of Regulation 25(8) of the Listing Regulations, all the Independent Directors have confirmed that they are not aware of any circumstance or situation, which exists or may be reasonably anticipated, that could impair or impact their ability to discharge their duties with an objective independent judgment and without any external influence.

The Independent Directors of the Company have confirmed that they have enrolled themselves in the Independent Directors' Databank maintained with the Indian Institute of Corporate Affairs ('IICA') in terms of Section 150 of the Act read with Rule 6 of the Companies (Appointment & Qualification of Directors) Rules, 2014, as amended. They have also affirmed compliance to the Conduct for Independent Directors as prescribed in Schedule IV of the Act.

During the year, the Non-Executive Independent Directors of the Company had no pecuniary relationship or transactions with the Company, other than sitting fees and reimbursement of expenses incurred by them for the purpose of attending Meetings of the Board/Committees of the Company.

Independent Directors of the Company are not liable to retire by rotation.

A note on the familiarisation programme adopted by the Company for orientation and training of the Director in compliance with the provisions of the Act and Listing Regulation is provided in the Report on Corporate Governance, which forms Part of this Report.

### Key Managerial Personnel:

In terms of Section 203 of the Companies Act, 2013, the following are the Key Managerial Personnel (KMP) of the Company:

Dr. Yasir Rawjee - Managing Director & CEO

Mr. Vinod Naik - Whole Time Director

Mr. Tushar Mistry - Chief Financial Officer

Mr. Rudolf Corriea - Company Secretary & Compliance Officer

## 12. Application For Reclassification Under Listing Regulation 31A:

The Company was in receipt of a request from Glenmark Pharmaceuticals Limited and Mr. Glenn Saldanha (collectively as "Outgoing Promoters") for reclassification from the 'Promoter and Promoter

Group' category to 'Public' category shareholder in accordance with Regulation 31A of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended ("Listing Regulations"), pursuant to the disclosure in relation to intent of Outgoing Promoters to reclassify to public shareholders of the Company.

Pursuant to Regulation 31A of the SEBI Listing Regulations, BSE Limited ('BSE') and National Stock Exchange of India Limited ('NSE') vide their respective letters dated October 22, 2024 granted their approval for re-classification of outgoing promoters from 'Promoter & Promoter Group' Category to 'Public Shareholders' of the Company. Consequently, Glenmark Pharmaceuticals Limited and Mr. Glenn Saldanha were re-classified as 'public shareholder'.

### 13. Board and Committee Meetings:

Details of composition, attendance of the Board of Directors and other details of the Board & its Committees are provided in the Corporate Governance Report. The Intervening gap between the Meetings was within the period prescribed under the Act and Listing Regulations.

### 14. Directors' Responsibility Statement:

In accordance with the provisions of Section 134(5) of the Companies Act, 2013 the Directors confirm that:

- in the preparation of the annual accounts, the applicable Accounting Standards have been followed along with proper explanation relating to material departures, if any;
- appropriate accounting policies have been selected and applied consistently and have made judgments and estimates that are reasonable and prudent so as to give a true and fair view of the state of affairs of the Company as at 31 March 2025 and of the profit of the Company for the year ended 31 March 2025;
- proper and sufficient care has been taken for maintenance of adequate accounting records in accordance with the provisions of the Companies Act, 2013 for safeguarding the assets of the Company and for preventing and detecting fraud and other irregularities;
- the annual accounts have been prepared on a going concern basis;

- they have laid down internal financial controls to be followed by the Company and such internal financial controls are adequate and were operating effectively;
- proper systems have been devised to ensure compliance with the provisions of all applicable laws and such systems were adequate and operating effectively.

### 15. Board Performance Evaluation:

The Company has devised a Performance Evaluation Framework and Policy, which sets out a mechanism for the evaluation of the Board, Committees of the Board and the individual Directors.

Pursuant to the provisions of the Act and Listing Regulations, the Board had carried out an annual evaluation of its own performance and the performance of its Committees as well as the individual Directors.

### 16. Meetings of the Members:

During the year under review, the shareholders met once. Thirteenth Annual General Meeting of the members was held on 25 September 2024.

### 17. Separate Meeting of Independent Directors:

A separate Meeting of the Independent Directors of the Company, without the attendance of Non-Independent Directors and Members of Management, was held on 7th March 2025 as required under Schedule IV to the Act (Code for Independent Directors) and Regulation 25(3) of the SEBI Listing Regulations. All the Independent Directors attended the Meeting.

The Independent Directors, inter-alia, reviewed the performance of Non-Independent Directors, Board as a whole and Chairman of the Company, taking into account the views of managing director and non-executive directors. They also assessed the quality, quantity, timeliness and adequacy of information between the Company's management and the Board.

### 18. Management Discussion and Analysis Report:

The Management Discussion and Analysis Report on the operations of the Company, is presented in a separate section forming part of this Annual Report.

## 19. Auditors and Auditors' Report:

#### A. Statutory Auditors:

M/s. Walker Chandiok & Co LLP, (Firm Registration no. 001076N/N500013) Chartered Accountants were appointed as Statutory Auditors of the Company at the Shareholders Meeting held on 25 July 2018, for a term of five consecutive years i.e. upto the conclusion of ensuing 12th AGM. Further as per the provisions of Section 139 of the Act, the Board of Directors of the Company, on the recommendation of the Audit Committee, recommended the re-appointment of M/s. Walker Chandiok & Co LLP, Chartered Accountants for a further period of five years i.e. upto the conclusion of 17th AGM and at annual general meeting held on 26 September 2023, the shareholders had approved re-appointment of M/s. Walker Chandiok & Co LLP, Chartered Accountants for a further period of five years i.e. upto the conclusion of 17th AGM.

Auditor's Report for the year under review forms part of this annual report. It does not contain any qualifications, reservations or adverse remarks.

Further, there are no instances of any fraud reported by the Auditors to the Audit Committee or to the Board pursuant to Section 143(12) of the Act.

#### B. Secretarial Auditor:

Pursuant to provisions of Section 204 of the Act and the Companies (Appointment and Remuneration of Managerial Personnel) Rules 2014, the Board had appointed M/s. Bhadresh Shah and Associates, Practicing Company Secretaries to undertake the Secretarial Audit of the Company for the F.Y. 2024 - 25. Secretarial Audit Report in prescribed Form No. MR-3 is annexed to this report as "Annexure I". There are no qualifications or reservations or adverse remarks in the Secretarial Audit Report.

Further, pursuant to the provisions of Regulation 24A & other applicable provisions of the SEBI Listing Regulations read with Section 204 read with Rule 9 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, the Audit Committee and the Board of Directors at their respective meetings held on 15 May 2025 have approved & recommended for approval of Members, appointment of M/s. Bhadresh Shah and Associates, Practicing Company Secretaries (COP Number 15957) as Secretarial Auditor for a term of up to 5 (Five) consecutive years, to hold office from 1 April 2025 up to 31 March 2030.

A detailed proposal for appointment of Secretarial auditor forms part of the Notice convening this AGM.

#### C. Cost Auditor:

The Company maintains cost records as per the provisions of Section 148(1) of the Act and the same are audited by the Cost Auditors.

The Board, on recommendation of Audit Committee, has appointed M/s. Kirit Mehta & Associates, Practicing Cost Accountants to audit the cost records of the Company for the F.Y. 2025 - 26 at a remuneration of ₹ 0.45 million plus applicable taxes and reimbursement of actual travel and out of pocket expenses. Their remuneration is subject to ratification by shareholders at the ensuing Annual General Meeting. Accordingly, resolution seeking Members' ratification of their remuneration, forms part of the Notice convening the 14th Annual General Meeting. Board recommends the same for approval of Members.

The Cost Auditors have certified that their appointment is within the limits of Section 141(3) (g) of the Act and that they are not disqualified from appointment within the meaning of the said Act.

#### D. Internal Auditor:

Pursuant to the provisions of Section 138 of the Act and the Companies (Accounts) Rules, 2014, the Board of the Company has appointed M/s. Shridhar & Associates, to conduct internal audit for the Company.

The Auditors of the Company have not reported any fraud as specified under the second proviso of Section 143(12) of the Act (including any statutory modification(s) or re-enactment(s) thereof for the time being in force).

## 20. Internal Financial Control (IFC) and its Adequacy:

The Company has laid down an adequate system of internal controls, policies and procedures for ensuring orderly and efficient conduct of the business, including adherence to the Company's policies, safeguarding of its assets, prevention and detection of frauds and errors, accuracy and completeness of the accounting records and timely preparation of reliable financial disclosures.

The current system of IFC is aligned with the statutory requirements and are adequate and operating effectively.



Effectiveness of IFC is ensured through Management reviews, controlled self-assessment and independent testing by the Internal Auditor.

21. Risk Management Policy:

The Company has a Risk Management Policy with the objective to formalise the process of identification of potential risk and adopt appropriate risk mitigation measures through a risk management structure. The Risk Management Policy is a step taken by the Company towards strengthening the existing controls. The details of risk management have been included in the Management Discussion and Analysis Report, which forms part of this report.

22. Particulars of Loans, Guarantees or Investments:

There were no loans, guarantees or investments made by the Company under Section 186 of the Companies Act, 2013 during the year under review and hence the said provision is not applicable.

23. Capital Structure:

During the F.Y. 2024-25, the paid-up equity share capital of the Company has increased from ₹ 24,50,54,344 to ₹ 24,50,74,104, consequent to allotment of 9,880 equity shares of ₹ 2 each upon exercise of stock options under the Employee Stock Options Scheme 2021’.

24. Utilisation of Issue Proceeds:

The net proceeds of the fresh issue were utilised for payment of outstanding purchase consideration to Glenmark Pharmaceuticals Limited (“the Promoter”) for the spin-off of the API business from the Promoter into our Company pursuant to the Business Purchase Agreement dated 9 October 2018, funding the Capital Expenditure requirements and General Corporate purposes. The details of utilization of proceeds by the Company are set out in following table and there was no deviation in utilization of the proceeds of IPO:

(₹ in million)

Particular	Estimated net proceeds as per Prospectus	Revised net proceeds	Utilisation upto 30 June 2024	Unutilised amount as at 31 March 2025
Payment of outstanding purchase consideration to the Promoter for the spin-off of the API business from the Promoter into our Company pursuant to the Business Purchase Agreement dated 9 October 2018	8,000.00	8,000.00	8,000.00	-
Funding the capital expenditure requirements	1,527.64	1,527.64	1,527.64	-
General corporate purposes	576.75	494.40	494.40	-
Total	10,104.39	10,022.04	10,022.04	-

25. Employee Stock Option Scheme (ESOP):

In compliance with the provisions of Sections 62 of the Act and Rules made thereunder and the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 (“the SEBI SBEB Regulations”), the Company has formulated an employee stock option scheme, namely, Glenmark Life Sciences Limited Employee Stock Option Plan, 2021, (the “ESOP Scheme”). The ESOP scheme has been implemented in accordance with the SEBI SBEB Regulations and in accordance with the resolution passed by the shareholders at the Extraordinary General Meeting held on 09 April 2021, approving such scheme. ESOP Scheme of the Company aims to reward employees for their performance as well as to attract and retain talent in the organization. The Company views the ESOP as an instrument that would enable the Employees to

get a share in the value, they create for the Company in the years to come. 9,51,734 ESOP options have been granted to the eligible Employees/Directors at Nomination and Remuneration Committee meeting held on 17 May 2021.

NRC and Board, in adherence to ESOP Scheme and on conclusion of the sale of 75% shareholding from Glenmark Pharmaceuticals Limited to Nirma Limited, approved the acceleration of vesting of the granted options that have not vested i.e. 6,11,465 options under ESOP 2021, with effect from 16 March 2024, subject to compliance with the minimum statutory vesting period of one year from the date of grant.

As of 31 March 2024, 8,73,522 options were outstanding. During the F.Y. 2024-25, 1,18,715 options were cancelled and 9,880 options were exercised under Employees Stock Options Scheme viz. ESOS’ 2021. As of 31 March 2025, 7,44,927 options were outstanding and are due for exercise.

The information in compliance with Regulation 14 of the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021, as amended, is attached as Annexure-II and forms part of this Annual Report.

26. Related Party Transactions:

The Company did not have any contracts or arrangements with Related Parties in terms of Section 188(1) of the Act. Accordingly, the disclosure of Related Party Transactions as required under Section 134(3)(h) of the Act in Form AOC-2 is not applicable to the Company for FY 2024-25 and hence does not form part of this Report. The disclosure of transactions with related party for the year is given in Notes to the Balance Sheet as on 31 March 2025.

All transactions with related parties were reviewed and approved by the Audit Committee and were in accordance with the Policy on dealing with and materiality of related party transactions and the related party framework, formulated and adopted by the Company. Prior omnibus approval of the Audit Committee is obtained for the transactions which are repetitive in nature.

Related Party Transactions and its materiality Policy is available on the Company's website at [https://bunny-wp-pullzone-zhbiessutg.b-cdn.net/alivus\\_pdfs/investors/corporate\\_governance/Policy%20on%20related%20party%20transactions%20and%20its%20materiality.pdf](https://bunny-wp-pullzone-zhbiessutg.b-cdn.net/alivus_pdfs/investors/corporate_governance/Policy%20on%20related%20party%20transactions%20and%20its%20materiality.pdf)

In terms of Regulation 23 of the SEBI Listing Regulations, the Company submits details of related party transactions as per the format specified in the relevant accounting standards/ SEBI notification to the stock exchanges on a half yearly basis.

27. The Conservation of Energy, Technology Absorption, Foreign Exchange Earnings & Outgo:

The information pertaining to Conservation of Energy, Technology Absorption, Foreign Exchange Earnings and outgo as required under Section 134(3) (m) of the Act, read with Rule 8(3) of the Companies (Accounts) Rules, 2014 is appended herewith as Annexure III to this report.

28. Corporate Social Responsibility:

The report on the CSR in the format prescribed in the Companies (Corporate Social Responsibility Policy) Amendment Rules, 2021 including the composition

of the CSR Committee is appended herewith as Annexure IV to this Report.

CSR Policy is available on Company's website at: [https://bunny-wp-pullzone-zhbiessutg.b-cdn.net/alivus\\_pdfs/investors/corporate\\_governance/Glenmark-Life-Sciences-CSR-Policyb.pdf](https://bunny-wp-pullzone-zhbiessutg.b-cdn.net/alivus_pdfs/investors/corporate_governance/Glenmark-Life-Sciences-CSR-Policyb.pdf)

29. Annual Return:

Pursuant to Section 92 read with Section 134(3)(a) of the Act, the Annual Return as on 31 March 2025 is available on the Company's website at <https://www.alivus.com/>

30. Disclosure under the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013:

The Company has in place a policy on Prevention, Prohibition and Redressal of Sexual Harassment at workplace in line with the requirements of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. An Internal Complaints Committee (ICC) has been set up to redress complaints received regarding sexual harassment.

The policy has set guidelines on the redressal and enquiry process that is to be followed by complainants and the ICC, whilst dealing with issues related to sexual harassment at the work place. All women employees (permanent, temporary, contractual and trainees) are covered under this policy.

There were no complaints reported under the Sexual Harassment of Women at workplace (Prevention, Prohibition & Redressal) Act, 2013 during F.Y. 2024-25.

The Company is committed to providing safe and conducive work environment to all of its employees and associates.

31. Vigil Mechanism:

The Company, as required under Rule 7 of Companies (Meetings of Board and its Powers) Rules, 2014, has established a Vigil Mechanism for their Directors and employees to report their genuine concerns or grievances.

The Audit Committee of the Company shall oversees the vigil mechanism, which provides for adequate safeguards against victimization of employees and Directors who avail of the vigil mechanism.

All the employees and Directors of the Company are provided direct access to the Chairman of the Audit Committee.

The details of the Policy are available on the Company's website at [https://bunny-wp-pullzone-zhbiessutg.b-cdn.net/alivus\\_pdfs/investors/corporate\\_governance/Whistel\\_Blower\\_Policy.pdf](https://bunny-wp-pullzone-zhbiessutg.b-cdn.net/alivus_pdfs/investors/corporate_governance/Whistel_Blower_Policy.pdf)

32. Human Resources:

Company's industrial relations continued to be harmonious during the year under review.

33. Particulars of Employees & Remuneration:

Information required under Section 197(12) of the Act read with rule 5(1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 is provided in Annexure V to this report.

Information required under Section 197(12) of the Act read with rule 5(2) and rule 5(3) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 is appended herewith and forming part of this report.

34. Business Responsibility and Sustainability Report:

In compliance with the provisions of Regulation 34 of the Listing Regulations, the Business Responsibility and Sustainability Report (BRSR) to be submitted by top 1,000 listed entities based on their market capitalization as on 31 March 2025 is appended herewith as Annexure VI to this Report.

35. Other Disclosures:

During the F.Y. under review:

- a) the Company has complied with the applicable Secretarial Standards, i.e. SS-1 and SS-2, relating to 'Meetings of the Board of Directors' and 'General Meetings', respectively.
- b) the Company did not accept any deposit within the meaning of Sections 73 and 74 of the Act read with the Companies (Acceptance of Deposits) Rules, 2014 and accordingly no amount on account of principal or interest on

public deposits was outstanding as on 31 March 2025.

- c) the Company has not issued shares with differential voting rights and sweat equity shares during the year under review.
- d) Neither the Managing Director nor the Whole-time Directors of the Company received any remuneration or commission from any of its subsidiaries.
- e) no significant or material orders were passed by the regulators or courts or tribunals which could impact the going concern status of the Company and its future operations.
- f) no material changes and commitments have occurred after the close of the year till the date of this report which may affect the financial position of the Company.
- g) There was no change in the nature of business of the Company;
- h) No application has been made under the Insolvency and Bankruptcy Code; hence the requirement to disclose the details of application made or any proceeding pending under the Insolvency and Bankruptcy Code, 2016 (31 of 2016) during the year along with their status as at the end of the financial year is not applicable;

36. Appreciation and Acknowledgements:

Your Directors express their gratitude to the Company's customers, business partners' viz. distributors and suppliers, medical profession, Company's bankers, financial institutions including investors for their valuable sustainable support and co-operation.

Your Directors commend the continuing commitment and dedication of employees at all levels.

For and on behalf of the Board of Directors

Yasir Rawjee  
Managing Director & CEO  
DIN: 01965174

Vinod Naik  
Executive Director  
DIN: 03635487

Place: Mumbai  
Date: 15 May 2025

ANNEXURE I

FORM NO. – MR-3

Secretarial Audit Report

[Pursuant to Section 204(1) of the Companies Act, 2013 and Rule No. 9 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014]

FOR THE FINANCIAL YEAR ENDED 31 March 2025

To,  
The Members  
**Alivus Life Sciences Limited**  
(Formerly Glenmark Life Sciences Limited)  
(CIN: L74900PN2011PLC139963)  
Plot No 170-172 Chandramouli Industrial Estate,  
Mohol Bazarpeth Solapur 413213.

I have conducted the Secretarial Audit of the compliance of applicable statutory provisions and the adherence to good corporate practices by Alivus Life Sciences Limited (hereinafter called "The Company"). Secretarial Audit was conducted in a manner that provided me a reasonable basis for evaluating the corporate conducts/statutory compliances and expressing my opinion thereon.

Based on my verification of the books, papers, minute books, forms and returns filed and other records maintained by the Company and also the information provided by the Company, its officers, agents and authorized representatives during the conduct of Secretarial Audit, I hereby report that in my opinion, the Company, during the audit period covering the Financial Year ended on 31 March 2025 ("Audit Period"), complied with the statutory provisions listed hereunder and also that the Company has proper board-processes and compliance mechanism in place to the extent, in the manner and subject to the reporting made hereinafter.

I have examined the books, papers, minute books, forms and returns filed and other records maintained by the Company for the financial year ended on 31 March 2025 according to the provisions of:

- I. The Companies Act, 2013 and Amendments made from time to time (hereinafter collectively referred to as the ("the Act") and the Rules made thereunder;
- II. The Securities Contracts (Regulation) Act, 1956 ('SCRA') and Amendments made from time to time and the Rules made thereunder;
- III. The Depositories Act, 1996 and Amendments made from time to time and the Regulations and Bye-laws framed thereunder;
- IV. During the Audit period, there was no transaction relating to Foreign Direct Investment and Overseas Direct Investment and External Commercial Borrowings observed under Foreign Exchange Management Act, 1999 and the Rules and Regulations made thereunder;

- V. The following Regulations and Guidelines prescribed under the Securities and Exchange Board of India Act, 1992 ('SEBI Act'):
  - a. The Securities and Exchange Board of India (Substantial Acquisition of Shares and Takeovers) Regulations, 2011 as amended from time to time;
  - b. The Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015 and as amended from time to time;
  - c. The Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2018;
  - d. The Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021;
  - e. During the Audit period the Company has not issued or allotted any debt securities under the Securities and Exchange Board of India (Issue and Listing of Debt Securities) Regulations, 2008;
  - f. The Securities and Exchange Board of India (Registrars to an Issue and Share Transfer Agents) Regulations, 1993 regarding the Companies Act and dealing with client. – Not Applicable as the Company is not registered as Registrar to Issue and Share Transfer Agent;
  - g. During the Audit Period the Company has not applied/delisted any Securities, under the Securities and Exchange Board of India (Delisting of Equity Shares) Regulations, 2009;
  - h. During the Audit Period the Company has not bought back any Securities, under the Securities and Exchange Board of India (Buyback of Securities) Regulations, 2018;
- VI. The following laws which were specifically applicable to the Company:
  - i. Drugs and Cosmetics Act, 1940
  - ii. Narcotics Drugs and Psychotropic Substances Act, 1985
  - iii. Drugs (Control) Act, 1950



I have also examined compliance with the applicable clauses of the following:

- i. Secretarial Standards issued by The Institute of Company Secretaries of India.
- ii. Securities and Exchange Board of India (Listing Obligation and Disclosure Requirements) Regulations, 2015 and amendments from time to time.
- iii. The Listing Agreement entered into by the Company with BSE Limited, National Stock Exchange of India Limited and Securities and Exchange Board of India (Listing Obligation and Disclosure Requirements) Regulations 2015 and as amended from time to time.

During the Financial Year under review, as per the clarification and explanation given to me, the Company has complied with the provisions of the Act, Rules, Regulations, Guidelines, Standards etc. mentioned above.

I further report that on the basis of information received and records maintained by the Company that:

1. The Board of Directors of the Company is duly constituted with proper balance of Executive Directors, Non-Executive Directors, Woman Director and Independent Directors. The changes in the composition of the Board of Directors that took place during the period under review were carried out in compliance with the provisions of the Act.
2. Adequate notice is given to all Directors to schedule the Board Meetings, Agenda and Detailed Notes on Agenda were sent at least seven days in advance, and in case of Meetings convened at shorter notice, requisite consent for holding such meetings at shorter notice was obtained by the Company and a system exists for seeking and obtaining further information and clarifications on the agenda items before the meeting and for meaningful participation in the meeting.
3. All decisions at Board Meetings and Committee Meetings are carried out with requisite majority as recorded in the minutes of the Board of Directors or Committee of the Board, as the case may be.

I further report that as per the explanation and clarification given to me, there are adequate systems and processes in the Company commensurate with the size and operations of the Company to monitor and ensure compliance with applicable laws, rules, regulations and guidelines.

I report that the Company has filled all the forms and returns as required under the Companies Act, 2013. The Company is generally regular in filing the forms and returns within the prescribed time, where there were delays in filing of e-form, the said e-forms were filled with additional fees;

I further report that during the Audit period under review, the Company has not undertaken any event/action except those as mentioned hereunder, having a major bearing on the Company's affairs in pursuance of the above referred laws, rules, regulations, guidelines, standards etc.

I further report that during the audit period the Company has the following specific events:

- 1) Pursuant to the share purchase agreement dated 21 September 2023 among the Company, Nirma Limited and Glenmark Pharmaceuticals Limited and Pursuant to request received from Glenmark Pharmaceuticals Limited and Mr. Glenn Saldanha (collectively as "Outgoing Promoters"),for reclassification from the 'Promoter and Promoter Group' category to 'Public' category shareholder in accordance with Regulation 31A of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. The Company submitted the application for the reclassification of Outgoing Promoters from 'promoter and promoter group' to 'public shareholders' to National Stock Exchange of India Limited and BSE Limited for their approval and approval for the same was received vide their letters dated 22 October 2024.
- 2) Name of the Company has been changed from "Glenmark Life Sciences Limited" to "Alivus Life Sciences Limited" with effect from 17 December 2024.

For Bhadresh Shah and Associates,

**Bhadresh Shah**  
**Proprietor**  
Membership No.: A23847  
COP No.:15957  
UDIN: A023847G000354859

Place: Mumbai  
Date: 15 May 2025

**Note:** This Report is to be read with my letter annexed as Annexure-A which forms an integral part of this report.

ANNEXURE A

To,  
The Members  
Alivus Life Sciences Limited  
(Formerly Glenmark Life Sciences Limited)  
(CIN: L74900PN2011PLC139963)  
Plot No 170-172 Chandramouli Industrial Estate,  
Mohol Bazarpeth Solapur 413213.

\*My Secretarial Audit Report of even date is to be read along with this letter.

1. Maintenance of Secretarial Records is the responsibility of the management of the company. My responsibility is to make a report based on the secretarial records produced for my audit.
2. I have followed the audit practices and processes as were appropriate to obtain reasonable assurance about the correctness of the contents of the secretarial records. The verification was done on the test basis to ensure that correct facts are reflected in secretarial records. I believe that the processes and practices I followed provide a reasonable basis for my report.
3. My responsibility is to express an opinion on these secretarial records, standards and procedures followed by the Company with respect to Secretarial Compliances.

4. I believe that audit evidence and information obtained from the Company's management is adequate and appropriate for me to provide a basis for my opinion.
5. Wherever required, I have obtained the Management representation about the compliance of laws, rules and regulations and happening of events.
6. The compliance of the provisions of Corporate and other applicable laws, rules, regulations, standards is the responsibility of management. My examination was limited to the verification of procedures on test basis.

Disclaimer:

- I have not verified the correctness and appropriateness of financial records and Books of Accounts of the company.
- The Secretarial Audit report is neither an assurance as to the future viability of the company nor of the efficacy or effectiveness with which the management has conducted the affairs of the company.

For Bhadresh Shah and Associates,

**Bhadresh Shah**  
**Proprietor**  
Membership No.: A23847  
COP No.:15957  
UDIN: A023847G000354859

Place: Mumbai  
Date: 15 May 2025

ANNEXURE II

Disclosure Pursuant to Regulation 14 Of  
Sebi (Share Based Employee Benefits and Sweat Equity) Regulations, 2021  
Employee Stock Option Scheme, 2021

The Board, at its Meeting held on 6 April 2021 had approved the Glenmark Life Sciences Limited - Employee Stock Option Scheme, 2021 (ESOS). Further, the Shareholders’ of the Company also approved the ESOS at the Extra-Ordinary General Meeting held on 9 April 2021.

The said ESOS has been formulated under SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021, or any statutory modification or re-enactment thereof, for the purpose of granting options to the permanent employees (including employees of the holding and subsidiaries whether Indian or foreign), Directors of the Company whether whole-time or not (excluding Independent Directors) and its holding and subsidiaries, as applicable to participate in the future growth and financial success of the Company.

The ESOS aims at achieving the twin objectives (i) to attract and retain critical and key talents and alignment with shareholders interest through Employee Stock Options; and (ii) to offer an opportunity of sharing the wealth created with those Employees who have contributed or are expected to contribute to the growth and development of the Company. The Scheme contemplates fresh/ new issue of shares by the Company.

The ESOS are administered by the Nomination and Remuneration Committee of the Board constituted by the Company pursuant to the provisions of Section 178 of the Act. The Nomination and Remuneration Committees decisions, determinations and interpretations will be final and binding on all eligible employees and participants under ESOS.

At the Extra-Ordinary General Meeting held on 9 April 2021, the ESOS was approved for issue of stock options up to 1% of the paid up share capital of the Company i.e. 10,78,050 equity shares of ₹ 2/- each.

The maximum number of Employee Stock Options that may be granted per Employee and in aggregate shall vary depending upon the designation and the appraisal / assessment process, however, shall not exceed 1% of the equity share capital of the Company.

The vesting of options will commence after a minimum period of 1 (one) year from the date of the grant, and may extend up to a maximum period of 6 (six) years from the

date of the grant, with such lock in period as may be decided by the Board/ Nomination and Remuneration Committee. Further, the Nomination and Remuneration Committee may on merits of the case relax/ extend the vesting period.

NRC and Board, in adherence to ESOP Scheme and on conclusion of the sale of 75% shareholding from Glenmark Pharmaceuticals Limited to Nirma Limited, approved the acceleration of vesting of the granted options that have not vested i.e. 6,11,465 options under ESOP 2021, with effect from 16 March 2024, subject to compliance with the minimum statutory vesting period of one year from the date of grant.

During the F.Y. 2024-25, 1,18,715 options were cancelled and 9,880 options were exercised under Employees Stock Options Scheme viz. ESOS’ 2021. As of 31 March 2025, 7,44,927 options were outstanding and are due for exercise.

The exercise price per option shall be determined by the Nomination and Remuneration Committee at the time of Grant of such Option, subject to conforming to the accounting policies under the applicable law.

The number of stock options and the exercise price payable by the option grantees under the Scheme shall automatically stand augmented or reduced in the same proportion as the present face value bears to the revised face value of the equity shares of the Company after any split/ consolidation/ bonus issue without affecting any other rights or obligations of the said grantees.

Further details/ disclosures in respect of Employee Stock Options forms a part of the Notes to accounts of financial statements in this Annual Report and also available at Company’s website viz: <https://www.alivus.com>

For Alivus Life Sciences Limited  
(formerly Glenmark Life Sciences Limited)

Yasir Rawjee

Managing Director & CEO  
DIN: 01965174

Vinod Naik

Executive Director  
DIN: 03635487

Place: Mumbai  
Date: 15 May 2025

ANNEXURE III

Information under section 134(3)(m) of the Companies Act, 2013 read with The Companies (Accounts) Rules, 2014 as amended from time to time and forming part of the Directors’ Report

(A) CONSERVATION OF ENERGY

I. THE STEPS TAKEN OR IMPACT ON CONSERVATION OF ENERGY:

- Following steps have been taken in the area of lighting, pump & motors, voltage optimization, power factor, automation, refrigeration, steam and water etc. to achieve conservation of energy. Few of the measures have been listed as:
- Installation of energy efficient 300 TR Chiller and revamping of existing brine plants to improve their efficiency.
  - Dew point based control panel has been installed to reduce purge loss in air dryer in Jet Mill air compressor.
  - Replacement of old transformers (2X 1500 KVA) with new energy efficient transformer of 3000 KVA to provide long-term energy benefits.
  - Level sensor based auto on/off operation of raw water pumps with respect to tank level.
  - Replacement of cooling water header line from MS to PPRC & reduction in friction loss.

The above measures have led to cumulative electricity savings of 1495656 KWH annually however total energy saving inclusive of power, fuel & water is INR 215.01 LPA.

II. THE STEPS TAKEN BY THE COMPANY FOR UTILIZING ALTERNATE SOURCES OF ENERGY (FUEL)

1. Total annual Power consumption of FY25 is 493.49 Lakh kWh out of which 20.6 % of Hybrid Power (Wind + Solar) i.e., 101.85 Lakh kWh is used.
2. Outsourced PSA Nitrogen Gas is being utilized instead of in-house generated nitrogen in intermediate areas as cost effective measures amounting to savings of almost INR 1.65 / Nm3.

Water conservation:

- Savings of 18,135 KL of water amounting to savings of INR 38.1 LPA collectively by adoption of following measures:
- Use of raw water in place of purified water for AHU filter cleaning
  - Pre-treatment (Multi-grade Filters & Softener) of water has been removed from all purified and Potable Water Systems, hence leading to saving of Back wash water etc.
  - Reuse of AHU condensate from plants in cooling towers to conserve water.
  - RO reject water from Canteen is being used in garden and efforts have been made to improve Condensate recovery to reuse in boiler.
  - Usage of ETP RO permeate water for cooling tower make up.

Steam Conservation:

Reduction in steam consumption of 1814 MT annually by following active measures amounting to savings of INR 42.3 LPA. This was achieved by improving the recycle of steam condensate and replacement of existing 06 steam ejectors with oil vacuum pumps.

III. THE CAPITAL INVESTMENT OF ENERGY CONSERVATION EQUIPMENT

Total capital invested in FY 25 on energy conservation is INR 148 Lacs.

(B) TECHNOLOGY ABSORPTION –

I. EFFORTS MADE TOWARDS TECHNOLOGY ADOPTION:

1. Automation in Vacuum pump to improve effectiveness & life.
2. Change of MOC from MS to PPRC for longer life & reduce friction loss.
3. Automation in Compressed air system to reduce purging loss.
4. Replacement with Transformers having higher efficiency.



II. Information Regarding Technology Imported during the Last Five Years: NIL

III. Expenditure incurred on R & D: ₹ in Million

Sr. No.	Particulars	31 March 2025	31 March 2024
1.	Capital Expenditure	82.38	80.32
2.	Revenue Expenditure	804.94	752.97
3.	Total	887.32	833.29
4.	R & D Expenditure as percentage of Total Turnover	3.72%	3.65%

IV. Foreign Exchange Earnings & Outgo:

₹ in Million

Sr. No.	Particulars	31 March 2025	31 March 2024
1.	Foreign Exchange Inflow	11,521.79	10,351.39
2.	Foreign Exchange Outflow	4,915.87	4,681.77

For Alivus Life Sciences Limited  
(formerly Glenmark Life Sciences Limited)

Yasir Rawjee

Managing Director & CEO

DIN: 01965174

Vinod Naik

Executive Director

DIN: 03635487

Place: Mumbai  
Date: 15 May 2025

ANNEXURE IV

Annual Report on CSR Activities to be included in the Board’s Report FY 2024-25

1. Brief outline on CSR Policy of the Company:

We strive to serve our communities by creating substantive social changes that reflect in our core values and culture. Our Corporate Social Responsibility (CSR) interventions build replicable, sustainable solutions that actively contribute to both community and environment. We believe in a long term perspective that focuses on understanding, incorporating, and seeding real change through developmental interventions that improve the lives of communities around us.

Our Vision is to actively contribute to the community and environment in which we operate through our initiatives, services and conduct so as to enable sustained growth for the society and communities in our role of being a socially and environmentally responsible organization.

Our emphasis is on understanding the outcomes and impact of our interventions and ensuring our projects deliver meaningful value to the societies we serve. All our projects and interventions are in alignment with the Companies Act, 2013 and the Sustainable Development Goals.

Corporate Social Responsibility Focus Areas

Access to Healthcare:

Support initiatives in holistic healthcare focusing on research, quality, accessibility, awareness and upgradation based on community need, emerging requirements.

Access to Education:

The Company believes that a scientific, logical and experimental education system helps to develop both creative mindset & logical reasoning amongst the children. To support a holistic transformation and upgradation of the education system in India, the Company is nurturing scientific mindset in students as well as building capacity of the teachers & students. In addition, the Company also supports infrastructural development to aid holistic improvement of available facilities and mitigate any limiting factors.

Environmental Sustainability:

To protect, conserve and preserve the environment by reduce, reuse, recycle, recover, repair and disposal methodology to save our natural resources and the planet at large by adopting several traditional and new techniques. This includes:

- **Water Stewardship:**
  - Support innovative technologies for improving quality and accessibility of water at the community level.
  - Support and implement initiatives on water conservation, rejuvenation and rain water harvesting as well as provide safe drinking water.
- **Carbon Neutrality:**
  - Tree plantation by Miyawaki and the traditional methods.
  - Energy conservation by saving electricity and generating energy through greener ways.

Community Development:

Support local community initiatives with holistic approach focusing on rural and urban development, sustainable livelihood generation, skill development and other identified need based interventions.

Any activities or subjects specified in Schedule VII of the Act.

2. Composition of CSR Committee:

Sl. No.	Name of Director	Designation / Nature of Directorship	Number of meetings of CSR Committee held during the year	Number of meetings of CSR Committee attended during the year
1	Mr. Kaushikbhai Patel	Independent Director (Chairperson)	2	2
2	Dr. Yasir Rawjee	Managing Director & CEO	2	2
3	Mr. Vijaykumar Shah <sup>#</sup>	Independent Director	2	2
4	Dr. Savan Godiawala <sup>##</sup>	Independent Director	NA	NA

<sup>#</sup>ceased to be a member with effect from 26 February 2025.

<sup>##</sup>appointed as a member with effect from 25 March 2025.

3. Provide the web-link(s) where Composition of CSR Committee, CSR Policy and CSR Projects approved by the board are disclosed on the website of the company.

Composition of CSR Committee: [https://bunny-wp-pullzone-zhbiessutg.b-cdn.net/alivus\\_pdfs/investors/disclosure/Composition%20of%20Various%20Committees%20of%20Board.pdf](https://bunny-wp-pullzone-zhbiessutg.b-cdn.net/alivus_pdfs/investors/disclosure/Composition%20of%20Various%20Committees%20of%20Board.pdf)

CSR Policy: [https://bunny-wp-pullzone-zhbiessutg.b-cdn.net/alivus\\_pdfs/investors/corporate\\_governance/Glenmark-Life-Sciences-CSR-Policyb.pdf](https://bunny-wp-pullzone-zhbiessutg.b-cdn.net/alivus_pdfs/investors/corporate_governance/Glenmark-Life-Sciences-CSR-Policyb.pdf)

CSR Projects: [https://bunny-wp-pullzone-zhbiessutg.b-cdn.net/alivus\\_pdfs/investors/corporate\\_governance/Annual%20Action%20Plan%20FY24-25.pdf](https://bunny-wp-pullzone-zhbiessutg.b-cdn.net/alivus_pdfs/investors/corporate_governance/Annual%20Action%20Plan%20FY24-25.pdf)

4. Provide the executive summary along with web-link(s) of Impact Assessment of CSR Projects carried out in pursuance of sub-rule (3) of rule 8, if applicable.

NA

5. (a) Average net profit of the company as per sub-section (5) of section 135: ₹ 6,089.43 million
- (b) Two percent of average net profit of the company as per sub-section(5) of section 135: ₹ 121. 79 million
- (c) Surplus arising out of the CSR Projects or programmes or activities of the previous financial years: Nil
- (d) Amount required to be set-off for the financial year, if any: 0.03
- (e) Total CSR obligation for the financial year [(b)+(c)-(d)]: ₹ 121.76 million
6. (a) Amount spent on CSR Projects (both Ongoing Project and other than Ongoing Project): ₹ 87.77 million
- (b) Amount spent in Administrative Overheads: ₹ 2.71 million
- (c) Amount spent on Impact Assessment, if applicable.: Nil
- (d) Total amount spent for the Financial Year [(a)+(b)+(c)]: ₹ 90.48 million
- (e) CSR amount spent or unspent for the Financial Year:

Total Amount Spent for the Financial Year. (in ₹ million)	Amount Unspent (in ₹ million)				
	Total Amount transferred to Unspent CSR Account as per sub- section (6) of section 135		Amount transferred to any fund specified under Schedule VII as per second proviso to sub-section (5) of section 135		
	Amount	Date of transfer	Name of the Fund	Amount	Date of transfer
90.48	31.56	17 April 2025	NA	NA	NA

(f) Excess amount for set-off, if any:

Sl. No.	Particular	Amount (in ₹ million)
(1)	(2)	(3)
(i)	Two percent of average net profit of the company as per sub-section (5) of section 135/ Total CSR Obligation for FY 2025	121.76
(ii)	Total amount spent for the Financial Year**	122.04
(iii)	Excess amount spent for the Financial Year [(ii)-(i)]	0.28
(iv)	Surplus arising out of the CSR projects or programmes or activities of the previous Financial Years, if any	-
(v)	Amount available for set off in succeeding Financial Years [(iii)-(iv)]	0.28

**Note:** \*\* Includes an amount of ₹ 31.56 million earmarked for ongoing projects transferred to Unspent CSR Account in terms of Section 135(6) of the Companies Act, 2013, for the Financial Year 2024-25.

7. Details of Unspent Corporate Social Responsibility amount for the preceding three Financial Years: Not Applicable
8. Whether any capital assets have been created or acquired through Corporate Social Responsibility amount spent in the Financial Year: No
- Furnish the details relating to such asset(s) so created or acquired through Corporate Social Responsibility amount spent in the Financial Year: Not Applicable
9. Specify the reason(s), if the company has failed to spend two per cent of the average net profit as per sub- section (5) of section 135: Not Applicable

For **Alivus Life Sciences Limited**  
(formerly Glenmark Life Sciences Limited)

**Yasir Rawjee**  
Managing Director & CEO  
DIN: 01965174

**Kaushikbhai Patel**  
Chairman of CSR Committee  
DIN: 00145086

Place: Mumbai  
Date: 15 May 2025



ANNEXURE V

Disclosures required with respect to Section 197(12) of the Companies Act, 2013

The ratio of the remuneration of each Director to the Median Employee’s Remuneration (MRE) and such other details in terms of Section 197(12) read with Rule 5 (1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014.

Remuneration of Whole-time Directors:

Name	Title	% increase in the remuneration in the year ended 31 March 2025	Ratio to MRE of the Employees
Dr. Yasir Rawjee <sup>#</sup>	Managing Director & CEO	16.37	145
Mr. Vinod Naik <sup>#</sup>	Executive Director	2.74	56

<sup>#</sup>excludes onetime bonus payment

Remuneration to Non-Executive Directors:

Name	Title	Ratio to MRE of the employees
Mr. Hiren K. Patel	Chairman & Non - Executive Director	Not Applicable
Mr. Kaushikbhai N Patel	Non-Executive Independent Director	2.41
Mrs. Manju Agarwal	Non-Executive Independent Director	2.41
Mr. T L Easwar	Non-Executive Independent Director	2.07
Dr. Savan Godiawala <sup>*</sup>	Non-Executive Independent Director	1.55
Mr. Vijaykumar Ratilal Shah <sup>#</sup>	Non-Executive Independent Director	1.72

<sup>\*</sup>Appointed with effect from 25 April, 2024.

<sup>#</sup>ceased to be a Director with effect from 26 February 2025.

Remuneration to other Key Managerial Personnel (KMP)

Name	Title	% increase in the remuneration in the year ended 31 March 2025
Mr. Tushar Mistry <sup>#</sup>	Chief Financial Officer	10.49
Mr. Rudolf Corriea	Company Secretary & Compliance Officer	26.06

<sup>#</sup>excludes onetime bonus payment

- i.     **The ratio of remuneration of each director to the median remuneration (MRE) of the employees of the Company for the financial year:**

The MRE of the employees of the Company during the year ended 31 March 2025 was ₹ 0.58 million. The details are laid out in the tables above.

The remuneration of the Non-Executive Independent Directors comprises only sitting fees paid to them for attending the meetings of the Board and other Committee meetings. Hence, the percentage increase of their remuneration has not been considered for the above purpose.
- ii.    **The percentage increase in remuneration of each director and KMP in the financial year:**

The percentage increase is mentioned in the tables above.
- iii.   **The percentage increase in median remuneration of the employees in the financial year:**

The percentage increase in the median remuneration of the employees was 11.35%.
- iv.    **Number of Permanent employees on the rolls of the Company:**

As on 31 March 2025, the Company had 2,203 permanent employees on the rolls of the Company.

- v.     **Average percentile increase already made in the salaries of employees other than the managerial personnel in the last financial year and its comparison with the percentile increase in the managerial remuneration and justification thereof and point out if there are any exceptional circumstances for increase in the managerial remuneration:**

Average percentile increase in the remuneration for all employees other than managerial personnel was 11.17%, while the average increase in the managerial remuneration was 14.21%.
- vi.    **Affirmation that the remuneration is as per the remuneration policy of the Company:**

We affirm that the remuneration paid is as per the remuneration policy of the Company.

For **Alivus Life Sciences Limited**  
(formerly Glenmark Life Sciences Limited)

**Yasir Rawjee**  
Managing Director & CEO  
DIN: 01965174

**Vinod Naik**  
Executive Director  
DIN: 03635487

Place: Mumbai  
Date: 15 May 2025

ANNEXURE VI

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

In line with our core values and dedication to responsible business conduct, the Company is pleased to present its Business Responsibility and Sustainability Report (BRSR) for the financial year 2024-25. This report has been prepared following the framework outlined in the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and incorporates the latest changes as per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dated March 28, 2025.

Throughout this BRSR, the term “Alivus Life Sciences,” “the Company,” “we,” and “our” are used interchangeably. The Numbers have been rationalised in this year’s BRSR, wherever required.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity:

- 1. Corporate Identity Number (CIN) of the Listed Entity - L74900PN2011PLC139963
- 2. Name of the Listed Entity – Alivus Life Sciences Limited (formerly Glenmark Life Sciences Limited)
- 3. Year of incorporation – 23<sup>rd</sup> June, 2011
- 4. Registered office address – Plot No 170-172 Chandramouli Industrial Estate, Mohol, Bazarpeth, Solapur, MH 413213
- 5. Corporate address - 4<sup>th</sup> Floor, OIA House, 470, Cardinal Gracious Road, Andheri East, Mumbai 400099, MH IN
- 6. E-mail – [complianceofficer@alivus.com](mailto:complianceofficer@alivus.com)
- 7. Telephone - 022-4018-9999; 022-6829-7979
- 8. Website - [www.alivus.com](http://www.alivus.com)
- 9. Financial year for which reporting is being done – 2024-25
- 10. Name of the Stock Exchange(s) where shares are listed :

Name of the Exchange	Stock Code
BSE Ltd.	543322
National Stock Exchange of India Ltd.	ALIVUS

- 11. Paid-up Capital – ₹ 245.07 Million
- 12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report –  
  
Name: Rudolf Corriea  
  
Tel No. 022-6829-7979  
  
Email address: [complianceofficer@alivus.com](mailto:complianceofficer@alivus.com)
- 13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). – The disclosures under this report are made on Standalone basis.
- 14. Name of assessment and assurance provided – Not Applicable for the reporting period as per SEBI Circular No SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28<sup>th</sup> March 2025.
- 15. Type of assessment and assurance obtained – Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28<sup>th</sup> March 2025.

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	100.00

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

Sr. No.	Product/ Service	NIC Code	% of Turnover contributed
1.	API (Active Pharmaceutical Ingredients)	21002	100.00

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	5*	2*	6
International	Nil	Nil	Nil

\* Registered Office and one of the manufacturing units have the same address.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States & UTs)	18+
International (No. of Countries)	75+

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

51.7%

c. A brief on types of customers:

The Company primarily caters to end formulators, which are predominantly pharmaceutical companies that specialize in manufacturing final pharmaceutical products by incorporating the Active Pharmaceutical Ingredients (APIs) supplied by the Company. Once these formulations are developed, they undergo rigorous quality checks before being marketed, distributed, and made available to consumers across the globe. Currently, the Company serves a diverse customer base of over 700+ clients and collaborates with the 20 largest generic pharmaceutical companies worldwide, reinforcing its strong presence in the industry.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	2203	2040	92.60	163	7.40
2.	Other than Permanent (E)	17	12	70.59	5	29.41
3.	Total employees (D + E)	2220	2052	92.43	168	7.57
WORKERS						
4.	Permanent (F)	0	0	0.00	0	0.00
5.	Other than Permanent (G)	1716	1693	98.66	23	1.34
6.	Total workers (F + G)	1716	1693	98.66	23	1.34

Note: Other than permanent employees and other than permanent workers include the contractual employees and workers.



b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	6	4	66.67	2	33.33
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	Total differently abled employees (D + E)	6	4	66.67	2	33.33
DIFFERENTLY ABLED WORKERS						
4.	Permanent (D)	0	0	0.00	0	0.00
5.	Other than Permanent (E)	1	1	100.00	0	0.00
6.	Total differently abled employees (D + E)	1	1	100.00	0	0.00

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	7	1	14.29
Key Management Personnel	4	0	0.00

Note: This Excludes Mr. Vijaykumar Shah, who passed away on 26<sup>th</sup> February, 2025.

22. Turnover rate for permanent employees and workers (in percent)

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20.77	20.78	20.77	26.14	16.79	25.48	17.35	15.00	17.18
Permanent Workers	The Company does not have any permanent workers								

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	Nirma Limited	Holding	NA	No

VI. CSR Details

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

(ii) Turnover (in ₹) – 23,869 Million

(iii) Net worth (in ₹) – 28,174 Million

VII. Transparency and Disclosures Compliances

25. Complaints/Grievance 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 redress 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	Yes, The Company prior to implementing CSR initiatives, conducts need assessments using baseline data to ensure relevance and impact. Community feedback and concerns are actively considered during project execution. This structured grievance mechanism aligns with Schedule VII of the Companies Act, 2013 and the UN SDGs.	0	0	Nil	0	0	Nil
Investors (other than shareholders)	Yes, The Compliance Officer is responsible for ensuring that all concerns are promptly acknowledged and appropriately addressed and can be contacted at complianceofficer@alivus.com. For investors and shareholders, grievance redressal is managed through KFin Technologies, with the SEBI SCORES platform also available for lodging complaints.	2 on Scores platform*	0	All complaints were resolved	0	0	Nil
Shareholders					3	0	All the complaints were resolved
Employees and workers	Yes, The Company has implemented formal grievance mechanisms to support open communication and safeguard employee rights. These include anonymous written complaint systems displayed across all sites, enabling workers to report concerns confidentially. Regular Safety Committee meetings are held to address workplace safety and related issues. Platforms like Tete-a-Tea encourage direct dialogue with leadership. The Company utilizes the AMBER tool, managed by the Chief Listening Officer, to gather employee feedback on human rights, safety, work	0	0	Nil	0	0	Nil

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)	FY 2024-25			FY 2023-24		
	(If Yes, then provide web-link for grievance redress policy)	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
	comfort, purpose, and process improvements. This platform encourages open communication and understanding across all levels. Data collected is reviewed by top management to identify issues and implement corrective actions. Insights are also addressed through committees like Safety, POSH, and Leadership Connect.						
Customers	Yes, a SOP is followed where all grievances are acknowledged within 2 working days and investigated thoroughly, with findings shared within 30 working days. In cases requiring additional time, interim updates are provided to maintain transparency. A dedicated Customer Experience team and regional SPOC is provided further to enhance the responsiveness and service quality.	0	0	Nil	0	0	Nil
Value Chain Partners	Yes, they may approach the Head of Procurement for resolution of their grievances. If the issue remains unresolved, it may be escalated to the Senior Management for further intervention.	0	0	Nil	0	0	Nil

26. Overview of the entity's material responsible business conduct 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<sup>1</sup>

Sr. No.	Material issue identified	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	Affordability & Pricing	Opportunity	Supplying APIs to pharmaceutical companies contributes significantly to improving the availability and affordability of medicines. This impact is especially evident in many low and middle-income countries, where it helps expand access to essential healthcare.	Not Applicable	Positive
2	Access to Medicines	Opportunity	Product pricing strategies that take into account the diverse economic conditions and healthcare needs of different countries support broader access to essential medicines. These efforts can drive business growth, encourage innovation, and facilitate the development of unique partnerships, ultimately enhancing shareholder value.	Not Applicable	Positive
3	Employee Recruitment, Development & Retention	Risk	The ability to attract, train and retain qualified technical talent with industry-readiness is a challenge, because the API industry has a limited talent pool, and is a highly regulated and specialist skill driven.	To attract a diverse pool of qualified talent, we leverage targeted strategies and technology to hire from institutions across the country. To train our talent and develop them for industry readiness, we utilize a combination of classroom functional training, SOP understanding and practical application through our simulation labs. We also focus on developing behavioral skills such as ownership, problem solving and communication. We actively promote internal mobility for suitable roles, thus focusing on developing careers aligned to our business goals. To retain and engage our talent, we leverage AI-based continuous listening mechanism, which uncovers deep insights and enables management to drive actionable strategies.	Negative.  There has been no negative impact in the reporting period of 2024-2025.



Sr. No.	Material issue identified	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)
4	Supply Chain-Management	Risk	Maintaining supply chain quality is essential for protecting consumer health and sustaining corporate value. Clear communication about supply chain audit practices provides investors with visibility into how companies in this industry manage risks and uphold shareholder value.	The Company engages closely with its supply chain partners through diverse collaboration models to ensure consistent and timely product delivery to its clients. As a key supply chain partner to over 700 pharmaceutical customers, maintaining operational continuity is critical. Any disruption within the Company's own supply chain could significantly impact its ability to meet customer expectations.	Negative.  There has been no negative impact in the reporting period of 2024-2025.
5	Counterfeit Drugs	Risk	Counterfeit or substandard drugs pose serious risks to public health and industry trust. Any compromise in API authenticity can lead to reputational damage, regulatory action, and revenue loss. Ensuring product traceability and quality is essential for maintaining confidence and upholding responsible business practices.	The Company ensures strict compliance to quality control protocols and regulatory standards across our supply chain. All API batches are traceable and undergo rigorous testing to verify identity, purity, and compliance.	Negative.  There has been no negative impact in the reporting period of 2024-2025.
6	Water & Wastewater Management	Risk	High water use and discharge of effluents can result in regulatory fines, reputational damage, or operational disruptions. Additionally, effective water use reduces effluent generation and offers cost-saving potential.	The Company has identified and implemented various water conservation and reuse opportunities. It has also established Effluent Treatment Plants (ETPs) with primary, secondary, and tertiary treatment processes. RO permeate is reused in utilities, and STPs manage domestic wastewater. The system ensures regulatory compliance and environmental sustainability.	Negative.  There has been no negative impact in the reporting period of 2024-2025.
7	Hazardous Waste Management	Risk	Improper disposal of Hazardous waste generated from operations can lead to violations of environmental regulations, resulting in fines, reputational harm, and increased cleanup costs.	Hazardous waste suitable for landfilling is transferred to a authorized Common Hazardous Waste Treatment, Storage, and Disposal Facility (CHWTSDF) for secure landfill disposal, in compliance with environmental laws.	Negative.  There has been no negative impact in the reporting period of 2024-2025.

Sr. No.	Material issue identified	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)
8	GHG Emissions	Risk	As an API manufacturing company we require energy to carry out manufacturing operations. Utilization of energy from non-renewable sources will result in generation of high GHG emissions and impact on carbon foot print of products produced.	The Company has identified the risk of GHG emissions and taken various initiatives like switching of fuel sources from non-renewable to renewable, energy efficiency enhancement initiatives etc. It has set an Environmental target of becoming Carbon Neutral by 2030 to mitigate and neutralise carbon emissions and thereby significantly reducing impact of GHG emissions.	Negative.  There has been no negative impact in the reporting period of 2024-2025.
9	Drug Safety & Quality	Opportunity	Businesses demand consistent and compliant APIs, creating a competitive edge for quality-certified manufacturers. Comprehensive testing specifications are established and verified prior to the release of the API for formulation, in order to ensure compliance with drug safety and quality standards by the Company.	Not Applicable	Positive
10	Employee Health & Safety	Risk	We recognize that employees and contract workers health, safety and well-being is paramount to ensure smooth operations and injury free workplace.	The Company focuses on implementation of strong safety culture driven by top leadership. As testimonial to the commitment on Environment, Health & Safety, the company has obtained ISO 45001:2018 and ISO 14001:2015 certifications. It has established comprehensive health and safety protocols, conducts regular risk assessments, ensures the use of appropriate personal protective equipment (PPE), and provides ongoing trainings to employees and contract workers to maintain a safe working environment.	Negative.  There has been no negative impact in the reporting period of 2024-2025.

Sr. No.	Material issue identified	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)
11	Regulatory Compliance	Opportunity	<p>Regulatory compliance is essential for API manufacturers operating in global markets. Non-compliance with regulations set by authorities such as the FDA, EMA, or CDSCO can result in serious consequences, including import bans, warning letters, or product recalls—ultimately affecting business continuity and reputation. On the other hand, strong compliance enhances our credibility and enables access to high-value markets.</p> <p>At our company, every product undergoes multiple layers of testing. We begin with sample testing, followed by detailed reporting, before the product proceeds to the business stage. This rigorous process ensures alignment with regulatory guidelines and significantly reduces the risk of failure.</p> <p>We follow a proactive governance approach that includes internal audits, continuous employee training, and strict adherence to Good Manufacturing Practices (GMP). Additionally, we actively participate in ESG disclosure platforms such as EcoVadis to enhance transparency and demonstrate our commitment to global compliance and sustainability standards.</p>	Not Applicable	Positive

<sup>1</sup>Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB). This follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022. The latest standards have been accessed at <https://sasb.ifrs.org/> on 22<sup>nd</sup> April, 2025 at 14:59 IST.

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
Policy and management processes									
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	There are few Policies present on the Company's website available at: <a href="https://www.alivus.com/investors/corporate-governance/">https://www.alivus.com/investors/corporate-governance/</a> (Refer to the table below) and few HR related policies are available on the intranet.  <b>Note:</b> Glenmark Life Sciences Limited was renamed Alivus Life Sciences Limited on 17 <sup>th</sup> December 2024. Due to the ongoing transition, certain policies continue to reflect the former name and are in the process of being updated.								

Sr. No.	Name of policy	Link to Policy	Which Principles each policies goes into
1	Policy for Determining Material Subsidiaries	<a href="https://www.alivus.com/investors/corporate-governance/">https://www.alivus.com/investors/corporate-governance/</a>	P1
2	Policy for Determination of Legitimate Purpose	<a href="https://www.alivus.com/investors/corporate-governance/">https://www.alivus.com/investors/corporate-governance/</a>	P1
3	Policy on Determination of Materiality for Disclosures	<a href="https://www.alivus.com/investors/corporate-governance/">https://www.alivus.com/investors/corporate-governance/</a>	P1, P4
4	Archival Policy	<a href="https://www.alivus.com/investors/corporate-governance/">https://www.alivus.com/investors/corporate-governance/</a>	P1
5	Board diversity policy	<a href="https://www.alivus.com/investors/corporate-governance/">https://www.alivus.com/investors/corporate-governance/</a>	P1
6	Dividend distribution policy	<a href="https://www.alivus.com/investors/corporate-governance/">https://www.alivus.com/investors/corporate-governance/</a>	P1, P3
7	Nomination and remuneration policy	<a href="https://www.alivus.com/investors/corporate-governance/">https://www.alivus.com/investors/corporate-governance/</a>	P5
8	Policy for the Evaluation of the performance of the Board of Directors	<a href="https://www.alivus.com/investors/corporate-governance/">https://www.alivus.com/investors/corporate-governance/</a>	P1
9	Policy on Related Party Transactions and its Materiality <sup>2</sup>	<a href="https://www.alivus.com/investors/corporate-governance/">https://www.alivus.com/investors/corporate-governance/</a>	P1
10	Policy for Familiarization Programme for Independent Directors	<a href="https://www.alivus.com/investors/corporate-governance/">https://www.alivus.com/investors/corporate-governance/</a>	P1
11	Whistle-blower Policy	<a href="https://www.alivus.com/investors/corporate-governance/">https://www.alivus.com/investors/corporate-governance/</a>	P1, P5
12	Code of Conduct	<a href="https://www.alivus.com/investors/corporate-governance/">https://www.alivus.com/investors/corporate-governance/</a>	P1, P3, P5
13	Code of practices for fair disclosure	<a href="https://www.alivus.com/investors/corporate-governance/">https://www.alivus.com/investors/corporate-governance/</a>	P1
14	CSR Policy	<a href="https://www.alivus.com/investors/corporate-governance/">https://www.alivus.com/investors/corporate-governance/</a>	P8



Sr. No.	Name of policy	Link to Policy	Which Principles each policies goes into
15	Labour Policy	Intranet	P3
16	Code on Prevention of Insider Trading	Intranet	P1
17	Anti-bribery & Anti-corruption	Intranet	P1
18	Prevention of Sexual Harassment (POSH)	Intranet	P5
19	Conflict of interest	Intranet	P1
20	Gift Policy (exchanging and giving)	Intranet	P1
21	Social Media Policy/ Photo and video release policy	Intranet	P9
22	Grievance redressal	Intranet	P3, P5
23	Anti – Trust and Competition Policy	Intranet	P1, P7
24	Employee Insurance Policy	Intranet	P3
25	Crisis Communication Policy	Intranet	P1, P8
26	Policy on Equal Opportunity	Intranet	P3
27	Supplier Code of Conduct	Intranet	P2,P8
28	IT Usage Policy	Intranet	P1,P9
29	Working Hours, leaves and holidays	Intranet	P3
30	Human Rights Policy	Intranet	P5
31	Environment Health and Safety Policy	Intranet	P2, P3, P6

<sup>2</sup>Amended in accordance with Regulation 23 of the SEBI (LODR) Regulations, as per the Third Amendment notified on 12<sup>th</sup> December 2024.

2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, certain company policies such as Supplier Code of Conduct are extended to our value chain partners to ensure alignment with our standards.
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>The policies as mentioned above are based on Principles of NGRBC.</p> <p>Some of the international certifications obtained by the Company are:</p> <ol style="list-style-type: none"><li>ISO 14001:2015 (Environmental Management System-EMS) for Ankleshwar and Dahej Unit (Principle 6)</li><li>ISO 45001:2018 (Occupational Health and Safety-OHS) for Ankleshwar and Dahej Unit (Principle 3)</li><li>Dahej Manufacturing facility certified on Good Manufacturing Practices (GMP) as defined by the National Health Surveillance Agency (ANVISA) of Brazil.</li></ol>

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>The Goals for the FY 2024-25 include:</p> <ol style="list-style-type: none"><li>Achieve Water Neutrality by 2027 through reduction, replenishment, and implementation of water harvesting and conservation projects.</li><li>Adopting cleaner waste disposal methods, with a focus on co-processing and pre-processing.</li><li>Become Carbon Neutral by 2030 by reducing emissions via energy efficiency, renewable energy, and carbon sequestration initiatives.</li></ol> <p>These targets reflect our commitment to environmental conservation and integration of sustainable practices across operations.</p>
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>During FY 2024–25, the Company made steady progress toward its sustainability goals. Water conservation and harvesting projects led to notable reductions in water usage, supporting the journey toward water neutrality by 2027. Significant strides were made in waste management, with increased adoption of co-processing and pre-processing. Efforts to lower carbon emissions through energy efficiency and renewable energy initiatives remained on track towards the 2030 carbon neutrality goal. Minor delays in some regions were addressed with corrective actions to ensure continued momentum.</p>

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>Alivus Life Sciences Limited is dedicated to upholding high standards of integrity, both professionally and financially, as well as ethical conduct in its business operations and is deeply committed to actively addressing environmental concerns beyond mere compliance, demonstrated through strong governance systems and meticulous risk management processes. This dedication includes implementing effective policies and procedures to uphold ethical principles, internal guidelines, and relevant legal regulations.</p> <p>Central to the Company's ethos is a steadfast respect for human rights, shaping interactions with employees, suppliers, customers, and communities. The Company prioritizes creating safe and healthy workplaces while making contributions surpassing the United Nations Sustainability Goals through comprehensive CSR initiatives. Upholding high standards of integrity and ethical conduct, the Company fosters a harassment-free workplace and integrates ESG principles into daily operations to drive sustainable growth and build stakeholder confidence.</p> <p>The Company embeds multiple sustainability practices across its core business and manufacturing functions to achieve these goals. It strives to maximize benefits for communities and contribute to global sustainability objectives, aiming to make a positive impact on the environment and society.</p> <p>To drive business growth while ensuring continuity, the Company continues to invest significantly in new technologies for:</p> <div><div>A) Reducing carbon footprint through cleaner energy, water and solvent recycling and reuse.</div><div>B) Backward integration and manufacturing automation.</div><div>C) Enhancing waste treatment technology for solid, liquid, and gaseous waste streams.</div><div>D) Training at all levels to ensure safe operations in compliance with cGMP norms.</div><div>E) Implementing a Safety Pyramid structure with a focus on leading indicators and a strong safety management system highlighting process safety, workplace safety, and industrial hygiene.</div></div>
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Environmental goals include achieving Water Neutrality by 2027, adopting cleaner waste disposal methods, with a focus on co-processing and pre-processing and Carbon Neutrality by 2030. Social objectives encompass - improving access to healthcare, water conservation, holistic community development, access to education, and promoting employee volunteering.

The Company aims to comply with health and safety regulations and other requirements, guided by its Environmental, Health, and Safety (EHS) policy. Regular assessments of employee working conditions are conducted to ensure a safe environment at manufacturing facilities.

Governance-wise, the Company has a strong corporate governance structure overseen by an experienced and diversified Board. The Company upholds high standards of ethical business conduct, transparency, and accountability. Reporting directly to the Board, the Company operates as an independent and professionally managed organization, with governance mechanisms continuously monitored to ensure compliance with legal requirements, financial integrity, and timely disclosures.

<p><b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b></p>	<p>The Board of Directors at the Company, composed of professionals with diverse expertise and backgrounds, play a pivotal role in providing strategic direction while</p>
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The Board of Directors at the Company, composed of professionals with diverse expertise and backgrounds, play a pivotal role in providing strategic direction while actively overseeing the Company's performance with respect to Environmental, Social, and Governance (ESG) considerations. Leveraging its established corporate structure and specialized Committees, the Board ensures that the Company remains aligned with the long-term interests of its stakeholders. In doing so, it fosters a culture of accountability, ethical conduct, and responsible business practices that support the Company's sustainable growth and positive societal impact.

<p><b>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.</b></p>	<p>Beyond fulfilling the requirements of statutory committees, the Company has taken a progressive step by voluntarily establishing a dedicated ESG Committee, appointed by the</p>
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Beyond fulfilling the requirements of statutory committees, the Company has taken a progressive step by voluntarily establishing a dedicated ESG Committee, appointed by the Board. This Committee is tasked with adopting a focused and strategic approach to ESG matters. It plays a key role in closely monitoring and guiding the execution of ESG-related action plans, ensuring they are implemented with clarity, accountability, and purpose.

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

Subject for Review	Indicate whether review was under taken 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
Performance against above policies and follow up action	Yes, the same is undertaken by Board of Directors									Yearly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, the same is undertaken by Board of Directors									Yearly								

11. 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.

P1	P2	P3	P4	P5	P6	P7	P8	P9
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Yes, an independent assessment of the implementation and effectiveness of the Company's policies was conducted by Dhir & Dhir Associates, a renowned law firm. This evaluation focused on reviewing the policies to ensure they meet their intended objectives. The Company undertakes a thorough internal evaluation process, wherein Department Heads and Business Leaders periodically review, refine, and update policies in alignment with evolving business needs and regulatory requirements. These revised policies are then presented for final approval by Senior Management or the Board. Furthermore, internal auditors and relevant regulatory authorities may also examine the Company's processes and compliance measures to verify compliance to applicable standards and frameworks, reinforcing a culture of accountability and continuous improvement.

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
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)									
It is planned to be done in the next financial year (Yes/No)									



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	% age of persons in respective category covered by the awareness programmes
Board of Directors	4	The topics include: Business updates (P1, P4) Risk Management (P1, P2, P6) Governance (P1, P3) Regulatory Updates (P1, P7) CSR updates (P4, P8) Industry and Competitive Landscape (P1, P2, P9)	100.00
Key Managerial Personnel	5	The topics include: ESG Awareness (P1, P3, P6, P9) Risk Management (P1, P2, P6) Governance (P1, P3) Regulatory Updates (P1, P7) CSR updates (P4, P8) Industry and Competitive Landscape (P1, P2, P9) Advanced Presentation Skills (P1, P3, P4)	100.00
Employees other than BoD and KMPs	6	The essential trainings include: Code of Conduct (P1, P7) Anti-Corruption and Anti Bribery (P1, P7) Conflict of interest (P1) PoSH (P3, P5) Data Protection and Data Privacy (P1, P4, P9) Information Security (P1, P9) (2198 hours of training delivered across these topics).	86.00
Workers*	3	All the necessary trainings provided to the workers around Code of Conduct (P1, P7), PoSH (P3, P5) and Health and Safety (P3, P5)	100.00

Note: Trainings for workers are tailored to their specific department, role, and responsibilities.

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 (basis the materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website)

Monetary					
	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	Principle 6	Gujarat Pollution Control Board (GPCB)	15,00,000	GPCB issued a closure direction under Section 33 A of the Water Act 1974 for closure of the Industrial Plant at Ankleshwar on the 24 <sup>th</sup> of July, 2024 after the sample collected from GIDC storm water drain was found to exceed certain parameters. This was subsequently rectified and the closure direction was revoked. The Company does not foresee any material impact on the financial, operation or other activities.	No
Settlement	Nil				
Compounding Fee	Nil				
Non-Monetary					
Imprisonment	Nil				
Punishment	Nil				

Note: As disclosed on the Company’s website, the Company reported the above instance to the Board during the financial year 2024-25 basis the materiality specified during that period.

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.

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
No appeal was preferred.	

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.

Yes, the Company has implemented a comprehensive Anti-Corruption and Anti-Bribery Policy, which is accessible to all employees via the Company’s intranet. This policy strictly prohibits any form of bribery or corrupt practices, including the offering, receiving, or soliciting of bribes, kickbacks, or any other form of undue advantage, whether directly or indirectly, to or from government officials, vendors, or customers.

We firmly believe that corruption and unethical conduct undermine the principles of good governance, disrupt fair business practices, and pose significant risks not only to the organization but also to the broader economy and society. As such, strict compliance to this policy is mandatory for all employees. Any breach will be treated with the utmost seriousness and may lead to stringent disciplinary action.

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

	FY 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	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	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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.

No complaints pertaining to conflicts of interest were reported during the reporting period, and consequently, no corrective actions were required. Should such situations arise in the future, they will be addressed in accordance with the Company's established Conflict of Interest Policy accessible to all employees through the intranet, which outlines clear procedures for identification, disclosure, and resolution.

8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:<sup>3</sup>

	FY 2024-25	FY 2023-24
Number of days of accounts payables	98	100

9. Open-ness of Business<sup>4</sup>

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	Nil	Nil
	b. Number of trading houses where purchases and made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	Nil	Nil
	b. Number of dealers/distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	Nil	Nil

Parameter	Metrics	FY 2024-25	FY 2023-24
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	Nil	0.30
	b. Sales (Sales to related parties/Total Sales)	34.8	34.9
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties/ Total Investments made)	Nil	Nil

<sup>3</sup>The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122

<sup>4</sup>The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

**Note:** The Company operates in a B2B model, deals with manufacturing of APIs and does not engage with trading houses or dealer/distributor networks.

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	Topic/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) that were assessed
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The Company is currently considering the implementation of awareness programs for its value-chain partners. In the meantime, the Company remains committed to following the established protocols and audits defined under the Alternate Vendor Development (AVD) framework. This structured approach, outlines the comprehensive process for evaluating, selecting, on boarding, and auditing vendors or alternate vendors, ensuring transparency, accountability, and alignment with company standards.

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, the Conflict of Interest Policy is easily accessible to all employees through the Company's intranet. In addition, the Company requires all employees to complete detailed training on conflict of interest to ensure they are well-informed and capable of recognizing, disclosing, and appropriately managing any potential conflicts that may arise. By providing both readily available resources and structured training, the Company reinforces its commitment to transparency, ethical behaviour, and integrity across all levels of the organization. This proactive approach helps safeguard the Company's operations and supports its dedication to maintaining the highest standards of responsible and ethical business conduct.



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.

	2024-25	2023-24	Details of Improvements in environmental and social impacts
R&D	9.00	9.00	R&D investments are not only on new product developments but also pertains to spending on several initiatives to make the processes more sustainable which include evaluating lower energy consumption alternatives for manufacture of products, reduction in effluent generation, lower usage of solvents, recovery and reusability of solvents.
Capex	7.00	6.00	These projects pertain to improving environment footprint i.e. waste reduction, energy and water conservation, reducing carbon footprint, continuous manufacturing, flow chemistry etc.

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

The Company has implemented an Alternate Vendor Development (AVD) program designed to integrate ethical, environmental, and sustainability considerations into its sourcing and procurement practices with value-chain partners. This initiative ensures that vendor selection aligns not only with business objectives but also with responsible and sustainable sourcing principles.

The AVD document provides a clear and structured framework outlining the procedures, evaluation steps, and commitments required from vendors to meet the Company's sustainability standards. Vendors or alternate vendors are assessed and selected based on a range of criteria, including return on sales (ROS), pricing, lead times, product quality, regulatory and GMP certifications, FEI and DUNS registrations, Quality Management Systems (QMS), and overall plant capacity.

Moreover, clearance from the Regulatory Affairs (RA) and Intellectual Property (IP) departments is obtained by circulating the Chemistry, Manufacturing, and Controls (CMC) document and resolving any related queries. Regular audits of vendors are conducted to monitor compliance with these established standards, ensuring continued alignment with the Company's ethical and operational expectations.

We are currently in the process of evaluating third-party vendors, with specific consideration given to the fact that our plant is approved by the USFDA and subject to regular FDA audits. Accordingly, the selected vendor must adhere to Good Manufacturing Practices (GMP) and comply with established environmental standards. The third-party vendor under evaluation has been audited by the USFDA regularly over the past three years and has demonstrated continued compliance.

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

The Company has procedures in place and strives to source input materials for its manufacturing processes in alignment with sustainability principles; however, data has not been quantified for the financial year.

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 operates in the B2B (Business-to-Business) segment, supplying its products directly to other companies. These companies use our products as inputs in the manufacture of finished pharmaceutical products, which are then distributed in the retail market. As a result, end-of-life product reclamation is not applicable to our operations.

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.

The Company has successfully obtained Extended Producer Responsibility (EPR) registration under the Brand Owner category and Importer category. We have achieved the EPR target for the FY 2023-24 and FY 2024-25.

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.
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The Company is currently not conducting Life Cycle Assessment (LCA).

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.

Name of Product/ Service	Description of the risk/ concern	Action Taken
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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).

Name of Product/ Service	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
Fresh Solvent	72.00	66.00
Recovered Solvent	28.00	34.00

**Note:** The Company took significant efforts to recover solvents in its manufacturing process and reuse it.

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 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0.00	583.80		0.00	590.00	
E-waste	0.00	0.00	0.00	0.00	0.00	0.00
Hazardous Waste	0.00	0.00	0.00	0.00	0.00	0.00
Other waste	0.00	0.00	0.00	0.00	0.00	0.00

**Note:** As per the EPR Targets achieved in both the financial years.

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 percentage of products sold) for each product category
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The data has currently not been assessed.

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:

% of employees covered by											
	Total (A)	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	2040	2040	100.00	2040	100.00	0	0.00	2040	100.00	0	0.00
Female	163	163	100.00	163	100.00	163	100.00	0	0.00	163	100.00
Total	2203	2203	100.00	2203	100.00	163	100.00	2040	100.00	163	7.40
Other than Permanent Employees											
Male	12	12	100.00	12	100.00	0	0.00	0	0.00	0	0.00
Female	5	5	100.00	5	100.00	5	100.00	0	0.00	5	100.00
Total	17	17	100.00	17	100.00	5	100.00	0	0.00	5	29.41

\* Percentage of (D) – Maternity benefits for employees and Paternity benefits for permanent employees is calculated as 100% as per FAQ's on BRSR issued by NSE dt. May 10, 2024

\*\* We provide crèche facilities to all female employees as per the Maternity Benefit Act and Rules.

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

% of Workers covered by											
	Total (A)	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	No permanent workers identified for the Company										
Female											
Total											
Other than Permanent Employees											
Male	1693	1294	76.43	1693	100.00	0	0.00	0	0.00	0	0.00
Female	23	16	69.57	23	100.00	23	100.00	0	0.00	23	100.00
Total*	1716	1310	76.34	1716	100.00	23	100.00	0	0.00	23	1.34

\* Percentage of (D) – Maternity benefits for other than permanent workers is calculated as 100% as per FAQ's on BRSR issued by NSE dt. May 10, 2024.

\*\* We provide crèche facilities to all female other than permanent workers as per the Maternity Benefit Act and Rules.

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:<sup>5</sup>

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company	0.12	0.07

2. Details of retirement benefits, for Current FY 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	100.00	0	Yes	100.00	0	Yes
Gratuity	100.00	0	NA	100.00	0	NA
ESI	4.00	0	Yes	12.00	0	Yes

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

Yes, at the Company, we have in place the necessary infrastructure to support accessibility for employees and workers with disabilities. This includes features such as accessible entry points, push- or lever-operated wash basins, and well-lit corridors designed to improve mobility and comfort. These efforts reflect the Company's commitment to creating an inclusive and supportive work environment where all individuals can navigate and perform their roles with ease. We are committed to being an equal opportunity employer, guided by the principles of the Rights of Persons with Disabilities Act, 2016. We continuously strive to provide inclusive physical and digital infrastructure that meets the accessibility needs of employees and job applicants with disabilities. All efforts are made to ensure that our communication, documents, and IT systems comply with recognized accessibility standards, with a commitment to procuring accessible technologies wherever feasible.

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.

Yes, at the Company, we are committed to being an equal opportunity employer, guided by the principles of the Rights of Persons with Disabilities Act, 2016. Our Equal Opportunity Policy, available on the intranet, defines key terms such as discrimination, person with disability, and reasonable accommodation in alignment with the Act. We continuously strive to provide inclusive physical and digital infrastructure that meets the accessibility needs of employees and job applicants with disabilities. All efforts are made to ensure that our communication, documents, and IT systems comply with recognized accessibility standards, with a commitment to procuring accessible technologies wherever feasible. Employees facing accessibility challenges are encouraged to connect with local IT or HR teams or reach out to the Liaison Officer for support. The Company ensures reasonable accommodations are provided to promote equal opportunities in recruitment, enable employees with disabilities to perform essential job functions, and allow them to enjoy the same employment benefits as others. As part of our inclusive practices, employees are invited to voluntarily self-identify as individuals with disabilities, with complete assurance of confidentiality and no impact on their employment.

<sup>5</sup> The above calculations are in accordance with Part B, Attribute 5 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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	100.00	100.00	100.00	100.00
Female	100.00	100.00	100.00	100.00
Total	100.00	100.00	100.00	100.00



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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	None (No permanent workers identified)
Other than Permanent Workers	Yes, The Company has established mechanisms across all its units and locations to ensure that workers can freely voice concerns related to grievances. Each site is equipped with a dedicated display of notices in the respective areas with the name and contact number of the HR representative, and allows individuals to submit written complaints or issues, fostering a safe and confidential channel for communication.
Permanent Employees	Yes, the Company has implemented a variety of platforms and initiatives to foster open communication, improve employee engagement, and ensure a safe and inclusive work environment such as Leadership Connect, Safety Review Mechanism, Drop Box, Town Hall meetings, Tete a Tea (Tea with the Leadership Team), Continuous Listening Officer (Amber - AI Tool). These avenues allow employees to voice their concerns and ensure they are heard and addressed appropriately.
Other than Permanent Employees	Yes, The Company has established mechanisms across all its units and locations to ensure that employees can freely voice concerns related to grievances. Each site is equipped with a dedicated display of notices in the respective areas with the name and contact number of the HR representative, and allows individuals to submit written complaints or issues, fostering a safe and confidential channel for communication.

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	Currently, none of the employees or workers at the Company are members of any associations or trade unions. However, the Company fully respects and upholds the right of all employees to freely form, join, and participate in associations without fear of discrimination, harassment, or retaliation, ensuring representatives have workplace access to their members as mentioned in their labour policy. The Company does not place any restrictions or impose any prohibitions on the formation of associations or unions by its employees or workers, reflecting its commitment to fair labour practices and compliance with applicable laws.					
Male						
Female						
Total Permanent Worker						
Male						
Female						

8. Details of training given to employees and workers:

	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)
Employees										
Male	2052	2052	100.00	2052	100.00	1872	1872	100.00	1872	100.00
Female	168	168	100.00	168	100.00	146	146	100.00	146	100.00
Total	2220	2220	100.00	2220	100.00	2018	2018	100.00	2018	100.00
Workers										
Male	1693	1693	100.00	1693	100.00	1448	1448	100.00	1448	100.00
Female	23	23	100.00	23	100.00	7	7	100.00	7	100.00
Total	1716	1716	100.00	1716	100.00	1455	1455	100.00	1455	100.00

The trainings provided to the employees on topics contributing to employee skill enhancement include Business Updates, Risk Management, Governance, Regulatory Updates, Industry and Competitive Landscape, Equipment Operations and Standard Operating Procedures, ESG Awareness, and Advanced Presentation Skills, and to the workers were on Health and Safety.

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	2052	2052	100.00	1872	1872	100.00
Female	168	168	100.00	146	146	100.00
Total	2220	2220	100.00	2018	2018	100.00
Workers						
Male	1693	0	0.00	1448	0	0.00
Female	23	0	0.00	7	0	0.00
Total	1716	0	0.00	1455	0	0.00

**Note:** The Company has established a robust Business Management System (BMS) and a structured Performance Management System to drive operational excellence. In addition, formal SOPs and guidelines are in place for competency assessments and succession planning for critical roles, ensuring talent retention and organizational continuity. Performance and career development reviews are conducted through a structured Talent Review process involving defined levels, participants, and documented outcomes.

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 system?

Yes, the Company has implemented a comprehensive Occupational Health and Safety Management System in accordance with ISO 45001 standards. This system is designed to ensure the well-being, safety, and health of all personnel and extends its coverage to both employees and workers across all company operations.

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

The Company has established a strong and comprehensive framework to identify hazards and evaluate risks associated with both routine and non-routine activities. For routine operations, studies are conducted along with Hazard Identification and Risk Assessment (HIRA) to proactively address potential safety concerns. In the case of non-routine tasks, the Company follows a structured approach through Job Safety Analysis (JSA) and a well-defined permit-to-work system. For process-related hazards, the Company conducts detailed Hazard and Operability (HAZOP) studies to proactively address potential safety concerns and mitigate risks. These measures ensure that all activities are carried out with the highest regard for health and safety, minimizing risks and fostering a culture of proactive risk management across the Company.

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

Yes, The Company has implemented both online and offline reporting mechanisms to enable employees to report work-related hazards effectively and ensure accountability in safety practices. These systems provide accessible and transparent channels for identifying potential risks, while also allowing for real-time tracking of safety compliance.

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

Yes, the Company ensures comprehensive welfare and social security coverage for its workforce across different locations. At the Dahej Plant, the Company follows the Workmen's Compensation Policy to support workers in the event of job-related injuries. At the Ankleshwar Plant, employees are covered under the ESIC (Employees' State Insurance Corporation) scheme. In addition, all employees are enrolled in the Employees' Provident Fund (EPF) and Pension Scheme, ensuring financial security and long-term benefits.

To promote skill development and workplace safety, the Company provides regular safety and technical training, including hands-on, on-the-job training for workers. The Company also supports government welfare initiatives through the facilitation of E-Shram card registration, with over 300 workers currently enrolled under this scheme at the Ankleshwar facility. Moreover in addition, the Company offers incentive allowances that include food and work-related benefits, further contributing to employee well-being and work allowances.

The Company is committed to prioritizing employee well-being through a comprehensive annual wellness program, accessible via the Aon Visit app. This app promotes healthy habits by tracking steps, heart rate, calorie intake, sleep cycles, and health risk assessments, while also offering exercise videos and wellbeing podcasts. At manufacturing sites, regular health check-ups are conducted by government-approved medical professionals, adhering to Standard Operating Procedures. We cultivate holistic wellness by celebrating Yoga Day and hosting mental health awareness workshops. Online exercise sessions such as Zumba and aerobics further encourage physical activity. On-site occupational health centres provide accessible counselling and support for employees and their families, ensuring immediate assistance during emergencies.

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	0.00	0.00
	Workers	0.00	0.00
Total recordable work-related injuries	Employees	7	3
	Workers	15	7
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

Note: The Company has enhanced their safety incident reporting culture, leading to greater transparency and opportunities for proactive safety improvements.

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

We have adopted an Environment, Health, and Safety Management system to guarantee a secure and healthy workplace. New employee orientation sessions are conducted to provide safety-related information. Moreover, we have established a clear audit framework to conduct both internal and external audits pertaining to Environment, Health, and Safety (EHS) standards. We are committed to upholding the highest standards of Environment, Health, and Safety through our Environment Health and Safety Policy by proactively complying with all applicable laws and fostering a culture of continuous improvement.

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	0	Nil	0	0	Nil
Health & Safety	0	0	Nil	4	0	All the complaints were resolved

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	100.00
Working Conditions	100.00

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.

The Company has taken proactive corrective actions to address safety-related incidents and significant risks identified through assessments of its health and safety practices and working conditions. As part of these measures, the Company has introduced reverse charging mechanisms for all products to minimize handling risks, and has adopted the use of conductive hose pipes for solvent charging to reduce the potential for static discharge and improve overall operational safety.

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)

Employee: Yes

The Company offers Group Medclaim Insurance, a Voluntary Parental Insurance Policy, and Group Personal Accident Insurance to all employees. These policies provide comprehensive coverage for the well-being of employees and their families. The Company provides medical insurance coverage for all employees and their immediate families, along with accident and term insurance based on grade and designation. Additionally, a parent medclaim facility is available on a no-profit, no-loss basis. In cases of critical illness, the company has supported employees with additional expenses exceeding their insurance limits, with three employees receiving this benefit last year.

Worker: Yes (Through ESIC or Workmen's Compensation Act)

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

The Company ensures statutory dues compliance by deducting PF and ESIC as required and maintaining proper muster roll registers as proof. We have formal stakeholder agreements with all value chain partners outlining their obligations. Regular checks are conducted to confirm timely deduction and deposit of statutory dues.



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:

	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	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)

At present, the Company does not have a specific operating procedure in place for this particular aspect. However, the Company remains open to evaluating the need for such procedures as its operations evolve and is committed to implementing structured processes wherever necessary to improve efficiency, compliance, and overall governance.

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	100.00
Working Conditions	100.00

Note: The assessment of value chain partners including our manufacturers and suppliers is maintained by all Plant Quality Assurance teams conducted internally and forms an integral part of the Procurement SOP. We ensure compliance by following the established procedures and steps outlined in our AVD document.

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.

The Company continues to adhere to the established procedures and protocols outlined in its Alternate Vendor Development (AVD) document. In cases where risks are identified, audits are conducted, followed by the necessary compliance actions.

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.

At the Company, we follow a well-defined framework to identify and engage with our stakeholders. Any individual or entity that:

- (i) Holds legal, financial, or social interests in the Company,
- (ii) Influences or contributes to the direction and functioning of our business, or
- (iii) Adds value or constitutes an essential part of our business value chain, is regarded as a key stakeholder.

This broad and inclusive approach ensures that we recognize the diverse groups that impact or are impacted by our operations. Our key stakeholders include employees, customers, suppliers, investors, shareholders, regulatory authorities, and communities located near our operational sites. Through regular engagement and transparent communication, the Company strives to maintain strong, collaborative relationships with each of these stakeholder groups.

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
Customers	No	Emails, SMSs, Website, Meetings	Daily	The Company engages with its customers through a structured approach led by a dedicated Customer Experience (CX) team, which focuses on analysing customer queries, feedback, and service-related data to drive continuous improvement. Insights generated are shared across functions to enhance service quality and operational efficiency. To streamline communication and ensure consistency, a regional "Single Point of Contact" (SPOC) model has been implemented, providing personalized and efficient support. As a B2B enterprise, the Company engages primarily with its business customers rather than end consumers, ensuring tailored solutions and responsive service.
Employees	No	Emails, SMSs, Website, Intranet, Pamphlets, Meetings, Leadership Meets, Town halls, Employee feedback, AI Tool specialised for Employee feedback, Grievance mechanisms	Frequent and as and when required	The Company utilizes the AMBER (AI) tool, managed by the Head of HR office, to gather employee feedback on various topics including human rights, safety, work comfort, purpose, and process improvements. This platform encourages open communication and understanding across all organisational levels. The data collected through AMBER is reviewed by top management to identify issues and take corrective actions.

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
				Insights are also addressed through committees such as Safety Committee for safety and working conditions, ICC Committee for matters related to POSH. In addition management conducts open houses, skip level meetings, and leadership connects. The Company also has a grievance redressal mechanism in place where employees can express their queries and concerns based on the feedback provided. Management tries to resolve such issues in stipulated time line whether they relate to human rights, working conditions, safety, or ethics.
Suppliers	No	Emails, SMSs, Website, Meetings	Daily	The Company engages with its suppliers through clearly defined procedures outlined in the AVD document and the Supplier Code of Conduct, ensuring compliance with ethical, regulatory, and operational standards. Supplier qualification includes SOP-driven assessments and mandatory adherence to GMP and environmental, safety and human rights norms.
Investors	No	Emails, Website, SMSs, Virtual and Physical Meetings, Conferences, Press Releases, Annual Reports, Presentation, News Paper Publications, Quarterly earnings Calls.	As per statutory requirements, as well as, as and when required	The engagement aims to foster transparent communication with investors, focusing on key operational and financial matters. This includes discussions related to business operations, disclosures made on stock exchanges, approval of financial statements and dividend declarations, dividend pay-outs, and investor presentations. The objective is to address key topics and concerns raised by stakeholders in a timely and informed manner.

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 around our plants including school going children, village youths and family belonging to underprivileged section	Yes	Physical meetings and visits	Frequent and as and when required	The Company engages with communities to promote inclusive development and long-term well-being through healthcare, education, skill development, sustainable livelihood solutions and environmental initiatives. It also supports disaster management efforts and undertakes need-based interventions as required. By addressing critical healthcare needs, supporting quality education, and driving sustainability efforts, the Company strives to uplift underrepresented groups and protect natural resources. These efforts reflect a commitment to social responsibility and shared progress. Community programs are aligned with broader developmental goals to create lasting positive impact.
Shareholders	No	Emails, Website, SMSs, Virtual and Physical Meetings, Conferences, Press Releases, Annual Reports, Presentation, News Paper Publications	As per statutory requirements, as well as, as and when required	The purpose of engagement with shareholders is to ensure transparent communication and active participation in key matters concerning the company. The scope of such engagement includes discussions on operations, disclosures on the stock exchange, approval of financial statements and dividend declarations, dividend payouts, investor presentations, and reports such as the conservation of energy report. Key topics and concerns raised during these engagements are addressed through structured communication channels to maintain trust and regulatory compliance.

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.

While ESG considerations are integrated into the Company's daily operations, a formalized stakeholder consultation process specifically focused on ESG matters has not yet been instituted. However, relevant stakeholder interactions are actively carried out by respective business and functional leaders as part of their routine engagements. The insights and feedback gathered through these consultations are systematically communicated to the Board of Directors during quarterly meetings, ensuring that stakeholder perspectives continue to inform strategic ESG-related discussions and decisions.



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, the Company actively uses stakeholder consultations to identify and manage key environmental and social topics. Inputs from community members, local authorities, and other stakeholders have played a critical role in shaping several flagship initiatives. For instance, Project Sampurna was developed in response to community feedback highlighting the need for improved maternal and child healthcare services. The program supports ASHA workers, enhances Primary Health Centres, and addresses nutritional and immunization gaps. Similarly, Project ViGyasa was initiated to foster scientific thinking among schoolchildren, following consultations with educational institutions and public trusts. A baseline needs assessment is conducted for local community projects to identify the priorities, followed by an end-line evaluation to measure progress and impact. On the environmental front, discussions with farming communities and local bodies guided the implementation of large-scale tree plantations and solar-powered drip irrigation systems to address water conservation and energy efficiency. These engagements ensure that the Company's sustainability efforts are aligned with community needs and create meaningful impact on the ground.

Similarly, for Community Development we support local community initiatives focusing on sustainable livelihood, skill development, integrated rural/village/slum development, supporting farm and non-farm families for economic activity and creating an ecosystem for multiple livelihood opportunities and employment enhancing vocational skills. We also extend support for any research and development, need based intervention or in instances of disaster management. All these are done in consultation with our plants and the local collectors and most importantly in accordance to the community needs.

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

The Company actively engages with vulnerable and marginalized stakeholder groups through targeted community development initiatives in healthcare, education, and environmental sustainability. A baseline needs assessment is conducted for local community projects to identify the priorities, followed by an end-line evaluation to measure progress and impact. Through Project Sampurna, the Company addresses the health needs of adolescent girls, pregnant and postnatal women, and children under five by enhancing access to primary healthcare, nutritional support, immunization awareness, and diagnostic services. To support educational inclusion, Project ViGyasa focuses on nurturing scientific curiosity among students in government-funded schools by establishing science labs and providing specialized teacher training. In alignment with environmental justice, the Company promotes sustainability through carbon neutrality initiatives, including large-scale tree plantation and energy-efficient practices. The Solar initiative further supports rural farming communities by encouraging renewable energy use and drip irrigation to conserve water. Stakeholder consultations guide these efforts, enabling the Company to identify critical local needs and tailor its programs accordingly. These engagements help ensure that underserved communities are heard and supported through meaningful and inclusive actions.

PRINCIPLE 5: Businesses should respect and promote human rights

Essentials 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 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	2203	2203	100.00	2014	2014	100.00
Other than permanent	17	17	100.00	4	4	100.00
Total Employees	2220	2220	100.00	2018	2018	100.00
Workers						
Permanent	0	0	0.00	0	0	0.00
Other than permanent	1716	1716	100.00	1455	1455	100.00
Total Workers	1716	1716	100.00	1455	1455	100.00

Note: Necessary trainings are provided to the employees and workers on Code of Conduct, POSH and Health and Safety.

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

Category	FY 2024-25					FY 2023-24				
	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	2203	0	0.00	2203	100.00	2014	0	0.00	2014	100.00
Male	2040	0	0.00	2040	100.00	1870	0	0.00	1870	100.00
Female	163	0	0.00	163	100.00	144	0	0.00	144	100.00
Other than Permanent	17	0	0.00	17	100.00	4	0	0.00	4	100.00
Male	12	0	0.00	12	100.00	2	0	0.00	2	100.00
Female	5	0	0.00	5	100.00	2	0	0.00	2	100.00
Workers										
Permanent	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Male	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Other than Permanent	1716	237	13.81	1479	86.19	1455	238	16.36	1217	83.64
Male	1693	215	12.70	1478	87.30	1448	231	15.95	1217	84.05
Female	23	22	95.65	1	4.35	7	7	100.00	0	0.00

3. Details of remuneration/salary/wages, in the following format:

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category (INR)	Number	Median remuneration/ Salary/ Wages of respective category (INR)
Board of Directors (BoD)*	4	2,94,12,617	1	14,00,000
Key Managerial Personnel**	4	5,53,54,701	0	0
Employees other than BoD and KMP	2040	5,49,513	159	5,30,749
Workers	1693	1,86,422	23	1,79,712

\* Excluding Mr. Vijaykumar Shah, who passed away on 26<sup>th</sup> February, 2025 and the Non-Executive Director who has not received any remuneration/ Sitting fees or received only part remuneration/sitting fees during FY 2024-25.

\*\*KMP includes the Managing Director, Executive Director, Chief Financial Officer, and Company Secretary of the Company.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:<sup>6</sup>

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	7.17	6.11

There has been an increase in the percentage of remuneration in the reporting year as compared to the previous FY.

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 the Company, human rights-related concerns are addressed through a structured framework that includes a dedicated Safety Committee, the AI-based feedback tool Amber, Town Hall meetings, and Leadership Connect. These mechanisms ensure timely acknowledgment and resolution of grievances related to human rights. The Site HR Lead, Corporate HR Head, and relevant committees play a key role in this process. The Company promotes open communication and fosters a safe, inclusive, and respectful work environment. This approach reaffirms our commitment to upholding human dignity and valuing every employee's voice.

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

At the Company, the principles of human rights as outlined in the United Nations Global Compact (UNGC) are deeply embedded in our organizational ethos and operational framework.

We are guided by a strong foundation of good governance, strict compliance with applicable laws, and a commitment to fair and ethical workplace practices. This includes ensuring timely payment of salaries, upholding equal opportunity for all without any form of discrimination, and fostering a respectful and inclusive work environment. To support this commitment, we have established clear mechanisms for addressing employee grievances. Any concerns related to human rights or workplace conduct are directed to the Human Resources department, where they are reviewed with diligence and resolved in accordance with internal policies and legal standards. The resolution and closure of each grievance are formally communicated to the concerned individual, reinforcing our dedication to transparency, accountability, and employee well-being. The Plants maintain a Quality Assurance team with a Environment, Health and safety checklist that forms an integral part of the Procurement SOP for value chain partners including our manufacturers and suppliers for compliance to human rights related issues.

<sup>6</sup>The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

6. 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 the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	No such concerns identified in the previous FY and Current FY.					
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human Rights related issues						

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	No such complaints have been filed for the Previous FY and Current FY.	
Complaints on POSH as a % of female employees / workers		
Complaints on POSH upheld		

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

At the Company, we place a strong highlight on educating our stakeholders about harassment, discrimination, and the importance of fostering a respectful workplace culture. This commitment is reflected in our comprehensive approach, which includes the implementation of the Prevention of Sexual Harassment (POSH) Policy, regular sensitization sessions, targeted training programs, and ongoing awareness campaigns. At every location there is an Internal Complaints Committee whose primary functions include investigating complaints, promptly resolving them, and recommending appropriate actions to the management.

9. Do human rights requirements form part of your business agreements and contracts?

The Company is presently undertaking a review and update of its standard agreement templates, with a dedicated focus on embedding human rights-related provisions. This initiative reflects our ongoing commitment to aligning business practices with ethical standards and global human rights principles.

Moreover, even in instances where standard agreements are not used, the Company aims to maintain consistency by incorporating relevant human rights clauses into all agreements. Our vendor approval process is governed by structured operational procedures that include a comprehensive human rights compliance checklist. Upon satisfactory evaluation, a formal Quality Agreement is executed with the vendor to ensure adherence to our standards and expectations.

10. Assessments for the year:

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	33.00
Forced/involuntary labour	33.00
Sexual Harassment	33.00
Discrimination at workplace	33.00
Wages	33.00

Note: At Ankleshwar and Dahej Plants, inspections are conducted by the Global Logistics Organization (GLO) as well as external authorities. Factory inspections are also carried out by the Directorate of Industrial Safety and Health (DISH), a government regulatory body, to ensure compliance with statutory safety standards.



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

No complaints for any audits conducted, therefore not applicable.

Leadership Indicators

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

At the Company, we have adopted a comprehensive approach to managing human rights grievances, ensuring accessibility, transparency, and timely resolution. In addition to offering multiple channels for employees to voice concerns—whether through direct communication or digital platforms—we have embedded key human rights principles into our internal policies and Standard Operating Procedures (SOPs). These resources are readily accessible to all employees via our intranet system. Our Code of Conduct, which is publicly accessible, serves as a guideline that all employees are required to follow.

Additionally, our vendor approval process also incorporates an assessment of human rights practices, ensuring that we partner with entities that share our commitment to upholding these principles.

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

At the Company, we take pride in being an equal opportunity employer, firmly committed to fostering a diverse, inclusive, and respectful work environment. Our core values are deeply rooted in the protection and promotion of human rights across all facets of our operations. We also have a Human rights Policy in place available on the intranet.

This includes a strong stance against forced or child labour, the upholding of freedom of association and collective bargaining rights, and the assurance of fair and equal remuneration for all. While we currently do not undertake formal human rights due diligence, these fundamental principles are embedded into our policies, processes, and day-to-day practices.

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?

At the Company, we are deeply committed to fostering an inclusive and accessible environment for all, including differently abled visitors. We have put in place a range of thoughtful infrastructural measures to ensure that every individual can navigate our premises comfortably and independently.

From the outset, our buildings feature accessible entryways designed to accommodate mobility aids such as wheelchairs and walkers. Within our facilities, we have installed user-friendly fixtures like push or lever-operated washbasins to promote ease of use. Moreover, our corridors are brightly and uniformly lit to support safe and effortless movement throughout the workspace.

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	100.00
Discrimination at workplace	100.00
Child Labour	100.00
Forced Labour / Involuntary Labour	100.00
Wages	100.00

Note: The assessment of value chain partners including our manufacturers and suppliers is maintained by all Plant Quality Assurance teams conducted internally and forms an integral part of the Procurement SOP. We ensure compliance by following the established procedures and steps outlined in our AVD document. This requirement is also addressed within the Supplier qualification SOP and under the Supplier Code of Conduct, which mandates that all suppliers fully comply with the outlined guidelines.

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

No significant issues or concerns have arisen from the assessments mentioned above, and as such, no corrective actions have been required or are currently underway.

PRINCIPLE 6: Businesses 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:<sup>7</sup>

Parameter	FY 2024-25 (In Gigajoules)	FY 2023-24 (In Gigajoules)
From renewable sources		
Total electricity consumption (A)	36,672.91	27,571.98
Total fuel consumption (B)*	2,06,569.59	88,906.41
Energy consumption through other sources (C) – Steam Purchased from Bio briquette	70,409.72	-
Total Energy consumption from renewable sources (A+B+C)	3,13,652.22	1,16,478.39
From non-renewable sources		
Total electricity consumption (D)	2,53,501.44	2,73,225.06
Total fuel consumption (E) **	72,289.24	16,093.38
Energy consumption through other sources (F) – Steam Purchased from Coal	1,52,636.49	2,56,142.37
Total Energy consumption from non-renewable sources (D+E+F)	4,78,427.17	5,45,460.81
Total energy consumed (A+B+C+D+E+F)	7,92,079.39	6,61,939.20
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from Operations) - GJ/ ₹	0.000033	0.000029
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) - GJ/US Dollars <sup>8</sup>	0.00069	0.00065
Energy intensity in terms of physical output - GJ/MT <sup>9</sup>	1,000.10	1,026.26
Energy intensity (optional) - GJ/Employee	356.79	328.02

**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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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:

Our facilities at the company do not fall under the scope of the Government of India’s Perform, Achieve, and Trade (PAT) Scheme. As a result, our sites are not bound by the specific regulatory obligations of the PAT scheme, providing us with operational flexibility while we continue to adhere to applicable energy efficiency and conservation standards.

<sup>7</sup>The above calculations are in accordance with Part B, Attribute 3 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>8</sup>The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>9</sup>The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>\*</sup>During the current year, the company has commenced consumption of in-house steam generated from bio-briquettes, resulting in a measurable increase compared to the previous year.

<sup>\*\*</sup>During the current year, the company initiated the consumption of in-house steam generated from natural gas, observed an increase in diesel consumption, and introduced Light Diesel Oil (LDO) for use in the furnace, collectively resulting in a measurable increase compared to the previous year.

3. Provide details of the following disclosures related to water, in the following format:<sup>10</sup>

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	3,34,031.84	3,24,061.79
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,34,031.84	3,24,061.79
Total volume of water consumption (in kilolitres)	3,06,201.00	2,85,971.00
Water intensity per rupee of turnover (Water consumed / Revenue from operations) KL/₹	0.000013	0.000013
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)- KL/US Dollars <sup>11</sup>	0.00027	0.00028
Water intensity in terms of physical output- KL/MT <sup>12</sup>	386.62	443.37
Water intensity (optional) – KL/Employee	137.93	141.71

**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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

4. Provide the following details related to water discharged

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(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	-	-
- With treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – Primary, Secondary and Tertiary Treatment	27,830.84	38,090.79

<sup>10</sup>The above calculations are in accordance with Part B, Attribute 2 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>11</sup>The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>12</sup>The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Parameter	FY 2024-25	FY 2023-24
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	27,830.84	38,090.79

**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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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

The Company has established a strong wastewater management system, comprising Effluent Treatment Plants (ETPs) with integrated primary, secondary, and tertiary treatment processes enabling efficient removal of contaminants across various waste streams. Following these stages, Reverse Osmosis (RO) plants are deployed specifically to treat low Chemical Oxygen Demand (COD) effluents, ensuring high-quality water recovery for reuse.

For effluent streams with high COD concentrations, the Company employs a two-step treatment process beginning with a stripper unit to remove volatile organic compounds, followed by a Multiple Effect Evaporator (MEE) for volume reduction and concentration of waste. The residual waste from these processes is managed responsibly—organic process residue is directed for pre-processing or co-processing, typically in cement kilns or other industrial facilities, while solid inorganic waste is transferred to a Common Hazardous Waste Treatment, Storage, and Disposal Facility (CHWTSDF) for secure landfill disposal in accordance with environmental regulations.

In a further commitment to sustainability, all permeate generated from the RO systems is reused within utility operations, significantly reducing freshwater dependency. In addition, the Company has installed Sewage Treatment Plants (STPs) to manage wastewater from domestic sources. These STPs are also followed by RO treatment, and the resulting treated water is repurposed for landscaping and gardening activities, promoting water conservation and efficient resource utilization.

Through this integrated and multi-tiered wastewater management strategy, the Company not only ensures full regulatory compliance but also supports its long-term environmental conservation goals by maximizing water recovery, minimizing waste generation, and reducing the ecological footprint of its operations.

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	ppm	16	29
SOx	ppm	10	15
Particulate matter (PM)	mg/m3	34	40
Persistent organic pollutants (POP)	-	NIL	
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, the Ankleshwar & Dahej plants are assessed by Shree Green Consultancy and Mohol and Kurkumbh plants are assessed by Green EnviroSAFE.



7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:<sup>13</sup>

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) *	Metric tonnes of CO2 equivalent	7,232.78	2,599.73
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) ** <sup>14</sup>	Metric tonnes of CO2 equivalent	88,035.94	1,09,019.25
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO2 equivalent/Rs.	0.0000040	0.0000049
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) <sup>15</sup>	Metric tonnes of CO2 equivalent/US Dollars	0.00008	0.00011
Total Scope 1 and Scope 2 emissions intensity in terms of physical output <sup>16</sup>	Metric tonnes of CO2 equivalent/MT	120.29	173.05
Total Scope 1 and Scope 2 emission intensity (optional)	MT CO2/Employee	42.91	55.31

**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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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

The Company has implemented a range of projects and initiatives aimed at reducing greenhouse gas emissions and improving energy efficiency across its operations. These efforts focus on optimizing energy usage, upgrading equipment, and adopting sustainable practices to reduce overall environmental impact. Some of the key projects include:

1. Installation of Energy-Efficient 300 TR Chiller: A standby 300 TR chiller was installed, resulting in an annual electricity saving of 631,080 KWh and helping to significantly reduce associated emissions.

<sup>13</sup>The above calculations are in accordance with Part B, Attribute 1 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>14</sup>The above calculations as per the updated emission factors provided in the CO<sub>2</sub> Baseline Database for the Indian Power Sector – User Guide, Version 20.0, December 2024, published by the Central Electricity Authority, Ministry of Power, Government of India.

<sup>15</sup>The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>16</sup>The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

\*The increase in Scope 1 emissions during the current year can be attributed to higher consumption of diesel, bio-briquette and natural gas, the introduction of Light Diesel Oil (LDO) in the furnace, and an increase in the quantity of refrigerant refilled.

\*\*The reduction in the consumption of purchased steam from coal has contributed to a decrease in Scope 2 emissions during the current year.

2. Replacement of Transformer with High-Efficiency Model: An outdated transformer was replaced with a modern, high-efficiency version, yielding an annual energy saving of 170,643 KWh.
3. Revamp of Brine Plant Systems: The P-15, 16 brine plant was upgraded to improve operational performance, leading to annual electricity savings of 2,25,614 KWh.
4. Adoption of PSA Nitrogen Gas Outsourcing: Transitioning from in-house nitrogen generation to outsourced PSA nitrogen gas supply led to a reduction of 349,684 KWh annually.
5. Optimization of Jet Mill Air Compressor Operations: Modifications to the jet mill air compressor system—including piping upgrades and interconnections—enabled shutdown of a reciprocating compressor, saving 736,992 KWh per year.
6. Installation of Refrigerant Gas Condenser and HVAC Cooling Coil: A refrigerant condenser and improved cooling coil were added to the PP-02 HVAC system, resulting in an annual energy saving of 229,950 KWh.
7. Implementation of Auto On/Off Controls for Cooling Tower Fans: A temperature-based control system was introduced for two ejector cooling tower fans in P-15, saving 20,494 KWh annually.
8. Upgrading Cooling Water Header Line in P-15: Replacing the existing metal cooling water header with a PPRC line helped reduce energy usage by 59,051 KWh annually.
9. Voltage Optimization across PCCs: Voltage settings were optimized from 400V to 410V, leading to reduced energy losses and a measurable saving in power consumption.
10. Use of AOD Pumps in Place of Conventional Motors: Two air-operated diaphragm (AOD) pumps were installed in place of 3HP motors for MLR transfer, saving 2,205 KWh per year.
11. Control Panel for Dew Point-Based Air Dryer Management: A control panel was installed to minimize purge loss in air dryers, saving 17,018 KWh annually.
12. Compressed Air Loss Reduction through Drain Valve Installation: Mechanical no air-loss auto drain valves were introduced to reduce air losses in the compressed air system, achieving an annual saving of 10,527 KWh.
13. Lighting System Optimization via Motion Sensors: Motion sensors were installed for low-load lighting areas, resulting in electricity savings of 1,869 KWh annually.

9. Provide details related to waste management by the entity, in the following format:<sup>17</sup>

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	683.23	704.00
E-waste (B)	0.92	1.08
Bio-medical waste (C)	1.50	0.99
Construction and demolition waste (D)	-	-
Battery waste (E)	0.99	0.13
Radioactive waste (F)	-	-
Other Hazardous waste (G)		
ETP Sludge	1,847.15	822.80
Evaporator Salt	1,964.83	982.80
Insulation waste	33.45	27.05
Plastic Waste	14.50	30.27
Distillation residue	1,962.91	2,158.88
Process waste	2,051.94	2,136.69
Spent Carbon	115.59	147.75
Spent Solvent	5,235.52	4,480.83
Spent Solvent from Stripper	2,174.50	1,930.47
Contaminated Cotton waste and Used rubber hand gloves	22.25	24.45

<sup>17</sup>The above calculations are in accordance with Part B, Attribute 4 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Parameter	FY 2024-25	FY 2023-24
Spent Acid	674.97	398.60
Residue in Waste	214.41	214.34
Sludge from barrel cleaning	0.43	0.43
Oil Specification Product	-	0.15
Other Non-hazardous waste generated (H)		
Metal Scrap	742.05	144.64
Corrugated boxes	13.73	17.90
Broken Glass	44.75	39.05
Shredding paper waste	15.50	16.34
Wooden Scrap	100.28	105.50
Total (A+B + C + D + E + F + G + H)	17,915.40	14,385.14
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)- MT/Rs.	0.00000075	0.00000063
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)- MT/US Dollars <sup>18</sup>	0.000016	0.000014
Waste intensity in terms of physical output- MT/MT	22.62	22.30
Waste intensity (optional) – MT/Employee <sup>19</sup>	8.07	7.13
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste - Hazardous waste, Plastic, E-waste, Battery waste and Non-hazardous waste		
(i) Recycled (Spent Solvent, Plastic, E-waste and Battery waste, Metal scrap, Corrugated Boxes, Broken glass, Shredding paper waste and wooden scrap)	6,756.13	4,368.16
(ii) Re-used* (Spent Acid, Distillation residue, Process waste, Spent Carbon, Spent Solvent, Spent Solvent from Stripper and Contaminated cotton waste and used rubber hand gloves)	7,070.93	7,920.44
(iii) Other recovery operations	-	-
Total	13,827.06	12,288.59
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste - Hazardous waste and Biomedical waste		
(i) Incineration - Sludge from Barrel Cleaning, Biomedical waste, Off-specification product	14.00	19.27
(ii) Landfilling - ETP sludge. Evaporator salt, insulation waste, Plastic waste	4,074.34	2,077.25
(iii) Other disposal operations -	-	-
Total	4,088.34	2,096.52

\*The waste considered under reuse has undergone pre-processing and co-processing, facilitating the subsequent reutilization of these materials.

**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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

<sup>18</sup>The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>19</sup>The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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:

Our facility is equipped with a comprehensive system for the collection, treatment, and recycling of effluents, ensuring responsible and sustainable management of industrial and domestic wastewater. A significant portion of the treated effluent is recycled and reused within our operations, thereby reducing our dependence on fresh water resources. The remaining treated effluent is safely discharged to a government-approved Common Effluent Treatment Plant (CETP), in full compliance with regulatory standards.

We prioritize solvent recovery within our processes to minimize waste generation and enhance resource efficiency. Recovered solvents are reused in our operations, while excess quantities are responsibly transferred to authorized recyclers for further processing.

Solid waste management is carried out through scientifically approved methods, including secure landfilling and utilization in co-processing units, thereby aligning with best practices for environmental conservation. Additionally, spent oils and process residues are managed through co-processing and is also sent to authorized facilities to ensure safe disposal. All plastic waste generated is systematically segregated and sent to certified recyclers, supporting circular economy principles.

In adherence to biomedical waste regulations, any medical or bio-hazardous waste generated is handed over to authorized agencies for appropriate and safe disposal, ensuring the protection of human health and the environment.

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:

S. No.	Location of operations/offices	Types of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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The Company currently is not operating in any 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
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Not Applicable. No projects requiring an EIA were undertaken by the Company.



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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Sr. 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 taken, if any action
1.	Section 33 A of the Water Act 1974	Gujarat Pollution Control Board (GPCB) issued a closure direction for closure of the Industrial Plant at Ankleshwar on the 24 <sup>th</sup> of July, 2024 after the sample collected from GIDC storm water drain was found to exceed certain parameters. The Team actively engaged in addressing the matter with the board to thoroughly understand the matter and seek resolution. The team acknowledged that over the past few weeks there were incessant rains in the district which may have resulted in the same.	GPCB imposed an interim Environmental damage compensation of ₹ 15,00,000/- which was duly paid by the Company.  The Company does not foresee any material impact on the financial, operation or other activities.	This was subsequently rectified and the closure direction was revoked. The Fine imposed was duly paid by the Company. Based on such revocation, the Company considered to restart its operation at Ankleshwar facility and is committed to highest standards of environmental and corporate governance.

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:

- (i) Name of the area – Nil
- (ii) Nature of operations – Not Applicable
- (iii) 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	Not Applicable	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not Applicable	
- Not Applicable		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- Not Applicable		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- Not Applicable		
- With treatment – please specify level of treatment		
(iv) Sent to third - parties		
- Not Applicable		
- With treatment – please specify level of treatment		
(v) Others		
- Not Applicable		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

**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 - There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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 CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) - Limited	Metric tonnes of CO2 equivalent	69,532.27	59,871.91
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent/rupees	0.0000029	0.0000026
Total Scope 3 emission intensity (optional)	Metric tonnes of CO2 equivalent/employee	31.32	29.67

**Note:** For FY 23-24 and FY 24-25, Scope 3 has been calculated basis 5 parameters (Upstream Scope 3) which are Purchased Goods and Services, Capital Goods (Limited), Business Travel, Employee Commuting, and Waste generated in operations.

**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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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 standby 300 TR Chiller	A new energy-efficient 300 TR chiller was installed to serve as a standby unit, replacing an older, less efficient system. This significantly reduces energy consumption during peak loads or equipment downtime.	Achieved an annual electricity saving of approximately 6,31,080 KWh
2	Use of raw water in place of purified water for filter cleaning	Implemented the use of raw water for filter cleaning instead of purified water, helping conserve treated water. This change not only reduced the demand for purified water but also supported more sustainable water management practices across the facility.	Saved 2,916 KL of purified water annually, lowering the energy demand for water purification.
3	Pre-treatment (MGF & Softener) removed from all purified and Potable Water System	Removed the pre-treatment units (MGF and softener) from all purified and potable water systems, streamlining operations and reducing the reliance on chemicals. This change enhanced system efficiency, lowered maintenance needs, and promoted more sustainable water treatment practices.	Saved 8,213 KL of water annually, minimizing chemical usage and operational load.
4	Installation of dew point based control panel	Installed a dew point-based control panel in the JM air compressor (P01-AC-03) to optimize air dryer purge cycles, effectively reducing compressed air loss. This improvement enhanced system efficiency, minimized energy waste, and contributed to more sustainable operations.	Saved 17,018 kWh of electricity per year.
5	Replacement of old transformer with new energy efficient transformer	Replaced the old transformer with a new energy-efficient model, significantly reducing transmission and conversion losses. This upgrade improved overall system efficiency, minimized energy waste, and contributed to long-term cost savings and enhanced performance.	Annual energy savings of 1,70,643 kWh, directly cutting down electricity-based emissions.
6	Reuse of AHU condensate	Captured and reused condensate water from the AHUs of P-15, P-16, and P-17 for non-potable purposes, such as cooling tower make-up. This initiative significantly reduced freshwater consumption, promoting sustainable water management practices and improving overall resource efficiency.	Conserved 3,647 KL of water annually, reducing the energy footprint for water processing.

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along - with summary)	Outcome of the initiative
7	Revamping of P-15,16 Brine plant (68 TR)	Revamped the P-15 and P-16 Brine Plant (68 TR) to enhance its performance and improve energy efficiency. This upgrade optimized the cooling process, reduced energy consumption, and increased the overall operational efficiency of the system.	Achieved 2,25,614 kWh of annual energy savings due to improved system efficiency.
8	Installation of controller-based auto on/off system	Installed a controller-based auto on/off system for the new admin raw water pump, operating it based on tank level requirements. This automation ensured that the pump runs only when needed, optimizing water usage and reducing energy consumption.	Saved 11,545 kWh of electricity annually by preventing unnecessary pump operations.
9	Installation of mechanical no-air-loss valves	Installed mechanical no-air-loss auto drain valves in the air receiver to effectively minimize compressed air waste. This solution ensures that condensate is drained without releasing valuable compressed air, improving system efficiency and reducing energy consumption.	Annual electricity savings of 10,527 kWh from optimized compressor use.
10	Temperature based auto on/off operation system	Implemented temperature-based auto on/off operation for two P-15 Ejector Cooling Tower fans, ensuring they operate only when necessary. This system optimized fan usage, reducing energy consumption and preventing overuse while maintaining efficient cooling performance.	Resulted in savings of 20,494 kWh per year by running fans only when required.
11	PSA Nitrogen Gas Outsourcing instead of in-house generation for intermediate areas	Outsourced nitrogen gas supply for intermediate areas instead of generating it in-house, reducing the reliance on energy-intensive processes. This shift not only cuts down on the energy consumption but also streamlines our operations, leading to cost savings and more efficient resource management.	Reduced in-house electricity use by 3,49,684 kWh per year, curbing process-related GHG emissions.
12	Installation of oil vacuum pumps in place of steam ejectors	Installed six oil vacuum pumps (Becker - 1, HK - 5) in place of steam ejectors to enhance thermal efficiency. This replacement improved overall system performance, reduced energy consumption, and optimized the vacuum process, leading to more sustainable and cost-effective operations.	Saved 1,814 MT of steam and 3,360 KL of water annually by eliminating steam-based operations.
13	Replacement of process cooling water header line	Replaced the process cooling water header line in P-15 from MS to PPRC piping. This substitution reduced friction losses, improved flow efficiency, and enhanced the overall performance and longevity of the system.	Achieved 59,051 kWh of annual energy savings due to reduced pumping load.



Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along - with summary)	Outcome of the initiative
14	Reusing RO reject water in garden, recovery, recycle, condensate recovery, boiler water reduction	Implemented multiple initiatives to enhance water management, including recovering condensate, and recycling boiler water. These efforts significantly reduced water waste, optimized resource usage, and promoted sustainability across the facility.	Saved 3,220 KL of water annually, minimizing treatment and pumping energy demands.
15	Optimization of unloading hour of Jet mill air compressor	Optimized the unloading hours of the Jet Mill air compressor through piping modifications and by keeping the compressor on standby when not in use. This adjustment streamlined the compressor's usage, improving efficiency, reducing active hours, and lowering energy consumption.	Realized 7,36,992 kWh in annual electricity savings from optimized air compressor operation.
16	Installation of hybrid carbon composite fan of aerofoil design	Installed advanced aerofoil fans that deliver higher airflow while consuming less energy. This upgrade enhanced system performance by improving air circulation efficiency, resulting in significant energy savings and a more sustainable operation.	Improved air handling efficiency, indirectly reducing energy demand (qualitative impact).
17	Enhancing condensate recovery system	Enhanced the condensate recovery system to reclaim a larger percentage of steam, improving overall efficiency from 28% to 43%. This upgrade not only maximized resource recovery but also reduced energy loss, contributing to cost savings and more sustainable steam management.	Recovered 420 MT of steam per year, decreasing boiler fuel requirements and emissions.
18	Reducing temperature deration of steam	Upgraded the thermal recovery process by reducing the temperature deration of steam, improving efficiency. The steam condensate temperature deration was reduced from 14% to 11.5%, resulting in better energy recovery, reduced losses, and enhanced overall system performance.	Saved 1,024 MT of steam annually, improving thermal energy efficiency.
19	Optimizing plant voltage	Optimized plant voltage by reducing it from 410V to 400V at the PCCs, lowering it by 10 volts (2%) to decrease unnecessary power draw. This adjustment helped improve energy efficiency, reduce power consumption, and lower operational costs.	Estimated savings of 1 kWh annually per 1% reduction in voltage, lowering electrical load.
20	Using RO permeate water	Utilized RO permeate water from the ETP for cooling towers, significantly reducing the reliance on fresh water. This practice not only minimized water consumption but also supported sustainable water management by recycling treated water for operational needs.	Saved 438 KL of water annually and reduced demand on fresh water systems.

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along - with summary)	Outcome of the initiative
21	Motion Sensor Lights	Installed motion sensors for a total of 0.320KW in light fittings, ensuring that low-load lighting operates only when areas are occupied. This energy-efficient solution reduced unnecessary power usage, contributing to lower energy consumption and enhanced sustainability.	Saved 1,869 kWh of electricity per year, reducing idle power usage.
22	Replacing 3HP pumps with AOD pump	Replaced conventional 3HP pumps with air-operated double diaphragm (AOD) pumps for MLR transfer, using two units. This upgrade improved pumping efficiency, reduced energy consumption, and enhanced the reliability of the transfer process, leading to better operational performance.	Electricity savings of 2,205 kWh annually, with lower maintenance and improved efficiency.
23	Installation of refrigerant gas condenser	Enhanced the HVAC system for PP-02 by installing a refrigerant gas condenser (HE) and cooling coil, improving the overall refrigerant cycle efficiency. This upgrade optimized heat exchange, leading to better system performance, reduced energy consumption, and enhanced cooling effectiveness.	Achieved 2,29,950 kWh of annual electricity savings, improving HVAC performance.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
- The Company has implemented a robust Business Continuity Plan (BCP) to ensure the seamless delivery of critical services during disruptions caused by natural disasters, technical failures, or unforeseen events. The BCP identifies potential threats, assesses impact, and defines recovery strategies that are regularly tested for effectiveness. It documents essential information such as contact lists, backup protocols, and emergency procedures to minimize downtime. Supported by a structured risk matrix, the plan outlines preventive controls and recovery measures. Incident response is guided by Standard Operating Procedure QA09, reinforcing the company's commitment to operational resilience and the protection of key business functions.
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?
- There are no significant adverse environmental impacts arising from the company's value chain. The Company is committed to upholding high standards of environmental responsibility throughout its operations and extends this commitment across its entire value chain. Proactive measures are implemented to ensure that all activities—from procurement and production to distribution and service delivery—are conducted in an environmentally responsible manner.
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
- NIL
8. How many Green Credits have been generated or procured?<sup>20</sup>
- a. By the listed entity - Nil

b. By the top 10 (in terms of value of purchases and sales, respectively) value chain partners - Nil

<sup>20</sup>The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28<sup>th</sup> March 2025.

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 affiliated with one 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.	Bombay Chamber of Commerce and Industry	National

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

Name of authority	Brief of the case	Corrective active taken
	Nil	

Leadership Indicators

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

Sr. 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
					Not Applicable

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 the current financial year.

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No)	Relevant Web - Link
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Considering the operations, SIA is not applicable to our entity.

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

S. No	Name of Project for which R&R is ongoing	State	District	No. pf Project Affected Families (PAFs)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
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We have no ongoing projects on R&R.

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

As a responsible corporate citizen, the Company adopts a human-centric approach to contribute meaningfully to the welfare of communities surrounding its facilities, adjoining regions, and aspirational districts. Recognizing the community as a key stakeholder, the Company places strong importance on nurturing this relationship through proactive engagement.

Prior to initiating any Corporate Social Responsibility (CSR) activities, the Company conducts a thorough assessment of community needs using baseline data. This helps ensure that interventions are tailored to address specific local issues effectively. Post-assessment, the Company actively collaborates with the community to resolve grievances and implement initiatives that are aligned with both Schedule VII of the Companies Act, 2013 and the United Nations Sustainable Development Goals (SDGs). Through this structured and inclusive approach, the Company strives to create a lasting positive impact on the communities it serves.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:<sup>21</sup>

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	46.00	48.00
Sourced directly from within India	61.00	61.00

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.<sup>22</sup>

Location	FY 2024-25	FY 2023-24
Rural	23.00	22.00
Semi-Urban	0.00	0.00
Urban	57.00	53.00
Metropolitan	20.00	25.00

**Note:** Dahej, Kurkumbh, and Mohol classify as Rural; Ankleshwar and Mahape classify as Urban; H.O classifies as Metropolitan.

<sup>21</sup>The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>22</sup>The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122



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):

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Sr. No	State	Aspirational District	Amount spent (In INR)
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Our Company has undertaken CSR projects in the Aspirational District of Narmada as identified by government bodies. These projects include maintaining and augmenting natural groundwater as environmentally sustainable resources by constructing several water conservation and recharging structures, generating livelihood for tribal farmers in the surrounding areas by intervening in agricultural practices, animal husbandry and alternate livelihood practices. Additionally, the company has also constructed solar lift irrigation to ensure irrigation facilities for marginalized farmers. Our company remains committed to evaluating opportunities in the aspirational districts to align its future CSR initiatives with national development goals. The Company is in the process of assessing the amount spent on activities in Aspirational District.

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

Considering the nature of the Company's operations and activities, strict compliance to regulatory restrictions and quality standards is imperative. Operating within a highly regulated industry, the Company complies with USFDA regulations, which govern many aspects of its processes. As a result, procurement is limited to suppliers that meet specific classifications and regulatory criteria.

Despite these regulatory constraints, the Company is committed to maintaining fairness and integrity across all operations. The Company ensures that no preferential treatment or discrimination occurs on any other basis, thereby upholding its principles of equity, transparency, and ethical business conduct. Preference is given to suppliers from marginalized or vulnerable groups, in compliance with applicable regulatory norms in India. However, there is no formal documentation outlining such policy.

(b) From which marginalized /vulnerable groups do you procure?

We give preference to MSME suppliers of Small, Micro and Medium during our procurement.

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

40.00

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:

Sr. 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 involved.

Name of authority	Brief of the case	Corrective Action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

Sr. No	Intellectual Property based on traditional knowledge	Benefit shared (Yes / No)	Basis of calculating benefit share
1.	<b>Access to Healthcare for Women and Children : “Project - Sampurna”</b>  This program addresses the healthcare needs of adolescent girls, women during pregnancy and post-pregnancy, and children up to 5 years of age, ensuring support at critical stages of their care, growth and development. The program also focuses on upgradation of the public health facilities by enhancing the healthcare infrastructure and equipping them with civil, machinery and medicinal support for better treatment and service.  Other details include: a. Enhancing Primary Health Centres b. Assistance for ASHA c. Awareness Session to Behavioural Change in mothers and Adolescent girls d. Supplementary Nutritional Support e. Health Camps f. Awareness drive for immunization g. Anomaly Scans, HB Check-up	<b>Mother and Child:</b> 3656 Women 1241 Children 1369 Adolescent Girls <b>Health Facilities Upgradation:</b> 13 Facilities 3,18,87 Beneficiaries 75 Arogyasakhis <b>Overall Beneficiaries - 3,25,219</b>	100.00
2.	<b>Access to Education “Project ViGyasa” (Vigyan Ki Jigyasa)</b>  To nurture young scientific minds. This initiative supports schools funded by various government bodies and trusts, aiming for a. Cultivating a scientifically literate and innovative society. b. Establishment of Science Labs c. Specialised Training and Workshops for Teachers	<b>Science Lab, Infrastructure and student capability Building:</b> 56 Schools 2 Colleges 43,343 students 343 Teachers 785 College students <b>Overall Beneficiaries - 44,471</b>	100.00
3.	<b>Environment Sustainability</b>  We are committed to protect, conserve and prevent the environment through reduce, reuse, recycle recover, repair and disposal methodology to save our natural resources and planet at large. a. Carbon Neutrality - Our Carbon Neutrality project combines traditional and Innovative methods to mitigate our environmental impact. b. Under Tree Plantation initiative, we emphasise large-scale tree plantation drives to enhance carbon sequestration and energy conservation through green energy adoption and energy efficiency. These integrated initiatives not only address immediate environmental concerns but also contribute to creating a healthier, greener planet for future generations. c. Under Solar initiative we are promoting renewable energy usage in farming and also using drip irrigation system to avoid wastage of water and ensure conservation of water in farming.	<b>Water Stewardship:</b> Water structures created - 47 Water recharged - 33,74,389 KL <b>Carbon Neutrality:</b> 30,800 Trees planted 16,200 Tonnes Carbon sequestration (Lifespan) <b>Overall beneficiaries - 15,746</b>  389 acres of land covered through solar drip irrigation system and 194 farmers benefited.	100.00

Sr. No	Intellectual Property based on traditional knowledge	Benefit shared (Yes / No)	Basis of calculating benefit share
4.	<b>Community Development</b>  a. Our projects aim to increase the livelihood incomes of tribal, farmers and local communities by improving agricultural practices and allied livelihood practices, animal husbandry, as well as supporting solar lift irrigation and developing irrigation facilities.  b. We support farming and non-farming families through various economic activities and create a veritable ecosystem for multiple livelihood generation opportunities.  c. Support for Differently-Abled Individuals - We extend support to differently-abled individuals to improve the quality of life for Children with Disabilities by offering therapies that enhance their physical, cognitive functions.  d. Skill Development - We support the local community and youth by identifying critical needs and job opportunities and providing employment-oriented vocational skills training. Our aim is to equip individuals with the skills required to secure sustainable employment and improve their quality of life.  e. We also support the Attendant Operators for Chemical Plant (AOCPs) and provide them with extensive training and support as per the industry requirement in consideration of their future growth.	<b>Sustainable Livelihood</b>  7,508 Farmer Families benefitted  <b>Skill Development</b>  114 AOCPs  <b>Overall beneficiaries - 7,622</b>	100.00

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 instituted a strong and well-defined procedure for managing customer complaints, ensuring timely and effective resolution. As per the Company's Standard Operating Procedure (SOP), any customer complaint received is acknowledged within 2 working days. A comprehensive investigation follows, and the findings are shared with the customer within 30 working days. In cases where the investigation requires more time, an interim report is prepared and shared with the customer to ensure transparency and continuous communication.

To further improve the customer experience, the Company has established a dedicated Customer Experience (CX) team comprised of professionals focused on analysing customer queries, feedback, and service-related data. Insights from this analysis are disseminated across the company to drive process improvements and elevate service quality. The CX team plays a pivotal role in fostering strong relationships with customers, responsiveness and personalization.

Moreover, the Customer Experience department has introduced a "Single Point of Contact" (SPOC) model for each region. This initiative simplifies communication, ensures consistency, and offers personalized support, making the experience seamless and efficient. Since the Company is into B2B business it does not directly interact with its consumers.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	As a manufacturer APIs, we do not directly engage in the final product packaging or distribution, where information related to environmental and social parameters, safe and responsible usage, or recycling/safe disposal is typically provided. Therefore, the turnover of products and services related to environmental and social parameters, safe and responsible usage, or recycling and/or safe disposal is nil, as these aspects are primarily managed at the final product packaging stage.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy	No Consumer complaints were received by the Company in both the Financial Years.					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						
Total						

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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 entity has an established framework addressing cybersecurity and data privacy risks.

The IT Acceptable Usage Policy available on intranet outlines comprehensive guidelines to ensure secure and responsible use of information technology resources.



- It mandates protection of confidential data, adherence to data privacy regulations, and prevention of unauthorized access. Employees are regularly trained on information security, data protection, and cyber risk awareness. The policy emphasizes monitoring, reporting, and immediate action against cyber threats. Ongoing updates and compliance checks ensure the framework remains effective.
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**
- Not Applicable, as there were no such instances of data breaches involving personally identifiable information of customers.
- c. **Impact, if any, of the data breaches**
- Not Applicable, as there have been no instances of data breach.

Leadership Indicators

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**
- The Company disseminates product information through a variety of communication channels to ensure transparency and accessibility for all stakeholders. These platforms include the official company website, annual reports, product brochure, global pharma conferences, social media platforms, and relevant advertisements. Comprehensive details regarding all products and services can be accessed on the official website: <https://www.alivus.com/>.
2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**
- To ensure consumers are well-informed and educated about the safe and responsible use of our products and services, the Company adopts a proactive and transparent approach. We provide comprehensive Material Safety Data Sheets (MSDS) that include vital safety information, handling guidelines, and potential hazards related to each product. Furthermore, we submit Drug Master Files (DMFs) or Applicant documents to our customers, along with all required supporting documentation. These initiatives reflect our commitment to consumer safety and product conservation, empowering users with the knowledge necessary for responsible and effective product usage.
3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**
- To uphold transparency and foster trust with our consumers, the Company has established strong mechanisms to inform them promptly of any potential risks related to disruption or discontinuation of essential services. In the event of any quality-impacting issue, we ensure timely and detailed communication with our customers, outlining the nature of the issue and its possible effects on service delivery. Moreover, we proactively enter into formal agreements with our customers that include clearly defined contingency plans and mitigation strategies. These agreements help in ensuring uninterrupted service and demonstrate our commitment to preparedness. By fostering open communication and collaborative partnerships, we aim to strengthen customer confidence and ensure a smooth experience, even in the face of unforeseen challenges.
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. The Company operates in a regulated B2B environment where product information is disclosed strictly in accordance with the requirements mandated by regulatory authorities of various countries. It has not conducted any consumer satisfaction surveys relating to its major products/services, significant locations of operation, or the entity as a whole.

NGBRC	SDG
Principle 1: Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable.	<div><div>16</div><div>PEACE AND JUSTICE</div><div>STRENGTHEN INSTITUTIONS</div></div> <div><div>17</div><div>PARTNERSHIPS</div><div>FOR THE GOALS</div></div>

**Note:** The SDG icons and materials are used for informational purposes. Source: United Nations Sustainable Development Goals [www.un.org/sustainabledevelopment](http://www.un.org/sustainabledevelopment))



# UN SDG INITIATIVES



**ACCESS TO HEALTHCARE - SAMPURNA**

This program addresses the healthcare needs of adolescent girls including women during pregnancy & post-pregnancy, and children up to 5 years of age, ensuring support at critical stages of their care, growth and development. The program also focuses on upgradation of the public health facilities by enhancing the healthcare infrastructure and equipping them with civil, machinery and medicinal support for better treatment & services in rural areas of Maharashtra & Gujarat.

**EMPLOYEE WELLNESS**

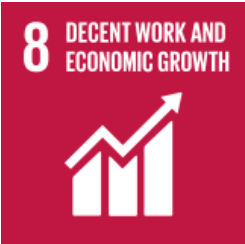
The Company prioritizes employee well-being through a comprehensive annual wellness plan accessible via Aon Visit app. This app actively promotes healthy habits by tracking individual steps, heart rate, calorie intake, and sleep cycles, Health risk assessments and it also features helpful exercise videos & wellbeing podcasts.

At our manufacturing sites, we ensure the health of all employees through periodical health check-ups conducted by government-approved medical facilities strictly adhering to Standard Operating Procedures. We also foster a culture of holistic wellness by celebrating Yoga Day across all sites and organizing mental health awareness workshops during Mental Health Week. To encourage physical activity, we conduct online exercise sessions such as Zumba, aerobics etc.

**TRAININGS FOR DEVELOPMENT OF EMPLOYEES**

As part of its ESG commitment, the Company places a strong emphasis on workforce development, safety, and ethical conduct. A total of 66,871 hours of classroom trainings were delivered to employees and contract workers, covering critical topics such as chemical safety, emergency response and static hazard management. Additionally, 19,986 total training hours were delivered across functional, behavioural, ethical and leadership development programs.

In alignment with governance and ethical responsibility, 2,198 hours out of the above were dedicated to essential trainings including the Code of Conduct, Anti-Corruption and Anti-Bribery, Conflict of Interest, Prevention of Sexual Harassment (PoSH), Data Protection and Data Privacy, and Information Security, reinforcing a culture of continuous learning, ethical integrity, and operational excellence.



**SHRM EXCELLENCE AWARDS 2024**

The Company was recognized at the SHRM Excellence Awards at Taj Palace, New Delhi, securing 1<sup>st</sup> Runner-Up in Excellence in Community Impact and receiving a Special Mention in Excellence in Organizational Development - reflecting its commitment to social impact and organizational growth.

**EcoVadis REPORT**

The Company has renewed its subscription for EcoVadis Assesment report. Since EcoVadis assesses companies on sustainability (covering environment, labor practices, ethics, and procurement), it helps businesses report and improve their sustainability efforts, aligning directly with this target.



**NANO- FILTRATION TECHNOLOGY**

At the Company, we are in process of establishing Nano- filtration technology for recovery of solvent instead of conventional distillation set-up. This will eliminate the utilities like steam and cooling/ chilling water and reduce the effluent load. Additionally, as there is no heating/evaporation involved, we are eliminating the potential of solvent vapor loss in environment. This technology has been validated for Cilostazol Final – Methanol.

**SOURCING FROM MSMEs/ SMALL PRODUCERS**

The Company in FY 2024-25, directly sourced 46.0% of its business from MSMEs/ Small producers in order to promote inclusion.





CERTIFICATIONS

The Company has Bureau Veritas Certification Holding SAS - UK Branch, that certifies the Management system of the organization has been audited and found to be in accordance with the requirements of Management System Standard as per ISO 45001: 2018.

ADOPTING CLEANER WASTE DISPOSAL METHODS

The Company is moving towards cleaner methods of waste disposal. This initiative emphasizes prioritizing “Co- processing/Preprocessing” – recognized as one of the cleanest and most sustainable forms of waste disposal.

USFDA AUDITS AND GOOD MANUFACTURING PRACTICES

The Company ensures evaluation of third-party vendors while ensuring they meet criteria like USFDA approval, Good Manufacturing Practices (GMP), and environmental standards.



WORLD ENVIRONMENT DAY

On Environment Day, the Company came together to celebrate sustainability & environmental responsibility. The team participated in tree planting, engaged in waste recycling activities, & learned about home composting and kitchen gardening.

Employees also tested their knowledge through an Environment Day Quiz & showcased their creativity in a drawing competition. This initiative reflects its commitment to fostering environmental awareness and sustainable practices.



COMPOST AND PLANTER MAKING WORKSHOP

On the occasion of World Environment day, June 5, 2024, employees participated in compost and planter making workshop.



TREE PLANTATION

On 19<sup>th</sup> March 2025, 70 employees of the Ankleshwar plant participated in tree plantation activity conducted under the Company's CSR initiative.



SOLAR INITIATIVE FOR WATER CONSERVATION

The Company is promoting renewable energy usage in farming & also use drip irrigation system to avoid wastage of water and ensure conservation of water in farming.



INTERNATIONAL WOMEN DAY, 2025

On the occasion of International Women's day, on March 8, 2025, employees conducted session on career aspiration and professional life for girls & women of the rural community at Shirapur, Solapur.



IMPROVING NUTRITION, HYGIENE & IMMUNISATION

As a part of its CSR initiatives, the Company has supported pregnant women and new mothers by implementing programs aimed at improving nutrition, promoting proper hygiene practices and ensuring children receive full immunization. There were overall 31,336 people benefitted under this initiative.

FOOD FACILITY

The Company provides complimentary breakfast, lunch, and dinner for employees who stay away from home for work for extended hours.



SUSTAINABILITY THROUGH RENEWABLE ENERGY AND RESOURCE EFFICIENCY

The Company has made significant strides in sustainability between FY 23–24 and FY 24–25. Carbon footprint has reduced by 30%, primarily due to increased reliance on bio briquettes and renewable energy sources. Specific energy consumption has improved slightly decreased from last year. The use of bio briquettes doubled from 13% to 26%, and renewable energy usage rose from 4.16% to 4.6%, while non- renewable energy consumption dropped from 41% to 32%, reflecting a clear shift toward cleaner energy sources. In terms of water efficiency, specific water consumption decreased, marking a 17.4% reduction. These improvements demonstrate the Company's proactive approach toward environmental sustainability, leading to reduced emissions, greater energy efficiency, and lower water usage, all of which contribute to long-term benefits.



CSR AWARD

The Company was awarded 1<sup>st</sup> Runner up – Excellence in Community Impact. This award recognizes the company's outstanding commitment to foster positive change across the key pillars of community engagement, social responsibility, sustainability and governance.



**PROJECT VIGYASA**

The Company has taken specific initiatives to inculcate scientific education in government schools and colleges by nurturing young scientific minds. This initiative supports schools funded by various government bodies and trusts, aiming to cultivate a scientifically literate and innovative society. It includes - Establishment of Science Labs, Enhancing school infrastructure, Specialised training and workshops for teachers and Career orientation sessions for students/girl children.



**WATER CONSERVATION FOR WATER NEUTRALITY**

Our water conservation initiatives aim to reduce our overall water footprint by implementing water harvesting and watershed management projects as part of our CSR efforts.



**ESSENTIAL TRAINING PRACTICES**

The Company has conducted six trainings for all include Code of Conduct, Anti-Corruption & Anti Bribery, Conflict of Interest, Data Protection, Information Security and POSH delivered for employees. 2198 hours of training were delivered across these topics.



**FOREIGN INSTITUTIONAL INVESTMENTS (FII) & DOMESTIC INSTITUTIONAL INVESTMENTS (DII)**

The Company's Foreign Institutional Investment (FII) are 6.57% and Domestic Institutional Investments (DII) are 5.19%. This supports mobilizing financial resources and fostering global and local collaboration for sustainable development.

**SUPPORT FOR DIFFERENTLY- ABLED INDIVIDUALS**

The Company supports differently-abled individuals to improve the quality of life for Children with Disabilities by offering therapies that enhance their physical, cognitive functions.

**SKILL DEVELOPMENT**

Our projects supports the local community and youth by identifying critical needs and job opportunities and providing employment-oriented vocational skills training.

Our aim is to equip individuals with the skills required to secure sustainable employment and improve their quality of life. We also support the Attendant Operators for Chemical Plant (AOCPs) and provide them with extensive training and support as per the industry requirement in consideration of their future growth.

# REPORT ON CORPORATE GOVERNANCE

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, a Report on Corporate Governance is given below

## 1. The Company’s Philosophy on Code of Governance:

Alivus Life Sciences Limited (formerly Glenmark Life Sciences Limited) (“the Company”) believes in continuous good corporate governance and always strives to improve performance at all levels by adhering to corporate governance practices, such as managing its affairs with diligence, transparency, responsibility and accountability.

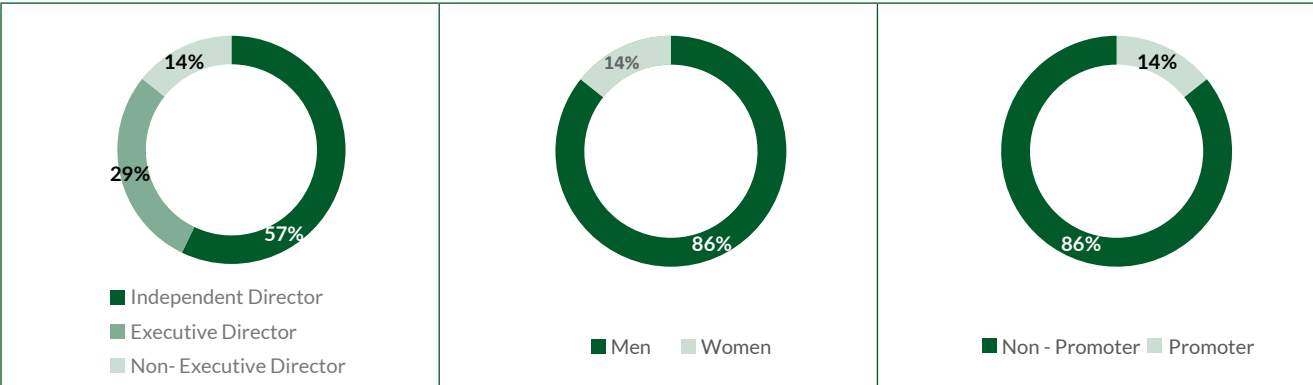
Good Corporate Governance brings about sustained growth and long term benefits for the stakeholders. It is a system by which the organization will be driven and controlled by its commitment to values and ethical business conduct, voluntary practices and compliance with laws and regulations paving way to preserving shareholders’ trust while maximizing long-term corporate value.

The Compliance Report on Corporate Governance herein signifies compliance of all mandatory requirements of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended from time to time (“the Listing Regulations”).

## 2. Board of Directors:

- COMPOSITION:**
- The Board of Directors of the Company (the Board) consists of an optimal combination of Executive, Non-Executive and Independent Directors including Independent Woman Director. The composition of the Board is in conformity with the Listing Regulations and the Companies Act, 2013 (the Act). As on 31 March 2025, the Board comprised Seven Directors, of whom, two are Executive, one is Non-Executive and four are Non-Executive Independent Directors. The Chairman of the Board is Non - Executive Director.

Details of the Composition and Categories in terms of percentage is given below:



The Board fulfils the criteria laid down under the Board’s policy on diversity. The Non-Executive Directors are professionals with experience in management, pharmaceutical industry, finance, marketing and general administration who bring in a wide range of skills and experience to the Board.



a) Details of the Board:

Sr. No.	Name of Directors & DIN	Category	No. of Board meetings attended	No. of directorship held in other Indian companies as on 31 March 2025 <sup>#</sup>	No. of Committee memberships/ Chairpersonships held in other Indian public companies as on 31 March 2025 <sup>**</sup>		Other listed entities in which person acting as director & category of Directorship
					Chairman	Member	
1	Mr. Hiren Patel Chairman DIN: 00145149	Non-Executive Promoter Group	4	2	-	-	1. Managing Director- Nirma Limited 2. Non Executive Non Independent Director - Nuvoco Vistas Corporation Limited.
2	Dr. Yasir Rawjee DIN: 01965174	Managing Director & CEO	4	-	-	-	-
3	Mr. Vinod Naik DIN: 03635487	Executive	3	-	-	-	-
4	Mr. Kaushikbhai Patel DIN: 00145086	Non-Executive Independent	4	2	2	3	1. Non - executive Director- Nuvoco Vistas Corporation Limited. 2. Non - executive Independent Director- Nirma Limited
5	Mr. Vijaykumar Shah <sup>1</sup> DIN: 00376570	Non-Executive Independent	4	N.A.	N.A.	N.A.	N.A.
6	Mrs. Manju Agarwal DIN: 06921105	Non-Executive Independent	4	7	4	6	Non-Executive and Independent Director: 1. Gulf Oil Lubricants India Limited 2. Polycab India Ltd. 3. GOCL Corporation Limited
7	Mr. T. L. Easwar DIN: 03135959	Non-Executive Independent	4	-	-	-	-
8	Dr. Savan Godiawala <sup>2</sup> DIN: 07874111	Non- Executive Independent	4	2	2	3	Non- Executive and Independent Director: 1. Carysil Limited 2. Arvind Smartspaces Limited

<sup>1</sup> Cessation from Board due to demise on 26 February 2025.

<sup>2</sup> Appointed on the Board with effect from 25 April, 2024.

<sup>#</sup> Includes Directorship(s) in Indian Companies. The Directorships held by Directors as mentioned above, do not include Alternate Directorships and Directorships of Foreign Companies, Section 8 Companies and Private Limited Companies.

<sup>\*\*</sup> Membership/ Chairmanship of the Audit Committee and Stakeholders Relationship Committee of listed and unlisted Indian public companies.

Note: None of the Directors are related to any other Director.

b) Details of Board Meetings and Attendance:

During the Financial Year (F.Y.) ended 31 March 2025; Four (4) Board Meetings were held on the following dates:

Sr. No.	Date of Meeting	Board Strength	No. of Directors present
1.	25 April 2024	8	8
2.	25 July 2024	8	8
3.	24 October 2024	8	8
4.	23 January 2025	8	7

The gap between two meetings did not exceed one hundred and twenty days.

- A. None of the Non-Executive Directors of the Company has any pecuniary relationship or transactions with the Company other than sitting fees paid for attending Board meetings/Committee meetings.
- B. Mr. Hiren Patel, Mrs. Manju Agarwal, Mr. T. L. Easwar, Dr. Yasir Rawjee, Mr. Vinod Naik, Mr. Kaushikbhai Patel, and Dr. Savan Godiawala attended the last Annual General Meeting of the Company held on 25 September 2024. Risk Management Committee Chairman Mr. Vijaykumar Shah authorized other Committee member to attend on his behalf.

Appointment and Tenure:

Dr. Savan Godialwala (DIN: 07874111) was appointed as an Independent Director of the Company with effect from 25 April 2024.

Dr. Yasir Rawjee (DIN: 01965174) was reappointed as Managing director of the Company with effect from 13 August 2024 for a term of 5 years, from the date of Appointment.

Resignation of Independent Director:

Ms. Gita Nayyar (DIN: 07128438) ceased to be the Independent Director with effect from the closure of business hours on 22 April 2024 citing pre-occupation and other personal commitments. She also ceased to be the Member of Nomination and Remuneration Committee of the Company.

None of the Independent Director(s) of the Company except Ms. Gita Nayyar, resigned before the expiry of their tenure. The Company has also obtained confirmation from Ms. Gita Nayyar that there was no material reason for their resignation other than as mentioned above.

Mr. Vijaykumar Ratilal Shah (DIN: 00376570) passed away on 26 February, 2025 and ceased to be the Independent Director with effect from 26 February, 2025. He also ceased to be the Chairman of Risk Management Committee and Member of Stakeholder's Relationship Committee and Corporate Social Responsibility Committee of the Company.

The Board placed on record its appreciation for his invaluable contribution during his tenure.

c) Information flow to the Board Members:

The Board has complete access to all Company related information. The agenda along with the explanatory notes are sent well in advance to the Directors to ensure meaningful participation in the meetings. However, in case of business exigencies or urgency, meetings are convened at a shorter notice with appropriate approvals or resolutions passed by way of circulation, as permitted by law, which are noted in the subsequent meeting. The Company Secretary is responsible for collation, review and distribution of all papers submitted to the Board and Committees thereof for consideration.

With a view to ensure high standards of confidentiality of agenda and other Board papers and reduce paper consumption and maximum utilisation of technology, the Company circulates to its Directors, notes for Board/Committee meetings through a web-based application which can be securely accessed by the Directors through their iPads /laptop and browsers. This application meets high standards of security that are required for storage and transmission of documents for Board/Committee meetings.

At the Board Meeting, Managing Director apprises the Board on the overall performance of the Company. The Board also, inter-alia, reviews the strategy, annual business plan and capital expenditure budgets, compliance reports of the laws applicable to the Company, review of major legal issues, review of foreign exchange exposure, internal financial controls and financial reporting systems, adoption of quarterly/half-yearly/annual results, related party transactions, major accounting provisions, corporate restructuring, minutes of the Meetings of the Audit and other Committees of the Board.

In addition to the Information required under Regulation 17(7) read with Part A of Schedule II of the Listing Regulations, the Board is kept informed of major events and approvals are taken wherever necessary. The Board is also presented with the operating plans of the businesses for its review, inputs and approval. Likewise, the quarterly Financial Statements and Annual Financial Statements are first presented to the Audit Committee and subsequently to the Board for its approval. In some instances, documents are tabled during the course of the Board Meetings. The management makes concerted efforts to continuously upgrade the information available to the Board for decision making and the Board members are updated on all key developments relating to the Company.

The Company Secretary attends all the meetings of the Board and its Committees and is, *inter alia*, responsible for recording the minutes of such meetings. The draft minutes of the Board and its Committees are sent to the members for their comments in accordance with the Secretarial Standard on Meetings of the Board of Directors (“SS – 1”) issued by the Institute of Company Secretaries of India. Thereafter, the minutes are entered in the minutes book within 30 (thirty) days of conclusion of the meetings, subsequent to incorporation of the comments, if any, received from the members.

The Company has adopted the Code of Conduct for Executive Directors, Senior Management Personnel and other Executives of the Company. The Company has received confirmations from the Managing Director as well as Senior Management Personnel regarding compliance of the Code during the year under review. It has also adopted the Code of Conduct for Non- Executive Directors of the Company. The Company has received confirmations from the Non-Executive Directors regarding compliance of the Code for the year under review.

**Post-meeting follow-up system:**

The important decisions taken at the Board and Board committee meetings are tracked till their closure and review/ follow up details is placed before each Board and Board committee meetings for their noting.

**Independent Directors:**

All the Independent Directors of the Company have been appointed as per the provisions of the Act and Listing Regulations. Formal letters of appointment have been issued to the Independent Directors. The terms and conditions of their appointment have been disclosed on the website of the Company at Letter-of-appointments-of-Independent-Directors.pdf.

Each Independent Director, at the time of appointment, and thereafter at the beginning of each financial year, submits a declaration confirming their independence under Section 149(6) of the Act read with the rules made thereunder and Schedule IV and Regulation 16(1)(b) of the Listing Regulations. The declarations of independence received from the independent directors are noted and taken on record by the Board. Further, all the Independent Directors have registered themselves at the databank maintained by Indian Institute of Corporate Affairs (IICA).

None of the Independent Directors of the Company serves as an independent director in more than seven listed companies or as a whole-time director in any listed company.

**Meetings of Independent Directors:**

A separate Meeting of the Independent Directors of the Company, without the attendance of Non-Independent Directors and Members of Management, was held on 7th March 2025 as required under Schedule IV to the Act (Code for Independent Directors) and Regulation 25(3) of the SEBI Listing Regulations. All the Independent Directors attended the Meeting.

The Independent Directors, inter-alia, reviewed the performance of Non-Independent Directors, Board as a whole and Chairman of the Company, taking into account the views of managing director and non-executive directors. They also assessed the quality, quantity, timeliness and adequacy of information between the Company's management and the Board.

**Familiarisation Programmes for Board Members:**

Familiarisation program for Directors is key to getting best contribution from them in every aspect of Board management. The Board members are provided with the necessary documents/brochures, reports and internal policies to enable them to familiarise with the Company's procedures and practices. All the Directors are made aware of their roles and duties at the time of their appointment/re-appointment through a formal letter of appointment which also stipulates other terms and conditions of their appointment. It aims to provide the Independent Director/s an insight into the Company's functioning and to help them to understand its business in depth so as to enable them to contribute significantly during the deliberations at the Board and Committee meetings.

The Company has an orientation process which includes interactive sessions with the Management members. The directors are apprised about the nature of industry, business model, group structure. Periodic presentations are made at

the Board and Committee Meetings on business and performance updates of the Company, global business environment, business strategy and risks involved, etc.

Quarterly updates on relevant statutory changes are presented to the Board.

The policy on familiarisation programmes as stated above is available on the website of the Company and can be accessed at the web link: [Policy for Familiariation Programme for Independent Director.pdf](#).

**Re-appointment of Director:**

As required under Regulation 36(3) of Listing Regulations and Secretarial Standards - 2 on General Meetings issued by the Institute of Company Secretaries of India, particulars of Director seeking re-appointment at this AGM are given in the Notice of the AGM which forms part of this Annual Report.

**Confirmation from Directors:**

The Company annually obtains from each Director, disclosure under Section 184 of the Act details of the Board and Board Committee positions he/she occupies in other Companies, and changes, if any, regarding their Directorships are taken on note by the Board.

**Chart or Matrix setting out skills/expertise/competence of Board of Directors:**

The Board provides leadership, strategic guidance, objective and independent views to the Company's management while discharging its fiduciary responsibilities, thereby ensuring that the management adheres to high standards of ethics, transparency and disclosure. The Board of the Company comprises eminent personalities and leaders in their respective fields to ensure effective functioning of the Company.

The following skills/expertise/competencies as fundamental for the effective functioning of the Company have been identified:

Pharmaceuticals, Science and Technology	Significant background and experience in pharmaceuticals sector, science and technology domain.						
Strategy	Experience in developing long-term strategies to grow API business, consistently, profitably, competitively and in a sustainable manner in changing economic conditions.						
Finance & Accounts	Leadership experience in handling financial management of a large organization alongwith an understanding of accounting and financial statements.						
Corporate Governance	Protection of stakeholders interest, observing best governance practices, identifying key governance risks.						
IT Skills	Understanding the use of digital/Information Technology and ability to anticipate technological driven changes.						
Human Resource and General Management	General know-how of business management, talent management and development, workplace health & safety.						
Risk Management	Experience of identifying, assessing and controlling financial, legal, strategic and business risks.						

Name	Pharmaceuticals, Science and Technology	Strategy	Finance & Accounts	Corporate Governance	IT Skills	Human Resource and General Management	Risk Management
Mr. Hiren Patel	√	√	√	√	√	√	√
Dr. Yasir Rawjee	√	√	√	√	√	√	√
Mr. Kaushikbhai Patel		√	√	√	√	√	√
Mrs. Manju Agarwal		√	√	√	√	√	√
Mr. T. L. Easwar	√	√		√	√	√	√
Mr. Vinod Naik	√	√		√	√	√	√
Dr. Savan Godiawala <sup>#</sup>			√	√			√
Mr. Vijaykumar Shah <sup>##</sup>		√	√	√	√	√	√

<sup>#</sup> with effect from 25 April 2024.

<sup>##</sup> upto 26 February 2025.



Particulars of Senior Management:

Below is the list of Senior Management Personnel of the Company as on 31 March 2025:

Sr. No.	Name	Designation
1.	Dr. Yasir Rawjee	Managing Director & CEO
2.	Mr. Vinod Naik	Executive Director & Head Technical Operation
3.	Mr. Tushar Mistry	Chief Financial Officer
4.	Mr. Sumantra Mitra	Senior Vice President - Human Resources
5.	Dr. Pallé V R Acharyulu	Group Vice President - Research Development
6.	Mr. Navin Kumar Agrawal	Senior Vice President - Quality
7.	Mr. Mathew George	Senior Vice President - Regulatory Affairs
8.	Mr. Mihir Doshi	Vice President - Sales & Marketing
9.	Mr. Gautam Arora	Vice President- Sales & Marketing
10.	Mr. Amol Kirtani	Senior General Manager - Sales & Marketing
11.	Ms. Anshu Razdan	Senior General Manager - Sales & Marketing
12.	Mr. Sachin Uttekar	Senior General Manager - Procurement

There has been no change in the list of senior management personnel since the close of the previous financial year.

3. Board Committees:

The Board Committees play a crucial role in the governance structure of the Company and have been constituted to deal with specific areas/activities as mandated by applicable rules and regulations.

The Board has formed the following Committees:

1. Audit Committee
2. Nomination and Remuneration Committee
3. Stakeholders Relationship Committee
4. Risk Management Committee
5. Corporate Social Responsibility Committee

Each Committee of the Board is guided by its terms of reference, which defines the scope, powers, responsibilities and composition of the Committee. The minutes of the meetings of all Committees are placed before the Board for its review and noting.

During the year, all recommendations of the Committees of the Board have been accepted by the Board.

1. AUDIT COMMITTEE:

The Company has a qualified and independent Audit Committee in line with the provisions of the Listing Regulations and the Act.

- Terms of Reference:

1. Overseeing the Company’s financial reporting process and disclosure of its financial information to ensure that its financial statements are correct, sufficient and credible;
2. Recommending to the board of directors of the Company (the “Board”) the appointment, remuneration and terms of appointment of the auditor of the Company;
3. Reviewing and monitoring the statutory auditor’s independence, performance and effectiveness of audit process;
4. Approving payments to statutory auditors for any other services rendered by the statutory auditors;

5. Reviewing with the management, the annual financial statements and auditor's report thereon before submission to the Board for approval, with particular reference to:
  - (a) Matters required to be included in the Director’s Responsibility Statement to be included in the Board’s report in terms of clause (c) of sub-section 3 of Section 134 of the Companies Act;
  - (b) Changes, if any, in accounting policies and practices and reasons for the same;
  - (c) Major accounting entries involving estimates based on the exercise of judgment by management;
  - (d) Significant adjustments made in the financial statements arising out of audit findings;
  - (e) Compliance with listing and other legal requirements relating to financial statements;
  - (f) Disclosure of any related party transactions; and
  - (g) Modified opinion(s) in the draft audit report.
6. Reviewing with the management, the quarterly, half-yearly and annual financial statements before submission to the Board for approval;
7. Reviewing with the management, the statement of uses/ application of funds raised through an issue (public issue, rights issue, preferential issue, etc.), the statement of funds utilised for purposes other than those stated in the offer document/ prospectus/ notice and the report submitted by the monitoring agency, monitoring the utilisation of proceeds of a public or rights issue, and making appropriate recommendations to the Board to take up steps in this matter. This also includes monitoring the use/application of the funds raised through the proposed initial public offer by the Company;
8. Approval or any subsequent modifications of transactions of the Company with related parties;
9. Scrutinizing of inter-corporate loans and investments;
10. Valuation of undertakings or assets of the Company, wherever it is necessary;
11. Evaluation of internal financial controls and risk management systems;
12. Establishing a vigil mechanism for directors and employees to report their genuine concerns or grievances;
13. Reviewing with the management, the performance of statutory and internal auditors, and adequacy of the internal control systems;
14. Reviewing the adequacy of internal audit function if any, including the structure of the internal audit department, staffing and seniority of the official heading the department, reporting structure coverage and frequency of internal audit;
15. Discussing with internal auditors on any significant findings and follow up thereon;
16. Reviewing the findings of any internal investigations by the internal auditors into matters where there is suspected fraud or irregularity or a failure of internal control systems of a material nature and reporting the matter to the Board;
17. Discussing with statutory auditors before the audit commences, about the nature and scope of audit as well as post- audit discussion to ascertain any area of concern;
18. Looking into the reasons for substantial defaults in the payment to the depositors, debenture holders, shareholders (in case of non-payment of declared dividends) and creditors;
19. Reviewing the functioning of the whistle blower mechanism;
20. Approving the appointment of the chief financial officer or any other person heading the finance function or discharging that function after assessing the qualifications, experience and background, etc. of the candidate;
21. Carrying out any other function as is mentioned in the terms of reference of the Audit Committee and any other terms of reference as may be decided by the Board and/or specified/provided under the Companies Act (including Section 177), the Listing Regulations or by any other regulatory authority; and
22. Reviewing the utilization of loans and/ or advances from/investment by the holding company in any subsidiary exceeding ₹ 100 crore or 10% of the asset size of the subsidiary, whichever is lower including existing loans / advances / investments existing as per applicable law.

All the items listed in Section 177 of the Act and Regulation 18(3) read with Part C of Schedule II of the SEBI Listing Regulations are covered in the terms of reference of the Audit Committee. The current Charter of the Audit Committee is in line with international best practices and the regulatory changes formulated by the Listing Regulations.

Any other duties/ terms of reference for the Audit Committee which are incidental / necessary for the fulfilment of the above mentioned terms of reference would be deemed to be under the purview of the Audit Committee.

During the year, Four (4) Meetings of the Audit Committee were held on the following dates:

25-Apr-2024	25-July-2024	24-Oct-2024	23-Jan-2025
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Details of the composition and attendance of Members of the Audit Committee during the F.Y. ended 31 March 2025 are as follows:

Name	No. of Meetings		Remarks	Category of Directorship
	Held	Attended		
Mr. Kaushikbhai Patel	4	4	Chairperson	Independent Director
Mrs. Manju Agarwal	4	4	Member	Independent Director
Mr. T. L. Easwar	4	4	Member	Independent Director
Dr. Savan Godiawala*	3	3	Member	Independent Director

\*appointed as Member with effect from 26 June 2024.

The gap between two meetings did not exceed one hundred and twenty days.

All members of the Audit Committee are financially literate and have accounting and related financial management expertise.

The Managing Director & CEO and Chief Financial Officer are permanent invitees to the Audit Committee Meetings. The Statutory Auditors & Internal Auditors of the Company were present in the Audit Committee meetings held during the year. The Company Secretary officiates as the Secretary to the Committee.

2. STAKEHOLDERS RELATIONSHIP COMMITTEE:

As on 31 March 2025, the Committee consists of three (3) Directors. The composition and the 'Terms of Reference' of the Committee are in conformity with the provisions of Section 178 of the Act and Regulation 20 of the Listing Regulations.

Terms of reference:

1. Consider and resolve grievances of security holders of the Company, including complaints related to transfer/ transmission of shares, non-receipt of annual report, non-receipt of declared dividends, issue of new/duplicate certificates, general meetings, etc.;
2. Review of measures taken for effective exercise of voting rights by shareholders;
3. Review of adherence to the service standards adopted by the Company in respect of various services being rendered by the Registrar and Share Transfer Agent;
4. Review of the various measures and initiatives taken by the Company for reducing the quantum of unclaimed dividends and ensuring timely receipt of dividend warrants/annual reports/statutory notices by the shareholders of the Company;
5. Formulation of procedures in line with the statutory guidelines to ensure speedy disposal of various requests received from shareholders from time to time;
6. To approve, register, refuse to register transfer or transmission of shares and other securities;
7. To sub-divide, consolidate and or replace any share or other securities certificate(s) of the Company;
8. To authorise affixation of common seal of the Company;
9. To issue duplicate share or other security(ies) certificate(s) in lieu of the original share/security(ies) certificate(s) of the Company;

10. To approve the transmission of shares or other securities arising as a result of death of the sole/any joint shareholder;
11. To dematerialize or rematerialize the issued shares;
12. Ensure proper and timely attendance and redressal of investor queries and grievances;
13. Carrying out any other functions contained in the Companies Act, 2013 (including Section 178) and/or equity listing agreements, as and when amended from time to time; and
14. To further delegate all or any of the power to any other employee(s), officer(s), representative(s), consultant(s), professional(s), or agent(s).

The Committee has the mandate to review and redress Shareholder grievances including complaints related to, non-receipt of securities, non-receipt of balance sheet, non-receipt of dividend, etc. The Committee reviews Shareholders' complaints and resolution thereof.

During the year, Two (2) Meetings of the Committee were held on the following dates:

24-Oct-2024	23-Jan-2025
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Details of composition and attendance of the Members of the Stakeholders Relationship Committee Meetings during the F.Y. ended 31 March 2025 are as under:

Name	No. of meetings		Remarks	Category of Directorship
	Held	Attended		
Mr. T. L. Easwar	2	2	Chairman	Independent Director
Dr. Yasir Rawjee	2	2	Member	Executive Director
Mrs. Manju Agarwal	2	2	Member	Independent Director
Mr. Vijaykumar Shah*	2	2	Member	Independent Director

\*ceased to be a member with effect from 26 February 2025.

The Details of complaints received and resolved during the year ended 31 March 2025 were as follows:

No. of complaints	2024-25
Complaints as on 01 April 2024	NIL
Received	2
Resolved	2
Pending as on 31 March 2025	NIL

Name and Designation of Compliance Officer:

Mr. Rudolf Corriea, Company Secretary & Compliance Officer Ph. No. +91 22 6829 7979  
E-mail ID: [complianceofficer@alivus.com](mailto:complianceofficer@alivus.com)

The Company's Registrars & Transfer Agent KFin Technologies Limited (KFin) had received letters/complaints during the financial year, all of which were replied/resolved to the satisfaction of the Shareholders.

3. NOMINATION AND REMUNERATION COMMITTEE:

The Nomination and Remuneration Committee functions in accordance with Section 178 of the Act and Regulation 19 of the SEBI Listing Regulations and its policies adopted by the Company.

The role of the Committee is to oversee the selection of Directors and Senior Management Personnel based on criteria related to the specific requirement of expertise and independence. The Committee evaluates the performance of Directors and Senior Management Personnel based on the expected performance criteria. The Committee also recommends to the Board the remuneration payable to Directors and Senior Management Personnel of the Company. The Committee has the overall responsibility of approving and evaluating the nomination and remuneration plans, policies and programs for Executive/Non- Executive Directors, Senior Management and Key Managerial Personnel.



Terms of Reference:

1. Formulating the criteria for determining qualifications, positive attributes and independence of a director and recommending to the Board of Directors of the Company ("Board") a policy, relating to the remuneration of the directors, key managerial personnel and other employees;
2. Formulating of criteria for evaluation of the performance of the independent directors and the Board;
3. Devising a policy on Board diversity;
4. Identifying persons who qualify to become directors or who may be appointed in senior management in accordance with the criteria laid down, recommending to the Board their appointment and removal, and carrying out evaluations of every director's performance and specify the manner for effective evaluation of performance of the Board, its committees and individual directors to be carried out either by the Board, by the Committee or by an independent external agency and review its implementation and compliance;
5. Determining whether to extend or continue the term of appointment of the independent director, on the basis of the report of performance evaluation of independent directors;
6. Analysing, monitoring and reviewing various human resource and compensation matters;
7. Determining the company's policy on specific remuneration packages for executive directors including pension rights and any compensation payment, and determining remuneration packages of such directors;
8. Determining compensation levels payable to the senior management personnel and other staff (as deemed necessary), which shall be market-related, usually consisting of a fixed and variable component;
9. Reviewing and approving compensation strategy from time to time in the context of the then current Indian market in accordance with applicable laws;
10. Performing such functions as are required to be performed by the compensation committee under the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021, as amended;
11. Framing suitable policies and systems to ensure that there is no violation, by an employee of any applicable laws in India or overseas, including:
  - (i) the Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015, as amended; or
  - (ii) the Securities and Exchange Board of India (Prohibition of Fraudulent and Unfair Trade Practices relating to the Securities Market) Regulations, 2003, as amended.
12. Performing such other activities as may be delegated by the Board and/or specified/provided under the Companies Act (including Section 178), the Listing Regulations or by any other regulatory authority; and
13. Recommend to the Board, all remuneration, in whatever form, payable to senior management.

During the year, Four (4) Meetings of the Nomination and Remuneration Committee were held on the following dates:

24-Apr-2024	22-Jul-2024	05-Aug-2024	07-March-2025
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Details of composition and attendance of the Members of Nomination and Remuneration Committee during the F.Y. ended 31 March 2025 are as under:

Name	No. of meetings		Remarks	Category of Directorship
	Held	Attended		
Mr. Kaushikbhai Patel	4	4	Chairman	Independent Director
Mr. Hiren Patel	4	4	Member	Non-Executive Director
Mrs. Manju Agarwal*	4	4	Member	Independent Director
Dr. Savan Godiawala**	3	2	Member	Independent Director

\* Appointed as a Member with effect from 22 April 2024.

\*\* appointed as a Member with effect from 25 April 2024.

The Company follows a market linked remuneration policy, which is aimed at enabling the Company to attract and retain the best talent. Compensation is also linked to individual and team performance as they support the achievement of Corporate Goals. The Company has formulated an Employee Stock Option Scheme for rewarding & retaining performers.

4. RISK MANAGEMENT COMMITTEE:

The Committee is responsible for oversight on overall risk management processes of the Company and to ensure that key strategic and business risks are identified and addressed by the management.

Terms of Reference:

1. Frame Risk Management Plan and Policy;
2. Oversee implementation / Monitoring of Risk Management Plan and Policy;
3. Periodically review and evaluate the Risk Management Policy and Practices with respect to risk assessment and risk management processes;
4. Review of development and implementation of a Risk Management Policy including identification therein of element of risk;
5. Review of cyber security and related risks;
6. The appointment, removal and terms of remuneration of the Chief Risk Officer (if any);
7. Carry out any other function as is mandated by the Board from time to time and / or enforced by any statutory notification, amendment or modification as may be applicable.

During the year, Two (2) Meetings of the Risk Management Committee were held on the following dates:

15-Apr-2024	24-Oct-2024
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Details of composition and attendance of the Members of Risk Management Committee during the F.Y. ended 31 March 2025 are as under:

Name	No. of Meetings		Remarks	Category of Directorship
	Held	Attended		
Mr. Vijaykumar Shah*	2	2	Chairman	Independent Director
Dr. Yasir Rawjee	2	2	Member	Executive Director
Mr. T. L. Easwar	2	2	Member	Independent Director
Mr. Kaushikbhai Patel**	NA	NA	Chairman	Independent Director

\* Ceased to be a Chairman and Member from 26 February 2025.

\*\*Appointed as the Chairman and Member with effect from 25 March 2025.

5. CORPORATE SOCIAL RESPONSIBILITY COMMITTEE:

The Corporate Social Responsibility Committee constituted in line with the provisions of the Act read with the Companies (Corporate Social Responsibility Policy) Rules, 2014 ("CSR Rules"). The Committee has been entrusted with the specific responsibility of reviewing corporate social responsibility programmes.

Terms of Reference:

1. To formulate and recommend to the Board, a CSR policy which shall indicate the activities to be undertaken by the Company as per the Companies Act, 2013;
2. To review and recommend the amount of expenditure to be incurred on the activities to be undertaken by the Company;
3. To monitor the CSR policy of the Company from time to time;
4. Any other matter as the CSR Committee may deem appropriate after approval of the Board of Directors or as may be directed by the Board of Directors from time to time.

The CSR Policy is available on the Company's website at <https://www.alivus.com/investors/corporate-governance/>.

A CSR Report giving details of the CSR activities undertaken by the Company during the year under review, along with the amount spent forms part of the Board's Report.

During the year, Two (2) Meetings of the Committee were held on the following dates:

24-Apr-2024			24-Jul-2024	
Details of Composition and Attendance of the Members of the CSR Committee during the F.Y. ended 31 March 2025 are as under:				
Name	No. of Meetings		Remarks	Category of Directorship
	Held	Attended		
Mr. Kaushikbhai Patel	2	2	Chairman	Independent Director
Dr. Yasir Rawjee	2	2	Member	Executive Director
Mr. Vijaykumar Shah*	2	2	Member	Independent Director
Dr. Savan Godiawala**	NA	NA	Member	Independent Director

\* Member upto 26 February 2025.

\*\* Member with effect from 25 March 2025.

6. OTHER NON-STATUTORY COMMITTEES:

Considering the Corporate governance led world of Companies, the Board besides the above mentioned statutory committees; have also constituted the following non-statutory committees in order to enhance the level of governance and to meet the specific business needs. The below Committees report to the Board of the Company.

Environmental, Social and Governance (ESG) Committee:

The ESG Committee is established to ensure effective and consistent engagement of the senior management in emerging ESG risks and opportunities. The Committee's objective is to inculcate a long-term time horizon in business decision making and a panoramic approach to risk management.

During the year, the focus is on incorporating ESG considerations across business functions spanning stakeholder interactions, risk management, manufacturing operations, workforce engagement and supply chain management among others.

The Committee plays a key role in apprising progress on the Company's ESG strategy encompassing goals and targets curated to unlock positive outcomes for our economy, environment and the society.

Details of the Composition and other details of the members of the Committee during the F.Y. ended 31 March 2025 are as under:

Name	Remarks	Category of Directorship
Dr. Yasir Rawjee	Chairman	Executive Director
Mr. T. L. Easwar	Member	Independent Director
Mrs. Manju Agarwal	Member	Independent Director

4. Remuneration of Directors:

REMUNERATION POLICY

The Company's Remuneration Policy for Directors, Key Managerial Personnel and other employees forms an integral part of Board's Report. Further, the Company has devised a Policy for performance evaluation of Independent Directors, Board, Committees and other individual Directors.

The Company's remuneration policy is directed towards rewarding performance based on review of achievements periodically. The remuneration policy is in consonance with the existing industry practice.

- The Nomination and Remuneration Committee determines and recommends to the Board the compensation payable to the Directors. All Board-level compensation is approved by the Shareholders and separately disclosed in the financial statements. Remuneration of the Executive Directors consists of a fixed component and a performance incentive. The annual compensation of the Executive Directors is approved by the Nomination and Remuneration Committee, within the parameters set by the Shareholders at the Shareholders' meetings.

- The remuneration of the Executive and Non-Executive Directors of your Company is decided by the Board on the terms and conditions as per the recommendation by the Nomination and Remuneration Committee.
- Details of remuneration/ fees/ commission paid to Directors during the F.Y. ended 31 March 2025 are as under:

(₹ In Million)						
Sr. No.	Name of Director	Salaries	Retirement benefits / other reimbursements	Commission	Sitting Fees	Total
		Amount	Amount	Amount	Amount	Amount
1.	Mr. Hiren Patel	-	-	-	-	-
2.	Dr. Yasir Rawjee <sup>#</sup>	131.92	2.27	-	-	134.19
3.	Mr. Vinod Naik <sup>#</sup>	55.46	1.97	-	-	57.43
4.	Mr. Kaushikbhai Patel	-	-	-	1.4	1.4
5.	Mr. Vijaykumar Shah*	-	-	-	1.0	1.0
6.	Mrs. Manju Agarwal	-	-	-	1.4	1.4
7.	Mr. T. L. Easwar	-	-	-	1.2	1.2
8.	Dr. Savan Godiawala**	-	-	-	0.9	0.9
	<b>TOTAL</b>	<b>187.27</b>	<b>4.24</b>	<b>-</b>	<b>5.9</b>	<b>197.52</b>

<sup>#</sup>includes payment of bonus.

\*up to 26 February 2025.

\*\*appointed with effect from 25 April 2024.

Note:

- The Company pays ₹ 1 lac as sitting fees per meeting to the Non-Executive Independent Directors for attending the Board and the Committee Meetings. The Criteria for making payment to Non- Executive Directors is made available on the website of the Company.
- Service Contract: The Service Contract can be terminated with a notice of four months and three months by Managing Director and Executive Director respectively.

Shareholding of the Non-Executive/Independent Directors in the Company as on 31 March 2025 is given below:

Name of the Director	Equity Shares (Nos.)
Mr. Hiren Patel	NIL
Mr. Kaushikbhai Patel	NIL
Mr. Vijaykumar Shah*	NIL
Mrs. Manju Agarwal	1,000
Dr. Savan Godiawala	NIL
Mr. T. L. Easwar	NIL

\* up to 26 February 2025.

5. Disclosures by Management:

- No material, financial and commercial transactions were reported by the management to the Board, in which the management had personal interest having a potential conflict with the interest of the Company at large.
- There are no transactions with the Director or Management, their associates or their relatives, etc. that may have potential conflict with the interest of the Company at large.
- There was no non-compliance during the last three years by the Company on any matter relating to capital market. Consequently, there were neither penalty imposed nor strictures passed on the Company by Stock Exchanges, SEBI or any Statutory Authority.



- d) The Company promotes ethical behavior in all its business activities and has put in place a mechanism for reporting illegal or unethical behavior. The Company has a Vigil Mechanism/ Whistle Blower Policy under which the employees are free to report violations of applicable laws and regulations and the Code of Conduct. The reportable matters may be disclosed to the Audit Committee. Employees may also report to the Chairman of the Audit Committee. During the year under review, no employee was denied access to the Audit Committee.
- e) Company has complied with and disclosed all the mandatory corporate governance requirements prescribed under Regulation 17 to 27 and Regulation 46(2) under Listing Regulations.
- f) There are no non-compliances of any requirement of corporate governance report and all the required disclosures are made to stock exchanges and other regulatory bodies as and when required.
- g) The Chairman of the Board is a Non-Executive director and his position is separate from that of Managing Director & CEO. Further the Chairman of the Company is not related to the Managing Director & CEO.

6. General Body Meetings:

- The details of last three Annual General Meeting are as under:

Financial Year Ended	Date & Time	Venue	Special Resolution Passed
31-Mar-22	26 September 2022 at 02:00 p.m.	Video Conferencing/ other audio-visual means	No
31-Mar-23	26 September 2023 at 03:00 p.m.	Video Conferencing/ other audio-visual means	No
31-Mar-24	25 September 2024 at 03:00 p.m.	Video Conferencing/ other audio-visual means	No

- All resolutions moved at the last Annual General Meeting were passed by requisite majority of members by way of remote e-voting and e-voting through electronic voting system during the meeting.
- No Extraordinary General Meeting of the Members has been convened by the Company during the financial year 2024-25. Further, none of the business proposed to be transacted at the ensuing AGM require passing of resolution through postal ballot.

Postal Ballot

- The Company had sought the approval of shareholders through notice of postal ballot dated 25 April 2024 for the appointment of Mr. Hiren Patel (DIN: 00145149) to regularize his appointment as a Non- Executive Non – Independent Director through Ordinary Resolution. The Company also sought approval for the appointment of Mr. Kaushikbhai Patel (DIN: 00145086), Mr. Vijaykumar Shah (DIN: 00376570) and Dr. Savan Godiawala (DIN: 07874111) to regularize their appointment as Non –Executive Independent Director through Special Resolutions. The above mentioned resolutions were passed by the shareholders of the Company with requisite majority.

The details of the Postal Ballots conducted are mentioned below:

Date of Postal Ballot Notice: 25 April 2024

Voting period: Sunday, 5 May 2024 (From 9.00 a.m.) to Monday, 3 June 2024 (till 5.00 p.m.)

Date of Declaration of Results: 3 June 2024

Voting Pattern:

Name of Resolution	Type of Resolution	No. of Votes Polled	Votes cast in favour		Votes cast against	
			No. of votes in favour	% in favour	No. of votes against	% as against
Appointment of Mr. Hiren Karsanbhai Patel (DIN: 00145149) as Non – Executive -Non Independent Director of the Company designated as "Chairman, Non-Executive Director"	Ordinary Resolution	10,80,66,193	10,79,93,014	99.9323	73,179	0.0677

Name of Resolution	Type of Resolution	No. of Votes Polled	Votes cast in favour		Votes cast against	
			No. of votes in favour	% in favour	No. of votes against	% as against
Appointment of Mr. Kaushikbhai N. Patel (DIN: 00145086) as Non-Executive - Independent Director of the Company	Special Resolution	10,80,66,175	10,58,28,405	97.9293	22,37,770	2.0707
Appointment of Mr. Vijaykumar Ratilal Shah (DIN: 00376570) as Non-Executive – Independent Director of the Company	Special Resolution	10,80,65,661	10,58,52,570	97.9521	22,13,091	2.0479
Appointment of Dr. Savan Godiawala (DIN: 07874111) as Non-Executive- Independent Director of the Company	Special Resolution	10,80,65,607	10,61,67,170	98.2433	18,98,437	1.7567

For above mentioned Postal Ballot Mr. Bhadresh Shah (ACS 23847: COP 15957), Practicing Company Secretary, was appointed to act as a Scrutinizer, for conducting the Postal Ballot process, in a fair and transparent manner.

The Company had provided remote e-voting facility to enable all its Members to cast their votes electronically on the aforementioned resolutions. The results of the voting by e-voting were announced on 3 June 2024. The results were also displayed on the website of the Company at [www.alivus.com](http://www.alivus.com) and on the website of KFin Technologies Limited at <https://evoting.kfintech.com/> and also communicated to BSE and NSE.

The postal ballots were conducted as per the provisions of Sections 108 and 110 and other applicable provisions of Companies Act, 2013 read with the Rules made thereunder and circulars issued by the Ministry of Corporate Affairs in this regards.

- The Company had sought the approval of shareholders through notice of postal ballot dated 18 October 2024 for the change in name of the Company and Alteration in the Memorandum of Association and Articles of Association of the Company through Special Resolutions. The above mentioned Special resolutions were passed by the shareholders of the Company with requisite majority.

The details of the Postal Ballots conducted are mentioned below:

Date of Postal Ballot Notice: 18 October 2024

Voting period: Monday, 28 October 2024 (from 9.00 a.m.) to 26 November 2024 (till 5.00 p.m.)

Date of Declaration of Results: 27 November 2024

Voting Pattern:

Name of Resolution	Type of Resolution	No. of Votes Polled	Votes cast in favour		Votes cast against	
			No. of votes in favour	% in favour	No. of votes against	% as against
Change in name of the Company	Special Resolution	10,34,62,286	10,34,57,179	99.9951	5,107	0.0049
Alteration in the Memorandum of Association and the Articles of Association of the Company	Special Resolution	10,34,61,958	10,34,56,834	99.9950	5,124	0.0050

For above mentioned Postal Ballot Mr. Bhadresh Shah (ACS 23847: COP 15957), Practicing Company Secretary, to act as a Scrutinizer, for conducting the Postal Ballot process, in a fair and transparent manner.

The Company had provided remote e-voting facility to enable all its Members to cast their votes electronically on the aforementioned resolutions. The results of the voting by e-voting were announced on 27 November 2024. The results were also displayed on the website of the Company at [www.alivus.com](http://www.alivus.com) and on the website of KFin Technologies Limited at <https://evoting.kfintech.com/> and also communicated to BSE and NSE.

The postal ballots were conducted as per the provisions of Sections 108 and 110 and other applicable provisions of Companies Act, 2013 read with the Rules made thereunder and circulars issued by the Ministry of Corporate Affairs in this regards.

7. General Shareholders Information:

Financial Year:

1 April to 31 March

Dematerialisation of Shares and Liquidity:

As of 31 March 2025, all the Equity Shares were held in dematerialized form. The shares of the Company are permitted to be traded only in dematerialised form. All shares of the Company are liquid and traded in normal volume on BSE and NSE.

Shareholding Pattern as at 31 March 2025:

Description	No. of Shareholders	Shares held	% to Equity
Mutual Funds/Alternative Investment Fund	31	60,89,593	4.97
Qualified Institutional Buyer	3	2,66,019	0.22
Foreign Portfolio Investors	71	80,51,382	6.57
Trusts	9	43,084	0.04
Resident Individuals	1,35,495	1,28,71,859	10.50
Non Resident Indians	2,758	8,05,734	0.66
Company Promoters	1	9,18,96,285	74.99
Clearing Members	5	46	0.00
Independent Director	1	1,000	0.00
Bodies Corporates/HUF	3,603	25,12,050	2.05
TOTAL	1,41,977	12,25,37,052	100.00

Distribution Schedule as on 31 March 2025:

Sr. No.	Category From - To	No. of Shareholders	% of Shares	No. of Shares	% of Total Equity
1.	1 - 5000	1,41,616	99.75	1,13,38,164	9.25
2.	5001 - 10000	187	0.13	12,77,168	1.04
3.	10001 - 20000	81	0.06	11,44,189	0.93
4.	20001 - 30000	22	0.02	5,46,676	0.45
5.	30001 - 40000	17	0.01	5,87,475	0.48
6.	40001 - 50000	2	0.00	89,950	0.07
7.	50001 - 100000	22	0.02	15,46,867	1.26
8.	100001 - 20000	14	0.01	19,21,020	1.57
9.	200001 and above	16	0.01	10,40,85,543	84.94
	Total	1,41,977	100.00	12,25,37,052	100.00

Date, Time and Venue of the ensuing Annual General Meeting:

Day and Date	Monday, 8 September 2025
Venue	Through Video Conferencing/other Audio Visual Means Facility
Time	3.00 PM IST
Record date for final dividend	Monday, 1 September 2025

Dividend:

A dividend of ₹ 5 per share has been recommended by the Board at the meeting held on 15 May 2025 subject to the approval of the Shareholders at the ensuing Annual General Meeting. The dividend shall be paid on or after 12 September 2025.

OTHER DISCLOSURES:

Disclosures on materially significant related party transactions, i.e. the Company's transactions that are of material nature, with its Promoters, Directors and the management, their relatives or subsidiaries, among others that may have potential conflict with the Company's interests at large: None

None of the transactions with any of related parties were in conflict with the Company's interest. Attention of members is drawn to the disclosure of transactions with related parties set out in Notes of Financial Statements, forming part of the Annual Report.

All the Related Party Transactions are dealt with in accordance with the provisions of the Companies Act, 2013 and Regulation 23 of the Listing Regulations.

All related party transactions are negotiated on an arm's length basis and are intended to further the Company's interests.

The policy on Related Party Transactions as stated above is available on the website of the Company and can be accessed at the web link <https://www.alivus.com/investors/corporate-governance/Policy%20on%20related%20party%20transactions%20and%20its%20materiality.pdf>

Pursuant to Regulation 23(9) of the Listing Regulations, the Company also submits with the Stock Exchanges on a half yearly basis, the disclosure of Related Party Transactions.

Disclosure of foreign exchange risk and hedging activities:

The Company is exposed to foreign exchange risks emanating from business, assets and liabilities denominated in foreign currency.

Disclosures in relation to the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013:

As per the requirement of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 ('POSH Act') and Rules made thereunder, the Company has constituted Internal Complaints Committee (ICC). While maintaining the highest governance norms, external independent persons who worked in this area and have the requisite experience in handling such matters have been appointed.

Complaints during the F.Y. 2024-25:

Particulars	Complaints
Number of complaints filed during the F.Y.	0
Number of complaints disposed of during the F.Y.	0
Number of complaints pending as on 31 March 2025	0

Certificate from Practicing Company Secretary regarding Non-Debarment and Non-Disqualification of Directors:

Company has received certificate from Mr. Bhadresh Shah of M/s. Bhadresh Shah & Associates, Practicing Company Secretaries stating that none of the Directors on the Board of the Company have been debarred or disqualified by the Board/ Ministry of Corporate Affairs or any such statutory authority from being appointed or continuing as directors of companies.



Fees paid to Statutory Auditors:

Total fees for all services paid by the Company to the Statutory Auditor is as under:

(₹ in Million)		
Particulars	FY25	FY24
Audit Fees and limited review	10.50	10.50
Certification and other services	3.75	2.60
Out of pocket expenses	1.34	0.56
Total	15.59	13.66

Adoption of Mandatory and Non-Mandatory Requirements:

The Company has complied with all the mandatory requirements of the Listing Regulations.

The status of compliance with the non-mandatory requirements listed in Regulation 27(1) read with Part E of Schedule II of the Listing regulations are as under:

- During the year under review, there was no audit qualification in the Company's Financial Statements.
- The Internal Auditor reports directly to the Audit Committee in all functional matters.
- The Company follows a robust process of communicating with the Shareholders which has been explained later in the Report under "Means of Communication."

Other Information:

Pursuant to the provisions of Section 124 of the Companies Act, 2013, dividend, which remains unclaimed for a period of seven years, will be transferred by the Company to the Investor Education and Protection Fund (IEPF) established by the Central Government pursuant to Section 125 of the Companies Act, 2013.

With effect from 07 September 2017, Investors / Depositors whose unpaid dividends, matured deposits or debentures etc. were transferred to IEPF under Companies Act, 1956 and/or Companies Act, 2013 can claim the amounts as per the procedures/ guidelines available at the website of Ministry of Corporate Affairs: <http://www.iepf.gov.in/>

Shareholders who have not so far encashed their dividend Demand Drafts/warrant(s) are requested to contact KFin immediately.

Reconciliation of Share Capital Audit Report:

A qualified practicing Company Secretary has carried out Audit every quarter to reconcile the total admitted capital with NSDL and CDSL and the total issued and listed capital. The Audit confirms that the total issued/paid-up capital is in agreement with the aggregate total number of shares, shares in physical form, shares allotted and advised for demat credit but pending execution and the total number of dematerialized shares held with NSDL and CDSL.

Pursuant to Regulation 40(9) of the Listing Regulations, certificates have been issued, on a yearly basis, by a Company Secretary in practice, certifying due compliance of share transfer formalities by the Company.

Disclosure of certain types of agreements binding listed entities under Clause 5A of Paragraph A of Part A of Schedule III of Listing Regulations:

Nil

8. Means of Communication:

Quarterly/ Half-yearly/ Annual Results:

The quarterly/half-yearly/annual results are published within the timeline stipulated under SEBI Listing Regulations. The results are also uploaded on NEAPS and BSE online portal of NSE and BSE respectively. The financial results are published within the time stipulated under the Listing Regulations in newspapers viz. Financial Express (in English) and Loksatta (in Marathi). The Financial Statements as stated above are also available on the website of the Company and can be accessed at the web link: <https://www.alivus.com/investors/financial-results/>.

As a part of the Green initiative, the Annual Reports are sent by E-mail to Shareholders whose e-mail ids are registered with the Depositories/ KFin.

Analyst/Investor Meets:

The Managing Director & CEO and Chief Financial Officer periodically have conference calls with institutional investors and analysts. Official press releases and presentations made to institutional investors and analysts are uploaded on BSE and NSE and posted on the Company's website. The recording and transcripts of the call with analysts for quarterly/half-yearly/annual results are uploaded on BSE and NSE and available on the Company's website at [www.alivus.com](http://www.alivus.com).

Press releases, presentations, etc.:

Official press and media releases are sent to Stock Exchanges and are displayed on Company's website: [www.alivus.com](http://www.alivus.com).

Management Discussion & Analysis Report:

The Management Discussion & Analysis Report forms a part of the Board's Report. All the matters pertaining to industry structure and developments, opportunities and threats, segment/product wise performance, outlook, risks and concerns, internal control and systems, etc. are discussed in the said report.

Company's Corporate Website:

Company has its own website [www.alivus.com](http://www.alivus.com) which contains all the vital information relating to the Company and its products. Website also has separate dedicated section 'Investors' wherein information relevant for shareholders is available.

Your Company also regularly provides information to the stock exchanges as per the requirements of the Listing Regulations. The Company's website is updated periodically to include information on new developments and business opportunities pertaining to your Company.

SCORES (SEBI Complaint Redress System):

The investor complaints are processed in a centralised web-based complaints redress system. It also enables the market intermediaries and listed companies to receive the complaints from investors against them, redress such complaints and report redressal. All the activities, from lodging of a complaint to disposal, are carried out online automatically and the status of every complaint can be checked online at any time.

SEBI has requested the shareholder to approach the Company directly at the first instance for their grievance. If the Company does not resolve the complaint of the shareholders within stipulated time, then they may lodge the complaint with SEBI/Stock Exchanges for further action.

Further, SEBI vide its Circular No. SEBI/HO/OIAE/IGRD/CIR/P/2023/156 dated 20 September 2023 read with Circular No. SEBI/ HO/OIAE/IGRD/ CIR/P/2023/183 dated 01 December 2023 has notified the revised framework for handling and monitoring of investor complaints received through SCORES platform by the Company and designated Stock Exchanges effective from 01 April 2024. The shareholders can access the new version of SCORES 2.0 at <https://scores.sebi.gov.in>.

Online Dispute Resolution Portal:

SEBI vide its Circular No. SEBI/HO/OIAE/OIAE\_IAD-1/P/ CIR/2023/131 dated 31 July 2023 (subsumed as part of the SEBI Master Circular No. SEBI/HO/OIAE/OIAE\_ IAD-3/P/CIR/2023/195 dated 28 December 2023) have issued a Circular for online resolution of disputes in the Indian securities market.

With the said Circular, the existing dispute resolution mechanism in the Indian securities market is being streamlined under the aegis of Stock Exchanges and Depositories by expanding their scope and by establishing a common Online Dispute Resolution Portal ("ODR Portal") which harnesses online conciliation and online arbitration for resolution of disputes arising in the Indian securities market.

The shareholders can access the ODR Portal at <https://smartodr.in/login>.

## 9. Company’s Scrip Information:

- Listing on Stock Exchanges:
  - The shares of the Company are listed on BSE Ltd. (BSE) & The National Stock Exchange of India Ltd. (NSE).

Stock Exchange	Stock Codes/ Symbols	ISIN
BSE Floor 25, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400 001.	543322	INE03Q201024
NSE Exchange Plaza, Bandra-Kurla Complex, Bandra (East), Mumbai - 400 051	ALIVUS	INE03Q201024

- The Company has paid the requisite listing fees to the Stock Exchanges.

## 10. Corporate Identity Number (CIN):

The Corporate Identity Number (CIN), allotted by Ministry of Company Affairs, Government of India is L74900PN2011PLC139963.

## 11. Plant Locations:

The Company’s Manufacturing plants are located at:

### Manufacturing Facility

- Plot No. 3102 to 3109, 3103, GIDC Industrial Estate, Ankleshwar - 393 002, Gujarat.
- A-80, MIDC, Kurkumbh, Taluka-Daund, Dist. Pune - 413 802.
- Plot No.141-143, 160-165, 170-172, Chandramouli Sahakari Audyogik Vasahat, Pune - Hyderabad Highway, Mohol, Solapur - 413 213.
- Z-103/I, SEZ, Phase II, District Bharuch, Dahej - 392 130, Gujarat.

### R & D Centre

- Plot No. A-607, TTC Industrial Area, MIDC, Mahape, Navi Mumbai, Dist. Thane - 400 709, Maharashtra.
- Plot No. 3102 to 3109, 3103, GIDC Industrial Estate, Ankleshwar - 393002, Gujarat.
- Z-103/I, SEZ, Phase II, District Bharuch, Dahej - 392 130, Gujarat.

## 12. Credit Ratings:

- India Ratings and Research (Ind-Ra) has affirmed Long-Term Issuer rating and Short Term Rating as ‘AA-’, Outlook ‘Positive’ and ‘A1+’ respectively, as on date of this report.

## 13. Outstanding Gdr’s/Adr’s/Warrants or any Convertible Instruments Exercised, Date and Likely Impact on Equity:

Employee Stock Options Scheme 2021:

The Board, at its Meeting held on 06 April 2021 had approved the Glenmark Life Sciences Limited - Employee Stock Option Scheme, 2021 (ESOS). Further, the Shareholders’ of the Company also approved the ESOS at the Extra Ordinary General Meeting held on 09 April 2021. 9,51,734 ESOP options had been issued/granted to the eligible employees/ Directors at Nomination and Remuneration Committee meeting held on 17 May 2021. Nomination and Remuneration Committee and Board approved the acceleration of vesting of the granted options that have not vested i.e. 6,11,465 options under ESOP 2021, with effect from 16 March 2024, subject to compliance with the minimum statutory vesting period of one year from the date of grant.

As of 31 March 2024, 8,73,522 options were outstanding. During the Financial Year 2024-25, 1,18,715 options were cancelled and 9,880 options were exercised under Employees Stock Options Scheme viz. ESOS’ 2021. As of 31 March 2025, 7,44,927 options were outstanding and are due for exercise.

On exercising the convertible options so granted under the ESOS of the Company, the paid-up equity share capital of the Company will increase by a like number of shares.

## 14. National Automated Clearing House (NACH):

To avoid loss of dividend warrants in transit and undue delay in receipt of dividend warrants, the Company has provided NACH facility to the members for the remittance of dividend.

Members holding shares in electronic form are hereby informed that bank particulars registered against their respective depository accounts will be used by the Company for payment of dividend. The Company or KFin cannot act on any request received directly from the members holding shares in electronic form for any change of bank particulars or bank mandates. Such changes are to be advised only to the depository participant of the members.

## 15. Code for Prevention of Insider Trading:

The Company has comprehensive guidelines on Prevention of insider trading. The guidelines are in compliance with the SEBI Regulation on prevention of Insider Trading.

The Company has also adopted a software and adhered to the System Driven Disclosure for regulating, monitoring and reporting of trading by Designated Persons to deter the insider trading in the securities of the Company based on the Unpublished Price Sensitive Information which are in compliance with the SEBI Regulation on prevention of Insider Trading.

## 16. Investor Helpdesk: For Clarifications / Assistance, if any, please Contact:

	Corporate Office	Registrars & Transfer Agents
Persons to contact	Mr. Rudolf Corriea	Mr. Anandan K
Address	Alivus Life Sciences Limited (formerly Glenmark Life Sciences Limited) 4th Floor, OIA House, 470, Cardinal Gracious Road, Andheri (E), Mumbai - 400 099	KFin Technologies Limited Selenium Tower B, Plot No. 31 & 32, Gachibowli, Financial District, Nanakramguda, Serilingampally, Hyderabad - 500 008
Telephone	+91 22 6829 7979	1800 3094 001
Email	<a href="mailto:complianceofficer@alivus.com">complianceofficer@alivus.com</a>	<a href="mailto:einward.ris@kfintech.com">einward.ris@kfintech.com</a>
Website	<a href="http://www.alivus.com">www.alivus.com</a>	<a href="http://www.kfintech.com">www.kfintech.com</a>
Investor Redressal	<a href="mailto:complianceofficer@alivus.com">complianceofficer@alivus.com</a>	<a href="mailto:einward.ris@kfintech.com">einward.ris@kfintech.com</a>

### Declaration regarding affirmation of Code of Conduct:

In accordance with Regulation 26(3) and Schedule V of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, this is to confirm that all the members of the Board and the senior management personnel have affirmed compliance with the Code of Conduct for the F.Y. ended 31 March 2025.

For and on behalf of the Board of Directors

**Yasir Rawjee**

Managing Director & CEO

DIN: 01965174

Place: Mumbai

Date: 15 May 2025



CERTIFICATION BY THE CHIEF EXECUTIVE OFFICER (CEO) AND CHIEF FINANCIAL OFFICER (CFO) ON FINANCIAL STATEMENTS OF THE COMPANY

We, Yasir Rawjee, Managing Director & CEO and Tushar Mistry, Chief Financial Officer, of Alivus Life Sciences Limited (formerly Glenmark Life Sciences Limited), certify that:

- (a) We have reviewed financial statements and the cash flow statement for the year ended 31 March 2025 and that to the best of our knowledge and belief:

i) These statements do not contain any materially untrue statement or omit any material fact or contain statements that might be misleading;

ii) These statements together present a true and fair view of the Company's affairs and are in compliance with existing accounting standards, applicable laws and regulations.
- (b) There are, to the best of our knowledge and belief, no transactions entered into by the Company during the year which are fraudulent, illegal or violative of the Company's code of conduct.
- (c) We accept responsibility for establishing and maintaining the internal controls for financial reporting and that we have evaluated the effectiveness of internal control systems of the Company pertaining to financial reporting and we have disclosed to the auditors and the Audit Committee, deficiencies in the design or operation of such internal controls, if any, of which we are aware and the steps we have taken or propose to take to rectify these deficiencies.
- (d) We have indicated to the auditors and the Audit Committee:

i) Significant changes in internal control over financial reporting during the year;

ii) Significant changes in accounting policies during the year and that the same have been disclosed in the notes to the financial statements;

iii) During the year there were no instances of fraud which we have become aware. The management and its employees have a significant role in the Company's internal control system over financial reporting.

For and behalf of the Board of Directors

Yasir Rawjee  
Managing Director & CEO  
DIN: 01965174

Tushar Mistry  
Chief Financial Officer

Place: Mumbai  
Date: 15 May 2025

PRACTISING COMPANY SECRETARY'S CERTIFICATE REGARDING COMPLIANCE OF CONDITIONS OF CORPORATE GOVERNANCE

To,  
The Members,  
Alivus Life Sciences Limited (formerly Glenmark Life Sciences Limited)  
Plot No. 170-172, Chandramouli Industrial Estate, Mohol Bazarpet, Solapur - 413 213.  
CIN: L74900PN2011PLC139963

I have examined the compliance of the conditions of Corporate Governance by **Alivus Life Sciences Limited** (formerly Glenmark Life Sciences Limited) ('the Company') for the year ended on 31 March 2025, as stipulated under Regulations 17 to 27, clauses (b) to (i) of sub-regulation (2) of Regulation 46 and para C & D of Schedule V of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations").

The compliance of the conditions of Corporate Governance is responsibility of the management. My examination was limited to a review of procedures and implementation thereof, as adopted by the Company for ensuring compliance to the conditions of Corporate Governance. It is neither an audit nor an expression of opinion on the financial statements of the Company.

In my opinion and to the best of my information and according to the explanations given to me, I certify that the Company has complied with the conditions of Corporate Governance as stipulated in the above mentioned SEBI Listing Regulations for the year ended on 31 March 2025.

I further state that such compliance is neither an assurance as to the future viability of the Company nor of the efficiency or effectiveness with which the management has conducted the affairs of the Company.

Bhadresh Shah  
Proprietor

Bhadresh Shah and Associates  
Membership No.: A23847  
CP No.: 15957  
PR Certificate No.: 1917/ 2022  
UDIN:A023847G000354870

Place: Mumbai  
Date: 15 May 2025

CERTIFICATE OF NON-DISQUALIFICATION OF DIRECTORS

(Pursuant to Regulation 34(3) and Schedule V Para C clause (10)(i) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

To,  
The Members,  
Alivus Life Sciences Limited (formerly Glenmark Life Sciences Limited)  
Plot No. 170-172, Chandramouli Industrial Estate,  
Mohol Bazarpeth, Solapur - 413 213.

I have examined the relevant registers, records, forms, returns and disclosures received from the Directors of Alivus Life Sciences Limited (formerly Glenmark Life Sciences Limited) having CIN L74900PN2011PLC139963 and having registered office at Plot No. 170-172 Chandramouli Industrial Estate, Mohol Bazarpeth, Solapur 413 213 (hereinafter referred to as ‘the Company’), produced before me by the Company for the purpose of issuing this Certificate, in accordance with Regulation 34(3) read with Schedule V Para-C Sub clause 10 (i) of the Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

In my opinion and to the best of my information and according to the verification (including Directors Identification Number (DIN) status at the portal [www.mca.gov.in](http://www.mca.gov.in) as considered necessary and explanations furnished to me by the Company & its officers, I hereby certify that none of the Directors on the Board of the Company as stated below as on 31 March 2025 have been debarred or disqualified from being appointed or continuing as Directors of companies by the Securities and Exchange Board of India, Ministry of Corporate Affairs or any such other Statutory Authority.

Sr. No.	DIN	Name of Director	Date of Appointment in Company
1.	00145149	Mr. Hiren Patel	06 March 2024
2.	01965174	Dr. Yasir Rawjee	13 August 2019
3.	03635487	Mr. Vinod Naik	21 October 2022
4.	00145086	Mr. Kaushikbhai N. Patel	06 March 2024
5.	06921105	Mrs. Manju Agarwal	30 October 2020
6.	03135959	Mr. Taruvai Laxminarayanan Easwar	08 January 2021
7.	07874111	Dr. Savan Godiawala	25 April, 2024

Ensuring the eligibility for the appointment / continuity of every Director on the Board is the responsibility of the management of the Company. My responsibility is to express an opinion on these based on our verification. This certificate is neither an assurance as to the future viability of the Company nor of the efficiency or effectiveness with which the management has conducted the affairs of the Company.

Bhadresh Shah  
Proprietor

Bhadresh Shah and Associates  
Membership No.: A23847  
CP No.: 15957  
PR Certificate No.: 1917/ 2022  
UDIN: A023847G000354861

Place: Mumbai  
Date: 15 May 2025

FINANCIAL STATEMENTS

Independent Auditor’s Report

To the Members of Alivus Life Sciences Limited (formerly known as Glenmark Life Sciences Limited)

Report on the Audit of the Financial Statements

Opinion

1. We have audited the accompanying financial statements of **Alivus Life Sciences Limited (formerly known as Glenmark Life Sciences Limited)** ('the Company'), which comprise the Balance Sheet as at **31 March 2025**, the Statement of Profit and Loss (including Other Comprehensive Income), the Statement of Cash Flow and the Statement of Changes in Equity for the year then ended, and notes to the financial statements, including material accounting policy information and other explanatory information.
2. In our opinion and to the best of our information and according to the explanations given to us, the aforesaid financial statements give the information required by the Companies Act, 2013 ('the Act') in the manner so required and give a true and fair view in conformity with the Indian Accounting Standards ('Ind AS') specified under section 133 of the Act read with the Companies (Indian Accounting Standards) Rules, 2015 and other accounting principles generally accepted in India, of the state of affairs of the Company as at 31 March 2025, and its profit (including other comprehensive loss), its cash flows and the changes in equity for the year ended on that date.

Key audit matter	How our audit addressed the key audit matter
The Company's revenue principally comprises of sales of active pharmaceutical ingredients and is recognised in accordance with the accounting policy described in Note 2.4 to the accompanying financial statements. Refer Note 16 for details of revenue recognised during the year.  The Company recognises revenue in accordance with the principles of Ind AS 115, Revenue from Contracts with Customers when control of the goods is transferred to the customer, which is determined in accordance with the arrangement with the customers and occurs at the time of shipment to or receipt of goods by the customer, as the case maybe.  The Company records revenue net of taxes or duties collected on behalf of the government and applicable discounts and allowances which includes variable consideration which Company will be entitled in exchange for goods sold.	Our key audit procedures around revenue recognition included, and not limited to, the following:  1) Obtained an understanding of the Company’s process of revenue recognition and assessed the design, implementation and tested operating effectiveness of management’s key internal financial controls in relation to revenue recognition;  2) Assessed the appropriateness of the revenue recognition accounting policy and its compliance with Ind AS 115;  3) Performed substantive testing by selecting samples of revenue transactions pertaining to sale of products during the year, and verified the underlying supporting documents including sales invoices and dispatch/shipping documents, terms of the contracts, agreements;  4) For contracts which included variable consideration, verified the computation of revenue to be recognised during the reporting period as per the contractual arrangements and satisfaction of performance obligation;

Basis for Opinion

3. We conducted our audit in accordance with the Standards on Auditing specified under section 143(10) of the Act. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Company in accordance with the Code of Ethics issued by the Institute of Chartered Accountants of India ('ICAI') together with the ethical requirements that are relevant to our audit of the financial statements under the provisions of the Act and the rules thereunder, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matter

4. Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.
5. We have determined the matter described below to be the key audit matter to be communicated in our report.



Key audit matter	How our audit addressed the key audit matter
We have identified recognition of revenue as key audit matter since;  1) The Company and its external stakeholders focus on revenue as a key performance measure, which could create an incentive for revenue to be overstated or recognised before control has been transferred.  2) Due to the aforesaid factors and as per the requirements of Standards of Auditing, revenue recognition is determined to be an area involving significant risk and hence, required significant auditor attention.	5) Performed cut-off testing procedures by testing samples of revenue transactions recorded in specific periods before and after year end to conclude such revenue has been recorded in the correct period;  6) Performed analytical review procedures on revenue recognised during the year to identify any unusual and/or material variances;  7) Obtained the manual entries recorded along with nature and verified the same on sample basis with underlying supporting documents in relation to revenue recognition;  8) Evaluated the adequacy of disclosures made in the financial statements in accordance with applicable accounting standards.

Information other than the Financial Statements and Auditor’s Report thereon

6. The Company’s Board of Directors are responsible for the other information. The other information comprises the information included in the Annual Report, but does not include the financial statements and our auditor’s report thereon. The Annual Report is expected to be made available to us after the date of this auditor’s report.

Our opinion on the financial statements does not cover the other information and we will not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

When we read the Annual Report, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

7. The accompanying financial statements have been approved by the Company’s Board of Directors. The Company’s Board of Directors are responsible for the matters stated in section 134(5) of the Act with respect to the preparation and presentation of these financial statements that give a true and fair view of the financial position, financial performance including other comprehensive income, changes in equity and cash flows of the Company in accordance with the Ind AS specified under section 133 of the Act and other accounting principles generally accepted in India. This responsibility also includes maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding of the assets of the Company and for preventing and detecting frauds and other irregularities; selection and application

of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and design, implementation and maintenance of adequate internal financial controls, that were operating effectively for ensuring the accuracy and completeness of the accounting records, relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

8. In preparing the financial statements, the Board of Directors is responsible for assessing the Company’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

9. The Board of Directors is also responsible for overseeing the Company’s financial reporting process.

Auditor’s Responsibilities for the Audit of the Financial Statements

10. Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

11. As part of an audit in accordance with Standards on Auditing, specified under section 143(10) of the Act we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud

or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances. Under section 143(3)(i) of the Act we are also responsible for expressing our opinion on whether the Company has adequate internal financial controls with reference to financial statements in place and the operating effectiveness of such controls;
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management;
- Conclude on the appropriateness of Board of Directors’ use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company’s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor’s report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor’s report. However, future events or conditions may cause the Company to cease to continue as a going concern; and
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.; and

12. We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

13. We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

14. From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor’s report unless law or regulation precludes public disclosure about the matter or

when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on Other Legal and Regulatory Requirements

15. As required by section 197(16) of the Act, based on our audit, we report that the Company has paid remuneration to its directors during the year in accordance with the provisions of and limits laid down under section 197 read with Schedule V to the Act.

16. As required by the Companies (Auditor’s Report) Order, 2020 (‘the Order’) issued by the Central Government of India in terms of section 143(11) of the Act we give in the Annexure A a statement on the matters specified in paragraphs 3 and 4 of the Order, to the extent applicable.

17. Further to our comments in Annexure A, as required by section 143(3) of the Act based on our audit, we report, to the extent applicable, that:

- a) We have sought and obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purpose of our audit of the accompanying financial statements;
- b) Except for the matters stated in paragraph 17(h)(vi) below on reporting under Rule 11(g) of the Companies (Audit and Auditors) Rules, 2014 (as amended), in our opinion, proper books of account as required by law have been kept by the Company so far as it appears from our examination of those books;
- c) The financial statements dealt with by this report are in agreement with the books of account;
- d) In our opinion, the aforesaid financial statements comply with Ind AS specified under section 133 of the Act;
- e) On the basis of the written representations received from the directors and taken on record by the Board of Directors, none of the directors is disqualified as on 31 March 2025 from being appointed as a director in terms of section 164(2) of the Act;
- f) The modification relating to the maintenance of accounts and other matters connected therewith are as stated in paragraph 17(b) above on reporting under section 143(3)(b) of the Act and paragraph 17(h)(vi) below on reporting under Rule 11(g) of the Companies (Audit and Auditors) Rules, 2014 (as amended);
- g) With respect to the adequacy of the internal financial controls with reference to financial statements of the Company as on 31 March 2025 and the operating effectiveness of such controls, refer to our separate report in Annexure B wherein we have expressed an unmodified opinion; and
- h) With respect to the other matters to be included in the Auditor’s Report in accordance with rule 11 of the Companies (Audit and Auditors) Rules, 2014 (as amended), in our opinion and to the best of our

information and according to the explanations given to us

- i. The Company, as detailed in note 28 to the financial statements, has disclosed the impact of pending litigations on its financial position as at 31 March 2025
- ii. The Company did not have any long-term contracts including derivative contracts for which there were any material foreseeable losses as at 31 March 2025.;
- iii. There were no amounts which were required to be transferred to the Investor Education and Protection Fund by the Company during the year ended 31 March 2025;
- iv. a. The management has represented that, to the best of its knowledge and belief, as disclosed in note 36 to the financial statements, no funds have been advanced or loaned or invested (either from borrowed funds or securities premium or any other sources or kind of funds) by the Company to or in any person(s) or entity(ies), including foreign entities ('the intermediaries'), with the understanding, whether recorded in writing or otherwise, that the intermediary shall, whether, directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Company ('the Ultimate Beneficiaries') or provide any guarantee, security or the like on behalf the Ultimate Beneficiaries;
- b. The management has represented that, to the best of its knowledge and belief, as disclosed in note 36 to the financial statements, no funds have been received by the Company from any person(s) or entity(ies), including foreign entities ('the Funding Parties'), with the understanding, whether recorded in writing or otherwise, that the Company shall, whether directly or indirectly, lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Funding Party ('Ultimate Beneficiaries') or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries; and

- c. Based on such audit procedures performed as considered reasonable and appropriate in the circumstances, nothing has come to our notice that has caused us to believe that the management representations under sub-clauses (a) and (b) above contain any material misstatement.
- v. As stated in note 11 to the accompanying financial statements, the Board of Directors of the Company have proposed final dividend for the year ended 31 March 2025 which is subject to the approval of the members at the ensuing Annual General Meeting. The dividend declared is in accordance with section 123 of the Act to the extent it applies to declaration of dividend.
- vi. Based on examination which included test checks, the Company in respect of financial year commencing on 1 April 2023, has used an accounting software for maintaining its books of account which has a feature of recording audit trail (edit log) facility and the same has been operated throughout the year for all relevant transactions recorded in the software except that the audit trail feature was not enabled at database level for accounting software to log any direct data change, as described in note 36 to the financial statements. Further, during the course of our audit we did not come across any instance of audit trail features being tampered with in respect of the accounting software where such feature was enabled. Furthermore, the audit trail has been preserved by the Company as per the statutory requirements for record retention.

**For Walker Chandiok & Co LLP**  
Chartered Accountants  
Firm's Registration No.: 001076N/N500013

**Yashwant M. Jain**  
Partner  
Membership No.: 118782  
UDIN: 25118782BMOELH7000

Place: Mumbai  
Date: 15 May 2025

**Annexure A referred to in paragraph 16 of the Independent Auditor's Report of even date to the Members of Alivus Life Sciences Limited (formerly known as Glenmark Life Sciences Limited) on the financial statements for the year ended 31 March 2025**

In terms of the information and explanations sought by us and given by the Company and the books of account and records examined by us in the normal course of audit, and to the best of our knowledge and belief, we report that:

- (i) (a) (A) The Company has maintained proper records showing full particulars, including quantitative details and situation of property, plant and equipment, capital work-in-progress and relevant details of right-of-use assets.
- (B) The Company has maintained proper records showing full particulars of intangible assets.
- (b) The Company has a regular programme of physical verification of its property, plant and equipment, capital work-in-progress and relevant details of right-of-use assets under which the assets are physically verified in a phased manner over a period of 3 years, which in our opinion, is reasonable having regard to the size of the Company and the nature of its assets. In accordance with this programme, certain property, plant and equipment, capital work-in-progress, and relevant details of right-of-use assets were verified during the year.
- (c) The title deeds of all the immovable properties held by the Company (other than properties where the Company is the lessee and the lease agreements are duly executed in favour of the lessee), disclosed in note 3 to the financial statements, are held in the name of the Company.
- (d) The Company has adopted cost model for its Property, Plant and Equipment including right-of-use assets and intangible assets. Accordingly, reporting under clause 3(i)(d) of the Order is not applicable to the Company.
- (e) No proceedings have been initiated or are pending against the Company for holding any benami property under the Prohibition of Benami Property Transactions Act, 1988 (as amended) and rules made thereunder.
- (ii) (a) The management has conducted physical verification of inventory at reasonable intervals during the year, except for goods-in-transit and inventory lying with third parties. In our opinion, the coverage and procedure of such verification by the management is appropriate and no discrepancies of 10% or more in the aggregate for each class of inventory were noticed as compared to book records. In respect of inventory lying with third parties, these have substantially been confirmed by the third parties and in respect of goods-in-transit, these have been confirmed from corresponding receipt and/or dispatch inventory records.

- (b) As disclosed in note 36 to the financial statements, the Company has been sanctioned a working capital limit in excess of ₹ 5 crores by banks based on the security of current assets. The quarterly statements, in respect of the working capital limits have been filed by the Company with such banks and such statements are in agreement with the books of account of the Company for the respective periods, which were not subject to audit/review.
- (iii) The Company has not made any investment in, provided any guarantee or security or granted any loans or advances in the nature of loans, secured or unsecured to companies, firms, Limited Liability Partnerships (LLPs) or any other parties during the year. Accordingly, reporting under clause 3(iii) of the Order is not applicable to the Company.
- (iv) The Company has not entered into any transaction covered under sections 185 and 186 of the Act. Accordingly, reporting under clause 3(iv) of the Order is not applicable to the Company.
- (v) In our opinion, and according to the information and explanations given to us, the Company has not accepted any deposits or there are no amounts which have been deemed to be deposits within the meaning of sections 73 to 76 of the Act and the Companies (Acceptance of Deposits) Rules, 2014 (as amended). Accordingly, reporting under clause 3(v) of the Order is not applicable to the Company.
- (vi) The Central Government has specified maintenance of cost records under sub-section (1) of section 148 of the Act in respect of the products of the Company. We have broadly reviewed the books of account maintained by the Company pursuant to the rules made by the Central Government for the maintenance of cost records and are of the opinion that, prima facie, the prescribed accounts and records have been made and maintained. However, we have not made a detailed examination of the cost records with a view to determine whether they are accurate or complete.
- (vii) (a) In our opinion and according to the information and explanations given to us, undisputed statutory dues including goods and services tax, provident fund, employees' state insurance, income-tax, sales-tax, service tax, duty of customs, duty of excise, value added tax, cess and other material statutory dues, as applicable, have generally been regularly deposited with the appropriate authorities by the Company, though there have been slight delays in a few cases. Further, no undisputed amounts payable in respect thereof were outstanding at the year-end for a period of more than six months from the date they became payable.



- (b) According to the information and explanations given to us, we report that there are no statutory dues referred in sub-clause (a) which have not been deposited with the appropriate authorities on account of any dispute except for the following:

Name of Statutes	Nature of Dues	Gross Amount (₹ In million)	Amount Paid under protest (₹ In million)	Period to which the amount relates	Forum where dispute is pending
The Central Excise Act 1944	Excise duty on domestic Clearance	0.68	-	2009-2010	Bombay High Court
		7.99	0.60	2010-2011	Commissioner CGST Appeal, Vadodra
		2.40	2.40	2008-2012	CESTAT, Mumbai
		36.23	2.72	2011-2016	CESTAT, Ahmedabad
		0.24	0.24	2021-2022	Commissioner CGST Appeal, Pune
		0.62	0.62	2021-2022	Commissioner CGST Appeal, Solapur

- (viii) According to the information and explanations given to us, we report that no transactions were surrendered or disclosed as income during the year in the tax assessments under the Income Tax Act, 1961 (43 of 1961) which have not been previously recorded in the books of accounts.

(ix) According to the information and explanations given to us, we report that the Company does not have any loans or other borrowings from any lender. Accordingly, reporting under clause 3(ix) of the Order is not applicable to the Company.

(x) (a) In our opinion and according to the information and explanations given to us, money raised by way of initial public offer were applied for the purposes for which these were obtained.

(b) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the Company has not made any preferential allotment or private placement of shares or (fully, partially or optionally) convertible debentures during the year. Accordingly, reporting under clause 3(x)(b) of the Order is not applicable to the Company.

(xi) (a) To the best of our knowledge and according to the information and explanations given to us, no fraud by the Company or no fraud on the Company has been noticed or reported during the period covered by our audit.

(b) According to the information and explanations given to us including the representation made to us by the management of the Company, no report under sub-section 12 of section 143 of the Act has been filed by the auditors in Form ADT-4 as prescribed under rule 13 of Companies (Audit and Auditors) Rules, 2014, with the Central Government for the period covered by our audit.

(c) According to the information and explanations given to us including the representation made to us by the management of the Company, there are no whistle-blower complaints received by the Company during the year.
- (xii) The Company is not a Nidhi Company and the Nidhi Rules, 2014 are not applicable to it. Accordingly, reporting under clause 3(xii) of the Order is not applicable to the Company.

(xiii) In our opinion and according to the information and explanations given to us, all transactions entered into by the Company with the related parties are in compliance with sections 177 and 188 of the Act, where applicable. Further, the details of such related party transactions have been disclosed in the financial statements, as required under Indian Accounting Standard (Ind AS) 24, Related Party Disclosures specified in Companies (Indian Accounting Standards) Rules 2015 as prescribed under section 133 of the Act.

(xiv) (a) In our opinion and according to the information and explanations given to us, the Company has an internal audit system which is commensurate with the size and nature of its business as required under the provisions of section 138 of the Act.

(b) We have considered the reports issued by the Internal Auditors of the Company till date for the period under audit.

(xv) According to the information and explanation given to us, the Company has not entered into any non-cash transactions with its directors or persons connected with its directors and accordingly, reporting under clause 3(xv) of the Order with respect to compliance with the provisions of section 192 of the Act are not applicable to the Company.

(xvi) The Company is not required to be registered under section 45-IA of the Reserve Bank of India Act, 1934. Accordingly, reporting under clauses 3(xvi)(a), (b) and (c) of the Order are not applicable to the Company.

(d) Based on the information and explanations given to us and as represented by the management of the Company, the Group (as defined in Core Investment Companies (Reserve Bank) Directions, 2016) does not have any CIC.

(xvii) The Company has not incurred any cash losses in the current financial year as well as the immediately preceding financial year.

- (xviii) There has been no resignation of the statutory auditors during the year. Accordingly, reporting under clause 3(xviii) of the Order is not applicable to the Company.
- (xix) According to the information and explanations given to us and on the basis of the financial ratios, ageing and expected dates of realisation of financial assets and payment of financial liabilities, other information in the financial statements, our knowledge of the plans of the Board of Directors and management and based on our examination of the evidence supporting the assumptions, nothing has come to our attention, which causes us to believe that any material uncertainty exists as on the date of the audit report indicating that Company is not capable of meeting its liabilities existing at the date of balance sheet as and when they fall due within a period of one year from the balance sheet date. We, however, state that this is not an assurance as to the future viability of the company. We further state that our reporting is based on the facts up to the date of the audit report and we neither give any guarantee nor any assurance that all liabilities falling due within a period of one year from the balance sheet date, will get discharged by the company as and when they fall due.
- (xx) (a) In our opinion and according to the information and explanations given to us, there are no unspent amounts towards Corporate Social Responsibility pertaining to other than ongoing projects as at end of the current financial year. Accordingly, reporting

under clause 3(xx)(a) of the Order is not applicable to the Company.

- (b) In our opinion and according to the information and explanations given to us, the Company has transferred the remaining unspent amounts towards Corporate Social Responsibility (CSR) under sub-section (5) of section 135 of the Act, in respect of ongoing project, within a period of 30 days from the end of financial year to a special account in compliance with the provision of sub-section (6) of section 135 of the Act.

- (xxi) The reporting under clause 3(xxi) of the Order is not applicable in respect of audit of standalone financial statements of the Company. Accordingly, no comment has been included in respect of said clause under this report.

**For Walker Chandiok & Co LLP**  
Chartered Accountants  
Firm's Registration No.: 001076N/N500013

**Yashwant M. Jain**  
Partner  
Membership No.: 118782  
UDIN: 25118782BMOELH7000

Place: Mumbai  
Date: 15 May 2025

**Annexure B to the Independent Auditor's Report of even date to the Members of Alivus Life Sciences Limited (Formerly known as Glenmark Life Sciences Limited) on the financial statements for the year ended 31 March 2025**

**Independent Auditor's Report on the internal financial controls with reference to the financial statements under Clause (i) of Sub-section 3 of Section 143 of the Companies Act, 2013 ('the Act')**

1. In conjunction with our audit of the financial statements of Alivus Life Sciences Limited (Formerly known as Glenmark Life Sciences Limited) ('the Company') as at and for the year ended 31 March 2025, we have audited the internal financial controls with reference to financial statements of the Company as at that date.

**Responsibilities of Management and Those Charged with Governance for Internal Financial Controls**

2. The Company's Board of Directors is responsible for establishing and maintaining internal financial controls based on the internal financial controls with reference to financial statements criteria established by the Company considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls over Financial Reporting issued by the Institute of Chartered Accountants of India. These responsibilities include the design, implementation and maintenance of adequate internal financial controls that were operating effectively for ensuring the orderly and efficient conduct of the Company's business, including adherence to the Company's policies, the safeguarding of its assets, the prevention and detection of frauds and errors, the accuracy and completeness of the accounting records, and the timely preparation of reliable financial information, as required under the Act.

**Auditor's Responsibility for the Audit of the Internal Financial Controls with Reference to Financial Statements**

3. Our responsibility is to express an opinion on the Company's internal financial controls with reference to financial statements based on our audit. We conducted our audit in accordance with the Standards on Auditing issued by the Institute of Chartered Accountants of India ('ICAI') prescribed under Section 143(10) of the Act, to the extent applicable to an audit of internal financial controls with reference to financial statements, and the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting ('the Guidance Note') issued by the ICAI. Those Standards and the Guidance Note require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether adequate internal financial controls with reference to financial statements were established and maintained and if such controls operated effectively in all material respects.
4. Our audit involves performing procedures to obtain audit evidence about the adequacy of the internal financial controls with reference to financial statements and their operating effectiveness. Our audit of internal financial controls with reference to financial statements includes obtaining an understanding of such internal financial

controls, assessing the risk that a material weakness exists, and testing and evaluating the design and operating effectiveness of internal control based on the assessed risk. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error.

5. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the Company's internal financial controls with reference to financial statements .

**Meaning of Internal Financial Controls with Reference to Financial Statements**

6. A company's internal financial controls with reference to financial statements is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles. A company's internal financial controls with reference to financial statements include those policies and procedures that (1) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the company; (2) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the company are being made only in accordance with authorisations of management and directors of the company; and (3) provide reasonable assurance regarding prevention or timely detection of unauthorised acquisition, use, or disposition of the company's assets that could have a material effect on the financial statements.

**Inherent Limitations of Internal Financial Controls with Reference to Financial Statements**

7. Because of the inherent limitations of internal financial controls with reference to financial statements, including the possibility of collusion or improper management override of controls, material misstatements due to error or fraud may occur and not be detected. Also, projections of any evaluation of the internal financial controls with reference to financial statements to future periods are subject to the risk that the internal financial controls with reference to financial statements may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

**Opinion**

8. In our opinion, the Company has, in all material respects, adequate internal financial controls with reference to financial statements and such controls were operating effectively as at 31 March 2025, based on the internal financial controls with reference to financial statements criteria established by the Company considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls over Financial Reporting issued by the Institute of Chartered Accountants of India.

**For Walker Chandiok & Co LLP**

Chartered Accountants  
Firm's Registration No.: 001076N/N500013

**Yashwant M. Jain**

Partner  
Membership No.: 118782  
UDIN: 25118782BMOELH7000

Place: Mumbai  
Date: 15 May 2025



FINANCIAL STATEMENTS

Balance Sheet

as at 31 March 2025

(All amounts in million of Indian Rupees, unless otherwise stated)

Particulars	Notes	As at 31 March 2025	As at 31 March 2024
<b>ASSETS</b>			
<b>Non-Current Assets</b>			
Property, Plant and Equipment	3	9,426.70	7,950.12
Capital work-in-progress	3	942.52	1,011.85
Intangible Assets	3	122.76	100.52
Intangible Assets under development	3	76.61	48.01
Financial Assets	4		
(i) Investments		0.77	0.77
(ii) Other Financial Assets		63.74	110.30
Income Tax Assets (Net)	5	41.84	36.72
Other Non-Current Assets	7	88.01	85.84
<b>Total Non- Current Assets</b>		<b>10,762.95</b>	<b>9,344.13</b>
<b>Current Assets</b>			
Inventories	8	6,739.46	6,665.91
Financial Assets	9		
(i) Trade Receivables		9,697.41	7,654.32
(ii) Cash and Cash Equivalents		710.62	3,014.14
(iii) Bank Balance other than Cash and Cash Equivalents		1.74	1.80
(iv) Investment in Mutual Funds		4,776.15	-
(v) Other Financial Assets		398.65	903.68
Other Current Assets	10	1,027.55	920.14
<b>Total Current Assets</b>		<b>23,351.58</b>	<b>19,159.99</b>
<b>TOTAL ASSETS</b>		<b>34,114.53</b>	<b>28,504.12</b>
<b>EQUITY AND LIABILITIES</b>			
<b>Equity</b>			
Equity Share Capital	11&12	245.07	245.05
Other Equity		27,928.65	23,078.17
<b>Total Equity</b>		<b>28,173.72</b>	<b>23,323.22</b>
<b>LIABILITIES</b>			
<b>Non-Current Liabilities</b>			
Financial Liabilities			
(i) Lease Liabilities	30	509.58	147.61
Provisions	15	185.35	157.71
Deferred Tax Liabilities (Net)	6	544.29	487.85
<b>Total Non-Current Liabilities</b>		<b>1,239.22</b>	<b>793.17</b>
<b>Current Liabilities</b>			
Financial Liabilities			
(i) Lease Liabilities	30	56.48	23.87
(ii) Trade Payables	13 (i)		
(a) Total outstanding dues of Micro and Small Enterprises		134.05	93.82
(b) Total outstanding dues of other than Micro and Small Enterprises		3,770.59	3,592.79
(iii) Other Current Financial Liabilities	13 (ii)	404.63	402.68
Other Current Liabilities	14	166.27	154.23
Provisions	15	169.57	120.34
<b>Total Current Liabilities</b>		<b>4,701.59</b>	<b>4,387.73</b>
<b>Total Liabilities</b>		<b>5,940.81</b>	<b>5,180.90</b>
<b>TOTAL EQUITY AND LIABILITIES</b>		<b>34,114.53</b>	<b>28,504.12</b>
Summary of material accounting policies and other explanatory information	2		

The accompanying notes form an integral part of the Financial Statements  
This is the Balance Sheet referred to in our report of even date.

**For Walker ChandioK & Co LLP**  
Chartered Accountants  
Firm Registration No: 001076N/N500013

**Yashwant M. Jain**  
Partner  
Membership Number -118782

Place: Mumbai  
Date: 15 May 2025

**For and on behalf of the Board of Directors**  
Alivus Life Sciences Limited (formerly Glenmark Life Sciences Limited)

**Yasir Rawjee**  
Managing Director & CEO  
DIN: 01965174

**Tushar Mistry**  
Chief Financial Officer  
Place: Mumbai  
Date: 15 May 2025

**Vinod Naik**  
Executive Director  
DIN: 03635487

**Rudalf Corriea**  
Company Secretary & Compliance Officer

FINANCIAL STATEMENTS

Statement of Profit and Loss

for the year ended 31 March 2025

(All amounts in million of Indian Rupees, unless otherwise stated)

Particulars	Notes	Year Ended 31 March 2025	Year Ended 31 March 2024
<b>Income</b>			
Revenue from Operations	16	23,868.84	22,832.14
Other Income	17	345.70	120.42
<b>Total Income</b>		<b>24,214.54</b>	<b>22,952.56</b>
<b>Expenses</b>			
Cost of Materials consumed	18	10,535.02	10,585.80
Changes in Inventories of Finished goods and Work-in-progress	19	273.50	(565.70)
Employee benefits expense	20	2,516.96	2,581.56
Finance costs	21	24.14	15.46
Depreciation and amortisation expense	3	606.09	534.52
Other expenses	22	3,717.52	3,488.02
<b>Total Expenses</b>		<b>17,673.23</b>	<b>16,639.66</b>
<b>Profit before Tax</b>		<b>6,541.31</b>	<b>6,312.90</b>
<b>Tax expense:</b>	6		
Current tax		1,624.40	1,522.14
Deferred tax		60.64	81.88
<b>Total tax expense</b>		<b>1,685.04</b>	<b>1,604.02</b>
<b>Profit for the year</b>		<b>4,856.27</b>	<b>4,708.88</b>
<b>Other comprehensive income:</b>			
<b>Items that will not be reclassified to profit or loss</b>			
- Re-measurement of the post-employment benefit obligation	23	(16.68)	(72.99)
- Income tax relating to the above		4.20	18.37
<b>Other comprehensive income / (loss) for the year</b>		<b>(12.48)</b>	<b>(54.62)</b>
<b>Total comprehensive income for the year</b>		<b>4,843.79</b>	<b>4,654.26</b>
<b>Earnings per equity share of ₹ 2 each</b>	26		
<b>Basic (in ₹)</b>		39.63	38.43
<b>Diluted (in ₹)</b>		39.52	38.38
Summary of material accounting policies and other explanatory information	2		

The accompanying notes form an integral part of the Financial Statements  
This is the statement of Profit and Loss referred to in our report of even date.

**For Walker ChandioK & Co LLP**  
Chartered Accountants  
Firm Registration No: 001076N/N500013

**Yashwant M. Jain**  
Partner  
Membership Number -118782

Place: Mumbai  
Date: 15 May 2025

**For and on behalf of the Board of Directors**  
Alivus Life Sciences Limited (formerly Glenmark Life Sciences Limited)

**Yasir Rawjee**  
Managing Director & CEO  
DIN: 01965174

**Tushar Mistry**  
Chief Financial Officer  
Place: Mumbai  
Date: 15 May 2025

**Vinod Naik**  
Executive Director  
DIN: 03635487

**Rudalf Corriea**  
Company Secretary & Compliance Officer

FINANCIAL STATEMENTS

Statement of Changes in Equity

for the year ended 31 March 2025

(All amounts in million of Indian Rupees, unless otherwise stated)

A. Equity Share Capital

Particulars	Amount
Balance as at 31 March 2023	245.05
Add: Equity shares issued	-
Balance as at 31 March 2024	245.05
Add: Equity shares issued	0.02
Balance as at 31 March 2025	245.07

Refer notes 11 and 12 for details on equity share capital

B. Other Equity

Particulars	Other Equity			Total
	Securities Premium	Employee Stock Option Reserves	Retained Earnings	
Balance as at 31 March 2023	10,049.56	66.83	11,020.63	21,137.02
Add: Profit for the year	-	-	4,708.88	4,708.88
Add: Other comprehensive income - Re-measurement of the net defined benefit plans (net of tax)	-	-	(54.62)	(54.62)
Less: Dividend on Equity Shares	-	-	(2,756.86)	(2,756.86)
Add: Share Based payment	-	43.75	-	43.75
Add: Issue of Share Capital	-	-	-	-
Balance as at 31 March 2024	10,049.56	110.58	12,918.03	23,078.17
Add: Profit for the year	-	-	4,856.27	4,856.27
Add: Other comprehensive income - Re-measurement of the net defined benefit plans (net of tax)	-	-	(12.48)	(12.48)
Less: Dividend on Equity Shares	-	-	-	-
Add: Share Based payment	0.92	(10.89)	9.97	-
Add: Issue of Share Capital	6.69	-	-	6.69
Balance as at 31 March 2025	10,057.17	99.69	17,771.79	27,928.65
Summary of material accounting policies and other explanatory information	2			

The accompanying notes form an integral part of the Financial Statements  
This is the statement of changes in Equity referred to in our report of even date.

For Walker ChandioK & Co LLP  
Chartered Accountants  
Firm Registration No: 001076N/N500013

Yashwant M. Jain  
Partner  
Membership Number -118782

Place: Mumbai  
Date: 15 May 2025

For and on behalf of the Board of Directors  
Alivus Life Sciences Limited (formerly Glenmark Life Sciences Limited)

Yasir Rawjee  
Managing Director & CEO  
DIN: 01965174

Tushar Mistry  
Chief Financial Officer  
Place: Mumbai  
Date: 15 May 2025

Vinod Naik  
Executive Director  
DIN: 03635487

Rudalf Corriea  
Company Secretary & Compliance Officer

FINANCIAL STATEMENTS

Statement of Cash Flows

for the year ended 31 March 2025

(All amounts in million of Indian Rupees, unless otherwise stated)

Sr. No.	Particulars	Year ended 31 March 2025	Year ended 31 March 2024
A.	Cash flow from operating activities		
	Profit before tax	6,541.31	6,312.90
	Adjustments for:		
	Depreciation and Amortization expenses	606.09	534.52
	Finance costs	24.14	15.46
	Interest income	(200.13)	(120.21)
	Loss on Sale / Discard of Property, Plant and Equipments (Net)	18.21	7.04
	Provision for Gratuity and Compensated Absence	93.77	78.00
	Share Based Payment Expense	-	43.75
	Allowance for Doubtful debts	4.81	3.07
	Impairment losses on Financial Assets measured at amortized cost	-	31.66
	Fair value gain on Financial Instruments measured at fair value through Profit & Loss	(76.15)	-
	Provision for Inventory	315.00	202.06
	Unrealized foreign exchange (gain) / loss (net)	21.49	(2.67)
	Operating profit before working capital changes	7,348.54	7,105.58
	Adjustments for changes in working capital:		
	- (Increase)/Decrease in Trade Receivables	(2,047.89)	378.60
	- (Increase)/Decrease in other Assets	445.20	(551.93)
	- (Increase) in Inventories	(388.55)	(826.26)
	- Increase in Trade and other Payables	187.46	(341.21)
	Cash generated from operations	5,544.76	5,764.78
	- Income Taxes paid (net of refunds)	(1,629.52)	(1,629.63)
	Net cash generated from operating activities	3,915.24	4,135.15
B.	Cash flow from investing activities		
	Purchase of Property, plant and equipment and Intangible assets (including Capital work in progress)	(1,661.87)	(1,289.69)
	Proceeds from Disposal of Property, Plant and Equipment and Intangible assets	6.29	4.65
	Investment in Fixed Deposit / Mutual Funds	(4,701.00)	-
	Interest received	200.13	120.21
	Net cash used in investing activities	(6,156.45)	(1,164.83)



(All amounts in million of Indian Rupees, unless otherwise stated)

Sr. No.	Particulars	Year ended 31 March 2025	Year ended 31 March 2024
C.	Cash flow from financing activities		
	Proceeds from fresh issue of share capital	6.69	-
	Dividend Paid	-	(2,756.86)
	Principal repayment of Lease Liabilities	(44.86)	(22.09)
	Interest payment of Lease Liabilities	(22.97)	(15.24)
	Finance cost paid	(1.17)	(0.22)
	Net cash used in financing activities	(62.31)	(2,794.41)
	Net Increase/(Decrease) in Cash and Cash Equivalents	(2,303.52)	175.91
	Opening balance of Cash and Cash Equivalents	3,014.14	2,838.23
	Closing balance of Cash and Cash Equivalents	710.62	3,014.14
	Cash and cash equivalents comprise of :		
	Cash on hand	0.11	0.36
	Balances with banks in current accounts	460.28	317.82
	Balances with Banks in Deposits (original maturity less than 3 months)	250.23	2,695.96
		710.62	3,014.14
	Summary of material accounting policies and other explanatory information	2	

Note :

- 1
- The Cash Flow Statement has been prepared under the “Indirect Method” as set out in Ind AS 7, ‘Statement of Cash Flows’.
- 2
- Figures in bracket indicate cash outflow.
- 3
- The accompanying notes form an integral part of the Financial Statements
- 4
- This is the Cash Flow Statement referred to in our report of even date.

For Walker Chandiok & Co LLP  
Chartered Accountants  
Firm Registration No: 001076N/N500013

Yashwant M. Jain  
Partner  
Membership Number -118782

Place: Mumbai  
Date: 15 May 2025

For and on behalf of the Board of Directors  
Alivus Life Sciences Limited (formerly Glenmark Life Sciences Limited)

Yasir Rawjee  
Managing Director & CEO  
DIN: 01965174

Tushar Mistry  
Chief Financial Officer

Place: Mumbai  
Date: 15 May 2025

Vinod Naik  
Executive Director  
DIN: 03635487

Rudalf Corriea  
Company Secretary & Compliance Officer

FINANCIAL STATEMENTS

Notes to the Financial statements

for the year ended 31 March 2025

(All amounts in million of Indian Rupees, unless otherwise stated)

Note 1 – Background Information And Summary of Material Accounting Policies

1 Company Information

Alivus Life Sciences Limited (formerly Glenmark Life Sciences Limited ) (the “Company”) is a public limited company incorporated in Pune, India. The registered office of the Company is at Plot No. 170-172, Chandramouli Industrial Estate, Mohol Bazarpeth, Solapur - 413213, Maharashtra, India.

The Company is primarily engaged in the business of development, manufacture and marketing of active pharmaceutical ingredients. The Company’s research and development facilities are located at Mahape, Ankleshwar and Dahej in India and manufacturing facilities are located at Ankleshwar, Dahej, Mohol, and Kurkumbh.

Note 2 - Summary of Material Accounting Policies and Other Explanatory Information

2.1 These financial statements have been prepared in accordance with Indian Accounting Standards as per the Companies (Indian Accounting Standards) Rules, 2015 as amended and notified under Section 133 of the Companies Act, 2013 (the ‘Act’) and other relevant provisions of the Act and it requires the use of certain critical accounting estimates. It also requires management to exercise its judgment in the process of applying the Company’s accounting policies. The areas involving a higher degree of judgment or complexity, or area where assumptions and estimates are significant to these financial statements are disclosed in section 2.20.

These financial statements have been prepared on a historical cost basis, except for certain financial assets and liabilities (including investments), defined benefit plans, plan assets and share-based payments.

All assets and liabilities have been classified as current and non-current as per the Company’s normal operating cycle and other criteria set out in the Schedule III of the Act and Ind AS 1, Presentation of Financial Statements.

The material accounting policies that are used in the preparation of these financial statements are summarised below. These accounting policies are consistently used throughout the years presented in the financial statements.

These financial statements are presented in Indian Rupees (‘INR’), which is also the Company’s functional currency. Amounts in figures presented have been rounded to INR million unless otherwise stated.

2.2 Fair value measurement

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either in the principal market for the asset or liability, or in the absence of a principal market, in the most advantageous market for the asset or liability. The principal or the most advantageous market must be accessible to the Company.

The fair value of an asset or a liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their economic best interest. A fair value measurement of a non-financial asset takes into account a market participant’s ability to generate economic benefits by using the asset in its highest and best use or by selling it to another market participant that would use the asset in its highest and best use.

The Company uses valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, maximising the use of relevant observable inputs and minimising the use of unobservable inputs. All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorized within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

- Level 1 — Quoted (unadjusted) market prices in active markets for identical assets or liabilities
- Level 2 — Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable

- Level 3 – Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable

For assets and liabilities that are recognised in the financial statements on a recurring basis, the Company determines whether transfers have occurred between levels in the hierarchy by re-assessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting year.

2.3 Foreign currency transactions

Foreign currency transactions are recorded at the exchange rates prevailing at the date of such transactions. Monetary assets and liabilities as at the balance sheet date are translated at the rates of exchange prevailing at the date of the balance sheet. Gain/loss arising on account of differences in foreign exchange rates on settlement/translation of monetary assets and liabilities are recognised in the statement of profit and loss, unless they are considered as an adjustment to borrowing costs, in which case they are classified along with the borrowing cost, if any.

2.4 Revenue recognition

The Company applies principles provided under Ind AS 115 ‘Revenue from contracts with customers’ which provides a single, principles-based approach to the recognition of revenue from all contracts with customers. It focuses on the identification of performance obligations in a contract and requires revenue to be recognised as and when those performance obligations are satisfied.

Company receives revenue for supply of goods to external customers against orders received. The majority of contracts that Company enters into relate to sales orders containing single performance obligations for the delivery of Active pharmaceutical products. The average duration of a sales order is less than 12 months.

Revenue (other than sale)

Revenue (other than sale) is recognised to the extent that it is probable that the economic benefits will flow to the Company and the revenue can be reliably measured.

Export benefits

Income in respect of entitlement towards export incentives is recognised in accordance with the relevant scheme on recognition of the related export sales. Such export incentives are recorded as part of other operating revenue.

Revenue from Sale of Products

Revenue from sale of products is recognised when the Company satisfies a performance obligation

upon transfer of control of products to customers at the time of shipment to or receipt of goods by the customers as per the terms of the underlying contracts. Invoices are issued as per the general business terms and are payable in accordance with the contractually agreed credit year.

Revenues are measured based on the transaction price allocated to the performance obligation, which is the consideration (including variable consideration), net of taxes or duties collected on behalf of the government and applicable discounts and allowances. A receivable is recognised by the Company when control of the goods and services is transferred and the Company’s right to an amount of consideration under the contract with the customer is unconditional, as only the passage of time is required. The Company has opted practical expedient and there are no significant financing component to be considered while determining the transactions price.

2.5 Property, plant and equipment

Recognition and measurement

Items of property, plant and equipment are measured at cost less accumulated depreciation and accumulated impairment losses, if any. Cost includes expenditure that are directly attributable to the acquisition of the asset. The cost of self-constructed assets includes the cost of materials and other costs directly attributable to bringing the asset to a working condition for its intended use.

When parts of an item of property, plant and equipment have significant cost in relation to total cost and different useful lives, they are accounted for as separate items (major components) of property, plant and equipment.

Profits and losses upon disposal of an item of property, plant and equipment are determined by comparing the proceeds from disposal with the carrying amount of property, plant and equipment and are recognised within “other income/expense in the statement of profit and loss.

The cost of replacing part of an item of property, plant and equipment is recognised in the carrying amount of the item if it is probable that the future economic benefits embodied within the part will flow to the Company, its cost can be measured reliably and it has a useful life of atleast twelve months. The costs of other repairs and maintenance are recognised in the statement of profit and loss as incurred.

Depreciation

Depreciation is recognised in the statement of profit and loss on a straight-line basis over the estimated useful lives of property, plant and equipment. Leased assets are depreciated over the shorter of the lease

term or their useful lives, unless it is reasonably certain that the Company will obtain ownership by the end of the lease term.

The below given useful lives best represent the useful lives of these assets based on internal assessment and supported by technical advice where necessary which is different from the useful lives as prescribed under Part C of Schedule II of the Companies Act, 2013.

The estimated useful lives are as follows:

Factory and other buildings	26 - 61 years
Plant and machinery	1 – 21 years
Furniture, fixtures and office equipment	1 – 10 years
Vehicles	1– 8 years

Leasehold land is amortised over the year of respective leases.

Depreciation methods, useful lives and residual values are reviewed at each reporting date.

2.6 Borrowing costs

Borrowing costs primarily comprise interest on the Company’s borrowings. Borrowing costs directly attributable to the acquisition, construction or production of a qualifying asset are capitalised during the year that is necessary to complete and prepare the asset for its intended use or sale. Other borrowing costs are expensed in the year in which they are incurred and reported under ‘finance costs’. Borrowing costs are recognised using the effective interest rate method.

2.7 Intangible assets

Research and development

Expenses on research activities undertaken with the prospect of gaining new scientific or technical knowledge and understanding are recognised in the statement of profit and loss as incurred.

Development activities involve a plan or design for the production of new or substantially improved products and processes. Development expenditure is capitalised only if development costs can be measured reliably, the product or process is technically and commercially feasible, future economic benefits are probable, the assets are controlled by the Company and the Company intends to and has sufficient resources to complete development and to use or sell the asset. The expenditure capitalised includes the cost of materials and other costs directly attributable to preparing the asset for its intended use. Other development expenditure is recognised in the statement of profit and loss as incurred.

The Company’s internal drug development expenditure is capitalised only if they meet the recognition criteria as mentioned above. Where uncertainties exist that the said criteria may not be met, the expenditure is recognised in the statement of profit and loss as incurred. Where the recognition criteria are met, intangible assets are recognised. Based on the management estimate of the useful lives, indefinite useful life assets are tested for impairment and assets with limited life amortised on a straight-line basis over their useful economic lives from when the asset is available for use. During the years prior to their launch (including years when such products have been out-licensed to other companies), these assets are tested for impairment on an annual basis, as their economic useful life is indeterminable till then.

De-recognition of intangible assets

Intangible assets are de-recognised either on their disposal or where no future economic benefits are expected from their use or disposal. Losses arising on such de-recognition are recorded in the statement of profit and loss, and are measured as the difference between the net disposal proceeds, if any, and the carrying amount of respective intangible assets as on the date of de-recognition.

Intangible assets relating to products under development, other intangible assets not available for use and intangible assets having indefinite useful life are subject to impairment testing at each reporting date. All other intangible assets are tested for impairment when there are indications that the carrying value may not be recoverable. Any impairment losses are recognised immediately in the statement of profit and loss.

Other intangible assets

Other intangible assets that are acquired by the Company, which have finite useful lives, are measured at cost less accumulated amortisation and accumulated impairment losses, if any.

Subsequent expenditure is capitalised only when it increases the future economic benefits embodied in the specific asset to which they relate.

Software for internal use, which is primarily acquired from third-party vendors, including consultancy charges for implementing the software, are capitalised. Subsequent costs are charged to the statement of profit and loss as incurred. The capitalised costs are amortised over the estimated useful life of the software.

Amortisation

Amortisation of intangible assets, intangible assets not available for use and intangible assets having indeterminable life, is recognised in the statement



of profit and loss on a straight-line basis over the estimated useful lives from the date that they are available for use.

The estimated useful lives of intangible assets are 1 - 10 years.

## 2.8 Impairment Testing of property, plant and equipment, and intangible assets

The carrying amounts of the Company's non-financial assets, other than inventories and deferred tax assets are reviewed at each reporting date to determine whether there is any indication of impairment. If any such indication exists, then the asset's recoverable amount is estimated. Intangible assets that have indefinite lives or that are not yet available for use are tested for impairment annually; their recoverable amount is estimated annually each year at the reporting date.

For the purpose of impairment testing, assets are grouped together into the smallest group of assets that generate cash inflows from continuing use that are largely independent of the cash inflows of other assets or groups of assets ("cash-generating unit"). The recoverable amount of an asset or cash-generating unit is the greater of its value in use or its fair value less costs to sell. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. Intangibles with indefinite useful lives are tested for impairment individually.

An impairment loss is recognised if the carrying amount of an asset or its cash-generating unit exceeds its estimated recoverable amount. Impairment losses are recognised in the statement of profit and loss.

Impairment losses recognised in prior years are assessed at each reporting date for any indications that the loss has decreased or no longer exists. An impairment loss is reversed if there has been a change in the estimates used to determine the recoverable amount. An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised.

## 2.9 Investments and financial assets

### Classification

The Company classifies its financial assets in the following measurement categories:

- those to be measured subsequently at fair value (either through other comprehensive income, or through profit or loss), and
- those measured at amortised cost.

The classification depends on the entity's business model for managing the financial assets and the contractual terms of the cash flows.

For assets measured at fair value, gains and losses will either be recorded in the statement of profit and loss or other comprehensive income. For investments in debt instruments, this will depend on the business model in which the investment is held. For investments in equity instruments, this will depend on whether the Company has made an irrevocable election at the time of initial recognition to account for the equity investment at fair value through other comprehensive income.

The Company reclassifies debt investments when and only when its business model for managing those assets changes.

### Measurement

At initial recognition, the Company measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs that are directly attributable to the acquisition of the financial asset. However, trade receivables that do not contain a significant financing component are measured at the Transaction Price.

Financial assets with embedded derivatives are considered in their entirety when determining whether their cash flows are solely payment of principal and interest.

### Measurement of debt instruments

Subsequent measurement of debt instruments depends on the Company's business model for managing the asset and the cash flow characteristics of the asset. There are three measurement categories into which the Company classifies its debt instruments:

- Amortised cost:** Assets that are held for collection of contractual cash flows where those cash flows represent solely payments of principal and interest are measured at amortised cost. A gain or loss on a debt investment that is subsequently measured at amortised cost and is not part of a hedging relationship is recognised in profit or loss when the asset is derecognised or impaired. Interest income from these financial assets is included in other income using the effective interest rate method.
- Fair value through other comprehensive income (FVOCI):** Assets that are held for collection of contractual cash flows and for selling the financial assets, where the assets cash flows represent solely payments of principal and interest, are measured at fair value through other comprehensive income (FVOCI). Movements in the carrying amount are taken through OCI,

except for the recognition of impairment gains or losses, interest income and foreign exchange gains and losses which are recognised in the statement of profit and loss. When the financial asset is derecognised, the cumulative gain or loss previously recognised in OCI is reclassified from equity to the statement of profit and loss and recognised in other income/expenses. Interest income from these financial assets is included in other income using the effective interest rate method.

- Fair value through profit or loss (FVTPL):** Assets that do not meet the criteria for amortised cost or FVOCI are measured at fair value through profit or loss. A gain or loss on a debt investment that is subsequently measured at fair value through profit or loss and is not part of a hedging relationship is recognised in the statement of profit and loss and presented net in the statement of profit and loss within other income/expenses in the year in which it arises. Interest income from these financial assets is included in other income.

### Measurement of equity instruments

The Company subsequently measures all equity investments at fair value other than those elected to be at cost under Ind AS 27. Where the Company's management has elected to present fair value gains and losses on equity investments in other comprehensive income, there is no subsequent reclassification of fair value gains and losses to profit or loss. Dividends from such investments are recognised in the statement of profit and loss as other income when the Company's right to receive payments is established.

Changes in the fair value of financial assets at fair value through profit or loss are recognised in other income/ expenses in the statement of profit and loss. Impairment losses (and reversal of impairment losses) on equity investments measured at FVOCI are not reported separately from other changes in fair value.

### Impairment of financial assets

Company assesses on a forward looking basis the expected credit losses associated with its assets carried at amortised cost and FVOCI debt instruments. The impairment methodology applied depends on whether there has been a significant increase in credit risk. Note 31 details how the Company determines whether there has been a significant increase in credit risk.

For trade receivables only, the Company applies the simplified approach permitted by Ind AS 109 Financial Instruments, which requires expected lifetime losses

to be recognised from initial recognition of the receivables.

### De-recognition of financial assets

A financial asset is derecognised only when

- The Company has transferred the rights to receive cash flows from the financial asset or
- retains the contractual rights to receive the cash flows of the financial asset, but assumes a contractual obligation to pay the cash flows to one or more recipients. Where the entity has transferred an asset, the Company evaluates whether it has transferred substantially all risks and rewards of ownership of the financial asset. In such cases, the financial asset is derecognised. Where the entity has not transferred substantially all risks and rewards of ownership of the financial asset, the financial asset is not derecognised.

Where the entity has neither transferred a financial asset nor retains substantially all risks and rewards of ownership of the financial asset, the financial asset is derecognised, if the Company has not retained control of the financial asset. Where the Company retains control of the financial asset, the asset is continued to be recognised to the extent of continuing involvement in the financial asset.

### Interest income from financial assets

Interest income from debt instruments is recognised using the effective interest rate method. The effective interest rate is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the gross carrying amount of a financial asset. When calculating the effective interest rate, the Company estimates the expected cash flows by considering all the contractual terms of the financial instrument (for example, prepayment, extension, call and similar options) but does not consider the expected credit losses.

## 2.10 Financial liabilities

Non derivative financial liabilities include trade and other payables.

Borrowings and other financial liabilities are initially recognised at fair value (net of transaction costs incurred). Difference between the fair value and the transaction proceeds on initial recognition is recognised as an asset / liability based on the underlying reason for the difference.

Subsequently all financial liabilities are measured at amortised cost using the effective interest rate method. Borrowings are derecognised from the balance sheet when the obligation specified in the contract is discharged, cancelled or expired. The difference between the carrying amount of a financial

liability that has been extinguished or transferred to another party and the consideration paid, including any non-cash assets transferred or liabilities assumed, is recognised in the statement of profit and loss. The gain / loss is recognised in other equity in case of transaction with shareholders.

Borrowings are classified as current liabilities unless the Company has an unconditional right to defer settlement of the liability for at least 12 months after the reporting year. Where there is a breach of a material provision of a long-term loan arrangement on or before the end of the reporting year with the effect that the liability becomes payable on demand on the reporting date, the entity does not classify the liability as current, if the lender agreed, after the reporting year and before the approval of the financial statements for issue, not to demand payment as a consequence of the breach.

Trade payables are recognised initially at their transaction values which also approximate their fair values and subsequently measured at amortised cost less settlement payments.

### 2.11 Inventories

Inventories of finished goods, stock in trade, work in process, consumable stores and spares, raw material, packing material are valued at cost or net realisable value, whichever is lower. Cost of inventories is determined on a weighted moving average basis. Cost of work-in-process and finished goods include the cost of materials consumed, labour, manufacturing overheads and other related costs incurred in bringing the inventories to their present location and condition.

Net realisable value is the estimated selling price in the ordinary course of business, less the estimated costs of completion and selling expenses.

The factors that the Company considers in determining the allowance for slow moving, obsolete and other non-saleable inventory includes estimated shelf life, planned product discontinuances, price changes, ageing of inventory and introduction of competitive new products, to the extent each of these factors impact the Company's business and markets. The Company considers all these factors and adjusts the inventory provision to reflect its actual experience on a yearly basis.

### 2.12 Accounting for income taxes

Income tax expense consists of current and deferred tax. Income tax expense is recognised in the statement of profit and loss except to the extent that it relates to items recognised in other comprehensive income, in which case it is recognised in other comprehensive income. Current tax is the expected tax payable on the taxable income for the year, using

tax rates enacted at the reporting date, and any adjustment to tax payable in respect of previous years.

Deferred tax is recognised for temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and the amounts used for taxation purposes.

Deferred tax is not recognised for the temporary differences arising due to initial recognition of assets or liabilities in a transaction that is not a business combination and that affects neither accounting nor taxable profit.

Deferred tax is measured at the tax rates that are expected to be applied to the temporary differences when they reverse, based on the laws that have been enacted or substantively enacted by the reporting date.

A deferred tax asset is recognised to the extent that it is probable that future taxable profits will be available against which the temporary difference can be utilised. Deferred tax assets are reviewed at each reporting date and are reduced to the extent that it is no longer probable that the related tax benefit will be realised.

Deferred tax assets and liabilities are offset if there is a legally enforceable right to offset current tax liabilities and assets, and they relate to income taxes levied by the same tax authority.

### 2.13 Leases

The Company recognises a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for any lease payments made at or before the commencement date, plus any initial direct costs incurred and an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located, less any lease incentives received.

The right-of-use asset is subsequently depreciated using the straight-line method from the commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. The estimated useful lives of right-of-use assets are determined on the same basis as those of property and equipment. In addition, the right-of-use asset is periodically reduced by impairment losses, if any, and adjusted for certain re-measurements of the lease liability.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, company's incremental

borrowing rate. Generally, the Company uses its incremental borrowing rate as the discount rate.

Lease payments included in the measurement of the lease liability comprise the following:

- Fixed payments, including in-substance fixed payments;
- Variable lease payments that depend on an index or a rate, initially measured using the index or rate as at the commencement date;
- Amounts expected to be payable under a residual value guarantee; and
- The exercise price under a purchase option that the Company is reasonably certain to exercise, lease payments in an optional renewal year if the Company is reasonably certain to exercise an extension option, and penalties for early termination of a lease unless the Company is reasonably certain not to terminate early.

The lease liability is measured at amortised cost using the effective interest method. It is remeasured when there is a change in future lease payments arising from a change in an index or rate, if there is a change in the company's estimate of the amount expected to be payable under a residual value guarantee, or if company changes its assessment of whether it will exercise a purchase, extension or termination option.

When the lease liability is remeasured in this way, a corresponding adjustment is made to the carrying amount of the right-of-use asset, or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

Short-term leases and leases of low-value assets

The Company has elected not to recognise right-of-use assets and lease liabilities for short-term leases that have a lease term of 12 months. The Company recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

### 2.14 Equity

Share capital is determined using the nominal value of shares that are issued. Incremental costs directly attributable to the issue of ordinary shares are recognised as a deduction from equity, net of any tax effects.

Securities premium includes any premium received on the issue of share capital. Any transaction costs associated with the issue of shares is deducted from Securities premium, net of any related income tax benefits.

Retained earnings include all current and prior year results, as disclosed in the statement of profit and loss.

### 2.15 Employee benefits

#### Short-term benefits

Short-term benefit obligations are measured on an undiscounted basis and are expensed as the related service is provided. A liability is recognised for the amount expected to be paid under short-term cash bonus or profit-sharing plans if the Company has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be estimated reliably.

#### Defined contribution plans

A defined contribution plan is a post-employment benefit plan under which the Company pays fixed contributions into a separate entity and will have no legal or constructive obligation to pay further amounts. Obligations for contributions to recognised provident funds, approved superannuation schemes and other social securities, which are defined contribution plans, are recognised as an employee benefit expense in the statement of profit and loss as incurred.

#### Defined benefit plans

A defined benefit plan is a post-employment benefit plan other than a defined contribution plan. The Company's net obligation in respect of an approved gratuity plan, which is a defined benefit plan, and certain other defined benefit plans is calculated separately for each material plan by estimating the ultimate cost to the entity of the benefit that employees have earned in return for their service in the current and prior years. This requires an entity to determine how much benefit is attributable to the current and prior years and to make estimates (actuarial assumptions) about demographic variables and financial variables that will affect the cost of the benefit. The cost of providing benefits under the defined benefit plan is determined using actuarial valuation performed annually by a qualified actuary using the projected unit credit method.

The benefit is discounted to determine the present value of the defined benefit obligation and the current service cost. The discount rate is the yield at the reporting date on risk free government bonds that have maturity dates approximating the terms of the Company's obligations and that are denominated in the same currency in which the benefits are expected to be paid.

The fair value of any plan assets is deducted from the present value of the defined benefit obligation to determine the amount of deficit or surplus. The net defined benefit liability/ (asset) is determined as the amount of the deficit or surplus, adjusted for any effect of limiting a net defined benefit asset to the asset ceiling. The net defined benefit liability/(asset) is recognised in the balance sheet.



Defined benefit costs are recognised as follows:

- Service cost in the statement of profit and loss
- Net interest on the net defined benefit liability (asset) in the statement of profit and loss
- Remeasurement of the net defined benefit liability/ (asset) in other comprehensive income

Service costs comprise of current service cost, past service cost, as well as gains and losses on curtailment and settlements. The benefit attributable to current and past years of service is determined using the plan's benefit formula. However, if an employee's service in later years will lead to a materially higher level of benefit than in earlier years, the benefit is attributed on a straight-line basis. Past service cost is recognised in the statement of profit and loss in the year of plan amendment. A gain or loss on the settlement of a defined benefit plan is recognised when the settlement occurs.

Net interest is calculated by applying the discount rate at the beginning of the year to the net defined benefit liability (asset) at the beginning of the year, taking account of any changes in the net defined benefit liability/(asset) during the year as a result of contribution and benefit payments.

Remeasurement comprises of actuarial gains and losses, the return on plan assets (excluding interest), and the effect of changes to the asset ceiling (if applicable). Remeasurement recognised in other comprehensive income is not reclassified to the statement of profit and loss.

#### **Compensated leave of absence**

Eligible employees are entitled to accumulate compensated absences up to prescribed limits in accordance with the Company's policy and receive cash in lieu thereof. The Company measures the expected cost of accumulating compensated absences as the additional amount that the Company expects to pay as a result of the unused entitlement that has accumulated at the date of the balance sheet. Such measurement is based on actuarial valuation as at the date of the balance sheet carried out by a qualified actuary.

#### **Termination benefits**

Termination benefits are recognised as an expense when the Company is demonstrably committed, without realistic possibility of withdrawal, to a formal detailed plan to either terminate employment before the normal retirement date, or to provide termination benefits as a result of an offer made to encourage voluntary redundancy. Termination benefits for voluntary redundancies are recognised as an expense if the Company has made an offer encouraging voluntary redundancy, it is probable that the offer

will be accepted, and the number of acceptances can be estimated reliably.

### **2.16 Provisions, contingent liabilities and contingent assets**

Provisions are recognised when present obligations as a result of past events will probably lead to an outflow of economic resources from the Company and they can be estimated reliably. Timing or amount of the outflow may still be uncertain. A present obligation arises from the presence of a legal or constructive obligation that has resulted from past events.

Provisions are measured at the best estimate of expenditure required to settle the present obligation at the reporting date, based on the most reliable evidence, including the risks and uncertainties and timing of cash flows associated with the present obligation.

In those cases where the possible outflow of economic resource as a result of present obligations is considered improbable or remote, or the amount to be provided for cannot be measured reliably, no liability is recognised in the balance sheet.

Any amount that the Company can be virtually certain to collect from a third party with respect to the obligation is recognised as a separate asset up to the amount of the related provisions. All provisions are reviewed at each reporting date and adjusted to reflect the current best estimate.

Contingent assets are not recognised.

### **2.17 Share based compensation**

All employee services received in exchange for the grant of any equity-settled share-based compensation are measured at their fair values. These are indirectly determined by reference to the fair value of the share options awarded. Their value is appraised at the grant date and excludes the impact of any non-market vesting conditions (for example, profitability and sales growth targets).

All share-based compensation is ultimately recognised as an expense in the statement of profit and loss with a corresponding credit to equity (Stock compensation reserve). If vesting years or other vesting conditions apply, the expense is allocated over the vesting year, based on the best available estimate of the number of share options expected to vest. Non-market vesting conditions are included in assumptions about the number of options that are expected to become exercisable. Estimates are subsequently revised, if there is any indication that the number of share options expected to vest differs from previous estimates.

No adjustment is made to expense recognised in prior years if fewer share options are ultimately exercised than originally estimated. Upon exercise of share options, the proceeds received net of any directly attributable transaction costs up to the nominal value of the shares issued are allocated to share capital with any excess being recorded as Securities premium.

### **2.18 Earnings per share:**

Basic earnings per share is computed by dividing the net profit for the year attributable to the equity shareholders of the Company by the weighted average number of equity shares outstanding during the year. The weighted average number of equity shares outstanding during the year and for all years presented is adjusted for events, such as bonus shares, other than the conversion of potential equity shares that have changed the number of equity shares outstanding, without a corresponding change in resources. For the purpose of calculating diluted earnings per share, the net profit for the year attributable to equity shareholders and the weighted average number of shares outstanding during the year is adjusted for the effects of all dilutive potential equity shares.

### **2.19 Statement of cash flow**

Statement of Cash Flows is prepared segregating the cash flows into operating, investing and financing activities. Cash flow from operating activities is reported using indirect method, adjusting the profit before tax excluding exceptional items for the effects of:

- changes during the year in inventories and operating receivables and payables, transactions of a non-cash nature;
- non-cash items such as depreciation, provisions, unrealised foreign currency gains and losses; and
- all other items for which the cash effects are investing or financing cash flows. Cash and cash equivalents (including bank balances) shown in the Statement of Cash Flows exclude items which are not available for general use as at the date of Balance Sheet.

### **2.20 Critical accounting estimates and significant judgement in applying accounting policies**

When preparing these financial statements, management undertakes a number of judgments', estimates and assumptions about the recognition and measurement of assets, liabilities, income and expenses.

In the process of applying the Company's accounting policies, the following judgments have been made apart from those involving estimates, which have the

most significant effect on the amounts recognised in the financial statements. Judgments are based on the information available at the date of balance sheet.

#### **Leases**

Ind AS 116 requires Company to make certain judgements and estimations, and those that are significant are disclosed below.

Critical judgements are required when an entity is,

- determining whether or not a contract contains a lease
- establishing whether or not it is reasonably certain that an extension option will be exercised
- considering whether or not it is reasonably certain that a termination option will not be exercised

Key sources of estimation and uncertainty include:

- calculating the appropriate discount rate
- estimating the lease term

#### **Estimation Uncertainty**

The preparation of these financial statements is in conformity with Ind AS and requires the application of judgment by management in selecting appropriate assumptions for calculating financial estimates, which inherently contain some degree of uncertainty. Management estimates are based on historical experience and various other assumptions that are believed to be reasonable in the circumstances, the results of which form the basis for making judgments about the reported carrying values of assets and liabilities and the reported amounts of revenues and expenses that may not be readily apparent from other sources. Actual results may differ from these estimates under different assumptions or conditions.

Estimates of life of various tangible and intangible assets, and assumptions used in the determination of employee-related obligations and fair valuation of financial and equity instrument, impairment of tangible and intangible assets represent certain of the significant judgements and estimates made by management.

#### **Useful lives of various assets**

Management reviews the useful lives of depreciable assets at each reporting date, based on the expected utility of the assets to the Company. The useful life are specified in note 2.5 and 2.7

#### **Post-employment benefits**

The cost of post-employment benefits is determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, expected rate of return on assets, future salary increases and mortality rates. Due to the long term nature of these plans such estimates are subject to significant uncertainty.

Fair value of financial instruments

Management uses valuation techniques in measuring the fair value of financial instruments where active market quotes are not available. In applying the valuation techniques, management makes maximum use of market inputs and uses estimates and assumptions that are, as far as possible, consistent with observable data that market participants would use in pricing the instrument. Where applicable data is not observable, management uses its best estimate about the assumptions that market participants would make. These estimates may vary from the actual prices that would be achieved in an arm's length transaction at the reporting date.

Impairment

An impairment loss is recognised for the amount by which an asset's or cash-generating unit's carrying amount exceeds its recoverable amount. To determine the recoverable amount, management estimates expected future cash flows from each asset or cash-generating unit and determines a suitable interest rate in order to calculate the present value of those cash flows. In the process of measuring expected future cash flows, management makes assumptions about future operating results. These assumptions relate to future events and circumstances. The actual results may vary, and may cause significant adjustments to the Company's assets.

In most cases, determining the applicable discount rate involves estimating the appropriate adjustment to market risk and the appropriate adjustment to asset-specific risk factors.

Current and deferred income taxes

Significant judgments are involved in determining the provision for income taxes including judgment on whether tax positions are probable of being sustained in tax assessments. A tax assessment can involve complex issues, which can only be resolved over extended time years. The recognition of taxes that are subject to certain legal or economic limits or uncertainties is assessed individually by management based on the specific facts and circumstances.

Expected credit loss

The Company applies expected credit losses (ECL) model for measurement and recognition of loss allowance on the following:

- i Trade receivables.
- ii Financial assets measured at amortised cost other than trade receivables."

In case of trade receivables, the Company follows a simplified approach wherein an amount equal to lifetime ECL is measured and recognised as loss allowance. In case of other assets (listed as ii above), the Company determines if there has been a significant increase in credit risk of the financial asset since initial recognition. If the credit risk of such assets has not increased significantly, an amount equal to twelve month ECL is measured and recognised as loss allowance. However, if credit risk has increased significantly, an amount equal to lifetime ECL is measured and recognised as loss allowance.

The financial statements have been prepared using the measurement basis specified by Ind AS for each type of asset, liability, income and expense. The measurement bases are more fully described in the accounting policies.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the year in which the estimate is revised if the revision affects only that year or in the year of the revision and future years if the revision affects both current and future years.

2.21 Recent accounting pronouncements

New and amended standards adopted by the Company:

All the Ind AS issued and notified by the Ministry of Corporate Affairs ('MCA') under the Companies (Indian Accounting Standards) Rules, 2015 (as amended) till the financial statements are authorised have been considered in preparing these financial statements.

Ministry of Corporate Affairs ("MCA") notifies new standards or amendments to the existing standards under Companies (Indian Accounting Standards) Rules as issued from time to time. For the year ended March 31, 2025, MCA has notified Ind AS - 117 Insurance Contracts and amendments to Ind AS 116 – Leases, relating to sale and leaseback transactions, applicable to the Company w.e.f. April 1, 2024. The Company has reviewed the new pronouncements and based on its evaluation has determined that it does not have any significant impact in its financial statements.

Note 3 - Property, Plant and Equipment

(All amounts in million of Indian Rupees, unless otherwise stated)

Property, Plant and Equipment comprise the following:

Particulars	Leasehold land* (ROU)	Factory building	Other building	Plant and equipment	Furniture and fixture	Office equipment	Vehicles	Building & Machinery (ROU)	Total	Capital work-in-progress
Cost										
Balance as at 31 March 2023	274.38	2,924.04	92.50	5,413.51	255.51	70.65	2.92	231.61	9,265.12	493.54
- Acquisitions	-	147.90	-	500.54	34.74	25.09	2.39	-	710.66	839.08
- Disposals / Transfers / adjustments	-	-	-	(29.14)	-	(2.92)	-	-	(32.06)	(320.77)
Balance as at 31 March 2024	274.38	3,071.94	92.50	5,884.91	290.25	92.82	5.31	231.61	9,943.72	1,011.85
- Acquisitions	115.47	508.56	5.08	950.20	34.47	23.41	2.62	439.45	2,079.26	719.84
- Disposals / Transfers / adjustments	-	-	-	(56.51)	(0.01)	(2.45)	-	-	(58.97)	(789.17)
Balance as at 31 March 2025	389.85	3,580.50	97.58	6,778.60	324.71	113.78	7.93	671.06	11,964.01	942.52
Accumulated Depreciation										
Balance as at 31 March 2023	17.93	172.09	3.65	1,185.58	74.30	33.33	0.40	28.94	1,516.22	-
- Depreciation charge for the year	4.72	55.72	1.69	370.52	28.17	13.19	0.55	23.22	497.78	-
- Disposals / Transfers / adjustments	-	-	-	(17.48)	-	(2.92)	-	-	(20.40)	-
Balance as at 31 March 2024	22.65	227.81	5.34	1,538.62	102.47	43.60	0.95	52.16	1,993.60	-
- Depreciation charge for the year	4.83	68.17	1.76	430.31	31.61	16.67	1.23	28.84	583.42	-
- Disposals / Transfers / adjustments	-	-	-	(37.36)	(0.01)	(2.34)	-	-	(39.71)	-
Balance as at 31 March 2025	27.48	295.98	7.10	1,931.57	134.07	57.93	2.18	81.00	2,537.31	-
Carrying value										
As at 31 March 2024	251.73	2,844.13	87.16	4,346.29	187.78	49.22	4.36	179.45	7,950.12	1,011.85
As at 31 March 2025	362.37	3,284.52	90.48	4,847.03	190.64	55.85	5.75	590.06	9,426.70	942.52

Note:

Addition to Property, Plant and Equipment for the year ended 31 March 2025 includes capital expenditure of ₹ 82.38 million (31 March 2024- ₹ 80.32 million) incurred at approved R&D centres.

There are no immovable properties whose title deeds are not held in the name of the Company.

\*Upfront lease premium paid to respective Industrial Development Corporations at the time of execution of lease deed represents the present value of total consideration related to lease payments for the entire tenure of lease.



(All amounts in million of Indian Rupees, unless otherwise stated)

Capital work-in-progress ageing schedule for the year ended 31 March, 2025 is as follows:

Particulars	Amount in Capital work in progress for a year of				Total
	Less than 1 year	1 - 2 years	2 - 3 years	More than 3 years	
Projects in progress	694.43	194.52	43.50	10.07	942.52

Capital work-in-progress ageing schedule for the year ended 31 March, 2024 is as follows:

Particulars	Amount in Capital work in progress for a year of				Total
	Less than 1 year	1 - 2 years	2 - 3 years	More than 3 years	
Projects in progress	783.27	193.65	34.93	-	1,011.85

### Note 3 - Intangible Assets

Intangible assets comprise the following

Particulars	Computer software	Product development/ Brands	Total	Intagible Assets under development
<b>Cost</b>				
Balance as at 31 March 2023	60.38	39.25	99.63	122.62
- Additions	19.86	60.04	79.90	-
- Disposals / Transfers / adjustments	-	-	-	(74.61)
Balance as at 31 March 2024	80.24	99.29	179.53	48.01
- Additions	25.54	24.70	50.24	42.79
- Disposals / Transfers / adjustments	(1.38)	(5.32)	(6.70)	(14.19)
Balance as at 31 March 2025	104.40	118.67	223.07	76.61
<b>Amortisation and impairment</b>				
Balance as at 31 March 2023	37.20	5.04	42.24	-
- Amortisation for the year	11.13	25.61	36.74	-
- Disposals / Transfers / adjustments	-	0.04	0.04	-
Balance as at 31 March 2024	48.33	30.69	79.02	-
- Amortisation for the year	14.87	7.80	22.67	-
- Disposals / Transfers / adjustments	(1.38)	(0.00)	(1.38)	-
Balance as at 31 March 2025	61.82	38.49	100.31	-
<b>Carrying value</b>				
Balance as at 31 March 2024	31.91	68.61	100.52	48.01
Balance as at 31 March 2025	42.58	80.18	122.76	76.61

The expected useful life of product development / brands is determined based on the management’s best estimates of their expected usage, the product life cycles, technical and technological obsolescence, market demand for products, competition and their expected future benefits to the Company.

There are no additions that are acquired through business combinations.

(All amounts in million of Indian Rupees, unless otherwise stated)

Intangible Assets under development ageing schedule for the year ended 31 March, 2025 is as follows:

Particulars	Amount in Intangible Assets under development for a year of				Total
	Less than 1 year	1 - 2 years	2 - 3 years	More than 3 years	
Projects in progress	42.79	5.71	12.68	15.43	76.61

Intangible Assets under development ageing schedule for the year ended March 31, 2024 is as follows:

Particulars	Amount in Intangible Assets under development for a year of				Total
	Less than 1 year	1 - 2 years	2 - 3 years	More than 3 years	
Projects in progress	8.78	12.68	15.43	11.12	48.01

### Note 4 - Non-Current Financial Assets

(i) Investments

Particulars	As at 31 March 2025	As at 31 March 2024
<b>Unquoted</b>		
Equity shares (FVTPL)		
76,800 shares of Narmada Clean Tech (March 2024 - 76,800 shares)	0.77	0.77
<b>Total</b>	<b>0.77</b>	<b>0.77</b>
Aggregate amount of unquoted investments	0.77	0.77
Aggregate amount of impairment in value of investment	-	-

(ii) Other Non-Current Financial Assets

Particulars	As at 31 March 2025	As at 31 March 2024
<b>Unsecured, considered good</b>		
Security deposits*	63.74	110.30
<b>Total</b>	<b>63.74</b>	<b>110.30</b>

\*Security deposits represent utility deposits given in the normal course of business, realisable after 12 months from the reporting date.

### Note 5 - Income Tax Assets (Net)

Particulars	As at 31 March 2025	As at 31 March 2024
Advance tax (net of provision for tax 31 <sup>st</sup> March 2025 ₹ 3,421.32 million; 31 <sup>st</sup> March 2024 ₹ 6,776.34 million)	41.84	36.72
<b>Total</b>	<b>41.84</b>	<b>36.72</b>

### Note 6 - Taxes

Particulars	Year ended 31 March 2025	Year ended 31 March 2024
Current income tax expense	1,624.40	1,522.14
Deferred income tax expense	60.64	81.88
<b>Total</b>	<b>1,685.04</b>	<b>1,604.02</b>

(All amounts in million of Indian Rupees, unless otherwise stated)

The relationship between the expected tax expense based on the applicable tax rate of the Company and the tax expense actually recognised in the statement of profit and loss can be reconciled as follows:

Particulars	Year ended 31 March 2025	Year ended 31 March 2024
Profit before Tax	6,541.31	6,312.90
Tax rate applicable <sup>#</sup>	25.17%	25.17%
Income tax expense at tax rates applicable	1,646.45	1,588.83
Tax adjustments		
- Disallowance of donation / corporate social responsibility expenses	30.05	27.87
- Other (Allowances) / Disallowance	8.54	(12.68)
Actual tax expense (net)	1,685.04	1,604.02

<sup>#</sup>The Company has opted to pay tax at a reduced rate of 22% plus surcharge of 10% and cess of 4% in accordance with section 115BAA as per Income Tax Act, 1961.

The tax effect of significant temporary differences that resulted in deferred income tax assets and liabilities and a description of the items that create those differences are given below:

For the year ended 31 March, 2025:

Particulars	As at 31 March 2024	Recognised in statement of profit and loss	Recognised in other comprehensive income	As at 31 March 2025
Deferred tax assets				
Other items	45.50	23.44	4.20	73.15
Total	45.50	23.44	4.20	73.15
Deferred tax liabilities				
Difference in depreciation on Property, plant and equipment	533.36	84.08	-	617.44
Total	533.36	84.08	-	617.44
Net deferred income tax asset / (liabilities)	(487.85)	(60.64)	4.20	(544.29)

For the year ended 31 March 2024:

Particulars	As at 31 March 2023	Recognised in statement of profit and loss	Recognised in other comprehensive income	As at 31 March 2024
Deferred tax assets				
Other items	18.12	9.02	18.37	45.50
Total	18.12	9.02	18.37	45.50
Deferred tax liabilities				
Difference in depreciation on Property, plant and equipment	442.46	90.90	-	533.36
Total	442.46	90.90	-	533.36
Net deferred income tax asset / (liabilities)	(424.34)	(81.88)	18.37	(487.85)

(All amounts in million of Indian Rupees, unless otherwise stated)

Note 7 - Other Non-Current Assets

Particulars	As at 31 March 2025	As at 31 March 2024
Capital advances	88.01	85.84
Total	88.01	85.84

Note 8 - Inventories

Particulars	As at 31 March 2025	As at 31 March 2024
Raw material	2,058.23	1,735.83
Packing material	17.35	12.86
Work-in-progress	4,205.28	4,082.56
Stores and spares	170.85	150.69
Finished goods	287.75	683.97
Total	6,739.46	6,665.91

Inventory write downs are accounted, considering the nature of inventory, ageing of inventory as well as provisioning policy of the Company. The Company recorded inventory write down of ₹315.00 million (31 Mar 2024 - ₹202.06 million). This is included as part of cost of materials consumed and changes in inventories of finished goods, work-in-progress in the statement of profit and loss as the case may be.

Note 9 - Current Financial Assets

(i) Trade Receivables

Particulars	As at 31 March 2025	As at 31 March 2024
Unsecured		
Considered good (Refer note 31)	9,705.28	7,657.39
Less: Loss Allowance	(7.87)	(3.07)
Total	9,697.41	7,654.32

The trade receivables have been recorded at their respective carrying amounts and are not considered to be materially different from their fair values as these are expected to be realised within 12 months from the date of balance sheet. All of the Company's trade receivables have been reviewed for indications of impairment.

There are no debts due by Directors or other Officers of the Company or any of them either severally or jointly with any other person or debtors due by firms or private companies respectively in which any Director is a Partner or a Director or a Member except as disclosed in note 24.



(All amounts in million of Indian Rupees, unless otherwise stated)

Ageing schedule for the year ended as on March 31, 2025

Particulars	Not due	Outstanding for following years from due date of payment					Total
		Less than 6 months	6 months - 1 year	1 - 2 years	2 - 3 years	More than 3 years	
(i) Undisputed Trade Receivable - considered good	7,754.66	1,737.02	127.74	71.42	6.57	-	9,697.41
(ii) Undisputed Trade Receivable - which have significant increase in credit risk	-	-	-	-	-	-	-
(iii) Undisputed Trade Receivable - credit impaired		4.17	3.70				7.87
(iv) Disputed Trade Receivable - considered good	-	-	-	-	-	-	-
(v) Disputed Trade Receivable - which have significant increase in credit risk	-	-	-	-	-	-	-
(vi) Disputed Trade Receivable - credit impaired	-	-	-	-	-	-	-

Ageing schedule for the year ended as on March 31, 2024

Particulars	Not due	Outstanding for following years from due date of payment					Total
		Less than 6 months	6 months - 1 year	1 - 2 years	2 - 3 years	More than 3 years	
(i) Undisputed Trade Receivable - considered good	4,030.22	3,375.01	152.67	96.42	-	-	7,654.32
(ii) Undisputed Trade Receivable - which have significant increase in credit risk	-	-	-	-	-	-	-
(iii) Undisputed Trade Receivable - credit impaired	-	-	-	3.07	-	-	3.07
(iv) Disputed Trade Receivable - considered good	-	-	-	-	-	-	-
(v) Disputed Trade Receivable - which have significant increase in credit risk	-	-	-	-	-	-	-
(vi) Disputed Trade Receivable - credit impaired	-	-	-	-	-	-	-

(ii) Cash And Cash Equivalents

Particulars	As at 31 March 2025	As at 31 March 2024
Balances with banks		
In current accounts	261.48	317.82
In EEFC Accounts	198.80	-
Deposit with original maturity less than 3 months	250.23	2,695.96
Cash on hand	0.11	0.36
Total	710.62	3,014.14

(All amounts in million of Indian Rupees, unless otherwise stated)

(iii) Bank Balance other than Cash and Cash Equivalents

Particulars	As at 31 March 2025	As at 31 March 2024
Earmarked Balances with Bank- Unpaid dividend	1.74	1.80
Total	1.74	1.80

(iv) Investment in Mutual Funds

Particulars	As at 31 March 2025		As at 31 March 2024	
	Quantity	Amount	Quantity	Amount
Tata Arbitrage Fund (Regular Plan-Growth)	57,500,819	812.76	-	-
HDFC Arbitrage Fund (Wholesale Regular Plan-Growth)	27,005,969	814.53	-	-
ICICI Prudential Equity Arbitrage Fund (Regular Plan-Growth)	24,127,342	814.48	-	-
Kotak Equity Arbitrage Fund (Regular Plan-Growth)	19,281,975	711.18	-	-
SBI Arbitrage Opportunities Fund (Regular Plan-Growth)	24,437,568	812.70	-	-
Aditya Birla Sun Life Arbitrage Fund (Regular Plan-Growth)	31,014,889	810.50	-	-
Total	183,368,563	4,776.15		

(v) Other Current Financial Assets

Particulars	As at 31 March 2025	As at 31 March 2024
Unsecured, considered good		
Incentives / benefits receivable from government	59.11	523.68
Other contractual receivables	339.54	380.00
Total	398.65	903.68

Note 10 - Other Current Assets

Particulars	As at 31 March 2025	As at 31 March 2024
Balances with government authorities	921.11	761.55
Advance to vendors	82.58	145.35
Prepaid expenses	22.56	8.06
Others	1.30	5.18
Total	1,027.55	920.14

Note 11 - Equity And Reserves

a) Ordinary shares

The Company presently has only one class of ordinary shares. For all matters submitted to vote in the shareholders meeting, every holder of ordinary shares, as reflected in the records of the Company on the date of the shareholders' meeting, has one vote in respect of each share held. All shares are equally eligible to receive dividends and the repayment of capital in the event of liquidation of the Company.

(All amounts in million of Indian Rupees, unless otherwise stated)

The Company has an authorised share capital of 200,000,000 equity shares of ₹ 2 each (31 March 2024 - 200,000,000 of ₹ 2 each).

b) Preference shares

The Company has an authorised share capital of 600,000 Cumulative Convertible Preference Shares of ₹ 100 each (31 March 2024 - 600,000 of ₹ 100 each).

c) Reserves

**Securities premium reserve** – The amount received by the Company over and above the face value of shares issued is shown under this head.

**Retained Earnings** – Accumulated earnings include all current and prior years profits as disclosed in the statement of profit and loss.

**Stock compensation reserve** – Stock compensation reserve consists of employee compensation cost allocated over the vesting year of options granted to employees. Such cost is recognised in statement of profit and loss and is credited to the reserve. Upon exercise of options, such reserves are reclassified to equity share capital and security premium.

d) Dividends

The Company declares and pays dividends in Indian Rupees. Dividends are taxable in the hands of the shareholders and tax is deducted by the Company at applicable rates.

The Board of Directors at its meeting held on May 15, 2025 have recommended a final dividend of 250% i.e. ₹ 5 per equity share of face value of ₹ 2 each for the financial year ended March 31, 2025. The Dividend is subject to the approval of the shareholders at the ensuing Annual General Meeting (AGM).

Note 12 - Equity Share Capital

(a) Share capital	As at 31 March 2025		As at 31 March 2024	
	No. of Shares	Amount	No. of Shares	Amount
<b>Authorised</b>				
Equity Shares of ₹ 2 each (31 March 2024- ₹ 2 each)	200,000,000	400.00	200,000,000	400.00
Cumulative Convertible Preference Shares of ₹ 100 each	600,000	60.00	600,000	60.00
<b>Issued, subscribed and fully paid-up equity shares</b>				
<b>At the beginning of the year of ₹ 2 each (31 March 2024- ₹ 2 each)</b>	<b>122,527,172</b>	<b>245.05</b>	<b>122,527,172</b>	<b>245.05</b>
Add: Issued during the year	9,880	0.02	-	-
<b>At the end of the year of ₹ 2 each (31 March 2024- ₹ 2 each) (A)</b>	<b>122,537,052</b>	<b>245.07</b>	<b>122,527,172</b>	<b>245.05</b>
<b>Other equity (B)</b>		<b>27,928.65</b>		<b>23,078.17</b>
<b>Total Equity (A+B)</b>		<b>28,173.72</b>		<b>23,323.22</b>

(b) List of shareholders holding more than 5% shares	As at 31 March 2025		As at 31 March 2024	
	% of Holding	No. of Shares	% of Holding	No. of Shares
Nirma Limited	74.99%	91,896,285	75.00%	91,896,285
Glenmark Pharmaceuticals Limited	-	-	7.84%	9,609,571

(c) Right, Preference and restriction on shares

The Company presently has only one class of ordinary equity shares. For all matters submitted to vote in the shareholders meeting, every holder of ordinary equity shares, as reflected in the records of the Company on the date of the shareholders' meeting, has one vote in respect of each share held. All shares are equally eligible to receive dividends and the repayment of capital in the event of liquidation of the Company.

(All amounts in million of Indian Rupees, unless otherwise stated)

(d) Shares held by promoters at March 31, 2025

	No. of Shares	% of Total Shares	% change during the year
Nirma Limited- Promoter (Holding Company)	91,896,285	74.99%	0.01%

Shares held by promoters at March 31, 2024

	No. of Shares	% of Total Shares	% change during the year
Nirma Limited- Promoter (Holding Company)	91,896,285	75.00%	100.00%

(e) Employees Stock options Schemes 2021

i) Scheme details

The Board, at its meeting held on 6 April 2021 had approved the Alivus Life Sciences Limited (formerly Glenmark Life Sciences Limited) - Employee Stock Option Scheme, 2021 (ESOS). Further, the Shareholders' of the Company also approved the ESOS at the Extra-Ordinary General Meeting held on 9 April 2021.

9,51,734 ESOP options have been granted to the eligible employees / Directors at Nomination and Remuneration Committee meeting held on May 17, 2021. During the Financial Year 2024-2025, 118,715 (2023-24- 4,190) options were cancelled and 9,880 options (2023-24 - NIL) were issued or exercised under Employees Stock Options Scheme viz. ESOS' 2021. As of 31 March 2025, 744,927 (31 March 2024, 873,522) options were outstanding and are due for exercise.

On exercising the options so granted under the ESOS of the Company, the paid-up equity share capital of the Company will increase by a like number of shares. Employee stock compensation charged during the year is NIL (31 March 2024, ₹ 43.75 million) (Refer Note 20)

The aggregate share options and weighted average exercise price under the above mentioned plan are as follows:

Scheme	Grant	No. of Options	Vest 1 10%	Vest 2 20%	Vest 3 30%	Vest 4 40%	Grant Date	Exercise price	Weighted Average Fair value of option at grant date
ESOS 2021	Grant I	539,025	Jul/22	Jul/23	Jul/24	Jul/25	17-May-21	461.00	153.04
ESOS 2021	Grant II	412,709	Jul/22	Jul/23	Jul/24	Jul/25	17-May-21	716.00	83.97

ii) Movement in Options during the year

Particulars	As at 31 March 2025	As at 31 March 2024
Balance at the beginning of the year	873,522	877,712
Granted during the year	-	-
Options Exercised	(9,880)	
Terminated / Cancelled	(118,715)	(4,190)
Balance at the end of the year	744,927	873,522



(All amounts in million of Indian Rupees, unless otherwise stated)

iii) Fair Value of Options

The Black Scholes valuation model has been used for computing the weighted average fair value considering the following inputs

Particulars	ESOS 2021 Scheme
Dividend Yield (%)	0%
Expected Volatility (%)	32.9% to 34.7%
Risk free Interest Rate (%)	5% to 5.5%
Weighted average share price (₹)	444
Exercise Price (₹)	461 (Grant I), 716 (Grant II)
Expected life of Options granted in years	3.21 to 4.71

(f) Initial Public Offering (IPO)

The Company during the financial year ended March 2022 completed the IPO of 21,022,222 equity shares comprising a fresh issue of 14,722,222 equity shares and offer for sale of 6,300,000 equity shares of face value of ₹ 2 each at premium of ₹ 718 per share aggregating to ₹ 15,136.00 million. Pursuant to the IPO, the equity shares of the Company are listed on BSE Limited and National Stock Exchange of India Limited with effect from August 06, 2021.

Details of Utilisation of IPO Proceeds is as under:

Particulars	Estimated net proceeds as per Prospectus	Revised Net Proceeds	Utilised up to 31 Mar'25	Unutilised as on 31 Mar'25	Unutilised as on 31 Mar'24
Payment of outstanding purchase consideration to the Promoter for the spin-off of the API business from the Promoter into our Company pursuant to the Business Purchase Agreement dated October 9, 2018	8,000.00	8,000.00	8,000.00	-	-
Funding the capital expenditure requirements	1,527.64	1,527.64	1,527.64	-	61.45
General corporate purposes	576.75	494.40	494.40	-	-
<b>Total</b>	<b>10,104.39</b>	<b>10,022.04</b>	<b>10,022.04</b>	<b>-</b>	<b>61.45</b>

Note 13 - Current Financial Liabilities

(i) Trade Payables

Particulars	As at 31 March 2025	As at 31 March 2024
Trade payables outstanding dues to Micro and small enterprises under MSMED Act, 2006 (Refer Note (i) below)	134.05	93.82
Trade payables outstanding dues to creditors other than micro and small enterprises	3,770.59	3,592.79
<b>Total</b>	<b>3,904.64</b>	<b>3,686.61</b>

(All amounts in million of Indian Rupees, unless otherwise stated)

Ageing Schedule

As on 31 March 2025

Particulars	Unbilled	Not due	Outstanding for following years from due date of payment*				Total
			Less than 1 year	1 - 2 years	2 - 3 years	More than 3 years	
(i) MSME	-	132.31	1.67	-	-	-	133.98
(ii) Others	552.32	2,471.27	675.39	0.85	42.90	27.86	3,770.59
(iii) Disputed dues - MSME	-	-	-	0.02	0.05	-	0.07
(iv) Disputed dues - Others	-	-	-	-	-	-	-

\*Ageing calculated from date of transaction where due date was not available

As on 31 March 2024

Particulars	Unbilled	Not due	Outstanding for following years from due date of payment*				Total
			Less than 1 year	1 - 2 years	2 - 3 years	More than 3 years	
(i) MSME	-	91.99	1.83	-	-	-	93.82
(ii) Others	417.55	2,173.78	875.64	82.01	13.63	30.18	3,592.79
(iii) Disputed dues - MSME	-	-	-	-	-	-	-
(iv) Disputed dues - Others	-	-	-	-	-	-	-

\*Ageing calculated from date of transaction where due date was not available

Note (i)

The Company has certain dues to suppliers registered under Micro, Small and Medium Enterprises Development Act, 2006 ('MSMED Act'). The disclosures pursuant to the said MSMED Act are as follows:

Particulars	As at 31 March 2025	As at 31 March 2024
a) The principal amount remaining unpaid to any supplier at the end of the year	134.05	93.82
b) Interest due remaining unpaid to any supplier at the end of the year	-	-
c) The amount of interest paid by the buyer in terms of section 16 of MSMED Act, 2006, along with the amount of the payment made to the supplier beyond the appointed day during the year	-	-
d) The amount of interest due and payable for the year of delay in making payment (which have been paid but beyond the appointed day during the year) but without adding the interest specified under the MSMED Act, 2006	-	-
e) The amount of interest accrued and remaining unpaid at the end of each accounting year	-	-
f) The amount of further interest remaining due and payable even in the succeeding years, until such date when the interest dues above are actually paid to the small enterprises, for the purpose of disallowance of a deductible expenditure under section 23 of the MSMED Act, 2006	-	-

Disclosure of payable to vendors as defined under the “Micro, Small and Medium Enterprises Development Act, 2006” is based on the information available with the Company regarding the status of registration of such vendors under the said Act, as per the intimation received from them on request made by the Company. There are no overdue principal amounts / interest payable amounts for delayed payments to such vendors at the Balance sheet date. The Company has generally paid all the MSME vendors by the due date as per the time period stipulated in the MSME Act. There were minor instances of delay where the underlying interest is negligible and hence rounded off to zero.

(All amounts in million of Indian Rupees, unless otherwise stated)

(ii) Other Current Financial Liabilities

Particulars	As at 31 March 2025	As at 31 March 2024
Employee dues	173.21	163.92
Sundry creditors for capital goods	210.56	221.03
Deposits Payable	19.12	15.93
Unpaid Dividends	1.74	1.80
<b>Total</b>	<b>404.63</b>	<b>402.68</b>

Note 14 - Other Current Liabilities

Particulars	As at 31 March 2025	As at 31 March 2024
Statutory dues	136.60	101.65
Revenue received in advance	29.67	52.58
<b>Total</b>	<b>166.27</b>	<b>154.23</b>

Note 15 - Provisions

Particulars	As at 31 March 2025	As at 31 March 2024
<b>A. Non Current</b>		
<b>Provisions for employee benefits :</b>		
Provision for gratuity (Refer note 23)	185.35	157.71
<b>Total</b>	<b>185.35</b>	<b>157.71</b>

<b>B. Current</b>		
Provision for gratuity (Refer note 23)	18.82	10.75
Provision for compensated absences (Refer note 23)	150.75	109.59
<b>Total</b>	<b>169.57</b>	<b>120.34</b>

Note 16 - Revenue from Operations

Particulars	Year Ended 31 March 2025	Year Ended 31 March 2024
Sale of products	23,398.35	21,847.70
Other operating revenue*	470.49	984.44
<b>Total</b>	<b>23,868.84</b>	<b>22,832.14</b>

\*Other Operating revenue primarily comprises of Export incentives of ₹149.91 million (31 March 2024 - ₹ 129.99 million), Production Linked Incentive of ₹ 5.92 million (31 March 2024 - ₹ 470.00 million) and Sale of scrap and others revenue of ₹ 314.66 million (31 March 2024 - ₹ 384.45 million).

(All amounts in million of Indian Rupees, unless otherwise stated)

Disaggregation of revenue :

The Company's revenue disaggregated by primary geographical markets is as follows:

Geographical area	Year Ended 31 March 2025	Year Ended 31 March 2024
Within India	11,523.68	11,664.85
Outside India	12,345.16	11,167.29
<b>Total</b>	<b>23,868.84</b>	<b>22,832.14</b>

Reconciliation of the amount of revenue recognised in the income statement with the contracted price

Particulars	Year Ended 31 March 2025	Year Ended 31 March 2024
Revenue as per contracted price	23,967.47	22,898.65
Less: Trade discounts, sales and expiry returns	98.63	66.51
<b>Revenue from contract with customers</b>	<b>23,868.84</b>	<b>22,832.14</b>

Contract liabilities from contracts with customers:

The Company records a contract liability when cash payments are received or due in advance of its performance.

Revenue recognized in the reporting period amounting to ₹ 339.54 million (31 March 2024 - NIL), is included in the other contractual receivables [Refer Note 9(v)].

Particulars	Year Ended 31 March 2025	Year Ended 31 March 2024
Revenue received in advance	29.67	52.58

Note 17 - Other Income

Particulars	Year Ended 31 March 2025	Year Ended 31 March 2024
Interest income*	200.13	120.21
Exchange gain (net)	35.79	-
Mark to Market gain on current Investment#	76.15	-
Miscellaneous income	33.63	0.21
<b>Total</b>	<b>345.70</b>	<b>120.42</b>

\*Interest income on financial assets carried at amortized cost.

#Income on financial assets carried at Fair value through profit and loss

Note 18 - Cost of Materials Consumed

Particulars	Year Ended 31 March 2025	Year Ended 31 March 2024
Consumption of raw material and packing material	10,100.93	10,252.06
Consumption of stores and spares	434.09	333.74
<b>Total</b>	<b>10,535.02</b>	<b>10,585.80</b>



(All amounts in million of Indian Rupees, unless otherwise stated)

Particulars	Year Ended 31 March 2025	Year Ended 31 March 2024
Opening Stock	1,899.38	1,840.88
Add: Purchases	10,882.07	10,644.30
Less: Closing Stock	2,246.43	1,899.38
<b>Total</b>	<b>10,535.02</b>	<b>10,585.80</b>

### Note 19 - Changes in Inventories of Finished Goods and Work-in-Progress

Particulars	Year Ended 31 March 2025	Year Ended 31 March 2024
(Increase)/Decrease in stock of finished goods, work-in-progress	273.50	(565.70)
<b>Total</b>	<b>273.50</b>	<b>(565.70)</b>
<b>(Increase)/Decrease in stocks</b>		
<b>At the year end</b>		
Finished goods	287.75	683.97
Work-in-progress	4,205.28	4,082.56
	4,493.03	4,766.53
<b>At the beginning of the year</b>		
Finished goods	683.97	491.76
Work-in-progress	4,082.56	3,709.07
	4,766.53	4,200.83
<b>Changes</b>	<b>273.50</b>	<b>(565.70)</b>

### Note 20 - Employee Benefits Expense

Particulars	Year Ended 31 March 2025	Year Ended 31 March 2024
Salaries, wages and bonus	2,278.49	2,318.96
Contribution to provident and other funds and retirement benefits (Refer note 23)	186.12	161.32
Share Based Payments to Employees (Refer Note 12(e))	-	43.75
Staff welfare expenses	52.35	57.53
<b>Total</b>	<b>2,516.96</b>	<b>2,581.56</b>

### Note 21 - Finance Costs

Particulars	Year Ended 31 March 2025	Year Ended 31 March 2024
<b>Interest expenses on</b>		
- Lease Liabilities (Refer Note 30)	22.97	15.24
- Working Capital	0.33	-
- Others	0.84	0.22
<b>Total</b>	<b>24.14</b>	<b>15.46</b>

(All amounts in million of Indian Rupees, unless otherwise stated)

### Note 22 - Other Expenses

Particulars	Year Ended 31 March 2025	Year Ended 31 March 2024
Power, fuel and water charges	1,172.37	1,124.60
Labour charges	658.23	736.65
Stores and spares consumed	158.47	155.20
Repairs and maintenance - plant and machinery	87.49	79.04
Repairs and maintenance - building	48.06	34.99
Repairs and maintenance - others	363.50	265.02
Rent (Refer note - 30)	4.73	3.80
Other manufacturing expenses	24.28	31.71
Selling and Marketing expenses	2.46	2.83
Sales promotion expenses	183.70	115.47
Export commission	157.65	144.82
Travelling expenses	84.51	76.39
Freight outward	195.41	122.10
Telephone expenses	1.35	0.97
Rates and taxes	36.07	20.54
Insurance premium	71.23	65.49
<b>Auditors remuneration</b>		
- Audit and limited review fees	10.50	10.50
- Certification and other services	3.75	2.60
- Out of pocket expenses	1.34	0.56
Loss on sale of assets	18.21	7.04
Exchange loss (net)	-	6.37
Corporate Social Responsibility Activities and Donations (Refer Note 33)	122.04	110.74
Legal & professional expenses	83.10	75.09
Other expenses	229.07	295.50
<b>Total</b>	<b>3,717.52</b>	<b>3,488.02</b>

### Note 23 - Employee Post-Retirement Benefits

The following are the employee benefit plans applicable to the employees of the Company:

a) **Gratuity (defined benefit plan)**

In accordance with the applicable laws, the Company provides for gratuity, a defined benefit retirement plan (“the Gratuity Plan”) covering eligible employees. The Gratuity Plan provides for a lumpsum payment to vested employees on retirement, death, incapacitation or termination of employment of amounts that are based on salary and tenure of employment. Liabilities with regard to the gratuity plan are determined by actuarial valuation.

Plan is governed by the Payment of Gratuity Act, 1972. Under the Gratuity Act, employees are entitled to specific benefit at the time of retirement or termination of the employment on completion of five years or death while in employment. The level of benefit provided depends on the member’s length of service and salary at the time of retirement/termination age.

(All amounts in million of Indian Rupees, unless otherwise stated)

The Company recognised total retirement benefit costs related to all retirement plans as follows:

Particulars	31 March 2025	31 March 2024
Current service cost	27.81	15.05
Net interest on defined benefit schemes	12.03	6.68
<b>Net cost for the year</b>	<b>39.84</b>	<b>21.73</b>

The remeasurement components recognised in other comprehensive income for the Company’s defined benefit plans comprise the following:

Particulars	31 March 2025	31 March 2024
<b>Actuarial (gains)/losses</b>		
Based on adjustment of financial assumptions	9.34	67.90
Based on adjustment of demographic assumptions	-	-
Due to liability experience adjustment	7.77	5.91
Return on plan assets (excluding amounts in net interest on defined benefit schemes)	(0.43)	(0.82)
<b>Total remeasurement gain recognised in the statement of other comprehensive income</b>	<b>16.68</b>	<b>72.99</b>

The following table shows the change in present value of defined benefit obligations, the change in plan assets and the funded status recognised in the financial statements for the Company’s defined benefit plans:

Particulars	31 March 2025	31 March 2024
Present value of funded obligations	233.13	195.08
Fair value of plan assets	(28.96)	(26.62)
Net defined benefit liability	204.17	168.46
Being:		
Retirement benefit assets	(28.96)	(26.62)
Retirement benefit liabilities	233.13	195.08

The movements in the net defined benefit liability recognised within the balance sheet are as follows:

Particulars	31 March 2025	31 March 2024
Beginning balance	168.46	90.08
Cost recognised in statement of profit and loss	39.84	21.73
Remeasurement (gains) / losses recognised in other comprehensive income	16.68	72.99
Actual employer contributions	-	-
Benefits paid	(20.81)	(16.34)
<b>Closing balance</b>	<b>204.17</b>	<b>168.46</b>

The change in the present value of defined benefit obligations is as follows:

Particulars	31 March 2025	31 March 2024
Beginning balance	195.08	114.11
Current service cost	27.81	15.05
Interest cost on the defined benefit obligations	13.94	8.46
Actual benefit payments	(20.81)	(16.34)
Actuarial (gains)/losses	17.11	73.80
<b>Closing balance</b>	<b>233.13</b>	<b>195.08</b>

(All amounts in million of Indian Rupees, unless otherwise stated)

The following table shows the change in the fair value of plan assets:

Particulars	31 March 2025	31 March 2024
Beginning balance	26.62	24.03
Interest income on plan assets	1.91	1.78
Actual employer contributions	-	-
Actual return on assets (excluding interest income on plan assets)	0.43	0.81
<b>Closing balance</b>	<b>28.96</b>	<b>26.62</b>

The principal actuarial assumptions used for the defined benefit obligations are as follows:

Particulars	31 March 2025	31 March 2024
Discount Rate	6.70%	7.15%
Salary Escalation rate (%)	8.00%	8.00%

Mortality rates have been set in accordance with current best practices. The average remaining working life in years on the balance sheet date is as follows:

Particulars	31 March 2025	31 March 2024
Average remaining working life (years)	25.55	25.35

The major categories of plan assets as a percentage of total plan assets are as follows:

Particulars	31 March 2025	31 March 2024
Assets administered by respective insurance companies	100%	100%

A breakup of the defined benefit plan related balance sheet amounts is shown below:

Particulars	31 March 2025	31 March 2024
Present value of funded obligations	233.13	195.08
Fair value of plan assets	(28.96)	(26.62)
<b>Net defined benefit liability</b>	<b>204.17</b>	<b>168.46</b>

A feature all plans have in common is that the discount rate has a significant impact on the present value of obligations. The other assumptions have varying impacts on the different plans in different geographic regions. In the breakup presented below, the varying impact of changes in the key assumptions is shown as below:

Particulars	31 March 2025	31 March 2024
Discount rate + 0.5 % p.a.	(10.37)	(8.81)
Discount rate - 0.5 % p.a.	11.15	9.47
Attrition rate + 0.5% p.a.	(1.16)	-
Attrition rate - 0.5% p.a.	1.22	-
Mortality rate + 10% p.a.	(0.06)	-
Mortality rate - 10% p.a.	0.06	-
Rate of compensation increase + 0.5 % p.a.	10.46	8.91
Rate of compensation decrease - 0.5 % p.a.	(9.84)	(8.39)

Maturity Profile of Defined Benefit Obligation	31 March 2025	31 March 2024
Weighted average duration (based on discounted cash flows)	10 years	10 years



(All amounts in million of Indian Rupees, unless otherwise stated)

Expected cash flows over the next (valued on undiscounted basis):	31 March 2025	31 March 2024
1 year	18.82	10.74
2 to 5 years	61.17	50.36
6 to 10 years	85.05	76.70
More than 10 years	317.43	291.67

**b) Compensated leave of absence plan (other long term benefit plan)**

The Company permits encashment of leave accumulated by their employees on retirement and separation. The liability for encashment of privilege leave is determined and provided on the basis of actuarial valuation performed by an independent actuary at the date of the balance sheet.

The Company recognised total retirement benefit costs related to all retirement plans as follows:

Particulars	31 March 2025	31 March 2024
Current service cost	16.74	8.49
<b>Personnel expenses</b>	<b>16.74</b>	<b>8.49</b>
Net interest on long term benefit schemes	7.83	4.84
<b>Actuarial (gains)/losses</b>		
Based on adjustment of financial assumptions	5.55	41.75
Based on adjustment in demographic assumptions	22.71	-
Due to liability experience adjustment	1.22	1.77
Return on plan assets (excluding amounts in net interest on defined benefit schemes)	(0.02)	(0.10)
<b>Net cost for the year</b>	<b>54.03</b>	<b>56.75</b>

The following table shows the change in present value of long term benefit obligations, the change in plan assets and the funded status recognised in the financial statements for the Company's long term benefit plans:

Particulars	31 March 2025	31 March 2024
Present value of funded obligations	154.37	112.95
Fair value of plan assets	(3.62)	(3.36)
Net long term benefit liability	150.75	109.59
Being:		
Retirement benefit assets	(3.62)	(3.36)
Retirement benefit liabilities	154.37	112.95

The movements in the net long term benefit liability recognised within the balance sheet are as follows:

Particulars	31 March 2025	31 March 2024
Beginning balance	109.59	65.30
Cost recognised in the statement of profit and loss	54.03	56.75
Actual employer contributions	-	-
Benefits paid	(12.87)	(12.46)
<b>Closing balance</b>	<b>150.75</b>	<b>109.59</b>

(All amounts in million of Indian Rupees, unless otherwise stated)

The change in the present value of long term benefit obligations is as follows:

Particulars	31 March 2025	31 March 2024
Beginning balance	112.95	68.33
Current service cost	16.74	8.49
Interest cost on the long term benefit obligations	8.07	5.07
Actual benefit payments	(12.87)	(12.46)
Actuarial (gains)/losses - Financial assumptions	5.55	41.75
Actuarial (gains)/losses - Demographic assumptions	22.71	-
Actuarial (gains)/losses - Liability experience adjustment	1.22	1.77
<b>Closing balance</b>	<b>154.37</b>	<b>112.95</b>

The following table shows the change in the fair value of plan assets:

Particulars	31 March 2025	31 March 2024
Beginning balance	3.36	3.03
Actual employer contributions	-	-
Interest income on plan assets	0.24	0.22
Actual return on assets (excluding interest income on plan assets)	0.02	0.11
<b>Closing balance</b>	<b>3.62</b>	<b>3.36</b>

The principal actuarial assumptions used for the long term benefit obligations are as follows:

Particulars	31 March 2025	31 March 2024
Discount rate (weighted average)	6.70%	7.15%
Rate of compensation increase (weighted average)	8.00%	8.00%

Mortality rates have been set in accordance with current best practices. The average remaining working life in years on the balance sheet date is as follows:

Particulars	31 March 2025	31 March 2024
Average remaining working life (in years)	25.55	25.35

The major categories of plan assets as a percentage of total plan assets are as follows:

Particulars	31 March 2025	31 March 2024
Assets administered by respective insurance companies	100%	100%

A breakup of the long term benefit plan related balance sheet amounts, is shown below:

Particulars	31 March 2025	31 March 2024
Present value of obligations	154.37	112.95
Fair value of plan assets	(3.62)	(3.36)
<b>Net long term benefit liability</b>	<b>150.75</b>	<b>109.59</b>

(All amounts in million of Indian Rupees, unless otherwise stated)

A feature all plans have in common is that the discount rate has a significant impact on the present value of obligations. The other assumptions have varying impacts on the different plans in different geographic regions. In the breakup presented below, the varying impact of changes in the key assumptions is shown below:

Particulars	31 March 2025	31 March 2024
Discount rate + 0.5% p.a.	(6.56)	(5.28)
Discount rate - 0.5% p.a.	7.04	5.69
Attrition rate + 0.5% p.a.	(1.31)	-
Attrition rate - 0.5% p.a.	1.38	-
Mortality rate +10% p.a.	(0.09)	-
Mortality rate - 10% p.a.	0.09	-
Rate of compensation increase + 0.5% p.a.	6.92	5.61
Rate of compensation decrease - 0.5% p.a.	(6.51)	(5.26)

c) **Provident fund and others (defined contribution plan)**

Apart from being covered under the gratuity plan described earlier, employees participate in a provident fund plan; a defined contribution plan. The Company makes annual contributions based on a specified percentage of salary of each covered employee to a government recognised provident fund. The Company does not have any further obligation to the provident fund plan beyond making such contributions. Upon retirement or separation an employee becomes entitled for this lumpsum benefit, which is paid directly to the concerned employee by the fund. During the year ended 31 March 2025, the Company contributed ₹ 92.35 million (31 March 2024 - ₹ 83.32 million) towards the provident fund plan.

Note 24 - Related Party Disclosures

a) **Parent entity**

Name	Type	Place of incorporation	Ownership interest	
			31 March 2025	31 March 2024
Nirma Limited	Immediate and ultimate parent entity	India	74.99%	75.00%

b) **Entities under common control (Fellow subsidiary companies) (with whom the Company has transactions)**

Aculife Healthcare Private Limited (w.e.f. 6 March 2024)

c) **Key Management Personnel**

Mr. Hiren Karsanbhai Patel (Chairman & Non-Executive Director w.e.f. 6 March, 2024)

Dr. Yasir Rawjee (Managing Director & CEO)

Mr. Kaushikbhai N. Patel (Non-Exceutive Independent Director w.e.f. 6 March 2024)

Mr. Vijay Kumar Shah (Non-Executive Independent Director up to 26 February 2025)

Mr. Vinod Naik (Executive Director)

Ms. Manju Agarwal (Non-Executive Independent Director)

Mr. Taruvai Laxminarayanan Easwar (Non-Executive Independent Director)

Ms. Gita Nayyar (Non-Executive Independent Director up to 22 April 2024)

Mr. Savan Godiawala (Non-Executive Independent Director w.e.f. 25 April 2024)

Mr. Tushar Mistry (Chief Financial Officer)

Mr. Rudolf Corriea (Company Secretary & Compliance Officer)

(All amounts in million of Indian Rupees, unless otherwise stated)

d) **Related party transaction**

	Year ended 31 March 2025	Year ended 31 March 2025	Year ended 31 March 2024	Year ended 31 March 2024
<b>1 Sale of materials &amp; services</b>		0.42		-
Aculife Healthcare Private Limited	0.42		-	
<b>2 Key management personnel</b>				
<b>Remuneration*</b>		253.76		389.93
Dr. Yasir Rawjee (Managing Director & CEO)	134.19		272.35	
Mr. Tushar Mistry (Chief Financial Officer)	53.28		51.07	
Mr. Vinod Naik ( Executive Director)	57.43		56.56	
Mr. Rudolf Corriea (Company Secretary & Compliance Officer)	2.96		2.35	
<b>Sitting Fees paid to the Non Executive Directors</b>	5.90		7.60	

\*In the case of key management personnel, remuneration does not include gratuity and leave encashment benefits which are determined for the Company as a whole.

e) **Related party balances**

There is no balance outstanding from the Related Parties as on March 31, 2025

**Note:** The presentation of the note is as per the Indian Accounting Standard 24

The transactions with related parties are made on terms equivalent to those that prevail in arm's length transactions.

Note 25 - Research and Development Expenses

During the year ended, the Company's expenses on research and development ("R&D") is:

Particulars	Year Ended 31 March 2025	Year Ended 31 March 2024
Employee Benefits expense	483.59	441.73
Consumption of material, stores and spares	179.04	178.46
Administrative Expenses	96.88	93.97
Others	45.43	38.81
<b>Total</b>	<b>804.94</b>	<b>752.97</b>

The Research and Development Expenses includes expenditure amounting to ₹ 603.89 million (31 March 2024 - ₹ 563.63 million) incurred at the approved DSIR facility which is eligible for deduction under section 35(1)(i) and 35(1)(iv) of the Income Tax Act, 1961.

Note 26 - Earnings Per Share ("EPS")

The basic earnings per share has been calculated using the net profits attributable to equity shareholders.

Calculation of basic and diluted EPS is as follows:

Particulars	Year Ended 31 March 2025	Year Ended 31 March 2024
Profit attributable to equity shareholders, for basic and diluted	4,856.27	4,708.88
Weighted average number of shares outstanding during the year end	122,537,052	122,527,172
Weighted average number of shares outstanding during the year for basic EPS	122,537,052	122,527,172
Weighted average number of shares outstanding during the year for diluted EPS	122,883,276	122,680,969
<b>Basic (in ₹)</b>	<b>39.63</b>	<b>38.43</b>
<b>Diluted (in ₹)</b>	<b>39.52</b>	<b>38.38</b>



(All amounts in million of Indian Rupees, unless otherwise stated)

Note 27 - Segment Reporting

Business segment:

The Chief Operating Decision Maker (“CODM”) is the Board of Directors of the Company, who reviews the financial performance and make strategic decision. The Company has identified only one segment i.e. API as reporting segment based on the information reviewed by CODM.

Geographical information:

Geographical segment disclosure given below are based on location of the company’s customers in case of revenue. The disclosure of carrying amount of segment assets are based on geographical location of segment assets.

- 1 Within India
- 2 Outside India

Information about revenues by geography :

Particulars	Year Ended 31 March 2025	Year Ended 31 March 2024
Revenue from external customers		
Within India	11,523.68	11,664.85
Outside India	12,345.16	11,167.29
Total	23,868.84	22,832.14

Analysis of assets by geography:

As at 31 March 2025	India	Total
Tangible Assets	9,426.70	9,426.70
Intangible Assets	122.76	122.76
Total	9,549.46	9,549.46

As at 31 March 2024	India	Total
Tangible Assets	7,950.12	7,950.12
Intangible Assets	100.52	100.52
Total	8,050.64	8,050.64

Major customer

Revenues from one customer of the company represented ₹7,475.66 million (31 March 2024: ₹ 7,164.70 million) of the Company’s total revenues.

Note 28 - Commitments and Contingencies

Particulars	As at 31 March 2025	As at 31 March 2024
(i) Contingent Liabilities		
Claims against the Company not acknowledged as debts		
Disputed taxes and duties*	48.16	48.16

\*This pertains to Liability of excise duty on domestic clearance of Amiodarone pending with CESTAT Mumbai under The Central Excise Act, 1944.

(ii) Commitments

Estimated amount of contracts remaining to be executed on capital account, net of advances, not provided for as at 31 March 2025 aggregate ₹ 331.01 million (31 March 2024 ₹293.85 million).

(All amounts in million of Indian Rupees, unless otherwise stated)

Note 29 - Fair Value Measurements

Financial instruments by category

Particulars	As at 31 March 2025				As at 31 March 2024			
	FVTPL	Amortised cost	Total carrying value	Total fair value	FVTPL	Amortised cost	Total carrying value	Total fair value
Financial assets								
Non-current financial assets	-	63.74	63.74	63.74	-	110.30	110.30	110.30
Trade receivables	-	9,697.41	9,697.41	9,697.41	-	7,654.32	7,654.32	7,654.32
Cash and cash equivalents	-	710.62	710.62	710.62	-	3,014.14	3,014.14	3,014.14
Bank Balance other than cash and cash equivalents	-	1.74	1.74	1.74	-	1.80	1.80	1.80
Investments	4,776.92	-	4,776.92	4,776.92	0.77	-	0.77	0.77
Other current financial assets	-	398.65	398.65	398.65	-	903.68	903.68	903.68
Total	4,776.92	10,872.16	15,649.08	15,649.08	0.77	11,684.24	11,685.01	11,685.01
Financial Liabilities								
Trade payables	-	3,904.64	3,904.64	3,904.64	-	3,686.61	3,686.61	3,686.61
Lease Liabilities	-	566.06	566.06	566.06	-	171.48	171.48	171.48
Other current financial liabilities	-	404.63	404.63	404.63	-	402.68	402.68	402.68
Total	-	4,875.33	4,875.33	4,875.33	-	4,260.77	4,260.77	4,260.77

During the years mentioned above there has been no transfers amongst the fair value hierarchy.

The fair value of all the Financial instrument measured at amortised cost are based on discounted cash flow using a discount rate. They has been classified at level 2 in fair value hierarchy due to the use of valuation techniques which measured the use of observable market data.

Trade receivables comprise amounts receivable from the sale of goods and services.

Investment majorly comprises of Investment in mutual fund which has been valued at NAV as on the Balance Sheet date.

The management considers that the carrying amount of trade and other receivables approximates their fair value.

Bank balances and cash comprise cash and short-term deposits held by the Company. The carrying amount of these assets approximates their fair value.

Trade and other payables principally comprise amounts outstanding for trade purchases and on-going costs. The management considers that the carrying amount of trade payables approximates to their fair value.

Fair value hierarchy:

Level 1 : Category includes financial assets and liabilities, that are measured in whole or in significant part by reference to published quotes in an active market.

Level 2 : Category includes financial assets and liabilities measured using a valuation technique based on assumptions that are supported by prices from observable current market transactions. These include assets and liabilities for which pricing is obtained via pricing services, but where prices have not been determined in an active market, financial assets with fair values based on broker quotes and assets that are valued using the Company’s own valuation models whereby the material assumptions are market observable.

Level 3 : Category includes financial assets and liabilities measured using valuation techniques based on non market observable inputs. This means that fair values are determined in whole or in part using a valuation model based on assumptions that are neither supported by prices from observable current market transactions in the same instrument nor are they based on available market data. However, the fair value measurement objective remains the same, that is, to estimate an exit price from the perspective of the Company. The main asset classes in this category are unlisted equity investments as well as unlisted funds.

(All amounts in million of Indian Rupees, unless otherwise stated)

Valuation Technique used to determine Fair Value :

The fair value of all the Financial instrument measured at amortised cost are based on discounted cash flow using a discount rate determined considering the borrowing rate charged by the bank.

The fair value of all the Financial instruemnt measured at fair value through profit and loss are based on the NAV.

Note 30 - Leases

Company as lessee

The Company has applied short term and low value exemption for leases and accordingly are excluded from Ind AS 116. The leases includes non cancellable years and renewable option at the discretion of lessee which has been taken into consideration for determination of lease term.

(i) The following are the amounts recognised in profit or loss for the year:

Particulars	Year Ended 31 March 2025	Year Ended 31 March 2024
Expense relating to short-term leases and low value assets	4.73	3.80

(ii) The following are the changes in the carrying value of right of use assets:

Particulars	Year Ended 31 March 2025	Year Ended 31 March 2024
Balance as at 1 <sup>st</sup> April	431.18	459.12
Additions	554.92	-
Depreciation	(33.67)	(27.94)
Balance as at 31 March	952.43	431.18

(iii) The movement in lease liabilities during the year:

Particulars	Year Ended 31 March 2025	Year Ended 31 March 2024
Balance as at 1 <sup>st</sup> April	171.48	193.57
Additions	439.45	-
Finance cost accrued	22.97	15.24
Payments	(67.84)	(37.33)
Balance as at 31 March	566.06	171.48

(iv) The following is the break-up of current and non-current lease liabilities\*:

Particulars	As at 31 March 2025	As at 31 March 2024
Current Lease Liabilities	56.48	23.87
Non-Current Lease Liabilities	509.58	147.61
Total	566.06	171.48

\* It consists of building and machinery

(v) The following is contractual maturities of lease liabilities on an undiscounted basis:

Particulars	As at 31 March 2025	As at 31 March 2024
Less than 1 Year	104.45	37.32
1 to 5 Years	355.86	118.10
More than 5 Years	364.27	76.43
Total	824.58	231.85

(All amounts in million of Indian Rupees, unless otherwise stated)

Note 31- Risk Management Objectives and Policies

The Company is exposed to a variety of financial risks which results from the Company’s operating and investing activities. The Company focuses on actively securing its short to medium term cash flows by minimising the exposure to financial markets.

The Company does not actively engage in the trading of financial assets for speculative purposes nor does it write options.

Financial assets that potentially subject the Company to concentrations of credit risk consist principally of cash equivalents, accounts receivables, other receivables, investment securities and deposits. By their nature, all such financial instruments involve risk including the credit risk of non-performance by counter parties.

The Company's cash equivalents and deposits are held in reputed banks, which management belives are of high credit quality and hence no impairment allowances has been recognized.

The Company's trade and other receivables are actively monitored to review credit worthiness of customers to whom credit terms are granted and avoid significant concentrations of credit risks.

Foreign Currency sensitivity

The foreign currency sensitivity analysis has been performed in relation to US Dollar (USD), Euro (EUR), Great Britain Pound (GBP) and Russian Ruble (RUB). These are unhedged foreign currency.

Considering the volatility in direction of strengthening US Dollar upto 10%, the sensitivity analysis has been disclosed at 10% movements on strengthening and weakening effect for presenting comparable movement due to currency fluctuations.

Foreign currency denominated financial assets and liabilities, translated into USD at the closing rate, are as follows.

Particulars	31 March 2025		31 March 2024	
	USD (million)	INR	USD (million)	INR
Short-term exposure				
Financial assets-Trade receivables	48.77	4,167.41	50.83	4,236.55
Financial liabilities- Trade payables	(17.92)	(1,531.18)	(11.43)	(945.16)
Total	30.85	2,636.23	39.40	3,291.39

If the INR had strengthened against the US Dollar by 10% then this would have the following impact:

Particulars	31 March 2025	31 March 2024
	INR	INR
Effect on Profit before tax and Pre-tax equity	(263.62)	(329.14)

If the INR had weakened against the US Dollar by 10% then this would have the following impact:

Particulars	31 March 2025	31 March 2024
	INR	INR
Effect on Profit before tax and Pre-tax equity	263.62	329.14

Considering the volatility in direction of strengthening EUR upto 10%, the sensitivity analysis has been disclosed at 10% movements on strengthening and weakening effect for presenting comparable movement due to currency fluctuations.

Foreign currency denominated financial assets and liabilities, translated into EUR at the closing rate, are as follows:

Particulars	31 March 2025		31 March 2024	
	EUR (million)	INR	EUR (million)	INR
Short term exposure				
Financial assets-Trade receivables	0.04	3.59	1.64	147.09
Financial liabilities- Trade payables	(0.04)	(3.44)	(0.05)	(4.16)
Total	0.00	0.15	1.59	142.93



(All amounts in million of Indian Rupees, unless otherwise stated)

If the INR had strengthened against the EUR by 10% then this would have the following impact:

Particulars	31 March 2025	31 March 2024
	INR	INR
Effect on Profit before tax and Pre-tax equity	(0.02)	(14.29)

If the INR had weakened against the EUR by 10% then this would have the following impact:

Particulars	31 March 2025	31 March 2024
	INR	INR
Effect on Profit before tax and Pre-tax equity	0.02	14.29

Considering the volatility in direction of strengthening RUB upto 10%, the sensitivity analysis has been disclosed at 10% movements on strengthening and weakening effect for presenting comparable movement due to currency fluctuations.

Foreign currency denominated financial assets and liabilities, translated into RUB at the closing rate, are as follows:

Particulars	31 March 2025		31 March 2024	
	RUB (million)	INR	RUB (million)	INR
Short term exposure				
Financial assets-Trade receivables	18.11	18.30	177.94	159.82
Financial liabilities- Trade payables	(0.55)	(0.56)	-	-
Total	17.56	17.74	177.94	159.82

If the INR had strengthened against the RUB by 10% then this would have the following impact:

Particulars	31 March 2025	31 March 2024
	INR	INR
Effect on Profit before tax and Pre-tax equity	(1.77)	(15.98)

If the INR had weakened against the RUB by 10% then this would have the following impact:

Particulars	31 March 2025	31 March 2024
	INR	INR
Effect on Profit before tax and Pre-tax equity	1.77	15.98

Considering the volatility in direction of strengthening GBP upto 10%, the sensitivity analysis has been disclosed at 10% movements on strengthening and weakening effect for presenting comparable movement due to currency fluctuations.

Particulars	31 March 2025		31 March 2024	
	GBP (million)	INR	GBP (million)	INR
Short term exposure				
Financial assets-Trade receivables	-	-	0.07	7.29
Financial liabilities- Trade payables	(0.01)	(1.23)	(0.06)	(5.92)
Total	(0.01)	(1.23)	0.01	1.37

If the INR had strengthened against the GBP by 10% then this would have the following impact:

Particulars	31 March 2025	31 March 2024
	INR	INR
Effect on Profit before tax and Pre-tax equity	0.12	(0.14)

(All amounts in million of Indian Rupees, unless otherwise stated)

If the INR had weakened against the GBP by 10% then this would have the following impact:

Particulars	31 March 2025	31 March 2024
	INR	INR
Effect on Profit before tax and Pre-tax equity	(0.12)	0.14

Credit risk analysis

The Company's exposure to credit risk is limited to the carrying amount of financial assets recognised at the date of the balance sheet, as summarised below:

Particulars	31 March 2025	31 March 2024
	INR	INR
Cash & cash equivalents	710.62	3,014.14
Bank Balance other than cash and cash equivalents	1.74	1.80
Trade receivables	9,697.41	7,654.32
Investment in Mutual Funds	4,776.15	-
Current financial assets	398.65	903.68
Non current financial assets	63.74	110.30
Total	15,648.31	11,684.24

The Company's cash equivalents and deposits are held in reputed banks, which management believes are of high credit quality and hence no impairment allowances has been recognized.

Trade receivables are usually due within 60-180 days. Generally and by practice most customers enjoy a credit term of approximately 180 days and are not interest bearing, which is the normal industry practice. All trade receivables are subject to credit risk exposure. However, the Company does not identify specific concentrations of credit risk with regard to trade and other receivables, as the amounts recognised represent a large number of receivables from various customers.

Trade receivables are typically unsecured and are derived from revenue earned from customers. Credit risk has always been managed by each business segment through credit approvals, establishing credit limits and continuously monitoring the credit worthiness of customers to which the company grants credit terms in the normal course of business. On account of adoption of Ind AS 109, the Company uses expected credit loss model to assess the impairment loss or gain. However, as there were no material bad debts in past years and there is no material receivables outstanding for more than 6 months, company does not have any expected credit loss assesment.

The Company continuously monitors defaults of customers and other counterparties, identified either individually or by the Company, and incorporates this information into its credit risk controls. The Company's policy is to deal only with creditworthy counterparties.

The Company's management considers that all the above financial assets that are not impaired for each of the reporting dates and are of good credit quality, including those that are past due. None of the Company's financial assets are secured by collateral or other credit enhancements.

In respect of trade and other receivables, the Company's credit risk exposure towards any single counterparty or any group of counterparties having similar characteristics is considered to be negligible. The credit risk for liquid funds and other short-term financial assets is considered negligible, since the counterparties are reputable banks with high quality external credit ratings.

Investment indicate investment in quoted mutual funds with low risk.

Liquidity risk analysis

The Company manages its liquidity needs by carefully monitoring cash-outflows due in day-to-day business. Liquidity needs are monitored in various time bands, on a day-to-day and week-to-week basis, as well as on the basis of a rolling 30-day projection. Long-term liquidity needs for a 180-day and a 360-day lookout year are identified monthly.

The Company maintains cash and marketable securities to meet its liquidity requirements for up to 30-day years. Funding in regards to long-term liquidity needs is additionally secured by an adequate amount of committed credit facilities and the ability to sell long-term financial assets.

(All amounts in million of Indian Rupees, unless otherwise stated)

The Company's liabilities have contractual maturities which are summarised below:

As at 31 March 2025

Particulars	Current	Non-Current
	Within 1 year	More than 1 year
Trade payable	3,904.64	-
Lease Liabilities (undiscounted)	104.45	720.13
Other current financial liabilities	404.63	-
<b>Total</b>	<b>4,413.72</b>	<b>720.13</b>

As at 31 March 2024

Particulars	Current	Non-Current
	Within 1 year	More than 1 year
Trade payable	3,686.61	-
Lease Liabilities (undiscounted)	37.32	194.53
Other current financial liabilities	402.68	-
<b>Total</b>	<b>4,126.61</b>	<b>194.53</b>

Note 32 - Capital Management Policies and Procedures

The Company's objectives when managing capital are to safeguard their ability to continue as a going concern so that they can continue to provide returns to shareholders and benefits for other stakeholders, and maintain an optimal structure to reduce the cost of capital. In order to maintain or adjust the Capital structure, the Company may adjust the amounts of dividends paid to shareholders, return capital to shareholders, issue new shares or sell new assets to reduce debt.

Net Debt = total borrowings less cash and cash equivalent. Total 'equity' as shown in the balance sheet.

Particulars	31 March 2025	31 March 2024
Total debt <sup>#</sup>	-	-
Less: Cash & cash equivalents	710.62	3,014.14
<b>Net debt</b>	<b>(710.62)</b>	<b>(3,014.14)</b>
<b>Total Equity</b>	<b>28,173.72</b>	<b>23,323.22</b>

<sup>#</sup>Does not include lease liabilities

(All amounts in million of Indian Rupees, unless otherwise stated)

Note 33 - Note on Expenditure on Corporate Social Responsibility

Following is the information regarding projects undertaken and expenses incurred on CSR activities during the year is as follow:

Particulars	Year ended 31 March 2025	Year ended 31 March 2024
i) Amount required to be spent by the company during the year	121.79	111.09
ii) Surplus of previous financial year available for set off	0.03	0.38
(iii) Amount of expenditure incurred during the year	90.48	110.74
(iv) Shortfall at the end of the year	31.56	-
(v) Total of previous years shortfall	-	-
(vi) Reason for shortfall	*	NA
(vii) Nature of CSR activities	Promoting healthcare, education, rural development, empowering women, environmental sustainability, Rural sports, Community Development, etc.,	
(viii) Details of related party transactions, e.g., contribution to a trust controlled by the company in relation to CSR expenditure as per relevant Accounting Standard (Refer Note 24)	0.00	0.00
(ix) Where a provision is made with respect to a liability incurred by entering into a contractual obligation, the movements in the provision during the year should be shown separately	NA	NA
(x) Excess amount available for set-off in succeeding financial years	0.28	0.03

\* The amount of shortfall represents the unspent amount on ongoing projects, which has been deposited in separate bank account within the stipulated timelines and will be spent in accordance with applicable provisions of the Companies Act, 2013.

Note 34 - Comparatives

Certain prior year amounts have been reclassified for consistency with the current year presentation. As a result, certain line items have been amended in the financial statements. These reclassifications had no effect on the reported results of operations. Comparative figures have been adjusted to conform to the current year's presentation.

Note 35 - Ratios

Particulars	Numerator	Denominator	31 March 2025	31 March 2024	% Variance
Current Ratio	Current Assets	Current Liabilities	4.97	4.37	13.66%
Return on Equity (ROE)	Net Profit	Average Shareholder's Equity	18.86%	21.07%	-10.47%
Inventory Turnover Ratio	Cost of Goods Sold <sup>(1)</sup>	Average Inventory	1.61	1.58	2.25%
Trade Receivables Turnover Ratio	Revenue from Operations	Average Trade Receivable	2.75	2.90	-5.13%
Trade Payables Turnover Ratio	Purchases of Materials	Average Trade Payables	2.87	2.67	7.32%
Net Capital Turnover Ratio	Revenue from Operations	Working Capital	1.28	1.55	-17.43%
Net Profit Ratio	Net Profit	Revenue from Operations	20.35%	20.62%	-1.33%
Return on Capital Employed (ROCE)	Earning before interest and taxes	Capital Employed <sup>(2)</sup>	23.02%	26.74%	-13.93%
Return on Investments (ROI) <sup>(3)</sup>	Returns from Mutual fund	Monthly Average Investment	2.01%	NA	-

- 1. Cost of Materials Consumed + Changes in inventories of finished goods and work-in-progress
- 2. Tangible Net Worth + Total Debt + Deferred Tax Liability
- 3. Return on investment indicate returns generated on investment in mutual funds



(All amounts in million of Indian Rupees, unless otherwise stated)

## Note - 36

- (i) The Company does not have any Benami property, where any proceeding has been initiated or pending against the Company for holding any Benami property.
- (ii) The Company does not have any transactions with companies struck off.
- (iii) The Company does not have any charges or satisfaction which is yet to be registered with ROC beyond the statutory year.
- (iv) The Company has not traded or invested in Crypto currency or Virtual Currency during the financial year.
- (v) The Company does not have any such transaction which is not recorded in the books of accounts that has been surrendered or disclosed as income during the year in the tax assessments under the Income Tax Act, 1961 (such as, search or survey or any other relevant provisions of the Income Tax Act, 1961.
- (vi) No funds have been advanced or loaned or invested (either from borrowed funds or securities premium or any other sources or kind of funds) by the Company to or in any person(s) or entity(ies), including foreign entities ('the intermediaries'), with the understanding, whether recorded in writing or otherwise, that the intermediary shall, whether, directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Company ('the Ultimate Beneficiaries') or provide any guarantee, security or the like on behalf the Ultimate Beneficiaries.
- (vii) No funds have been received by the Company from any person(s) or entity(ies), including foreign entities ('the Funding Parties'), with the understanding, whether recorded in writing or otherwise, that the Company shall, whether directly or indirectly, lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Funding Party ('Ultimate Beneficiaries') or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries.
- (viii) The Company have sanctioned borrowings/facilities from banks on the basis of security of current assets. The quarterly returns or statements of current assets filed by the Company with banks and financial institutions are in agreement with the books of accounts.
- (ix) The Ministry of Corporate Affairs (MCA) has prescribed a requirement for companies under the proviso to Rule 3(1) of the Companies (Accounts) Rules, 2014 inserted by the Companies (Accounts) Amendment Rules, 2021 requiring companies, which uses accounting software for maintaining its books of account, shall use only such accounting software which has a feature of recording audit trail of each and every transaction, creating an edit log of each change made in the books of account along with the date when such changes were made and ensuring that the audit trail cannot be disabled. The Company has used accounting software for maintaining its books of account which has a feature of audit trail (edit log) facility and the same was enabled at the application level. During the year ended 31 March 2025, the Company has not enabled the feature of recording audit trail (edit log) at the database level for the said accounting software to log any direct data changes. Further, the audit trail has been preserved by the Company as per the statutory requirements for record retention at the application level.

## Note 37 - Authorisation of Financial Statements

The financial statements were approved by the Board of Directors at their meeting held on 15<sup>th</sup> May, 2025.

As per our report of even date.

**For Walker Chandiok & Co LLP**  
Chartered Accountants  
Firm Registration No: 001076N/N500013

**Yashwant M. Jain**  
Partner  
Membership Number -118782

Place: Mumbai  
Date: 15 May 2025

**For and on behalf of the Board of Directors**  
Alivus Life Sciences Limited (formerly Glenmark Life Sciences Limited)

**Yasir Rawjee**  
Managing Director & CEO  
DIN: 01965174

**Tushar Mistry**  
Chief Financial Officer  
Place: Mumbai  
Date: 15 May 2025

**Vinod Naik**  
Executive Director  
DIN: 03635487

**Rudalf Corriea**  
Company Secretary & Compliance Officer

## Notes

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## Notes

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## Alivus Life Sciences Limited

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### Registered Office

Plot No. 170-172,  
Chandramouli Industrial Estate,  
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Solapur 413 213  
Maharashtra, India

### Corporate Office

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