Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24100MH1983PLC029442
2.	Name of the Listed Entity	Lupin Limited
3.	Year of incorporation	1983
4.	Registered office address	Kalpataru Inspire, 3rd Floor, Off Western Express Highway, Santacruz (East), Mumbai - 400 055, India.
5.	Corporate address	Kalpataru Inspire, 3rd Floor, Off Western Express Highway, Santacruz (East), Mumbai - 400 055, India.
6.	E-mail	hosecretarial@lupin.com
7.	Telephone	+ 91 22 6640 2323
8.	Website	www.lupin.com
9.	Financial year for which reporting is being done	1st April 2025 to 31st March 2026
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11.	Paid-up Capital	INR 914.4 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	Ramesh Swaminathan, Executive Director, Global CFO and Head of IT and API Plus SBU, +91 22 6640 2323, hosecretarial@lupin.com
13.	Reporting Boundary	Standalone
14.	Name of assurance provider	DNV Business Assurance India Private Limited
15.	Type of assurance obtained	Reasonable Assurance for Core Indicators

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacture of Pharmaceuticals	Manufacturing and sales of Pharmaceuticals	98.4%

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

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

III. Operations

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

Location	Number of plants	Number of offices	Total
National	12	5	17
International	3	7	10

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28 and 6 Union Territories
International (No. of Countries)	136

Our reach extends across India, providing services in every state.

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

Of the total sales of INR 190,444.2 million, 58.6% comprises of export sales.

c. A brief on types of customers:

Lupin's customer ecosystem is centered on patients, who are the ultimate end users of its medicines across multiple therapeutic areas. Patient access is enabled through a network of channel partners, including wholesalers, distributors, pharmacy chains, and independent retail pharmacies that ensure availability across markets. Institutional customers such as hospitals, healthcare systems and government or public health agencies procure products for large-scale and public healthcare delivery. Medical practitioners, including physicians, specialists, and other healthcare professionals serve as key stakeholders by prescribing and recommending therapies to patients. In addition, Lupin engages with other pharmaceutical companies as B2B customers, supplying generic pharmaceutical products and active pharmaceutical ingredients through collaborations and commercial partnerships.

IV. Employees

20. Details at the end of Financial Year:

a. Employees and workers (including differently abled):

The Company focuses on talent development through structured learning frameworks, internal mobility, succession planning and performance linked growth opportunities, supported by a strong culture of continuous learning and leadership development.

Employment practices across manufacturing sites are underpinned by robust health and safety systems, statutory compliance and standardized processes. All workers are covered under comprehensive health and accident insurance, along with statutory benefits and operate within ISO 45001 certified occupational health and safety management systems. Regular training, worker engagement, and structured hazard identification mechanisms reinforce Lupin's commitment to safe, compliant, and efficient shop floor operations.

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
	EMPLOYEES					
1	Permanent	20,113	18,718	93%	1,395	7%
2	Other than Permanent	897	568	63%	329	37%
3	**Total employees**	**21,010**	**19,286**	**92%**	**1,724**	**8%**
	WORKERS					
4	Permanent	894	885	99%	9	**1%**
5	Other than Permanent	620	445	72%	175	**28%**
6	**Total workers**	**1,514**	**1,330**	**88%**	**184**	**12%**

b. Differently-abled Employees and workers:

Lupin's approach to inclusion is anchored in equal opportunity, non-discrimination and accessibility. Workplaces are progressively designed to support differently-abled employees and workers through enabling infrastructure, appropriate role deployment and sustained sensitization initiatives. In parallel, Lupin is strengthening capacity building programmes focused on skills development, assistive enablement, and leadership readiness to empower more differently-abled resources to enter, thrive, and grow within the organization. Lupin's Code of Conduct and people policies reinforce respect and dignity in the workplace, with a continued focus on embedding accessibility considerations into workforce planning, talent development and everyday workplace practices.

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
	DIFFERENTLY-ABLED EMPLOYEES					
1	Permanent	1	1	100%	0	0%
2	Other than Permanent	0	0	0%	0	0%
3	**Total differently abled employees**	**1**	**1**	**100%**	**0**	**0%**
	DIFFERENTLY-ABLED WORKERS					
4	Permanent	1	1	100%	0	0%
5	Other than permanent	0	0	0%	0	0%
6	**Total differently abled workers**	**1**	**1**	**100%**	**0**	**0%**

21. Participation/Inclusion/Representation of women

Gender diversity is a strategic priority at Lupin and is actively driven across governance, leadership and the wider workforce. With 30% female representation on the Board and a formal diversity target of 15% women employees across the workforce by 2030, the organization continues to strengthen participation through inclusive hiring, leadership development programmes, equitable career progression and maternity support policies.

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

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

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

Turnover trends for Lupin's permanent employees and workers reflect a workforce that is becoming progressively more stable and engaged. The moderation in employee turnover aligns with sustained investments in learning, leadership development and internal career progression. Lower turnover among permanent workers highlights continuity at manufacturing locations, supported by stable employment practices, strong safety systems and skill development initiatives.

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17.63%	16.86%	17.18%	16.40%	14.62%	16.30%	18.36%	22.50%	19.00%
Permanent Workers	8.41%	30.00%	8.64%	6.14%	17.39%	6.28%	8.00%	8.00%	8.00%

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

23. (a) Names of holding/subsidiary/associate companies/joint ventures

S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Lupin Inc., USA	Subsidiary	100%	No
2	Lupin Pharmaceuticals Inc., USA	Subsidiary	100%	No
3	Pharma Dynamics (Proprietary) Limited, South Africa	Subsidiary	100%	No
4	Hormosan Pharma GmbH, Germany	Subsidiary	100%	No
5	Generic Health Pty Limited, Australia	Subsidiary	100%	No
6	Nanomi B.V., Netherlands	Subsidiary	100%	No
7	Lupin Atlantis Holdings SA, Switzerland	Subsidiary	100%	No
8	Lupin Healthcare (UK) Limited, UK	Subsidiary	100%	No
9	Lupin Australia Pty Limited, Australia	Subsidiary	100%	No
10	Lupin Pharma Canada Limited, Canada	Subsidiary	100%	No
11	Lupin Mexico S.A. de C.V., Mexico	Subsidiary	100%	No
12	Lupin Philippines Inc., Philippines	Subsidiary	100%	No
13	Lupin Diagnostics Limited, India	Subsidiary	100%	No
14	Generic Health SDN. BHD., Malaysia	Subsidiary	100%	No
15	Laboratories Grin S.A. de C.V., Mexico	Subsidiary	100%	No
16	Medquimica Industria Farmaceutica LTDA, Brazil	Subsidiary	100%	No
17	Novel Laboratories, Inc., USA	Subsidiary	100%	No
18	Lupin Research Inc., USA	Subsidiary	100%	No
19	Avenue Coral Springs, LLC, USA	Subsidiary	100%	No
20	Lupin Management, Inc., USA	Subsidiary	100%	No
21	Lupin Europe GmbH, Germany	Subsidiary	100%	No
22	Lupin Biologics Limited, India	Subsidiary	100%	No
23	Lupin Digital Health Limited, India	Subsidiary	100%	No
24	Southern Cross Pharma Pty Ltd., Australia	Subsidiary	100%	No
25	Medisol S.A.S., France	Subsidiary	100%	No
26	Lupin Manufacturing Solutions Limited, India	Subsidiary	100%	No
27	Lupin Life Sciences Limited, India	Subsidiary	100%	No

S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
28	Lupinlife Consumer Healthcare Limited, India	Subsidiary	100%	No
29	Lupin Lanka (Private) Limited, Sri Lanka	Subsidiary	100%	No
30	Lupin NZ Limited, New Zealand	Subsidiary	100%	No
31	Renascience Pharma Limited, U.K. (w.e.f. April 02, 2025)	Subsidiary	100%	No
32	Lupin Oncology Inc., USA	Subsidiary	99.33%	No
33	Multicare Pharmaceuticals Philippines, Inc., Philippines	Subsidiary	56.28%	No
34	YL Biologics Ltd., Japan	Joint Venture	45%	No

VI. CSR Details

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

Yes, CSR provisions are applicable as per Section 135 of the Companies Act, 2013. Lupin undertook CSR activities even before they were mandated by regulation. Lupin Human Welfare & Research Foundation (LHWRF) is the social responsibility arm of Lupin Limited, founded by Dr. Desh Bandhu Gupta in 1988. In its journey spanning over three decades, the foundation has impacted more than 2.53 million beneficiaries across 5,519 villages in 26 districts, spread across eight states in India.

ii. Turnover (in Rs.): 190,444.2 million

iii. Net worth (in Rs.): 301,805.1 million

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		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 There is a hotline available to address any concerns or issues that may arise.	6	0	-	10	0	-
Investors (other than shareholders)	Yes https://www.lupin.com/investors/	0	0	-	0	0	-
Shareholders	Yes https://www.lupin.com/investors/	21	0	-	30	0	-
Employees and workers	Yes https://www.lupin.com/uploads/Whistleblower_Policy_431eaad901.pdf	101	30	-	54	9	-
Customers	Yes https://www.lupin.com/contact-us	28,498	2	-	34,802	377	-
Value Chain Partners	Yes https://www.lupin.com/uploads/Third_Party_Code_of_Conduct_Policy_e0852b041b.pdf	1	0	-	1	0	-
Other (please specify)	Yes https://www.lupin.com/uploads/Whistleblower_Policy_431eaad901.pdf	12	3	Includes complaints received from anonymous and unidentified individuals	17	8	Includes complaints received from anonymous and unidentified individuals

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

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

Refer to Enterprise Risk Management section in the Integrated Report FY 2026.

Refer to Double Materiality Assessment section in the Integrated Report FY 2026.

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.

<table>
<tr><th>Disclosure Questions</th><th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th></tr>
<tr><td colspan="10">Policy and management processes</td></tr>
<tr><td>1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td></tr>
<tr><td>b. Has the policy been approved by the Board? (Yes/No)</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td></tr>
<tr><td>c. Web Link of the Policies, if available</td><td colspan="9">All business policies are made publicly available to all our internal and external stakeholders via our company website: https://www.lupin.com/investors/policies
Note: The Board or its Committees approve statutory policies. Other policies are approved by the Management.
Also, internal policies applicable to employees are available on our intranet.</td></tr>
<tr><td>2. Whether the entity has translated the policy into procedures. (Yes/No)</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td></tr>
<tr><td>3. Do the enlisted policies extend to your value chain partners? (Yes/No)</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td></tr>
<tr><td>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.</td><td colspan="9">Principle 1: National Guidelines on Responsible Business Conduct (NGRBC), United Nations Global Compact (UNGC) and International Labor Organization (ILO) Principles.
Principle 2: ISO 14001: 2015, Extended Producer Responsibility (EPR) regulations, NGRBC
Principle 3: Occupational Health and Safety Management Systems – ISO 45001: 2018, ILO, NGRBC, UNGC Principles
Principle 4: NGRBC, ISO 14001 Standards
Principle 5: UNGP, NGRBC, UNGC and ILO Principles.
Principle 6: ISO 14001:2015, NGRBC, Energy Management System ISO 50001:2018, UNGC, SBTi
Principle 7: NGRBC
Principle 8: NGRBC, CSR disclosures pursuant to Section 135 of the Companies Act, 2013
Principle 9: Product Quality – ISO 9001: 2015, NGRBC</td></tr>
<tr><td>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</td><td colspan="9">Planet:
• 42% absolute reduction in Scope-1 and Scope-2 emissions by 2030 from the baseline year FY23
• 61% Scope-3 intensity reduction by 2034 from the baseline year FY24
• Increase renewable electricity to 35% by 2030
• Reduce fresh water withdrawal by 10% (baseline FY21) by 2030
• Sustain a minimum of 90% of incinerable hazardous waste generated in our Indian operations being sent for pre-processing/co-processing
• 100% of global sites to be covered by biodiversity assessments
People:
• 15% women employees across the workforce by 2030
• 10% women in junior management and 15% women in top management by 2030
• Achieve 50,000 hours of employee volunteering by 2030
• Safety Goals: Achieve YOY reduction
>5% reduction in LTIFR
>5% reduction in accident frequency rate
>5% reduction in incidents frequency rate including fires and spills
>5% increase in Near Miss Ratio (NMR)
>5% increase in training index
• Ensure zero fatalities</td></tr>
</table>

		Patients: **Access to Healthcare** • 300,000 patients to be covered by 2030 under Patient Assistance Programs • Education for Patients and HCPs/Doctors: Reach 3 million patients by 2030 and 50,000 doctors by 2030 • Assist in the diagnosis of lung disease for more than 2 Million patients by 2030 • Target the diagnosis of breast cancer in 5,000 women by 2030 • Neuro Rehabilitation Centre targeting an outreach of 100,000 sessions by 2030 • Expand post-acute coronary syndrome and heart failure patient care (Lyfe), aiming to reach 100,000 patients by 2030 **Product Launches** • 10 launches in complex inhalation products, 5 launches in complex injectables and 5 launches in ophthalmology, dermatology and women's health by 2028 **Quality** • Maintain zero Class 1 recalls year on year
6.	Performance of the entity against specific commitments, goals and targets along-with reasons in case the same are not met.	**Planet:** • Reduced 41% of Scope-1 and Scope-2 emissions compared to our baseline of FY23 • Reduced 35% Scope-3 intensity emissions compared to our baseline of FY24 • Renewable electricity at 33% and renewable energy at 51% in India • Reduced fresh water withdrawal by 10% compared to our baseline FY21 • In FY26, 91% of the incinerable hazardous waste generated at our Indian operations were sent for coprocessing • 66% of our global sites are covered by biodiversity assessments **People:** • Diversity target: 7% of our workforce are women with 7% in junior management and 12% in top management • Achieved 35,462 hours of employee volunteering in FY26 • 42% increase in LTIFR, 14% reduction in number of accidents, 39% reduction in number of incident frequency rate, 14% increase in Near Miss Ratio (NMR) and 7% increase in training index • Zero Fatalities in FY26 **Patients:** • 401,764 patients covered under Patient Assistance Programs • Education for Patients and Doctors: Reached 980,000 Patients and 73,500 HCPs/doctors by FY26 • 1,243,005 patients supported with the diagnosis of lung disease • 2,064 women supported with the diagnosis of breast cancer • 52,000 sessions conducted for neuro rehabilitation • 15,000 patients covered with post-acute coronary syndrome and heart failure patient care (Lyfe) **Product Launches** • 5 products launched in complex inhalation products, 6 launched in complex injectables and 3 launched in ophthalmology, dermatology and women health as of FY26 **Quality** • Maintained zero Class 1 recalls year on year

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

Anchored in Strength. Positioned for the Future.

At Lupin, sustainability is integral to our ambition of building a resilient and responsible healthcare enterprise. We understand that the health of people, communities, and ecosystems is deeply interconnected. By embedding environmental, social, and governance considerations into our business decisions, we seek to strengthen long-term value creation while delivering quality healthcare solutions that patients and healthcare systems can rely on.

Over the years, our sustainability agenda has matured from the establishment of foundational systems and governance structures into a more embedded approach across strategy, operating decisions, and enterprise priorities. In FY26, this approach translated into meaningful progress across several critical areas. We increased renewable energy adoption across operations and achieved over 50% renewable energy usage for the first time in India. Focused investments in water conservation, recycling, and process efficiency helped us maintain our water-positive status for the fifth consecutive year. We also made measurable progress on circularity, with approximately 45% water recyclability and 91% of hazardous waste directed toward co-processing.

Responsible operations and robust governance were central to our performance during the year. We maintained zero Class 1 recalls, reflecting our commitment to quality and patient safety, while reinforcing compliance, ethics, cybersecurity, and supply chain oversight across the organization. Our efforts to expand access to healthcare reached ~2.6 million people through patient assistance, diagnostics, and disease awareness initiatives, while our community programs impacted 510,805 beneficiaries. Employee volunteering also reflected the collective spirit of Lupinytts, with 35,400+ hours contributed during the year. In parallel, ESG engagement across our supplier ecosystem gained further momentum, supporting more responsible and resilient business practices across our value chain.

Our progress during the year was reflected in several important recognitions. Our climate targets were validated by the Science-Based Targets initiative (SBTi), while Lupin earned CDP 'A' ratings for both Climate Change and Water Security. We were also featured for the first time in the Dow Jones Best-in-Class (DJBIC) Indices 2026.

Our BRSR reporting reflects more than regulatory compliance. It represents our commitment to transparent, consistent, and high-quality sustainability disclosure. The report presents a structured view of our sustainability priorities, linking strategy, risks, targets, and performance in a manner that enables stakeholders to assess our progress with clarity and confidence.

Looking ahead, our focus will be on building a business that brings together scientific innovation, responsible manufacturing, trusted healthcare solutions, and long-term sustainability across global markets. We believe sustainability will play an increasingly important role in shaping Lupin's resilience and long-term value creation, while reinforcing our responsibility to the patients and communities we serve.

Warm regards,
Ramesh Swaminathan
Executive Director, Global CFO, Head of IT and API Plus SBU
(DIN: 01833346)

For more details, please refer to the CFO's Letter provided in the Integrated Report FY26.

8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Ramesh Swaminathan, Executive Director, Global CFO, Head of IT and API Plus SBU
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.	Yes, the Sustainability & Corporate Social Responsibility (SCSR) Committee of the Board oversees sustainability implementation at Lupin. The Committee comprises of the following members:

S. No	Name of the Member(s)	DIN	Designation
1	**Mrs. Manju D. Gupta - Chairperson**	**00209461**	**Non-Executive Director**
2	**Ms. Vinita Gupta - Member**	**00058631**	**CEO**
3	**Mr. Nilesh D. Gupta - Member**	**01734642**	**Managing Director**
4	**Mr. K. B. S. Anand - Member**	**03518282**	**Independent Director**
5	**Mr. Anand Kripalu - Member**	**00118324**	**Independent Director**

The Company consistently monitors its ESG performance, which undergoes review by the ESG Core Committee on a monthly basis.

Oversight of sustainability matters falls under the direct responsibility of the Executive Director and Global CFO, who leads decision-making. Monthly meetings are held to discuss progress and actions on ESG initiatives, targets, and implementation as a part of the ESG Core Committee.

Refer to Sustainability Governance Structure in the Integrated Report FY26 for more details.

10. Details of Review of NGRBCs by the Company:

Subject for Review	**Indicate whether review was undertaken by Director/ Committee of the Board/Any other Committee**									**Frequency (Annually/Half yearly/Quarterly/Any other – please specify)**								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The ESG Core Committee consistently monitors the Company's performance across all nine principles of the NGRBC, with periodic reviews conducted by the Managing Director, Executive Director and Global CFO and relevant departmental heads. Frequency of Review: Ongoing																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Lupin endeavors to uphold strict adherence to and compliance with applicable laws in all regions where it operates. We ensure compliance with statutes and regulations related to the nine principles of the NGRBC. Frequency of Review: Ongoing																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?	**P1**	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
(Yes/No). If yes, provide the name of the agency.	DNV Business Assurance India Private Limited has been engaged to provide assurance on Lupin's Integrated Report, including the Business Responsibility and Sustainability Report (BRSR) for FY 2025-26. As part of the assurance process, DNV has reviewed the implementation of ESG related policies at the operational level. The procedures and compliances pertaining to the working of the Company's policies are also evaluated by the internal auditors of the Company from time to time.								

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

Not Applicable

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1

Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

1. **Percentage coverage by training and awareness programmes on any of the principles during the financial year:**

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by awareness programmes
Board of Directors	11	Compliance and Ethics & Code of Conduct (Anti-Bribery and Anti-Corruption, Conflict of Interest, Gifts, Entertainment and Hospitality, Workplace Harassment, Working with Third Parties, Human Rights); Sustainability & Business.	100%
Key Managerial Personnel other than BoD	4	Compliance and Ethics & Code of Conduct (Anti-Bribery and Anti-Corruption, Conflict of Interest, Gifts, Entertainment and Hospitality, Workplace Harassment, Working with Third Parties, Human Rights); Kavach (IT & Cyber Security), Information Security and POSH.	100%
Employees other than BoD and KMPs	6	Compliance and Ethics & Code of Conduct (Anti-Bribery and Anti-Corruption, Conflict of Interest, Gifts, Entertainment and Hospitality, Workplace Harassment, Working with Third Parties, Human Rights); Kavach, Information Security, POSH, Health & Safety and Pharmacovigilance.	100%
Workers	4	Compliance and Ethics & Code of Conduct (Anti-Bribery and Anti-Corruption, Conflict of Interest, Gifts, Entertainment and Hospitality, Workplace Harassment, Working with Third Parties, Human Rights); POSH, Health & Safety and Human Rights.	100%

2. **Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):**

   Nil. During the financial year 2025–26, there were no material fines, penalties, punishments, awards, compounding fees or settlements, as specified under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, imposed on the Company or its Directors/KMPs.

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

   Not Applicable

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

   Lupin has a clearly defined Anti Corruption and Anti Bribery framework, embedded within its Code of Business Conduct & Ethics (P.L.E.D.G.E.), which is applicable to all employees, senior management, the Board of Directors, and extends fully to subsidiaries, associates, suppliers, and business partners. The Code contains a dedicated section on "Anti Bribery and Anti Corruption", outlining Lupin's zero tolerance stance toward bribery, facilitation payments, corrupt practices, and any improper influence in business dealings. Lupin mandates ethical and transparent business conduct and reinforces compliance through rigorous internal controls, including audits, internal reviews, compliance checks, a strict ban on political contributions, and a robust whistleblower mechanism that allows stakeholders to report concerns without fear of retaliation. The policy is further supported by complementary provisions on Gifts & Hospitality, Fair Competition, Anti Money Laundering, and Accurate Records, which together strengthen Lupin's governance and ethical safeguards. Consistent with its culture of transparency, fairness, and responsible conduct, this anti corruption and anti bribery commitment is integral to Lupin's governance framework and is publicly accessible as part of its Code of Conduct on the Company's website: https://www.lupin.com/investors/code-of-conduct/

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

Particulars	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Particulars	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Not Applicable	0	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Not Applicable	0	Not Applicable

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

Not Applicable

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

Particulars	FY 2025-26	FY 2024-25
Number of days of accounts payables	91	66

9. Open-ness of business

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

Parameter	Metrics		FY 2025-26	FY 2024-25
Concentration of Purchases	a.	Purchases from trading houses as % of total purchases	8.09%	5.71%
	b.	Number of trading houses where purchases are made from	298	232
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	52.95%	60.95%
Concentration of Sales	a.	Sales to dealers/distributors as % of total sales	37.22%	40.44%
	b.	Number of dealers/distributors to whom sales are made	6,304	7,661
	c.	Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	5.77%	5.45%
Share of RPTs in	a.	Purchases (Purchases with related parties/Total Purchases)	6.48%	4.81%
	b.	Sales (Sales to related parties/Total Sales)	46.53%	40.40%
	c.	Loans & advances (Loans & advances given to related parties/Total loans & advances)	98.05%	95.19%
	d.	Investments (Investments in related parties/Total Investments made)	99.85%	97.39%

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
7	• Sustainability Regulation and BRSR Reporting • Climate Change and GHG Emissions Reduction • Biodiversity and Conservation • Water Management and Waste Management • Human Rights • Quality and Compliance	100% of strategic and critical material suppliers are covered under these programmes.

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

Yes, Lupin has processes in place to identify and manage conflicts of interest involving members of the Board, as outlined in its Code of Conduct. The Code requires Board members to disclose any actual or potential conflicts of interest, including financial interests in entities doing business with the Company, relationships with vendors, or any personal interests that may conflict with the interests of Lupin. Disclosed conflicts are addressed in line with the Code to ensure that the Company's interests are safeguarded, and appropriate governance standards are maintained. These policies are communicated to all Board members and regularly reviewed and updated periodically.

PRINCIPLE 2

Businesses should provide goods and services in a manner that is sustainable and safe.

Essential Indicators

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

Particulars	FY 2025-26	FY 2024-25	Details of improvements in environmental social impacts
R&D	INR 20,631 million	INR 17,672 million	For details on environmental and social benefits driven by the company, please refer to chapters Intellectual Capital, Social and Relationship Capital and Natural Capital in the Integrated Report FY26.
Capex	INR 387 million	INR 528 million	

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

Yes, Lupin has established formal procedures for sustainable sourcing through its Sustainable Procurement Policy, which integrates environmental, social and ethical criteria into supplier selection, onboarding, performance evaluation and ESG-based risk assessment processes. These procedures are specifically applicable to critical and high-risk suppliers, ensuring focused oversight of areas where potential impacts are greatest.

The Company is progressing towards 100% sustainability assessment coverage of its critical suppliers over a rolling three-year cycle, with implementation currently underway. Further details are available in the policy.

https://www.lupin.com/uploads/Sustainable_Procurement_Policy_1d1651d7e7.pdf

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

Lupin integrates sustainability requirements across its value chain through a Sustainable Procurement Policy, a third-party Code of Conduct, and an ESG-based supplier assessment framework. All business partners are required to adhere to defined criteria covering labour rights, health and safety, environmental compliance, ethical conduct, and data privacy. 100% of inputs sourced from critical suppliers (Raw Material and Packaging Material) are covered under ESG-based sustainability assessments. These critical suppliers undergo a structured evaluation through Lupin's ESG supplier assessment framework, ensuring that sustainability considerations are integrated into sourcing decisions where the Company's exposure and impact are most significant.

In addition, capacity building and continuous monitoring are embedded across the procurement lifecycle to enhance supplier performance. Lupin also encourages suppliers to obtain relevant sustainability certifications and tracks progress through its ESG supplier assessment tool, further strengthening responsible sourcing practices across the value chain.

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.**

Lupin has established structured processes to manage end-of-life waste across its operations, aligned with the waste hierarchy of reduce, reuse, recycle and responsible disposal, with a focus on minimizing landfill disposal.

Waste type	Waste management procedure in place
Plastic (including packaging)	Plastic waste is segregated at source and directed for recycling or co-processing through authorized recyclers. Wherever feasible, recovery mechanisms are enabled through recycling partnerships to promote material circularity.
E-waste	E-waste materials are routed exclusively through authorized recyclers with defined take-back and recovery mechanisms to ensure safe handling, reuse of components where possible and environmentally sound disposal.
Hazardous waste	Hazardous waste is sent to authorized recyclers, pre-processors, cement industries for co-processing, or Treatment, Storage and Disposal Facilities (TSDFs), ensuring compliant and controlled end-of-life treatment.
Other waste (wastepaper and paper products)	Materials are sent to authorized recyclers, while specific waste streams such as boiler ash are repurposed (e.g. to brick manufacturers) or disposed of in a controlled manner.

To strengthen governance and oversight, Lupin undertakes due diligence, authorization checks and periodic monitoring of recyclers and TSDF partners, supported by documentation and tracking mechanisms across the waste management lifecycle. These processes ensure traceability, regulatory compliance and continuous improvement in sustainable waste management practices.

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

Yes, EPR is applicable and we comply with India's Plastic Waste Management Rules, 2016 (as amended) and EPR guidelines. We collect and recycle pre and post-consumer plastic waste in line with our approved EPR plan submitted to the Pollution Control Board, with 3,717 tonnes processed in FY26 in an environmentally responsible manner. Additionally, we have reduced packaging waste through initiatives such as digital patient leaflets, removal of outer cartons, and improved packaging efficiency.

Leadership Indicators

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

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
24232	Ethambutol	0.15%	Cradle to Gate	Yes	Confidential
24232	Cefdinir	0.16%	Cradle to Gate	Yes	Confidential
24232	Cefpodoxime Proxetil	0.17%	Cradle to Gate	Yes	Confidential
24232	Cephalexin	0.32%	Cradle to Gate	Yes	Confidential
24232	Clopitab	0.01%	Cradle to Gate	Yes	Confidential
24232	Desvenlafaxine Succinate	0.01%	Cradle to Gate	Yes	Confidential
24232	Duloxetine	0.48%	Cradle to Gate	Yes	Confidential
24232	Testosterone	0.03%	Cradle to Gate	Yes	Confidential
24232	Ketoprofen	0.04%	Cradle to Gate	Yes	Confidential
24232	Lansoprazole	0.03%	Cradle to Gate	Yes	Confidential
24232	Metformin	0.01%	Cradle to Gate	Yes	Confidential
24232	Nebistar	0.33%	Cradle to Gate	Yes	Confidential
24232	Prednisolone	0.50%	Cradle to Gate	Yes	Confidential
24232	Quetiapine	0.19%	Cradle to Gate	Yes	Confidential
24232	Rivaroxaban	0.18%	Cradle to Gate	Yes	Confidential
24232	Semi Sodium Valporate (DIVALCOTE)	0.01%	Cradle to Gate	Yes	Confidential
24232	Sertraline	0.73%	Cradle to Gate	Yes	Confidential
24232	Simvastatin	0.37%	Cradle to Grave	Yes	Confidential
24232	Tolvaptan	10.42%	Cradle to Grave	Yes	Confidential
24232	Tramadol	0.31%	Cradle to Grave	Yes	Confidential

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
Pressurized Meter Dose Inhalers -pMDI	Use of propellant with high global warming potential.	Lupin is advancing the development of near-zero Global Warming Potential (GWP) green propellants. Testing, validation and clinical trials are currently in progress to ensure patient safety, efficacy and regulatory compliance. These actions are part of Lupin's broader efforts to reduce carbon emissions across the respiratory value chain.
Packaging Material Use in our Products	Extensive use of primary and secondary packaging materials may increase environmental footprint, cost exposure and waste generation.	Lupin is actively reducing packaging material intensity through packaging optimization, elimination of non-essential components, carton and leaflet reduction, and transition to digital information solutions. These initiatives are supported by technical and regulatory assessments to ensure patient safety, product quality and compliance, while lowering material use, logistics emissions and overall environmental impact.

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).**

   In line with its commitment to the highest standards of product quality and patient safety, the Company utilizes only compliant, high-quality materials in its manufacturing and packaging processes. Regulatory requirements, including current Good Manufacturing Practices (cGMP), preclude the use of recycled or reused materials.

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:**

Particulars	FY 2025-26			FY 2024-25*		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E-waste	Not applicable			Not applicable		
Hazardous waste	Not applicable			Not applicable		
Other waste (Date Expired Product)	0	0	423 MT	0	0	465 MT

*Plastic data updated as per revised methodology

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

The Company, being in the pharmaceutical business, ensures that all reclaimed products are safely disposed of through incineration in line with regulatory requirements, rather than being reused or recycled, to maintain product safety and compliance.

Reclamation of products and packaging from end users is limited; accordingly, the percentage of reclaimed products and packaging materials as a proportion of products sold is not material.

PRINCIPLE 3

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
Permanent Employees											
Male	18,718	18,718	100%	18,718	100%	-	-	18,718	100%	-	-
Female	1,395	1,395	100%	1,395	100%	1,395	100%	-	-	-	-
Total	20,113	20,113	100%	20,113	100%	1,395	100%	18,718	100%	-	-
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
Permanent workers											
Male	885	885	100%	885	100%	-	-	885	100%	-	-
Female	9	9	100%	9	100%	9	100%	-	-	-	-
Total	894	894	100%	894	100%	9	100%	885	100%	-	-
Other than Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Particulars	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.071%	0.064%

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	0.91%	28.52%	Y	3.14%	33.51%	Y
Others – (Superannuation)	1.82%	0%	Y	2.34%	0%	Y
Others (NPS)	2.79%	0%	Y	2.64%	0%	Y

3. Accessibility of workplaces

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

Yes. Lupin's premises and offices are designed to be accessible to differently-abled employees and workers and are aligned with the requirements of the Rights of Persons with Disabilities Act, 2016. Our facilities are equipped with accessibility, enabling infrastructure and support mechanisms, including ramps, assistance personnel and other supporting amenities to facilitate ease of movement and access for people with disabilities. These accessibility measures are implemented across Lupin's offices and facilities, with a focus on providing an inclusive and supportive work environment for differently-abled individuals. We have initiated a third-party audit to certify accessibility with two locations already covered under this program (Nagpur and Biotech Pune).

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

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

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

Lupin supports employees and workers through structured maternity and paternity benefits to enable a smooth return to work after parental leave. The organization continues to focus on creating supportive work environments that encourage career continuity and sustained participation. Ongoing efforts are directed towards strengthening flexibility, wellbeing, and retention, particularly during key life transitions.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	78%
Female	63%	83%	No Maternity Leave Cases	No Maternity Leave Cases
Total	99%	84%	100%	78%

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

Yes, the Company has a mechanism to receive and redress grievances.

<table>
<tr><th>Particulars</th><th>Yes/No</th><th>(If Yes, then give details of the mechanism in brief)</th></tr>
<tr><td>Permanent Workers</td><td>Yes</td><td rowspan="4">Yes. Lupin has a comprehensive Whistleblower Policy that provides a formal mechanism for all directors and employees whether permanent, probationary, trainee, temporary, retainer, or contractual to report any actual or suspected concerns related to violations of the Code of Conduct or any other unethical behavior.

The policy enables whistleblowers to raise concerns confidentially and without fear of retaliation through the Ombudsperson or multiple secure reporting channels specified under the policy.

The Whistleblower Policy is publicly accessible at:
https://www.lupin.com/uploads/Whistleblower_Policy_431eaad901.pdf

The whistleblower has the option to email the protected disclosures to ombudsperson@lupin.com

In addition to this, Lupin's Code of Business Conduct & Ethics strengthens the grievance redressal framework by ensuring transparent investigation, confidentiality, and timely resolution of complaints. Lupin has a 24/7 independent third-party service that routes inquiries and concerns to the Compliance and Ethics Office. This service also allows users to choose to be anonymous.

INDIA & APAC WEBSITE:
Lupinglobal.ethicspoint.com

INDIA & APAC MOBILE:
Lupinglobalmobile.ethicspoint.com

AMERICAS & EMEA WEBSITE:
Lupin.ethicspoint.com

These mechanisms are designed to protect employees and workers across all categories in the value chain, ensuring a safe and ethical work environment.

Also, employees and workers can report their concerns to their respective reporting managers. The grievances are then submitted to the Company for appropriate action and resolution.</td></tr>
<tr><td>Other than Permanent Workers</td><td>Yes</td></tr>
<tr><td>Permanent Employees</td><td>Yes</td></tr>
<tr><td>Other than Permanent Employees</td><td>Yes</td></tr>
</table>

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

Lupin recognizes and respects the right of its employees and workers to freely form or join trade unions, to engage in collective bargaining, or to choose not to do so. These practices are supported through transparent engagement mechanisms that promote fair compensation and consistent, long-term settlements across manufacturing facilities and offices, contributing to stable industrial relations and workforce harmony.

Category	FY 2025-26			FY 2024-25		
	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	20,113	0	0%	19,021	0	0%
- Male	18,718	0	0%	17,842	0	0%
- Female	1,395	0	0%	1,179	0	0%
Total Permanent Workers	894	515	58%	958	535	56%
- Male	885	512	58%	947	532	56%
- Female	9	3	33%	11	3	27%

8. Details of training given to employees and workers:

Lupin follows a structured and comprehensive learning framework to build capabilities across its workforce. Training programmes for employees and workers span health and safety, ethics, functional skills, leadership development, sustainability and regulatory compliance, ensuring continuous skill enhancement and operational readiness across roles and locations.

Category	FY 2025-26					FY 2024-25				
	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	18,718	18,718	100%	8,919	48%	17,842	17,842	100%	8,219	46%
Female	1,395	1,395	100%	198	14%	1,179	1,179	100%	88	7%
Total	20,113	20,113	100%	9,117	45%	19,021	19,021	100%	8,307	44%
Workers										
Male	885	885	100%	NA		947	947	100%	NA	
Female	9	9	100%			11	11	100%		
Total	894	894	100%			958	958	100%		

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

A structured performance management framework is followed to support regular performance and career development reviews for employees. These reviews enable ongoing feedback, role clarity, skill development and career progression, supporting individual growth while strengthening organizational capability across functions and locations.

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No.(D)	% (D/C)
Employees						
Male	18,718	18,718	100%	17,842	17,842	100%
Female	1,395	1,395	100%	1,179	1,179	100%
Total	20,113	20,113	100%	19,021	19,021	100%
Workers						
Male	-			-		
Female						

10. Health and safety management system:

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

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

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

Health and safety at Lupin is overseen by our Environmental, Health, Safety and Sustainability (EHS&S) team, who develop and implement the relevant policies, procedures and programs at all our locations. Lupin uses structured processes to identify and assess work related hazards on both a routine and non-routine basis, as outlined below:

- Routine hazard identification and risk assessment are conducted through a formal Hazard Identification and Risk Assessment (HIRA) framework, supported by regular Job Safety Analysis (JSA) to address day-to-day operational risks.
- For non routine and higher risk activities, specialized assessments are undertaken, including Hazard and Operability Studies (HAZOP) for Active Pharmaceutical Ingredient (API) products and processes and risk assessments specific to formulation units.
- Hazard identification requirements extend across the value chain, covering suppliers, contractors, and logistics partners, with related risks integrated into the overall health and safety risk management framework.
- Identified risks and controls are periodically reviewed and updated through a continuous improvement approach aligned with the Plan Do Check Act (PDCA) cycle.

All health and safety systems undergo rigorous internal and external audits, supported by periodic evaluations to maintain alignment with global standards.

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

Yes, Lupin provides mechanisms for employees and workers to report any work-related hazards or dangerous situations and to remove themselves from such situations without fear of retaliation. Individuals can report near misses, injuries and incidents to their department heads. Hazard reporting mechanisms are distinct from incident investigation and corrective processes, with a specialized safety team responsible for conducting root cause analysis of any incidents and implementing preventive actions to avoid recurrence. For emergency situations, the team verifies that all mitigation strategies are operational through mock drills. Additionally, we take proactive measures to ensure rapid access to medical services, including the provision of ambulances and the availability of antidotes. Regular emergency preparedness drills help verify that mitigation mechanisms are functional.

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

Yes, Lupin provides access to non-occupational medical and healthcare services to all relevant categories of employees and workers, in addition to workplace health and safety provisions. Each department is equipped with first aid kits for minor injuries or ailments unrelated to work. Additionally, eligible employees and workers receive benefits under the Employees' State Insurance Act, which offers protection in cases of employment-related injuries, illnesses, or maternity issues. Employees also have access to medical and health insurance, applicable to their specific situation, which can be utilized for hospital admissions in the event of certain injuries or illnesses. As part of its employee well-being initiatives, Lupin also provides access to medical support and wellness programs, supporting preventive care and overall health beyond occupational requirements.

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

Safety Incident/Number	Category*	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.125	0.085
Total recordable work-related injuries**	Employees	0	0
	Workers	3	1
No. of fatalities	Employees	0	0
	Workers	0	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including the contract workforce

**Data for FY25 updated as per revised methodology

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

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

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

	FY 2025-26			FY 2024-25		
	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	0	0	Nil

14. Assessments for the year:

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

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

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

Not Applicable

Leadership Indicators

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

Yes, the company extends life insurance or any compensatory package for its workforce in the event of death.

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

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

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

Particulars	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	0	1	0	0

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

No

5. Details on assessment of value chain partners:

Lupin undertakes structured assessments of its value chain partners with a focus on health and safety practices, working conditions and compliance with applicable standards. Strategic and critical suppliers are covered under these assessments to promote responsible business conduct, strengthen compliance and support continuous improvement across the value chain.

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

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

Not Applicable

PRINCIPLE 4

Businesses should respect the interests of and be responsive to all its stakeholders.

Essential Indicators

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

Lupin follows a structured, Board-approved stakeholder engagement framework as part of its Corporate Sustainability approach, focused on identifying and prioritizing stakeholders based on their influence on and impact from the Company's operations. The process involves three key steps:

- Stakeholder identification across the value chain, including shareholders, employees, customers, suppliers, regulators and communities.
- Prioritization through double materiality assessment, where stakeholders are evaluated based on their level of influence and the extent to which they are impacted by the Company's activities.
- Validation of material issues through internal and external consultations to ensure relevance and completeness

Through continuous engagement and assessment of critical ESG material issues, Lupin ensures that stakeholder expectations are clearly understood and appropriately addressed. Based on this exercise, Lupin has identified its primary stakeholder groups to include: investors/shareholders, employees, customers, channel partners, franchises, suppliers, regulators and government, research analysts, healthcare professionals, non governmental organisations (NGOs), communities and media. Engagement is undertaken through defined channels such as meetings, surveys, disclosures and digital platforms at regular intervals, ensuring that stakeholder inputs are systematically integrated into business strategy and sustainability initiatives.

This structured approach enables Lupin to cultivate strong, sustainable, and mutually beneficial relationships with all 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
Shareholders/ Investors	No	Investor presentations, press releases, analyst meets, analyst briefings, quarterly results, annual general meetings, integrated report, financial reports, email advisories, intimations to stock exchanges, investor meetings	Annually, Quarterly, Half-yearly, Need-based, Real time	• Provide investors with updates on the organization's performance, ESG ratings and other corporate developments. • Gather queries and feedback from investors to understand their requirements.
Employees	No	E-mails, meetings, surveys, feedback, website and internal portals, employee committees, year-end appraisal, training programmes	Continuous	• To understand employee needs. • To keep employees informed about the organization's plans. • Providing learning opportunities, promoting safe work practices, supporting professional career growth, maintaining work-life balance, and enhancing diversity and inclusion.
Customers	No	Customer meets, mailers, news bulletins, brochures, social media, and website	Frequent and need-based	• Regularly interact with customers to strengthen our relationship. • To prioritize product quality, safety, timely supply, and collaborate to address industry challenges and any issues.
Channel Partners, Franchises, and Suppliers	No	Partner meets and events, mailers, news bulletins, brochures, website, vendor portal	Frequent and need-based	• Engagement with suppliers to improve service levels, address commercial issues, including terms and conditions, procedures, and payments. • Engage suppliers in ethical practices, ESG progress, human rights, and fair business conduct.
Regulators and Government	No	Working committee meetings, email, one-on one meeting, conferences, Industry forums/ associations/committees	Need-based	• Engage, advocate, communicate, collaborate to comply with regulations.
Research Analysts	No	Website, social media, Email, one-on-one meetings, video conferences, and forums	Frequent and need-based	• Stay abreast of developments of the Company and its subsidiaries.
Health Care Professionals	No	Training programmes, one-to-one meetings, webinar/conferences, electronic updates, in-person visits and collaterals	Frequent and need-based	• Engage on Lupin's products, innovations, healthcare solutions, patient needs, and ethical marketing commitment.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Communities and NGOs	Yes	Personal meetings, focused group discussions, field visits by CSR team, training and capacity building sessions	Frequent and need-based	• Support Communities in addressing grassroots challenges. • Focus on improving livelihood, access to health care, water conservation, education, sanitation and infrastructure. • Drive Employee Volunteering Programs.
Media	No	Interviews, press releases, workshops, meetings and events	Frequent and need-based	• Provide insights into Lupin's financial results, new product launches, R&D progress and innovation milestones. • Engage on providing Lupin viewpoints on sustainability, trade and regulatory developments impacting the pharma industry.

Leadership Indicators

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

   Lupin has established defined processes to enable consultation with stakeholders on economic, environmental, and social (EES) topics and ensure that feedback is systematically escalated to the Board. Stakeholder consultation is undertaken through multiple structured channels, including investor interactions, employee surveys, customer engagements, supplier assessments, community interfaces, and regulatory consultations. These forums enable the Company to capture stakeholder perspectives on ESG priorities, risks and emerging risks.

   Flow of feedback and escalations:

   - Inputs gathered through these channels are first consolidated and reviewed by functional teams and ESG leads.
   - Key themes, risks and material issues are then evaluated by the ESG Core Committee.
   - Relevant insights are subsequently escalated to the Board-designated Sustainability and CSR Committee (SCSR) for review and strategic direction.

   This structured flow ensures that stakeholder feedback is translated into actionable insights and integrated into policies, risk management frameworks and long-term business strategy while enabling Board-level oversight of ESG-related matters.

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, Lupin uses stakeholder consultation, including its double materiality assessment and ongoing engagement mechanisms, to identify and manage environmental and social topics. Input received from stakeholders is systematically translated into policies, goals and programme design.

   Stakeholder feedback directly forms:

   - Policy and framework updates, including the strengthening of ESG governance and sustainability priorities
   - Goal setting, such as defining focus areas for climate action, responsible sourcing and community development
   - Program design and implementation through community initiatives led by the Lupin Human Welfare & Research Foundation (LHWRF)

   For example, stakeholder inputs highlighting the need for enhanced community health and livelihood support have informed the design of targeted rural development and healthcare programmes under LHWRF. Similarly, environmental concerns raised through stakeholder engagement have contributed to sharpening Lupin's focus on resource efficiency and waste management initiatives.

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

   Lupin engages with vulnerable and marginalized communities through structured need assessments, continuous dialogue and partnerships implemented via the Lupin Human Welfare & Research Foundation (LHWRF). These engagements help identify key concerns such as livelihood insecurity, limited access to healthcare, and gaps in water and sanitation.

Based on these inputs, in FY26, LHWRF adopted a more strategic and focused approach to deepen impact and strengthen community ownership. Lupin has designed targeted interventions across three core areas – livelihood, health & nutrition and water, sanitation & hygiene (WASH):

- **Livelihoods:** In response to income instability and limited market access, programmes focus on skill development, strengthening farmer value chains, and improving access to markets, resulting in enhanced income opportunities and community resilience.
- **Health & Nutrition:** Addressing gaps in healthcare access, initiatives have expanded community-level healthcare services and awareness, contributing to improved health outcomes in underserved areas.
- **WASH:** In areas with inadequate water and sanitation infrastructure, interventions have improved access to safe drinking water and sanitation facilities, leading to better hygiene practices and reduced health risks.

These programmes are implemented in close collaboration with local stakeholders, ensuring community ownership and sustained impact, with measurable improvements in quality of life across Lupin's key areas of operations.

For more details, refer to our Social and Relationship section of the Integrated Report FY 2026.

PRINCIPLE 5

Businesses should respect and promote human rights.

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	20,113	8,646	43%	19,021	5,532	29%
Other than permanent	897	814	91%	876	472	54%
Total Employees	21,010	9,460	45%	19,897	6,004	30%
Workers						
Permanent	894	717	80%	958	501	52%
Other than permanent	620	617	99%	837	837	100%
Total Workers	1,514	1,334	88%	1,795	1,338	75%

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

Category	FY 2025-26					FY 2024-25				
	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	20,113	0	0.0%	20,113	100%	19,021	2	0.01%	19,019	99.99%
Male	18,718	0	0.0%	18,718	100%	17,842	1	0.01%	17,841	99.99%
Female	1,395	0	0.0%	1,395	100%	1,179	1	0.08%	1,178	99.92%
Other than Permanent	NA					NA				
Male										
Female										
Workers										
Permanent	894	0	0.0%	894	100%	958	1	0.1%	957	99.9%
Male	885	0	0.0%	885	100%	947	1	0.1%	946	99.9%
Female	9	0	0.0%	9	100%	11	0	0	11	100%
Other than Permanent	NA					NA				
Male										
Female										

3. Details of remuneration/salary/wages

a. Median remuneration/wages

Median remuneration and wage levels are determined through structured compensation frameworks aligned to roles, responsibilities, experience, and performance. These frameworks are designed to ensure internal parity, fairness, and compliance with applicable statutory requirements, while supporting sustained workforce engagement and retention.

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	7	17,117,913	3	12,141,029
Key Managerial Personnel*	1	12,968,423	0	0
Employees other than BoD and KMP	18,713	593,431	1,397	571,366
Workers	885	389,646	9	600,078

*Excludes Executive Directors who are the key managerial personnel of the Company

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

Particulars	FY 2025-26	FY 2024-25
Gross wages paid to females as a % of total wages	7.80%	7.10%

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)

Yes, at Lupin, respect for and promotion of human rights are integral to our corporate values and ethical conduct. We are firmly committed to safeguarding human rights and to eliminating practices such as child labor, forced labor, modern slavery, and discrimination across our operations. To ensure a sustained and structured focus on these priorities, we have implemented a comprehensive Human Rights Policy. Each location has a dedicated Human Rights Committee, led by the Site Head and championed by the Location HR Head. The committee meets quarterly to review compliance against predefined human rights metrics, thereby reinforcing our ongoing organizational commitment to upholding human rights standards.

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

Lupin has formal internal mechanisms to redress grievances related to human rights issues, as set out in its Human Rights Policy and Code of Business Conduct and Ethics. Employees can report human rights–related concerns, including harassment or unethical practices, to their immediate supervisor, Head of Department or the Human Resource Department, or directly to the Compliance and Ethics Office through a dedicated email ID or a 24/7 independent third-party reporting platform that enables confidential and anonymous reporting. The Policy provides for non-retaliation and reported grievances are reviewed and addressed through defined internal processes to ensure appropriate investigation and timely redressal.

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

Human rights considerations are embedded across operations and value-chain interactions, with alignment to the principles of the United Nations Global Compact and local laws. A structured approach is followed to identify, prioritize and address key human rights issues, including discrimination, fair wages, forced labor, freedom of association, harassment, health and safety, and working hours. Grievance redressal and whistleblower mechanisms enable employees and workers to raise concerns related to these areas, supporting timely redressal and ongoing monitoring.

Particulars	FY 2025-26			FY 2024-25		
	Filed	Pending	Remarks	Filed	Pending	Remarks
Sexual Harassment	8	0	Nil	6	0	Nil
Discrimination at workplace	15	1	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced labour/ Involuntary labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

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

Particulars	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	8	6
Complaints on POSH as a % of female employees/workers	0.62%	0.5%
Complaints on POSH upheld	8	4

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

Lupin has mechanisms to prevent retaliation, victimization or adverse action against complainants in cases of discrimination and harassment. These safeguards are reinforced through the Human Rights Policy, Code of Business Conduct and Ethics, POSH Policy and Whistleblower Policy, which protect individuals who report concerns in good faith. Complaints can be raised through confidential and, where applicable, anonymous reporting channels and are investigated through defined processes that ensure confidentiality, independence and appropriate corrective action. Independent third-party audits conducted during FY26 reported no cases of discrimination or harassment across Lupin's pan-India locations, validating the effectiveness of these mechanisms.

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

Yes, human rights requirements are incorporated into the Supplier Code of Conduct, as well as in business contracts and agreements.

10. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify Diversity & Inclusion, Freedom of Association, Health & Safety	100%

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

Not applicable, as no risks/concerns were observed across the above parameters in the assessment conducted across our operations in FY26.

Leadership Indicators

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

Not Applicable, as during the reporting year, there were no business processes or modifications.

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

In FY26, all our locations underwent assessment vetted by an external third party auditor based on BEC 1500:2024 guidelines.

The assessment was undertaken covering – Head Office (Kalpataru), Airoli, Ankleshwar, Chhatrapati Sambhajinagar, Biotech Pune, Goa, Jammu, LBC Pune, LRP Pune, Mandideep, Nagpur, Pithampur, Sikkim, and Tarapur, Lupin Manufacturing Solutions (LMS) at Dabhasa & Vizag and Lupin Diagnostics at the National Reference Laboratory (NRL) Turbhe, were also audited and have been certified with a Platinum Rating.

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

Yes. The sites and offices of the Company have ramps or elevators along with relevant infrastructure for differently-abled individuals.

4. Details on assessment of value chain partners:

Assessments of value chain partners are undertaken with a focus on key human rights and workplace practices that carry potential social risks. The assessment framework prioritizes strategic and critical material suppliers, covering core aspects of human rights. These assessments are designed to promote responsible supplier conduct and strengthen adherence to ethical and statutory expectations across the value chain.

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100% of strategic & critical material suppliers
Discrimination at workplace	100% of strategic & critical material suppliers
Child Labour	100% of strategic & critical material suppliers
Forced Labour/ Involuntary Labour	100% of strategic & critical material suppliers
Wages	100% of strategic & critical material suppliers
Others – please specify (Heath and Safety)	100% of strategic & critical material suppliers

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

Not Applicable, as no major risks were identified as a part of the assessment.

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:

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	430,222 GJ	252,035 GJ
Total fuel consumption (B)	941,920 GJ	881,377 GJ
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	**1,372,142 GJ**	**1,133,412 GJ**
From non-renewable sources		
Total electricity consumption (D)	874,771 GJ	1,071,380 GJ
Total fuel consumption (E)	214,595 GJ	235,550 GJ
Energy consumption through other sources (F)	236,988 GJ	370,895 GJ
Total energy consumed from non-renewable sources (D+E+F)	**1,326,354 GJ**	**1,677,825 GJ**
Total energy consumed (A+B+C+D+E+F)	**2,698,495 GJ**	**2,811,237 GJ**
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	14.17 GJ/Mn INR	17.08 GJ/Mn INR
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	288.21 GJ/revenue adjusted to PPP (Mn USD)	390.84 GJ/revenue adjusted to PPP (Mn USD)
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

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

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

No facility of Lupin is identified as a designated consumer under PAT scheme

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

Parameter		FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)			
(i)	Surface water	131,786 KL	140,892 KL
(ii)	Groundwater	164,091 KL	169,062 KL
(iii)	Third-party water	1,356,312 KL	1,394,421 KL
(iv)	Seawater/desalinated water	-	-
(v)	Others	-	-

Parameter	FY 2025-26	FY 2024-25
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**1,652,189 KL**	**1,704,375 KL**
Total volume of water consumption (in kilolitres)	**1,625,377 KL**	**1,664,260 KL**
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	8.53 KL/Mn INR	10.11 KL/Mn INR
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	173.60 KL/revenue adjusted to PPP (Mn USD)	231.38 KL/revenue adjusted to PPP (Mn USD)
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

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

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
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 – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – Discharge to CETP	26,812 KL	40,115 KL
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	**26,812 KL**	**40,115 KL**

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

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

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

Yes, Lupin has implemented Zero Liquid Discharge (ZLD) mechanisms at six manufacturing facilities, ensuring that no effluents are discharged into external water bodies. The Company follows a Reduce, Reuse, Recycle and Recharge approach to water management. Process and domestic wastewater undergo multi-stage treatment, including primary, secondary, and tertiary treatment, followed by advanced membrane filtration (UF/RO). The post-treatment utilization of the water is as follows:

- Treated process wastewater is reused within operations, including for boiler feed and cooling tower make-up water
- Treated domestic wastewater is reused for non-potable purposes such as gardening and flushing.

These measures enable complete recycling and reuse of wastewater within ZLD facilities, reducing freshwater dependency and ensuring environmentally responsible water management.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25*
NOx	tonnes/annum	191.40	225.97
SOx	tonnes/annum	52.61	58.37
Particulate matter (PM)	tonnes/annum	-	-
Persistent organic pollutants (POP)	tonnes/annum	-	-
Volatile organic compounds (VOC)	tonnes/annum	-	-
Hazardous air pollutants (HAP)	tonnes/annum	-	-
Others – please specify	tonnes/annum	-	-

* Data for FY25 updated as per revised methodology

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

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

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

Parameter		Unit	FY 2025-26	FY 2024-25
Total Scope-1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Total CO_2 CH_4 N_2O	Metric tonnes of CO_2 equivalent	61,951	80,181
Total Scope-2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Total CO_2 CH_4 N_2O	Metric tonnes of CO_2 equivalent	272,713* 187,863**	296,187* 245,290**
Total Scope-1 and Scope-2 emission intensity per rupee of turnover (Total Scope-1 and Scope-2 GHG emissions/Revenue from operations) (market based)			1.31 tCO_2e/ Mn INR	1.98 tCO_2e/ Mn INR
Total Scope-1 and Scope-2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope-1 and Scope-2 GHG emissions/Revenue from operations adjusted for PPP) (market based)			26.68 tCO_2e/ revenue adjusted to PPP (Mn USD)	45.25 tCO_2e/ revenue adjusted to PPP (Mn USD)
Total Scope-1 and Scope-2 emission intensity in terms of physical output			-	-
Total Scope-1 and Scope-2 emission intensity (optional) – the relevant metric may be selected by the entity			-	-

*Location Based | **Market Based | PPP – IMF conversion factors for FY2026: 20.34
Source - https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND

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

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

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

Lupin has undertaken multiple initiatives to reduce greenhouse gas (GHG) emissions across its operations. These include installing off-grid solar PV plants at manufacturing sites, procuring renewable energy through power purchase agreements (PPAs), transitioning to cleaner biofuels, implementing energy efficient best practices, shifting from air to sea shipments and reduced packaging. Key GHG emission reduction initiatives include:

- Renewable power capacity of 22 MW (21 MW solar and 1 MW hybrid) was commissioned, increasing the share of renewable power from 19% in FY25 to 33% in FY26, with an additional 3.23 MW solar PPA signed for future capacity expansion.
- The overall share of renewable energy (renewable power and renewable fuels) increased from 39% in FY25 to 51% in FY26, driven by solar, wind/hybrid power procurement and increased use of biomass fuel.
- Biomass-based briquette boilers were installed and expanded, enabling a significant shift from fossil fuels (PNG/LSHS/coal) to renewable thermal energy and achieving 96–98% renewable steam generation at key facilities.
- Extensive energy efficiency measures were implemented, including installation of energy-efficient chillers, pumps, motors, AHUs, EC fans, VFDs, high-efficiency cooling towers, and LED lighting, resulting in lower electricity consumption and emissions.
- Process optimization initiatives such as pump head and flow optimization, closed-loop chilled brine systems, heat recovery through air-to-air heat exchangers, and efficient compressed air systems were deployed to reduce energy intensity.
- Transitioning shipments from air to sea freight has helped reduce logistics costs and significantly lower carbon emissions. As a result, air pallet shipments to the U.S. declined to 17% in FY26, down from 34% in FY24, marking a record low.

- Packaging material use has been reduced and efficiency improved by eliminating secondary cartons, digitizing patient information via QR codes, and optimizing packaging designs, without compromising safety or compliance. These initiatives collectively saved over 56 MT of paper, delivered significant cost and logistics savings, improved information accessibility, and reduced the carbon footprint across markets.

These initiatives collectively demonstrate a structured transition toward low-carbon energy, reduced fossil fuel dependency, and sustained reduction in GHG emissions across manufacturing and R&D operations.

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

Parameter	FY 2025-26	FY 2024-25*
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	1,014	654
E-waste **(B)**	72	70
Bio-medical waste **(C)**	121	84
Construction and demolition waste **(D)**	10,966	3,762
Battery waste **(E)**	67	88
Radioactive waste **(F)**	0	0
Other Hazardous waste. Please specify, if any. **(G)**	33,521	35,593
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	22,162	20,981
Total (A+B + C + D + E + F + G + H)	**67,923**	**61,232**
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.36 MT/Mn INR	0.37 MT/Mn INR
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	7.25 MT/Revenue adjusted per PPP (Mn USD)	8.51 MT/Revenue adjusted per PPP (Mn USD)
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	1. Plastic waste – 1,014 MT 2. E-waste – 72 MT 3. Other hazardous waste (Used oil, Spent solvent and catalyst, Plastic liner, drum, containers) – 10,918 MT	1. Plastic waste – 654 MT 2. E-waste – 70 MT 3. Other hazardous waste (Used oil, Spent solvent and catalyst, Plastic liner, drum, containers) – 9,440 MT
(ii) Re-used	1. Other hazardous waste – 34 MT 2. Battery waste – 67 MT	1. Other hazardous waste – 29 MT 2. Battery waste – 88 MT
(iii) Other recovery operations	1. Non-hazardous waste (Agrowaste boiler ash) – 10,654 MT 2. Hazardous waste (Spent calcium sulphate) – 6,460 MT	1. Non-hazardous waste (Agrowaste boiler ash) – 9,252 MT 2. Hazardous waste (Spent calcium sulphate) – 7,097 MT
Total	**29,219 MT**	**26,630 MT**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration/Co-processing	1. Bio-medical waste (OHS center waste) – 121 MT 2. Other hazardous waste (Spent solvent and catalyst, other hazardous waste) – 7,903 MT	1. Bio-medical waste (OHS center waste) – 84 MT 2. Other hazardous waste (Spent solvent and catalyst, other hazardous waste) – 8,947 MT
(ii) Landfilling	1. Construction & demolition waste – 10,966 MT 2. Other hazardous waste – 8,206 MT 3. Non-hazardous waste (Agrowaste boiler ash) – 1,217 MT	1. Construction & demolition waste – 3,762 MT 2. Other hazardous waste – 10,080 MT 3. Non-hazardous waste (Agrowaste boiler ash) – 1,370 MT
(iii) Other disposal operations	1. Non – hazardous waste (Mycelia, glass, metal, canteen, paper etc) – 10,291 MT	1. Non – hazardous waste (Mycelia, glass, metal, canteen, paper etc) – 10,359 MT
Total	**38,704 MT**	**34,602 MT**

* Data for FY25 updated as per revised methodology

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

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

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

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

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

Lupin does not operate in ecologically sensitive areas.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Not Applicable					

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

We are compliant with the applicable environmental law/regulations/guidelines in India. No notice has been issued in FY 2025-26.

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 - Ankleshwar, Pithampur, Chhatrapati Sambhajinagar, Jammu and Nagpur

(ii) Nature of operations - Manufacturing of pharmaceutical products

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	46,078	34,597
(iii) Third-party water	675,557	720,138
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	**721,635**	**754,735**
Total volume of water consumption (in kilolitres)	**707,659**	**714,620**
Water intensity per rupee of turnover (Water consumed/turnover)	3.72 KL/ Mn INR	4.34 KL/ Mn INR
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-

Parameter		FY 2025-26	FY 2024-25
(iv)	Sent to third-parties		
	- No treatment	-	-
	- With treatment – Sent to Central Effluent Treatment Plant (CETP)	13,976	40,115
(v)	Others		
	- No treatment	-	-
	- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)		**13,976**	**40,115**

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

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

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

Parameter	Unit	FY 2025-26*	FY 2024-25*
Total Scope-3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1,065,547	1,018,684
Total Scope-3 emissions per rupee of turnover	tCO2e/ Mn INR	5.60	6.19

*Data pertains to Lupin Global 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.

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

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

Not Applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of biomass briquette boilers	Included in FY26 Integrated Report	Reduction in GHG emissions
2	Installation of off-grid rooftop solar PV plants	Included in FY26 Integrated Report	Reduction in GHG emissions
3	Replacement of conventional AHU with energy-efficient EC motor	Included in FY26 Integrated Report	Reduction in GHG emissions
4	Procurement of open access renewable power	Included in FY26 Integrated Report	Reduction in GHG emissions
5.	Reduction in fresh water consumption through various initiatives such as – • Utilization of RO reject water for cooling tower makeup • Process RO water and Air handling unit (AHUs) condensate water for canteen cleaning	Included in FY26 Integrated Report	Reduction in freshwater consumption

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

Yes. Lupin has a comprehensive Business Continuity Management (BCM) and Disaster Management Plan in place to ensure resilience of critical operations across manufacturing, R&D, supply chain, IT systems, and corporate functions. The framework identifies potential risks such as natural disasters, pandemics, cyber incidents, operational disruptions and others with defined mitigation measures, alternate site arrangements, emergency response protocols, and roles and responsibilities. The Company undertakes systematic risk assessments to identify possible disruption scenarios and implements appropriate mitigation measures. Each Lupin location has an on-site emergency response and disaster management plan to address local risks. Given the varied nature of potential disruptions, business functions also develop specific business continuity and risk mitigation plans, as required.

These plans are formulated with due consideration of associated risks and are subject to cross-functional deliberation, alignment, and formal approvals to ensure enterprise-wide preparedness and resilience. The plans are periodically reviewed, tested, and updated based on learnings to ensure preparedness and continuity of patient supply and regulatory compliance.

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

   None.

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

   100% of strategic and critical material suppliers.

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

   Not Applicable

PRINCIPLE 7

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

Essential Indicators

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

   Lupin is a member of Fifteen 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/International)
1	Indian Pharmaceutical Alliance (IPA)	National
2	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3	Confederation of Indian Industry (CII)	National
4	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
5	Indian Drug Manufacturers Association (IDMA)	National
6	Foundation of Pharma Entrepreneurs (FOPE)	National
7	National Safety Council	National
8	Pharmaceuticals Export Promotion Council	National
9	Association of Biotechnology Led Enterprises (ABLE)	National
10	Federation of Indian Export Organizations (FIEO)	National
11	British Generics Manufacturers Association (BGMA)	International
12	International Generic and Biosimilar Medicines Association (IGBA)	International
13	Association for Accessible Medicines (AAM)	International
14	Biosimilars Council	International
15	Medicines for Europe, Medicines for Europe Regulatory Group	International

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

   During the reporting year, there were no adverse orders from regulatory authorities against the Company related to anti-competitive conduct.

Leadership Indicators

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

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/ Quarterly/Others – please specify)	Web Link, if available
4	Representation to SEBI on BRSR guidelines regarding Animal Health Policy.	Direct representation or through industry chambers and associations	No	Need-based	-
5	Active collaboration with lawmakers and policymakers to develop and refine laws and regulations that address the pharmaceutical industry's challenges while advancing broader societal interests.	Direct representation or through industry chambers and associations	No	Need-based	-

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.

Lupin Human Welfare & Research Foundation (LHWRF) undertook a comprehensive impact assessment of its flagship livelihood and health interventions implemented during FY 2023–24. The assessment, conducted in FY 2025–26 by an independent agency, evaluated programme effectiveness, outcomes and social value creation across agriculture, livestock, skill development, non-farm enterprises and community healthcare.

Name and Brief details of the 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
Livelihood Interventions - Agriculture, Irrigation, Livestock & Dairy	NA	NA	Yes	Yes	https://www.lupinfoundation.in/images/pdf/impact-assessment-livelihoods-program-fy-2025-2026.pdf
Lives NCD Program	NA	NA	Yes	Yes	https://www.lupinfoundation.in/images/pdf/impact-assessment-lives-program-fy-2025-2026.pdf

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

Not Applicable

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

Lupin addresses community grievances through a structured, community led engagement model driven by the Lupin Human Welfare & Research Foundation (LHWRF). The Foundation works closely with village institutions, Panchayats, and community based organizations, creating regular forums where residents can raise concerns related to ongoing projects. These issues are captured through needs-based assessments, in-person consultations, and continuous stakeholder engagement. All concerns received through these channels are systematically monitored and resolved in a timely manner, ensuring transparency and accountability.

Also, feedback gathered during consultations and needs-based assessments is used to inform programme design and community engagement activities. Grievances that are unresolved at the community level or are sensitive in nature are escalated through defined internal processes within LHWRF for further review and resolution, ensuring timely redressal, transparency, and accountability.

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

Particulars	FY 2025-26	FY 2024-25
Directly sourced from MSME/small producers	21.07%	13.9%
Directly from within India	74%	75%

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

Location	FY 2025-26	FY 2024-25
Rural	8.7%	8.6%
Semi-urban	5.0%	5.2%
Urban	13.6%	13.2%
Metropolitan	72.7%	73.1%

Leadership Indicators

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

   Not Applicable

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

S. No.	State	Aspirational District	Amount spent (In INR million)
1	Maharashtra	Nandurbar	4.75
2	Andhra Pradesh	Visakhapatnam	5.08

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

   No, Lupin does not have any preferential procurement policy.

   (b) **From which marginalized/vulnerable groups do you procure?:** Not Applicable

   (c) **What percentage of total procurement (by value) does it constitute?:** Not Applicable

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

   Not Applicable

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

   Not Applicable

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

S. No.	CSR Project	No of persons benefitted from CSR projects	% beneficiaries from vulnerable and marginal groups
1.	Desh Bandhu Jan Utkarsh Pariyojana (Livelihood Program) – Agriculture and Water	266,955	100%
2.	Desh Bandhu Jan Aarogya Sewa (Lives Program) Health Programs	243,850	100%
3.	Community Development (At Site Locations) Health & Sanitation and WASH	6,406	100%

PRINCIPLE 9

Businesses should engage with and provide value to their consumers in a responsible manner.

Essential indicators

1. **Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

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

   For medical inquiries, product complaints, or drug safety concerns, consumers may also contact Lupin through its pharmacovigilance reporting system, which enables patients and healthcare providers to report side effects or product related issues directly to the company. Additionally, the Company maintains a specialized team responsible for addressing consumer complaints and concerns. We regularly conduct surveys to gather customer feedback and promptly address any issues.

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

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

Lupin ensures adherence to all applicable regulatory requirements across the geographies in which it operates for the disclosure of product-related environmental and social information. In compliance with local laws and regulatory guidance, the Company also provides clear directions to enable the safe and responsible usage and disposal of its products.

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

Particulars	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at the end of the year	Remarks	Received during the year	Pending resolution at the end of the year	Remarks
Data Privacy	Nil	-	-	Nil	-	-
Advertising	Nil	-	-	Nil	-	-
Cyber security	Nil	-	-	Nil	-	-
Delivery of essential services	Nil	-	-	Nil	-	-
Restrictive Trade Practices	Nil	-	-	Nil	-	-
Unfair Trade Practices	Nil	-	-	Nil	-	-
Others	28,498	2	0	34,802	377	-

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

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

Particulars	Number	Reason for recall
Voluntary recalls	9	The Company has initiated these recalls in response to identified issues in the respective products.
Forced recalls	0	-

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

Yes, Lupin has established a comprehensive framework for data privacy and cybersecurity through its Global Privacy Policy, supported by defined information security practices and governance mechanisms. The policy outlines requirements for data protection, secure handling of personal information, and compliance with applicable international privacy and security standards.

Cybersecurity risks are managed through appropriate technical and organizational controls, including secure systems, access management, monitoring mechanisms and incident response processes. These are overseen through internal governance structures to ensure effective risk management and continuous improvement.

Lupin's approach is aligned with recognized data protection and information security principles, reinforcing its commitment to safeguarding personal data and managing cyber risks across its global operations.

This policy is available for review on the Company's website: https://www.lupin.com/privacy-policy/

The Company has also implemented its proprietary ISMS framework, branded as 'KAVACH', which integrates People, Process and Technology to ensure comprehensive coverage of security aspects. KAVACH is supported by a robust mechanism of internal checks and balances, which are continually assessed and updated to adapt to the rapidly evolving threat landscape.

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

No such incidents occurred in FY26. Proactive steps are taken to address any issues that may arise across these categories. Corrective actions are implemented to prevent the recurrence of similar instances.

7. **Provide the following information relating to data breaches:**
   a. **Number of instances of data breaches:** Zero
   b. **Percentage of data breaches involving personally identifiable information of customers:** Zero
   c. **Impact, if any, of the data breaches:** Not Applicable

Leadership Indicators

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

   Information relating to the products of the Company is available on our website at https://www.lupin.com/our-products/product-finder/

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

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

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

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

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

   Lupin discloses all product information as required under applicable local regulations. As a pharmaceutical company, Lupin does not engage in direct product related surveys with the general public.

Value Chain Reporting as per SEBI Guidelines

Introduction

In line with SEBI's BRSR framework, listed entities are expected to progressively extend ESG disclosures to key upstream and downstream value chain partners. As per guidelines value chain ESG disclosures are voluntary for Lupin Limited in FY2026.

To strengthen readiness for future reporting requirements, Lupin has proactively engaged key suppliers through structured capacity-building programmes and a digital data collection platform to enhance ESG data availability, quality, and transparency across its value chain.

Approach Adopted

Lupin recognizes that a significant portion of its sustainability impacts, risks and opportunities extend across its value chain. In line with the BRSR Core framework, the Company has initiated structured engagement with key suppliers to strengthen ESG performance assessment and disclosure capabilities. During FY2026, Lupin deployed a digital ESG data-collection platform and further strengthened its supplier engagement.

Key actions taken:

- Deployment of a digital ESG data-collection platform for supplier reporting and monitoring.
- Implementation of a strengthened supplier ESG assessment and evaluation framework to evaluate sustainability performance.
- Structured supplier awareness and capability-building initiatives to improve understanding of ESG expectations and disclosure requirements.
- Ongoing engagement and collaboration with suppliers to strengthen ESG integration and improve data quality over time.

Given the varying levels of ESG maturity across suppliers and the evolving nature of reporting requirements, data coverage and completeness are expected to improve progressively. The current assessment establishes an important baseline for value chain ESG disclosures and identifies opportunities for enhanced collaboration and performance improvement. Lupin remains committed to expanding ESG disclosure coverage and improving data quality across its value chain through continued stakeholder engagement.

For further details, refer to the Social & Relationship Capital section of the Integrated Report FY2026.

INDEPENDENT ASSURANCE STATEMENT

to the Management of Lupin Limited

Lupin Limited (Corporate Identity Number L24100MH1983PLC029442, hereafter referred to as 'Lupin' or 'the Company') commissioned DNV Business Assurance India Private Limited ('DNV', 'us' or 'we') to undertake an independent assurance of the Company's disclosures in Business Responsibility and Sustainability Report (hereafter referred as 'BRSR') for Financial Year (FY) 2025-26. The disclosures include BRSR Core as per Annexure 17A of SEBI's Master Circular for BRSR (Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026, dated January 30, 2026).

Our Conclusion:

Based on our review and procedures followed for reasonable level of assurance, DNV is of the opinion that, in all material aspects, the BRSR Core Key Performance Indicators (KPIs) under 9 ESG attributes (as listed in Annexure I of this statement) for FY 2025-26 are reported in accordance with reporting requirements outlined in Industry Standard on Reporting of BRSR Core.

Scope of Work and Boundary

The scope of our engagement includes independent assurance of 'BRSR Core' – Reasonable level of assurance for FY 2025-26.

Boundary covers the performance of Lupin operations that fall under the direct operational control of the Company's Legal structure. Based on the agreed scope with the Company, the boundary of reasonable assurance covers the operations of Lupin across all locations in India covering twelve manufacturing plants and five offices.

Reporting Criteria and Standards

The disclosures have been prepared by Lupin in reference to:

- Industry Standard on Reporting of BRSR Core, Circular No.: SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated Dec 20, 2024.
- BRSR Core (Annexure 17A) as per Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026, "Master circular for compliance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 by listed entities", dated January 30, 2026.
- Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.

Assurance Methodology/Standard

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

Our competence and Independence

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

This engagement work was carried out by an independent team of sustainability assurance professionals. During the reporting period i.e. FY 2025-26, DNV, to the best of its knowledge, was not involved in any non-audit/non-assurance work with the Company and its Group entities which could lead to any Conflict of Interest. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement. DNV maintains complete impartiality toward stakeholders interviewed during the assurance process.

Basis of our conclusion

As part of our independent assurance engagement, we have evaluated the reported environmental, social, and governance (ESG) information against the agreed criteria. Throughout the engagement, we exercised rigorous professional judgment and maintained a high level of professional skepticism to ensure the integrity and reliability of our conclusions.

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

- Reviewed the disclosures under BRSR Core, encompassing the framework for assurance consisting of a set of Key Performance Indicators (KPIs) under 9 ESG attributes. The Industry Standard on Reporting of BRSR Core used a basis of reasonable level of assurance.

- Evaluation of the design and implementation of key systems, processes and controls for collecting, managing and reporting the BRSR Core indicators. Assessment of operational control and reporting boundaries
- Seek extensive evidence across all relevant areas, ensuring a detailed examination of BRSR Core indicators. Engaged directly with stakeholders to gather insights and corroborative evidence for each disclosed indicator.
- DNV audit team conducted on-site & remote audits for data testing and also, to assess the uniformity in reporting processes and also, quality checks at different locations of the Company. Sites for data testing and reporting system checks were selected based on the percentage contribution each site makes to the reported indicator, complexity of operations at each location (high/low/medium) and reporting system within the organization. Sites selected for audits are listed in Annexure II.
- Interviews with selected senior managers responsible for management of disclosures and review of selected evidence to support environmental KPIs and metrics disclosed the Report. We were free to choose interviewees and interviewed those with overall responsibility of monitoring, data collation and reporting the selected indicators.
- Verification of the consolidated reported performance disclosures in context to the Principle of Completeness as per VeriSustain™ Protocol, V6.0 for reasonable level of assurance for the disclosures.

Inherent Limitations

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

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

Responsibility of the Company

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

Use and distribution of Assurance Statement

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

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

DNV

DNV's Responsibility

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

For DNV Business Assurance India Private Limited,	
Sarkar, Chandan Digitally signed by Sarkar, Chandan Date: 2026.06.05 15:21:23 +05'30'	Sharma, Anjana Digitally signed by Sharma, Anjana Date: 2026.06.05 15:40:05 +05'30'
Chandan Sarkar Lead Verifier DNV Business Assurance India Private Limited, India.	**Anjana Sharma** Assurance Reviewer DNV Business Assurance India Private Limited, India.
Assurance Team: Mohanakrishnan R, Sudharshan K, Thyagaraj Subbarayan, Poornachander Maratha, Shilpa Swarnim	

05/06/2026, Bengaluru

DNV

Annexure I – BRSR Core Verified Data

To be stipulated as per BRSR Core provided by the company.

Sr. No.	Attribute	BRSR Core Parameter	Unit	Verified Value for FY 2025-26
1	Green-house gas (GHG) footprint	Total Scope 1 emissions	MT of CO2e	61,951
		Total Scope 2 emissions (Location Based)	MT of CO2e	2,72,713
		Total Scope 2 emissions (Market Based)	MT of CO2e	1,87,863
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Market Based)	tCO2e/Total Revenue from Operations (Mn INR)	1.31
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Market Based)	tCO2e/ Total Revenue from Operations adjusted for PPP (Mn USD)	26.68
2	Water footprint	Total water consumption	KL	16,25,377
		Water consumption intensity	Total water consumption in KL / Total Revenue from Operations (Mn INR)	8.53
			Total water consumption in KL / Total Revenue from Operations adjusted for PPP (Mn USD)	173.60
		Water Discharge by destination and levels of Treatment	KL	26,812
3	Energy footprint	Total energy consumed	Gigajoules (GJ)	26,98,495
		% of energy consumed from renewable sources	In % terms	51
		Energy intensity	Energy intensity in GJ / Total Revenue from Operations (Mn INR)	14.17
			Energy intensity in GJ / Total Revenue from Operations adjusted for PPP (Mn USD)	288.21
4	Embracing circularity - details related to waste management by the entity	Plastic waste (A)	MT	1,014
		E-waste (B)	MT	72
		Bio-medical waste (C)	MT	121
		Construction and demolition waste (D)	MT	10,966
		Battery waste (E)	MT	67
		Radioactive waste (F)	MT	0
		Hazardous Waste		
		Used Oil / Spent Solvents, Spent Catalyst	MT	9,839
		Plastic Liner, Drum, Container	MT	1,079
		Spent Calcium Sulphate	MT	6,460
		Incinerable Hazardous Waste	MT	7,903
		Hazardous waste for Landfill	MT	8,206
		Hazardous waste Utilization	MT	34
		Total Hazardous Waste (G)	MT	33,521
		Non-Hazardous Waste		
		Mycellia waste	MT	4,500
		Agrowaste Boiler Ash	MT	11,871
		Canteen Waste	MT	341
		Glass Scrap	MT	324
		Metal Scrap	MT	2,591
		Paper/Cotton/Wool/Fibre	MT	1,970
		Cables	MT	48
		Insulation	MT	9
		Garden Waste	MT	142
		Other Non-Hazardous Waste	MT	366
		Total Non-Hazardous Waste (H)	MT	22,162
		Total (A+B + C + D + E + F + G+ H)	MT	67,923
		Waste intensity per rupee of turnover from operations	MT / Total Revenue from Operations (Mn INR)	0.36
		Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	Total waste generated in MT/ Revenue from operations adjusted for PPP (Mn USD)	7.25
		Total waste recovered through recycling, re-using or other recovery operations		
		(i) Recycled		
		Plastic waste	MT	1,014
		E-waste	MT	72
		Other hazardous waste (Used oil, Spent solvent and catalyst, Plastic liner, drum, containers)	MT	10,918
		(ii) Re-used		
		Other hazardous waste	MT	34
		Battery waste	MT	67
		(iii) Other recovery operations		
		Non-hazardous waste (Agrowaste boiler ash)	MT	10,654
		Hazardous waste (Spent calcium sulphate)	MT	6,460
		Total Waste Recycled/Reused/Recovered	MT	29,219
		Total waste disposed by nature of disposal method		
		(i) Incineration/Co-processing		
		Bio-medical waste	MT	121
		Other hazardous waste (Spent solvent and catalyst, other hazardous waste)	MT	7,903
		(ii) Landfilling		
		Construction & demolition waste	MT	10,966
		Other hazardous waste	MT	8,206
		Non-hazardous waste (Agrowaste boiler ash)	MT	1,217
		(iii) Other disposal options		

		Non – hazardous waste (Mycellia, glass, metal, canteen, paper etc)	MT	10,291
		Total Waste Disposed	MT	38,704
5	Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company (Excluding Workers)	In % terms	0.071
		Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	Number of Permanent Disabilities - Permanent Employees	0
			Number of Permanent Disabilities – Workers	0
			Total recordable work-related injuries - Permanent Employees	0
			Total recordable work-related injuries – Workers	3
			Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) - Permanent Employees	0
			Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) – Workers	0.125
			No. of fatalities - Permanent Employees	0
			No. of fatalities - Workers	0
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	In % terms	7.80
		Complaints on PoSH	Total Complaints on Sexual Harassment (POSH) reported	8
			Complaints on PoSH as a % of female employees / workers	0.62
			Complaints on PoSH upheld	8
7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases and from within India	Directly sourced from MSMEs/ small producers (In % terms – As % of total purchases by value)	21.07
			Sourced directly from within India	74
		Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	Location	
			Rural	8.70
			Semi-urban	5.00
			Urban	13.60
			Metropolitan	72.70
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	In % terms	0
		Number of days of accounts payable	(Accounts payable *365) / Cost of goods/services procured	91
9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Purchases from trading houses as % of total purchases	8.09
			Number of trading houses where purchases are made from	298
			Purchases from top 10 trading houses as % of total purchases from trading houses	52.95
			Sales to dealers / distributors as % of total sales	37.22
			Number of dealers / distributors to whom sales are made	6304
			Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	5.77
			Share of RPTs (as respective %age) in	
			Purchases	6.48
			Sales	46.53
			Loans & advances	98.05
			Investments	99.85

Annexure II – Sites selected for audits

S.no	Site	Location
1.	Corporate Office (remote audit)	Mumbai
2.	India - Manufacturing Plants / Offices (onsite audit)	Pithampur, Madhya Pradesh Mandideep, Madhya Pradesh Tarapur, Maharashtra Ankleshwar, Gujarat LRP, Pune
3.	India - Manufacturing Plants (remote audit)	Nagpur, Maharashtra