ALIVUS
LIFE SCIENCES
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August 11, 2026

To,	**To,**
Dy. General Manager	**The Manager - Listing,**
Department of Corporate Services,	**National Stock Exchange of India Ltd.,**
BSE Ltd.,	**Plot No. C/1, G Block,**
P. J. Towers, Dalal Street,	**Bandra Kurla Complex,**
Fort, Mumbai – 400 001	**Bandra (E), Mumbai – 400 051**
Ref: Scrip Code: 543322	**Ref: Scrip Name: ALIVUS**

Dear Sirs,

Sub: Business Responsibility & Sustainability Report for FY 2025-26

Pursuant to Regulations 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility & Sustainability Report of the Company for FY 2025-26.

Kindly take the above information on record.

Thanking you

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

RUDALF JOSEPH CORRIEA

Digitally signed by RUDALF JOSEPH CORRIEA
Date: 2026.08.11 17:40:40 +05'30'

Rudalf Corriea
Company Secretary & Compliance Officer
Encl.: As above

ANNEXURE VI

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. **Details of the listed entity**

1. **Corporate Identity Number (CIN) of the Listed Entity -** L74900PN2011PLC139963
2. **Name of the Listed Entity –** Alivus Life Sciences Limited (formerly Glenmark Life Sciences Limited)
3. **Year of incorporation –** 23rd June, 2011
4. **Registered office address –** Plot No 170-172 Chandramouli Industrial Estate, Mohol Bazarpeth, Solapur, MH 413213
5. **Corporate address -** Technopolis Knowledge Park, 4th Floor, A wing, Office No. 401 to 407, Mahakali Caves Road, Andheri East, Mumbai - 400093
6. **E-mail –** complianceofficer@alivus.com
7. **Telephone -** 022-6829-7979
8. **Website -** www.alivus.com
9. **Financial year for which reporting is being done –** 2025-26
10. **Name of the Stock Exchange(s) where shares are listed :**

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

11. **Paid-up Capital –** ₹ 245.47 Million
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report –**

    Name: Rudalf Corriea

    Tel No. 022-6829-7979

    Email address: complianceofficer@alivus.com

13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). –** The disclosures under this report are made on Standalone basis.
14. **Name of assessment and assurance provided –** Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025, however, independent limited assurance from the British Standards Institution (BSI) for its BRSR Core KPIs for FY 2025-26 was conducted voluntarily.
15. **Type of assessment and assurance obtained –** Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025, however, independent limited assurance from the British Standards Institution (BSI) for its BRSR Core KPIs for FY 2025-26 was conducted voluntarily.

    Note: Please note that the numbers have been rationalized in this year's report, wherever required.

II. Products/Services

16. Details of business activities (accounting for 90% of the entity's Turnover):

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

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

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

III. Operations

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

Location	Number of plants	Number of offices	Total
National**	4*	2*	6
International	Nil	Nil	Nil

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

** One of our manufacturing site at Chincholi is under construction this year, which is not considered in the above details.

19. Markets served by the entity:

a. Number of locations:

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

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

54.4%

c. A brief on types of customers:

The Company's primary customers comprise end formulators, mainly pharmaceutical manufacturers engaged in producing finished pharmaceutical products using the Active Pharmaceutical Ingredients (APIs) supplied by the Company. These formulations are subjected to stringent quality and regulatory checks prior to being commercialised and distributed in global markets. At present, the Company caters to a broad and diversified customer base of more than 700 clients and maintains business relationships with the top 20 generic pharmaceutical companies worldwide, reflecting its significant footprint in the pharmaceutical industry.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	2272	2104	92.61	168	7.39
2.	Other than permanent (E)	12	7	58.33	5	41.67
3.	**Total employees (D + E)**	2284	2111	92.43	173	7.57
WORKERS						
4.	Permanent (F)	0	0	0.00	0	0.00
5.	Other than permanent (G)	1666	1640	98.44	26	1.56
6.	**Total workers (F + G)**	1666	1640	98.44	26	1.56

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

b. Differently abled employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	4	3	75.00	1	25.00
2.	Other than permanent (E)	0	0	0.00	0	0.00
3.	**Total differently abled employees (D + E)**	4	3	75.00	1	25.00
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0.00	0	0.00
5.	Other than permanent (G)	5	4	80.00	1	20.00
6.	**Total differently abled workers (F + G)**	5	4	80.00	1	20.00

21. Participation/Inclusion/Representation of women:

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

Note: KMPs include the Managing Director, Executive Director, Chief Financial Officer and Company Secretary of the Company.

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

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22.10	15.71	21.63	20.77	20.85	20.77	26.14	16.85	25.48
Permanent Workers	The Company does not have any permanent workers								

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

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

Sr. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Nirma Limited	Holding	NA	No

VI. CSR Details

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

(ii) Turnover (in ₹) – 25,518 Million

(iii) Net worth (in ₹) – 33,321 Million

VII. Transparency and Disclosures Compliances

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

<table>
<tr><th rowspan="2">Stakeholder group from whom complaint is received</th><th>Grievance Redressal Mechanism in Place (Yes/ No)</th><th colspan="3">FY 2025-26</th><th colspan="3">FY 2024-25</th></tr>
<tr><th>(If Yes, then provide web-link for grievance redress policy)</th><th>Number of complaints filed during the year</th><th>Number of complaints pending resolution at close of the year</th><th>Remarks</th><th>Number of complaints filed during the year</th><th>Number of complaints pending resolution at close of the year</th><th>Remarks</th></tr>
<tr><td>Communities</td><td>Yes, prior to the rollout of its CSR programmes, the Company undertakes need-based assessments supported by baseline data to identify priority areas and maximise social impact. Inputs, feedback and concerns raised by the community stakeholders are duly acknowledged and integrated during the implementation of CSR projects. The grievance redressal framework is structured in alignment with Schedule VII of the Companies Act, 2013 and is guided by the principles of the United Nations Sustainable Development Goals (UN SDGs), ensuring transparency, responsiveness and accountability in addressing community-related grievances.</td><td>0</td><td>0</td><td>Nil</td><td>0</td><td>0</td><td>Nil</td></tr>
<tr><td>Investors (other than shareholders)</td><td rowspan="2">Yes, the Company has established a structured mechanism to address grievances raised by investors and shareholders in a timely and effective manner. The Compliance Officer is designated as the primary point of contact for receiving and resolving such concerns and can be reached at complianceofficer@alivus.com. In addition, grievance handling for investors and shareholders is facilitated through KFin Technologies Limited, the Company's registrar and transfer agent. Stakeholders may also escalate their concerns through the SEBI SCORES platform, which provides an additional formal channel for grievance registration and resolution.</td><td rowspan="2">2</td><td rowspan="2">0</td><td rowspan="2">All complaints were resolved in a timely manner.</td><td rowspan="2">2</td><td rowspan="2">0</td><td rowspan="2">All complaints were resolved.</td></tr>
<tr><td>Shareholders</td></tr>
</table>

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
Employees and workers	Yes, the Company has put in place well-defined grievance redressal systems and has established a policy to promote transparent communication and protect the rights of employees and workers. Multiple channels are available for raising concerns, including anonymous written complaint mechanisms displayed at all locations, allowing issues to be reported confidentially. Regular Safety Committee meetings are conducted to discuss and resolve matters related to occupational health and workplace safety. In addition, interactive platforms such as Tete-a-Tea facilitate direct engagement between employees and senior leadership. The Company also leverages the AMBER tool, overseen by the Chief Listening Officer, to capture employee perspectives on aspects such as human rights, safety, workplace comfort, organizational purpose and process improvements. Feedback gathered through these mechanisms is periodically reviewed by the senior management team to identify key concerns and implement appropriate corrective actions. Relevant matters are further addressed through dedicated committees, including Safety, Prevention of Sexual Harassment (POSH) and Leadership Connect.	0	0	Nil	0	0	Nil

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)	FY 2025-26			FY 2024-25		
	(If Yes, then provide web-link for grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Customers*	The Company follows a structured Standard Operating Procedure (SOP) for handling customer grievances. All complaints are formally acknowledged within two working days and are subjected to a detailed investigation, with outcomes communicated within thirty working days. Where resolution requires additional time, periodic status updates are shared with the concerned stakeholders to ensure transparency. To further strengthen customer engagement and service effectiveness, a dedicated Customer Experience team and designated regional Single Point of Contact (SPOCs) have been appointed to address concerns promptly and improve overall service delivery.	47	8	The company is in process of resolving issues in a timely manner.	25	0	The Company resolved the issues in a timely manner.
Value Chain Partners	Value chain partners are encouraged to raise their concerns directly with the Head of Procurement, who serves as the primary point of contact for grievance resolution. In cases where matters are not resolved at this level, the issue is escalated to Senior Management for further review and appropriate corrective action.	0	0	Nil	0	0	Nil

*For Ankleshwar site, FY 2025–26 recorded 28 complaints with 5 pending at year-end, as compared to FY 2024–25 with 25 complaints and no pending cases. At the Dahej site, 12 complaints were filed with 3 pending at the close of FY 2025–26, whereas no complaints were filed and pending in FY 2024–25. For Mohol site, FY 2025–26 recorded 7 complaints with none pending at year-end, while FY 2024–25 had no complaints and pending cases.

26. Overview of the entity's material responsible business conduct issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications*:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Affordability & Pricing	Opportunity	Supplying APIs to pharmaceutical companies plays an important role in improving the availability and affordability of medicines. This is particularly significant in low and middle-income countries, where the Company supports wider access to essential healthcare.	Not Applicable	Positive
2	Access to Medicines	Opportunity	Product pricing strategies that consider varying economic conditions and healthcare needs across different regions help improve access to essential medicines. Such efforts support wider reach, enable better healthcare outcomes and can also contribute to the Company's growth through increased demand and stronger market presence.	Not Applicable	Positive
3	Employee Recruitment, Development & Retention	Risk	The ability to attract, develop and retain skilled talent remains a key challenge for the Company, given the specialised and highly regulated nature of the API industry. The limited availability of qualified professionals with the need for technical expertise and compliance knowledge, makes talent management critical. Any gaps in recruitment or retention can impact operational efficiency, product quality and overall business performance, making this an important area of focus.	The Company adopts a structured approach to talent management by focusing on targeted recruitment and continuous employee development. It hires from a wide pool of institutions and invests in training through a mix of classroom learning, SOP-based training and practical exposure. Emphasis is also placed on developing behavioural skills such as ownership, problem-solving and communication. Internal mobility is encouraged to support career growth, while employee engagement initiatives and continuous feedback mechanisms help improve retention and overall workforce stability.	Negative. There has been no negative impact in the reporting period of 2025-2026.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
				To retain and engage our talent, the Company leverages AI-based continuous listening mechanism that uncovers deep insights and helps the management to drive actionable strategies.	
4	Supply Chain Management	Risk	Maintaining a reliable and high-quality supply chain is critical for the Company, given its role as an API manufacturer supplying to pharmaceutical companies. Any disruption in the supply chain can affect timely delivery, product quality and consumer health. Clear communication about the supply chain audit practices provides the investors with visibility as to how the companies in this industry manages risks and upholds shareholder value. Any disruption within the Company's own supply chain could significantly impact its ability to meet customer expectations.	The Company works closely with its supply chain partners to ensure consistent quality and timely delivery of products. It follows a collaborative approach with suppliers and service providers to maintain operational continuity and meet customer requirements. Regular monitoring and coordination helps to address potential disruptions at an early stage. As a supply partner to a large number of pharmaceutical customers, the Company places strong emphasis on maintaining reliability, quality standards and efficient supply chain operations.	Negative. There has been no negative impact in the reporting period of 2025-2026.
5	Counterfeit Drugs	Risk	The presence of counterfeit or substandard drugs in the pharmaceutical supply chain poses significant risks to patient safety and industry credibility. For an API manufacturer, any compromise in product authenticity or quality can lead to serious regulatory consequences, reputational damage and loss of customer trust. With increasing regulatory scrutiny and the need for traceability, ensuring the integrity of APIs across the value chain is critical to maintaining confidence among stakeholders and safeguarding public health.	The Company maintains strict quality control and compliance processes to ensure the authenticity and integrity of its products. Each batch of APIs is subject to rigorous testing to verify identity, purity and compliance with applicable standards. Strong traceability mechanisms are in place to track products across the supply chain. The Company also aligns with regulatory requirements and continuously strengthens its quality assurance systems to minimise the risk of counterfeit or substandard products entering the market.	Negative. There has been no negative impact in the reporting period of 2025-2026.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Water & Wastewater Management	Risk	Water use and wastewater discharge are key environmental considerations for the Company, given the nature of API manufacturing processes. High water consumption and improper handling of effluents can lead to regulatory penalties, operational disruptions and reputational impact. Increasing regulatory scrutiny and environmental expectations further highlight the importance of responsible water management.	The Company has implemented various measures to manage water usage and wastewater effectively. Effluent Treatment Plants (ETPs) with primary, secondary and tertiary treatment processes are in place to ensure proper treatment of industrial wastewater. Treated water is reused where feasible, while Sewage Treatment Plants (STPs) are used for domestic wastewater management. The company mitigates water and wastewater risks through combining recovery and reuse of condensate streams, reuse of RO (Reverse Osmosis) reject and HVAC (Heating, Ventilation and Air Conditioning) condensate as boiler feed and adoption of indirect heat transfer systems to enable safe water recycling, alongside process modifications that eliminate water-intensive operations by replacing steam ejectors and water-based vacuum systems with dry alternatives, and optimization of cooling water systems through pump efficiency improvements, right-sizing and pipeline upgrades to reduce losses—collectively strengthening water circularity, lowering freshwater dependence and minimizing wastewater generation.	Negative. There has been no negative impact in the reporting period of 2025-2026.
7	Hazardous Waste Management	Risk	The generation of hazardous waste is an inherent part of API manufacturing processes. Improper handling, storage or disposal of such waste can lead to non-compliance with environmental regulations, resulting in penalties, reputational damage and additional remediation costs. Increasing regulatory oversight and stakeholder expectations around safe waste management further emphasise the need for strong controls.	The Company ensures that hazardous waste is managed and disposed of in accordance with applicable environmental regulations. Waste suitable for landfilling is transferred to authorised Common Hazardous Waste Treatment, Storage and Disposal Facilities (CHWTSDF) for secure disposal. Internal processes are in place to ensure proper segregation, handling and tracking of hazardous waste. Through adherence to regulatory requirements and	Negative. There has been no negative impact in the reporting period of 2025-2026.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
				established disposal practices, the Company aims to minimise environmental risks associated with its operations.	
8	GHG Emissions	Risk	GHG emissions are a key environmental concern for the Company, given the energy-intensive nature of API manufacturing processes. Dependence on conventional energy sources can lead to higher emissions, contributing to the overall carbon footprint of operations. Increasing regulatory focus and global emphasis on climate change further highlight the importance of managing emissions effectively.	The Company addresses GHG emissions risk through a targeted focus on energy efficiency, process optimization and resource conservation. Key initiatives include optimizing HVAC systems, compressors, pumps and blowers, installing automated controls and fan cutoff sensors and replacing outdated equipment with energy-efficient alternatives such as transformers, chillers and vacuum systems. Additionally, measures like condensate recovery, improved steam system efficiency and reduced steam usage have lowered fuel consumption and emissions. Water reuse and conservation efforts further reduce indirect energy demand. It has set an environmental target of becoming Carbon Neutral by 2030 to mitigate and neutralise carbon emissions and thereby significantly reducing impact of GHG emissions.	Negative. There has been no negative impact in the reporting period of 2025-2026.
9	Drug Safety & Quality	Opportunity	Maintaining high standards of drug safety and quality is essential for the Company, as pharmaceutical companies depend on consistent and compliant APIs for their formulations. Strong quality practices and testing specifications help ensure regulatory compliance and build long-term trust with customers. With increasing expectations across global markets, companies that consistently meet safety and quality standards are better positioned to strengthen their market presence and maintain a competitive advantage.	Not Applicable	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Employee Health & Safety	Risk	Ensuring the health, safety and well-being of employees and contract workers is essential for maintaining smooth and uninterrupted operations. Given the nature of API manufacturing, which involves handling chemicals and operating complex equipment, there are inherent workplace safety risks. Any lapse in safety practices can lead to injuries, operational disruptions and regulatory consequences. Increasing emphasis on workplace safety standards further highlights the importance of maintaining a safe and secure working environment.	The Company focuses on building a strong safety culture supported by leadership commitment and structured safety practices. It has implemented comprehensive health and safety protocols, including regular risk assessments, use of appropriate personal protective equipment (PPE), and ongoing training for employees and contract workers. The Company has also obtained ISO 45001:2018 (Occupational Health and Safety Management System) and ISO 14001:2015 (Environmental Management System) certifications, reflecting its commitment to maintaining high safety and environmental standards. Continuous monitoring and improvement initiatives help ensure a safe working environment across operations.	Negative. There has been no negative impact in the reporting period of 2025-2026.
11	Regulatory Compliance	Opportunity	Regulatory compliance is a critical requirement for API manufacturers operating in global markets. Non-compliance with standards prescribed by authorities such as the United States Food and Drug Administration, European Medicines Agency or Central Drugs Standard Control Organization can lead to serious consequences, including warning letters, import restrictions and product recalls, ultimately affecting business continuity and reputation. On the other hand, strong compliance practices enhance credibility and enable access to regulated and high-value markets.	Not Applicable	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			The Company follows a structured approach to ensure compliance across its operations. Each product undergoes multiple stages of testing and verification, starting from initial sample analysis to detailed evaluation before commercialisation. This process helps ensure alignment with regulatory requirements and reduces the risk of non-compliance. In addition, the Company adopts a proactive governance framework that includes internal audits, continuous employee training and strict adherence to Good Manufacturing Practices (GMP). It also participates in ESG assessment platforms such as EcoVadis to enhance transparency and demonstrate its commitment to maintaining global compliance and sustainability standards.		
12	Human Rights & Community Relations	Risk	Respecting human rights and maintaining positive relationships with local communities is important for the Company's manufacturing operations. Activities such as resource usage, environmental impact and local employment can influence community perception and acceptance. Any gaps in addressing human rights expectations or community concerns may lead to reputational challenges, regulatory scrutiny or disruptions to operations. For the Company, maintaining responsible practices remains essential to ensure smooth functioning and long-term business continuity.	The Company conducts its operations in a manner that aligns with applicable labour and environmental regulations, ensuring that human rights considerations are respected. It follows responsible operational practices to minimise adverse environmental and social impact. Engagement with community through CSR, helps address concerns in a timely manner. Through adherence to regulatory requirements and ethical standards, the Company aims to manage potential risks and maintain stable relationships with the communities in which it operates.	Negative There has been no negative impact in the reporting period of 2025-2026.

*Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB). This follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022. The latest standards have been accessed at https://sasb.ifrs.org/ on 22nd April, 2026 at 14:59 IST

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	The Company has made several of its policies available on its official website at: https://www.alivus.com/investors/corporate-governance/ (as detailed in the table below).								

Sr. No.	Name of policy	Link to Policy	Which Principles each policies goes into
1	Policy for Determining Material Subsidiaries	https://alivus.b-cdn.net/alivus_pdfs/investors/corporate_governance/Policy_for-Determining-Material-Subsidiaries.pdf	P1
2	Policy for Determination of Legitimate Purpose for sharing UPSI	https://alivus.b-cdn.net/alivus_pdfs/investors/corporate_governance/Policy_for_determination_of_legitimate_purpose.pdf	P1
3	Policy on Determination of Materiality for Disclosures	https://alivus.b-cdn.net/alivus_pdfs/investors/corporate_governance/Policy_on-Determination-of-Materiality-for-Disclosures_Final_Updated.pdf	P1, P4
4	Archival Policy	https://alivus.b-cdn.net/alivus_pdfs/investors/corporate_governance/Archival_Policy.pdf	P1
5	Board Diversity Policy	https://alivus.b-cdn.net/alivus_pdfs/investors/corporate_governance/Board-diversity-policy.pdf	P1
6	Dividend Distribution Policy	https://alivus.b-cdn.net/alivus_pdfs/investors/corporate_governance/Dividend-distribution-policy.pdf	P1, P3, P4
7	Nomination and Remuneration Policy	https://alivus.b-cdn.net/alivus_pdfs/investors/corporate_governance/Nomination-and-remuneration-policy.pdf	P1, P5
8	Policy for the Evaluation of the performance of the Board of Directors	https://alivus.b-cdn.net/alivus_pdfs/investors/corporate_governance/Policy%20for%20Evaluation%20of%20performance%20of%20the%20Board.pdf	P1
9	Policy on Related Party Transactions and its Materiality[1]	https://alivus.b-cdn.net/alivus_pdfs/investors/corporate_governance/LH_Revised_RPT_Alivus_22012026.pdf	P1
10	Familiarization Programme for Independent Directors	https://alivus.b-cdn.net/alivus_pdfs/investors/corporate_governance/Policy%20for%20Familiariation%20Programme%20for%20Independent%20Director.pdf	P1
11	Whistle-blower Policy	https://alivus.b-cdn.net/alivus_pdfs/investors/corporate_governance/Details%20of%20Establishment%20of%20Vigil%20Mechanism.pdf	P1, P3, P5

[1]Amended in accordance with Regulation 23 of the SEBI (LODR) Regulations 2015, as per the Third Amendment notified on 12th December 2024.

Sr. No.	Name of policy	Link to Policy	Which Principles each policies goes into
12	Code of Conduct	https://alivus.b-cdn.net/alivus_pdfs/investors/corporate_governance/Alivus_Code_of_Conduct.pdf	P1, P3, P5
13	Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information	https://alivus.b-cdn.net/alivus_pdfs/investors/corporate_governance/Code-of-practices-for-fair-disclosure.pdf	P1
14	Corporate Social responsibility (CSR) Policy	https://alivus.b-cdn.net/alivus_pdfs/investors/corporate_governance/Glenmark-Life-Sciences-CSR-Policyb.pdf	P4, P8
15	Labour Policy	Available with the company internally	P3
16	Prevention of Discrimination and Sexual Harassment Policy		P5
17	Corporate Gift Policy		P1
18	Grievance redressal Policy		P3, P5
19	Business Ethics Policy		P1
20	Employee Insurance Policy		P3
21	Supplier Code of Conduct		P2,P8
22	IT Acceptable Usage Policy		P1,P9
23	Leave, Working Hours and Holiday Policy		P3
24	Human Rights Policy		P5
25	Environment Health and Safety Policy		P2, P3, P6
26	Occupational Health and Safety Policy		P2, P3, P6
27	Sustainable Procurement Policy		P2, P6

Note: The provisions of Prevention of Insider Trading, Anti-bribery & Anti-corruption, Conflict of interest, Anti – Trust and Competition Policy are incorporated within and form an integral part of the Company's Code of Conduct.

2.	**Whether the entity has translated the policy into procedures. (Yes / No)**	Yes
3.	**Do the enlisted policies extend to your value chain partners? (Yes/No)**	Yes, certain policies, including the Environmental Health and Safety Policy, Sustainable Procurement Policy and Supplier Code of Conduct are applicable to value chain partners to ensure that their practices are consistent with the Company's ethical standards and operational expectations.
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.**	The Company's policies are aligned with the principles of the National Guidelines on Responsible Business Conduct (NGRBC). In addition, the Company has adopted and implemented several internationally recognized certifications and standards, as outlined below, which further support its commitment to responsible and sustainable business practices. 1. ISO 14001:2015 (Environmental Management System-EMS) for Ankleshwar and Dahej Unit (Principle 6) 2. ISO 45001:2018 (Occupational Health and Safety-OHS) for Ankleshwar and Dahej Unit (Principle 3) 3. Ankleshwar and Dahej Manufacturing facility certified on Good Manufacturing Practices (GMP) as defined by the National Health Surveillance Agency (ANVISA) of Brazil.

5.	**Specific commitments, goals and targets set by the entity with defined timelines, if any.**	The Company has established specific sustainability goals with defined timelines to guide its long-term environmental strategy. Key objectives for FY 2025–26 include: 1. Achieve Water Neutrality by 2027 through reduction, replenishment and implementation of water harvesting and conservation projects. 2. Adopting cleaner waste disposal methods, with a focus on co-processing and pre-processing. 3. Become Carbon Neutral by 2030 by reducing emissions via energy efficiency, renewable energy and carbon sequestration initiatives. These goals showcase the Company's commitment to embedding sustainability across its operations.
6.	**Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.**	During FY 2025–26, the Company made steady progress toward its sustainability goals. Water conservation and harvesting projects led to notable reductions in water usage, supporting the journey toward water neutrality by 2027. Efforts to lower carbon emissions through energy efficiency, process optimization and resource conservation, with renewable energy initiatives remained on track toward the 2030 carbon neutrality goal. Minor delays in some regions were addressed with corrective actions to ensure continued momentum.

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements

The Company is dedicated to upholding high standards of integrity, both professionally and financially, as well as ethical conduct in its business operations and is deeply committed to actively addressing environmental concerns beyond mere compliance, demonstrated through strong governance systems and meticulous risk management processes. This dedication includes implementing effective policies and procedures to uphold ethical principles, internal guidelines and relevant legal regulations.

Central to the Company's ethos is a respect for human rights, shaping interactions with employees, suppliers, customers and communities. The Company prioritizes creating safe and healthy workplaces while making contributions surpassing the United Nations Sustainability Goals through comprehensive CSR initiatives. Upholding high standards of integrity and ethical conduct, the Company fosters a harassment-free workplace and integrates ESG principles into daily operations to drive sustainable growth and build stakeholder confidence.

The Company embeds multiple sustainability practices across its core business and manufacturing functions to achieve these goals. It strives to maximize benefits for communities and contribute to global sustainability objectives, aiming to make a positive impact on the environment and society.

To drive business growth while ensuring continuity, the Company continues to invest significantly in new technologies for:

A) Reducing carbon footprint through cleaner energy, water and solvent recycling and reuse.

B) Backward integration and manufacturing automation.

C) Enhancing waste treatment technology for solid, liquid and gaseous waste streams.

D) Training at all levels to ensure safe operations in compliance with cGMP norms.

E) Implementing a Safety Pyramid structure with a focus on leading indicators and a strong safety management system highlighting process safety, workplace safety and industrial hygiene.

Environmental goals include achieving Water Neutrality by 2027, adopting cleaner waste disposal methods, with a focus on co-processing & pre-processing and Carbon Neutrality by 2030. Social objectives include improving access to healthcare, water conservation, holistic community development, access to education and promoting employee welfare.

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

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

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy (ies).	The overall responsibility for the implementation and monitoring of the Business Responsibility policies rests with the Company's Board of Directors. Comprising members with varied professional experience and expertise, the Board provides strategic guidance and exercises oversight on matters relating to Environmental, Social and Governance (ESG). Through its established governance framework and various Board-level committees, the Board ensures that the Company's practices remain aligned with stakeholder expectations and long-term sustainability objectives. This oversight mechanism reinforces a strong culture of transparency, ethical behaviour and responsible business conduct across the organisation.
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. In addition to the statutory committees mandated under applicable laws, the Company has voluntarily constituted a dedicated ESG Committee under the direction of the Board. This Committee is responsible for providing structured oversight on sustainability matters and supports informed decision-making on ESG priorities. It actively reviews progress against ESG initiatives and steers the effective implementation of related action plans ensuring consistency, responsibility and alignment with the Company's sustainability objectives.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was under taken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, the same is undertaken by Board of Directors									Yearly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, the same is undertaken by Board of Directors									Yearly								

11. **Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.**	**P1**	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
	Yes. The Company engaged an external agency, an eminent law firm, Dhir & Dhir Associates, to conduct an independent evaluation of the design, implementation and effectiveness of its policies. The assessment involved a comprehensive review to determine whether the policies are achieving their intended purpose. In addition, the Company follows a structured internal review mechanism under which Department Heads and Business Leaders periodically assess and update policies in line with regulatory developments and business requirements. The updated policies are subsequently placed before Senior Management or the Board for approval. Internal audits and reviews by relevant regulatory authorities also form part of this framework, strengthening oversight and supporting continuous improvement in governance practices.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

Essential Indicators

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

Segment	Total Number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	4*	The topics include- Business updates (P1 , P4) Risk Management (P1, P2, P6) Governance (P1, P3) Regulatory Updates (P1, P7) CSR updates (P4, P8) Industry and Competitive Landscape (P1, P2, P9)	100.00
Key Managerial Personnel	4	The topics include - ESG Awareness (P1, P3, P6, P9) Risk Management (P1, P2, P6) Governance (P1, P3) Regulatory Updates (P1, P7) CSR updates (P4, P8) Industry and Competitive Landscape (P1, P2, P9)	100.00
Employees other than BoD and KMPs	2**	The essential trainings include topics such as- POSH (P3, P5) and Code of Conduct (P1, P5, P7, P9) (comprising business conduct, ethical conduct, insider trading, conflict of interest, marketing integrity, data privacy, equal & inclusive workplace, and environmental stewardship).	89.12
Workers	1	All the necessary trainings provided to the workers around topics such as POSH (P3, P5), Safe work practice, Personal Protective Equipment (PPE) usage, Chemical handling, Emergency responses, (P3, P5) and Good Manufacturing Practices (GMP) Training (P2).	100.00

*During the year, the Company formally provided a comprehensive governance handbook to Board Members and KMPs as part of familiarization framework.

**The Company circulates internal guidelines on insider trading and code of conduct, clearly outlining rules of compliance.

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case*	Has an appeal been preferred? (Yes/No)
Penalty/Fine	The Directors/ KMPs have not been subjected to any thresholds of the materiality policy to pay any fines, penalties, punishments, awards, compounding fees or settlement amounts in the financial year.				
Settlement					
Compounding Fee					
Non-Monetary					
Imprisonment	The Directors/ KMPs have not been subjected to any thresholds of the materiality policy to pay any fines, penalties, punishments, awards, compounding fees or settlement amounts in the financial year.				
Punishment					

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
No appeals or revisions were filed during the reporting period.	

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.**

The Company has provided provisions of anti-corruption or anti-bribery under the Code of Conduct ("Policy"). The Policy clearly outlines the prohibition of any corrupt or unethical practices, including the giving, accepting or requesting of bribes, facilitation payments, kickbacks or any other improper benefits, whether directly or indirectly, in dealings with government authorities, business partners or other stakeholders.

The Company recognizes that corrupt practices erode ethical standards, compromise transparency and adversely impact sustainable business operations. Hence, adherence to this Policy is compulsory for all employees and any non-compliance is addressed through appropriate disciplinary measures in line with the Company's governance framework. Employees must avoid conflict of interest and ensure that all gifts, meals and entertainment remain within reasonable, customary and lawful limits. The Policy mandates the maintenance of accurate books and records to prevent the concealment of corrupt activities or artificial financial entries. Ethical concerns regarding corruption must be reported to the Compliance Officer, with guaranteed protection against retaliation under the Whistleblower Policy.

The Company has also established policies on Business Ethics and Corporate Gift, available with the company, to promote integrity, discipline and ethical conduct across all levels. The Business Ethics policy is aimed at ensuring acceptable standards of behaviour and classifying different types of misconduct, while the Corporate Gift Policy sets guidelines on acceptance of gifts and prohibiting exchange of monetary or high-value items.

Together, these policies reinforce the Company's commitment to ethical business practices and accountability.

The Code of Conduct policy can be accessed on the website of the Company:

https://alivus.b-cdn.net/alivus_pdfs/investors/corporate_governance/Alivus_Code_of_Conduct.pdf

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

	FY 2025-26	FY 2024-25
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	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	Nil		Nil	
Number of complaints received in relation to issues of conflict of interest of the KMPs				

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

No cases relating to corruption or conflicts of interest were reported during the reporting period. The Company remains committed to proactively addressing any such matters should they arise in the future. In such instances, appropriate actions would be undertaken in line with the Company's Code of Conduct available on the website at : https://alivus.b-cdn.net/alivus_pdfs/investors/corporate_governance/Alivus_Code_of_Conduct.pdf, that provides provision of conflict of interest, which is available with the Company internally, providing a structured framework for identifying, disclosing and managing potential or actual conflicts.

8. **Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:** [2]

	FY 2025-26	FY 2024-25
Number of days of accounts payables	92	98

9. **Openness 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:[3]

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from Trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases and made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	Nil	Nil
	b. Number of dealers/distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	Nil	Nil
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties/Total Sales)	0.02	34.80
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties/ Total Investments made)	Nil	Nil

Note: The Company follows a business-to-business (B2B) operating model and is primarily engaged in the manufacturing of active pharmaceutical ingredients (APIs). It does not operate through trading intermediaries, nor does it maintain any dealer or distributor network.

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

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

Leadership Indicators

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

Total number of awareness programmes held	Topic/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) that were assessed
The Company is in the process of evaluating the introduction of structured awareness programmes for its value chain partners. The Company continues to adhere to the established procedures and audit mechanisms under its Alternate Vendor Development (AVD) framework. This framework provides a systematic approach for the assessment, selection, onboarding and periodic review of vendors and alternate suppliers, thereby ensuring consistency with the Company's operational standards, as well as promoting transparency and accountability across the value chain.		

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

Yes, the Company has formal mechanisms in place to identify and manage conflicts of interest involving members of the Board. In such instances, appropriate actions shall be undertaken in line with the Company's Code of Conduct available at the website at : https://alivus.b-cdn.net/alivus_pdfs/investors/corporate_governance/Alivus_Code_of_Conduct.pdf, that provides provision of conflict of interest, which is available with the Company internally, providing a structured framework for identifying, disclosing and managing potential or actual conflicts. Further, regular training and awareness sessions are conducted to familiarise employees and senior management with the principles of conflict of interest, enabling timely identification, disclosure and handling of any such situations.

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:

	2025-26	2024-25	Details of Improvements in environmental and social impacts
R&D	9.60	9.00	Effective environmental R&D is strategically integrated into corporate objectives, enabling a transition from conventional end-of-pipe treatments to proactive and sustainable clean manufacturing practices, while supporting long-term environmental and operational excellence. Investments have been directed not only toward new product development but also toward enhancing process sustainability through initiatives such as evaluating lower energy consumption alternatives in manufacturing, reducing effluent generation, minimizing solvent usage and optimizing cycle times for energy savings. In addition, increased focus on green technologies has contributed to improved resource efficiency by reducing energy consumption and raw material usage, while also supporting long-term operational cost savings and environmental performance improvements.
Capex	5 .20	7.00	Investments in advanced and proprietary environmental technologies are being undertaken to improve the environmental and social impacts of products and processes. The R&D team is actively developing innovative technologies for early-stage intermediates/ APIs and challenging batch processes through process intensification and flow chemistry solutions such as PFR, CSTR, fixed bed reactors, extruders and photochemical reactors. These initiatives support safer process scale-up at higher capacities, while also contributing to effluent reduction, improved energy efficiency and enhanced operational sustainability.

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

Yes, the Company has established processes for sustainable sourcing through its Alternate Vendor Development (AVD) programme, which integrates ethical, environmental and sustainability considerations into procurement activities across the value chain. This programme ensures that sourcing decisions are guided not only by commercial requirements but also by responsible and sustainable procurement principles.

The AVD framework sets out a well-defined methodology for vendor identification, assessment, onboarding and monitoring. Vendors and alternate suppliers are evaluated based on multiple parameters, including Return On Sales (ROS), Cost competitiveness, Delivery Timelines, Product Quality, Regulatory and GMP Compliance, Facility Establishment Identifier and Data Universal Numbering System registrations, effectiveness of Quality Management Systems (QMS) and available manufacturing capacity.

In addition, approvals from the Regulatory Affairs (RA) and Intellectual Property (IP) functions are obtained through the review of Chemistry, Manufacturing and Controls (CMC) documentation and any observations are addressed prior to final selection. Periodic vendor audits are undertaken to ensure ongoing compliance with the Company's standards.

Currently, the Company is assessing third-party vendors, taking into account that its manufacturing facility is approved by the United States Food and Drug Administration (USFDA) and subject to routine regulatory inspections. Accordingly, prospective vendors are required to comply with Good Manufacturing Practices (GMP) and relevant environmental norms. The vendor under evaluation has been inspected by the USFDA over the past three years and has consistently demonstrated regulatory compliance.

The Company has also established a Sustainable Procurement Policy that integrates ESG criteria into purchasing decisions alongside traditional factors like price and quality. The Policy outlines procedures for evaluating supplier environmental performance, conducting audits and incorporating sustainability requirements into formal contracts. Further, the Supplier Code of Conduct mandates that suppliers acknowledge and comply with these standards as a contractual obligation.

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

Yes, the Company has established procedures for sustainable sourcing of input materials and continues to strengthen its responsible procurement practices. During the year, the Company undertook an assessment of 10 key suppliers as part of this approach, however, the percentage of inputs sourced sustainably is currently being evaluated and will be quantified in a phased manner going forward.

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

The Company functions under a business-to-business (B2B) model, wherein its products are supplied exclusively to other manufacturers for use as intermediate inputs in the production of finished pharmaceutical formulations. These finished products are subsequently distributed and managed by entities in the market. Accordingly, the processes for end-of-life collection, reuse, recycling or disposal of final products are not directly applicable to the Company's operations, as the Company does not have direct engagement with end consumers or control over post-consumption product management.

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, Extended Producer Responsibility (EPR) is applicable to the Company's operations. The Company is duly registered under the EPR framework in both the Brand Owner and Importer categories. The Company has fulfilled its EPR obligations and achieved the prescribed targets for FY 2024–25 and FY 2025–26. The waste collection and compliance activities are aligned with the EPR plans submitted to the relevant Pollution Control Boards.

Leadership Indicators

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

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.
21001	Azelaic Acid	3.00	Cradle to gate	Yes	No

Note: Goldfinch Engineering System Pvt. Ltd. has conducted the LCA of the product, for the Company, in the financial year.

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
	Nil	

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):**

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Fresh Solvent	68.00	72.00
Recovered Solvent	32.00	28.00

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

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

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0.00	258.00	183.00	0.00	273.20	328.80
E-waste	0.00	0.00	0.00	0.00	0.00	0.00
Hazardous Waste	0.00	0.00	0.00	0.00	0.00	0.00
Other waste	0.00	0.00	0.00	0.00	0.00	0.00

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

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

Indicate product category	Reclaimed products and their packaging materials (as percentage of products sold) for each product category
The Company has not undertaken an assessment of reclaimed products and packaging materials for the reporting period, the required data is presently not available.	

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

Essential Indicators

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

% of employees covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits*		Paternity Benefits*		Day Care facilities**	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	2104	2104	100.00	2104	100.00	0	0.00	2104	100.00	0	0.00
Female	168	168	100.00	168	100.00	168	100.00	0	0.00	168	100.00
Total	2272	2272	100.00	2272	100.00	168	100.00	2104	100.00	168	7.39
Other than Permanent Employees											
Male	7	7	100.00	7	100.00	0	0.00	0	0.00	0	0.00
Female	5	5	100.00	5	100.00	5	100.00	0	0.00	5	100.00
Total	12	12	100.00	12	100.00	5	100.00	0	0.00	5	41.67

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

** The Company provides crèche facilities to all female employees as per the Maternity Benefit Act after Act, 1961, Rules and amendments made thereafter.

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

% of workers covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits*		Paternity Benefits		Day Care facilities**	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	No permanent workers identified for the Company										
Female											
Total											
Other than Permanent Workers											
Male	1640	1074	65.49	1640	100.00	0	0.00	0	0.00	0	0.00
Female	26	14	53.85	26	100.00	26	100.00	0	0.00	26	100.00
Total*	1666	1088	65.31	1666	100.00	26	100.00	0	0.00	26	1.56

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

** The Company provides crèche facilities to all female other than permanent workers as per the Maternity Benefit Act, 1961, Rules and amendments made thereafter.

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:[4]

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	0.35	0.29

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

2. Details of retirement benefits, for Current 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	100.00	100.00	Yes	100.00	100.00	Yes
Gratuity	100.00	100.00	NA	100.00	100.00	NA
ESI	2.00	74.00	Yes	4.00	76.00	Yes

3. Accessibility of workplaces

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

Yes, the Company has established appropriate infrastructure to ensure accessibility for employees and workers with disabilities in line with the requirements of the Rights of Persons with Disabilities Act, 2016. The facilities include accessible entrances, push/lever type wash basins and adequately illuminated corridors to support ease of movement and workplace comfort. The Company is committed to fostering an inclusive workplace and upholds its responsibilities as an equal opportunity employer. Continuous efforts are undertaken to strengthen both physical and digital accessibility, including ensuring that communication channels, documentation and information technology systems adhere to recognised accessibility standards. Wherever practicable, the Company prioritises the adoption of accessible technologies to support the diverse needs of employees and prospective candidates.

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.

The Company is an equal opportunity employer, committed to fostering diversity, inclusion, fairness and dignity in the workplace, both within its employee workforce and leadership as provided in its Code of Conduct available at: https://alivus.b-cdn.net/alivus_pdfs/investors/corporate_governance/Alivus_Code_of_Conduct.pdf. The Company strives to provide a healthy, fair and just work environment where all employees are treated with respect and are given equal opportunities without discrimination. It strictly prohibits discrimination in hiring, promotion and other employment-related processes. Managers are responsible for ensuring compliance with the Company's Equal Employment, Anti-Discrimination and Anti-Harassment policies. The Grievance Redressal Policy, available with the Company, further reinforces this commitment by providing all permanent employees with a structured mechanism to raise concerns related to unfair treatment, workplace conditions, supervision, disciplinary actions, safety, facilities, reimbursements and other employment matters. Employees who feel they have been treated unfairly have the right to seek redressal through the prescribed grievance process without fear of retaliation. Although, a standalone policy has not been formulated, the Company is committed to the principles and shall do so in the future.

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100.00	100.00	N.A	N.A
Female	100.00	100.00	N.A	N.A
Total	100.00	100.00	N.A	N.A

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	None (No permanent workers)
Other than Permanent Workers	Yes, the Company has instituted grievance redressal mechanisms across all its units and operational locations to enable employees and workers, including those other than permanent staff, to raise concerns in a transparent and accessible manner. At each site, relevant information is prominently displayed, including the name and contact details of the designated HR representative. Workers may submit their grievances through written communication or by directly approaching the HR team, ensuring a secure and confidential process for lodging and addressing concerns. The Company also conducts open house sessions regularly.
Permanent Employees	Yes, the Company has put in place multiple formal and informal platforms to encourage open dialogue, strengthen employee engagement and promote a safe and inclusive workplace for permanent employees. These mechanisms include initiatives such as Leadership Connect, safety review forums, grievance drop boxes, Town Hall meetings, Tête-à-Tea (interactive sessions with the leadership team) and the Continuous Listening Officer tool (AMBER – AI-based platform). The Grievance Redressal Policy is also available with the Company for its permanent employees. Collectively, these channels enable employees to raise concerns, share feedback and ensure that issues are acknowledged and addressed in a timely and structured manner.
Other than Permanent Employees	Yes, the Company has implemented grievance redressal mechanisms across all its units and locations for employees other than permanent staff, enabling them to raise concerns in an open and accessible manner. At each site, relevant details of the designated HR representative, including contact information, are prominently displayed. Individuals may submit written grievances or directly approach the HR team, ensuring the availability of a secure, confidential and effective channel for addressing workplace concerns. The Company also conducts open house sessions regularly.

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

<table>
<tr><th rowspan="2">Category</th><th colspan="3">FY 2025-26</th><th colspan="3">FY 2024-25</th></tr>
<tr><th>Total employees / workers in respective category (A)</th><th>No. of employees/ workers in respective category, who are part of association(s) or Union (B)</th><th>% (B / A)</th><th>Total employees / workers in respective category (C)</th><th>No. of employees/ workers in respective category, who are part of association(s) or Union (D)</th><th>% (D / C)</th></tr>
<tr><td>Total Permanent Employees</td><td colspan="6" rowspan="6">At present, none of the Company's employees or workers are members of any employee associations or recognised trade unions. However, the Company fully acknowledges and supports the right of employees to form, join and participate in associations of their choice, in accordance with applicable labour laws. The Company ensures that such rights may be exercised freely, without any form of discrimination, coercion or retaliation. It also facilitates appropriate access for employee representatives to engage with their members, as outlined in the Company's labour policies.</td></tr>
<tr><td>Male</td></tr>
<tr><td>Female</td></tr>
<tr><td>Total Permanent Worker</td></tr>
<tr><td>Male</td></tr>
<tr><td>Female</td></tr>
</table>

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

	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	2111	2111	100.00	1878	88.96	2052	2052	100.00	2052	100.00
Female	173	173	100.00	141	81.50	168	168	100.00	168	100.00
Total	2284	2284	100.00	2019	88.39	2220	2220	100.00	2220	100.00
Workers										
Male	1640	1640	100.00	1640	100.00	1693	1693	100.00	1693	100.00
Female	26	26	100.00	26	100.00	23	23	100.00	23	100.00
Total	1666	1666	100.00	1666	100.00	1716	1716	100.00	1716	100.00

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	2111	1826	86.50	2052	1688	82.26
Female	173	152	87.86	168	139	82.74
Total	2284	1978	86.60	2220	1827	82.30
Workers						
Male	1640	0	0.00	1693	0	0.00
Female	26	0	0.00	23	0	0.00
Total	1666	0	0.00	1716	0	0.00

Note: Formal performance and career development reviews are not conducted for workers due to the nature of their roles, which are monitored through ongoing supervisory oversight rather than structured evaluation processes.

10. **Health and safety management system:**

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

Yes, the Company has established an Occupational Health and Safety Management System aligned with the requirements of ISO 45001. The system is designed to promote a safe and healthy work environment and applies to all employees and workers across the Company's operational locations.

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

The Company has put in place a comprehensive framework for the systematic identification of work-related hazards and assessment of risks arising from both routine and non-routine activities. For regular operations, Hazard Identification and Risk Assessment (HIRA) studies are undertaken to proactively evaluate and control potential safety risks. For non-routine or specialised tasks, the Company adopts structured processes such as Job Safety Analysis (JSA) supported by a formal permit-to-work system. In addition, detailed Hazard and Operability (HAZOP) studies are conducted for process-related activities to identify operational risks and implement appropriate preventive and control measures. Together, these practices ensure that all activities are managed with a strong focus on health and safety and promote a proactive risk management culture across the organisation.

c. **Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)**

Yes, the Company has established both digital and offline mechanisms that enable workers to report work-related hazards in a timely and effective manner. These reporting channels provide accessible and transparent avenues for raising safety concerns and facilitate prompt action and monitoring of corrective measures to ensure a safe working environment.

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

Yes, Employees and workers have access to comprehensive non-occupational medical and healthcare services. The organization's wellness program includes free doctor consultations, regular health screenings, mental health support and fitness initiatives. In addition, ESIC and health insurance coverage is provided to employees and their families for non-occupational illnesses.

Accident insurance is also in place to cover all types of accidents, irrespective of whether they are work-related. In cases of life-threatening non-occupational illnesses, additional financial and medical support may be extended by management, subject to approval. Furthermore, a factory medical officer is available to provide medical consultations to employees as needed.

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**	2.01	0.00
	Workers	1.70	0.00
Total recordable work-related injuries	**Employees**	9	7
	Workers	12	15
No. of fatalities	**Employees**	1	0
	Workers	1	0
High consequence work-related injury or ill-health (excluding fatalities)	**Employees**	0	0
	Workers	0	0

* Including in the contract workforce

Note - During FY 2025–26, at the Ankleshwar plant, a total of 9 individuals were injured, comprising 5 employees and 4 workers. At the Dahej plant, 3 individuals were injured, comprising 1 employee and 2 workers. No injuries were recorded at the Mohol plant during the year. The Company remains committed to strengthening its safety practices, enhancing training and reinforcing preventive measures to ensure a safer workplace across all its locations.

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

The Company has implemented a comprehensive Environment, Health and Safety (EHS) Management System to promote a safe and healthy working environment for all employees and workers. As part of this framework, induction and orientation programmes are conducted for new employees to familiarize them with workplace safety practices and protocols. In addition, a structured audit mechanism has been established to carry out periodic internal and external assessments of EHS performance. The Company operates in line with its Environment, Health and Safety Policy, which emphasizes compliance with applicable statutory requirements and encourages continuous improvement in safety standards through proactive risk management and employee engagement.

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:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.00
Working Conditions	100.00

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

The Company undertakes timely and proactive corrective actions to address safety-related incidents and key risks identified through periodic assessments of workplace health and safety practices. Based on these evaluations, specific operational improvements have been implemented to mitigate identified hazards. These measures include the introduction of reverse charging systems for products to reduce manual handling risks, as well as the adoption of conductive hose pipes for solvent charging to minimize the risk of static electricity and enhance overall process safety.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Yes/No) (B) Workers (Yes/No)

Employees: Yes

The Company provides a range of insurance and welfare benefits to employees, including Group Mediclaim Insurance, Group Personal Accident Insurance and a Voluntary Parental Insurance scheme. These benefits offer comprehensive health and accident coverage for employees and their families. Medical insurance is extended to employees and their immediate dependents, along with accident and term insurance coverage linked to the employee grade and role. A parental mediclaim option is also available on a no-profit, no-loss basis.

Workers: Yes

Workers are covered under statutory social security mechanisms, including the Employees' State Insurance Corporation (ESIC) scheme or the provisions of the Workmen's Compensation Act, 1923 as applicable.

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

The Company has established measures to ensure compliance with statutory obligations by its value chain partners. This includes verifying the deduction of Provident Fund (PF) and Employees' State Insurance Corporation (ESIC) contributions, along with the maintenance of muster roll registers as supporting records. Formal agreements are executed with all value chain partners, clearly defining their responsibilities with respect to statutory compliance. Periodic reviews and checks are undertaken to monitor the timely deduction and remittance of statutory dues, thereby ensuring adherence to applicable labour laws.

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

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

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

Currently, the Company does not have a dedicated transition assistance programme for managing career endings due to retirement or employment termination. Nevertheless, the Company remains open to assessing the need for such initiatives in the future and is committed to establishing structured processes to enhance employee support, operational efficiency and governance standards.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100.00
Working Conditions	100.00

Note: The evaluation of value chain partners, including manufacturers and suppliers, is carried out internally by the Plant Quality Assurance teams and is embedded within the Company's Procurement Standard Operating Procedures (SOPs). Compliance is ensured through adherence to the structured processes and guidelines specified in the Alternate Vendor Development (AVD) framework. Additionally, 10 critical suppliers were also assessed for the above parameters.

Under the Supplier Code of Conduct, the Company reserves the right to conduct ESG assessments and audits to verify that suppliers provide safe and healthy working environments. Suppliers are assessed on their compliance with occupational health laws, hazard identification and the provision of personal protective equipment. Additionally, the Sustainable Procurement Policy includes targets for conducting audits of supplier social responsibility practices, specifically focusing on safe working conditions.

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

The Company follows the structured procedures and guidelines defined in its Alternate Vendor Development (AVD) framework to manage health and safety risks across the value chain. When assessments identify potential concerns, targeted audits are conducted and appropriate corrective measures are implemented to ensure compliance and mitigate identified risks.

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.

The Company follows a structured approach to identify its key stakeholder groups. Stakeholders are defined as any individual or entity that:

(i) Holds legal, financial, or social interests in the Company,

(ii) Influences or contributes to the Company's business direction and operations, or

(iii) Adds value to, or forms an integral part of, the Company's business value chain.

This inclusive methodology ensures recognition of the diverse groups that affect or are affected by the Company's activities. Key stakeholders include employees, customers, suppliers, investors, shareholders, regulatory bodies and communities surrounding operational sites. The Company engages with these stakeholders through regular communication and collaboration to foster transparent and mutually beneficial relationships.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Emails, SMSs, Website, Meetings	Daily	The Company maintains structured engagement with its customers through a dedicated Customer Experience (CX) team, which analyses customer inquiries, feedback and service performance data to drive ongoing improvements. Insights from these analysis are shared across relevant functions to enhance service delivery and operational efficiency. To ensure consistent and streamlined communication, a regional Single Point of Contact (SPOC) system has been established, providing tailored and responsive support. Operating as a B2B organisation, the Company primarily interacts with business customers rather than end consumers, focusing on delivering customised solutions and maintaining high-quality service standards.
Employees	No	Emails, SMSs, Website, Intranet, Pamphlets, Meetings, Leadership Meets, Town Halls, Employee Feedback, AI Tool specialised for Employee Feedback, Grievance Mechanisms	Frequent and as and when required	The Company leverages the AMBER AI platform, overseen by the Head of HR, to collect employee feedback on topics such as human rights, workplace safety, comfort, purpose and process improvements. This system fosters transparent communication across all levels of the organisation. Feedback gathered through AMBER is reviewed by Senior Management to identify concerns and implement corrective actions. Specific issues are addressed through designated committees, including the Safety Committee for workplace health and safety and the ICC Committee for matters under the POSH framework. In addition, the Management engages with employees through open houses, skip-level meetings and leadership connect sessions.

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
				A formal grievance redressal mechanism and policy is also in place, allowing employees to raise queries or concerns. Management ensures that such matters, whether related to Human Rights, Working Conditions, Safety or Ethics, are addressed within defined timelines, reinforcing a safe, ethical and inclusive workplace culture.
Suppliers	No	Emails, SMSs, Website, Meetings	Daily	The Company interacts with its suppliers through well-defined processes established in the Alternate Vendor Development (AVD) framework and the Supplier Code of Conduct, ensuring adherence to ethical, regulatory and operational standards. Supplier evaluation and onboarding are conducted through SOP-based assessments, with mandatory compliance to Good Manufacturing Practices (GMP) as well as environmental, safety and human rights requirements.
Investors	No	Emails, Website, SMSs, Virtual and Physical Meetings, Conferences, Press Releases, Annual Reports, Presentation, News Paper Publications, Quarterly Earnings Calls.	As per statutory requirements, as well as, as and when required	The Company engages with its investors to promote transparent and effective communication on critical operational and financial matters. This engagement includes discussions on business performance, stock exchange disclosures, approval of financial statements, dividend declarations and payouts, as well as investor presentations. The process is designed to ensure that investor queries and concerns are addressed promptly and with clarity, fostering informed decision-making and trust.
Communities around our plants including school going children, village youths and family belonging to underprivileged section	Yes	Physical meetings and visits	Frequent and as and when required	The Company actively engages with communities to support inclusive growth and long-term well-being through initiatives in healthcare, education, skill development, sustainable livelihoods and environmental conservation. It also contributes to disaster relief efforts and undertakes interventions based on specific community needs. By addressing essential healthcare requirements, improving access to quality education and promoting sustainable practices, the Company aims to empower underrepresented groups while preserving the natural resources. These initiatives reflect a strong commitment to social responsibility and collective progress. Community programs are designed in alignment with broader developmental objectives to generate meaningful and lasting impact.

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	No	Emails, Website, SMSs, Virtual and Physical Meetings, Conferences, Press Releases, Annual Reports, Presentation, News Paper Publications	As per statutory requirements, as well as, as and when required	The Company engages with its shareholders to facilitate transparent communication and encourage active participation in important corporate matters. These engagements cover topics such as business operations, stock exchange disclosures, approval of financial statements, dividend declarations and payouts, investor presentations and reports like the Conservation of Energy Report. Concerns and queries raised by shareholders are addressed through structured communication channels, ensuring clarity, trust and adherence to regulatory requirements.

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.**

   Although ESG factors are embedded in the Company's day-to-day operations, a dedicated formal process for stakeholder consultation on ESG topics has not yet been established. Nevertheless, business and functional leaders routinely engage with relevant stakeholders as part of their operational responsibilities. Feedback and insights obtained from these interactions are consolidated and communicated to the Board of Directors during quarterly meetings, ensuring that stakeholder perspectives inform strategic discussions and decision-making on economic, environmental and social 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, the Company leverages stakeholder consultations to identify and manage key environmental and social priorities. Feedback from community members, local authorities and other stakeholders has been instrumental in shaping several major initiatives. The Company has done this actively through need assessment studies, baseline assessment as well as impact assessment studies.

   For example, Project Sampurna was developed based on community input highlighting the need for enhanced maternal and child healthcare. This program supports ASHA workers, strengthens Primary Health Centres and addresses gaps in nutrition and immunization. With further inputs from the community, Project Sampurna has been extended to cover a larger community through health camps and screenings and preventive care for critical ailments such as cancer as well as eye check ups. The project has also expanded through setting up of Mobile Health Units.

   Similarly, Project ViGyasa was initiated to foster scientific thinking among school children, following consultations with educational institutions and public trusts. Base line need assessment was conducted prior to initiating the project and end line was conducted for progress of the project and with specific inputs from the community. The project was extended further to incorporate Mobile Labs/Schools and build Smart classroom infrastructure.

   On the environmental front, discussions with farming communities and local bodies guided the implementation of large-scale tree plantations, creation of water structures and maintenance of solar-powered drip irrigation systems to address concerns of carbon sequestration, water conservation and energy efficiency. These engagements ensure that the Company's sustainability efforts are aligned with community needs and create meaningful impact on the ground.

   For the Community Development, the Company supports local community initiatives focusing on Sustainable livelihood generation, Skill Development for specific skill sets to generate employment of the local youth, Integrated rural/village/slum development, supporting farm and non-farm families for economic activity and creating an ecosystem for multiple livelihood opportunities and employment enhancing vocational skills. The Company also extends support for research and development, need based intervention in the areas of healthcare and education. All these are done in consultation with our plants and the local collectors and most importantly in accordance to the community needs.

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

The Company engages proactively with vulnerable and marginalized stakeholder groups through focused community development programmes in the areas of healthcare, education and environmental sustainability. For each local initiative, a baseline needs assessment is conducted to identify priority concerns, followed by an end-line evaluation to measure outcomes and impact.

Under Project Sampurna, the Company addresses health requirements of adolescent girls, pregnant and postnatal women, and children under five by improving access to primary healthcare, nutrition support, immunization awareness, and diagnostic services. In the education sector, Project ViGyasa fosters scientific curiosity among students in government schools by establishing science laboratories and providing specialised teacher training to enhance learning outcomes.

From an environmental perspective, the Company supports sustainability and climate resilience through initiatives such as large-scale tree plantations, energy-efficient practices and solar-powered interventions. The Solar initiative, for instance, aids rural farming communities by promoting renewable energy adoption and water-efficient drip irrigation systems.

These programs are guided by stakeholder consultations to ensure that local priorities are accurately addressed, enabling the Company to provide meaningful support and inclusive benefits to underserved and marginalized communities.

PRINCIPLE 5: Businesses should respect and promote human rights

Essentials Indicators

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

Category	FY 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	2272	1883	82.88	2203	2203	100.00
Other than permanent	12	12	100.00	17	17	100.00
Total Employees	2284	1895	82.97	2220	2220	100.00
Workers						
Permanent	0	0	0.00	0	0	0.00
Other than permanent	1666	1666	100.00	1716	1716	100.00
Total Workers	1666	1666	100.00	1716	1716	100.00

Note: Necessary trainings on human rights are provided under the Code of Conduct module for employees. For workers, human rights related discussion is covered in their onboarding module.

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	2272	0	0.00	2272	100.00	2203	0	0.00	2203	100.00
Male	2104	0	0.00	2104	100.00	2040	0	0.00	2040	100.00
Female	168	0	0.00	168	100.00	163	0	0.00	163	100.00
Other than Permanent	12	0	0.00	12	100.00	17	0	0.00	17	100.00
Male	7	0	0.00	7	100.00	12	0	0.00	12	100.00
Female	5	0	0.00	5	100.00	5	0	0.00	5	100.00
Workers										
Permanent	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Male	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Other than Permanent	1666	202	12.12	1464	87.88	1716	237	13.81	1479	86.19
Male	1640	176	10.73	1464	89.27	1693	215	12.70	1478	87.30
Female	26	26	100.00	0	0.00	23	22	95.65	1	4.35

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

a. **Median remuneration/wages:**

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category (INR)	Number	Median remuneration/ Salary/ Wages of respective category (INR)
Board of Directors (BoD)*	5	15,00,000	1	13,00,000
Key Managerial Personnel**	4	3,30,34,247	0	-
Employees other than BoD and KMP	2107	5,94,509	173	5,98,883
Workers	1640	2,03,751	26	2,03,751

*Excluding Non-Executive Director who has not received any remuneration/Sitting fees during FY 2025-26.

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

b. **Gross wages paid to females as % of total wages paid by the entity, in the following format:[5]**

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	7.18	7.17

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, the Company has established a structured framework to address human rights-related concerns. Key mechanisms include the dedicated Safety Committee, the AI-enabled feedback platform AMBER, Town Hall meetings and Leadership Connect sessions, which collectively ensure timely identification and resolution of grievances. The Site HR Lead, Corporate HR Head and relevant committees serve as focal points for managing human rights issues. Through these channels, the Company promotes open dialogue and fosters a safe, inclusive and respectful workplace, reinforcing its commitment to protecting human dignity and valuing the perspectives of all employees.

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

The Company integrates the principles of human rights, as outlined in the United Nations Global Compact (UNGC), into its organizational culture and operational practices. Its approach is grounded in a strong governance, strict legal compliance and a commitment to ethical workplace standards, including timely payment of salaries, equal opportunities without discrimination and fostering a respectful and inclusive environment. To support this, the Company has established formal mechanisms for addressing human rights-related grievances. Employees can report concerns to the Human Resources department, where they are carefully reviewed and resolved in line with internal policies and applicable laws. The outcome and closure of each grievance are communicated to the concerned individual, ensuring transparency and accountability. In addition, the Company's Plants maintain a Quality Assurance team and use an Environment, Health and Safety checklist, which forms part of the Procurement SOP for value chain partners, including manufacturers and suppliers, to ensure compliance with human rights standards throughout the supply chain. The Supplier Code of Conduct also requires value chain partners to report any unethical practices involving the Company through established, Company's whistle-blower channels.

[5]The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	No complaints related to the specified categories were reported by employees or workers during the previous or current financial year.					
Discrimination at Workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human Rights related issues						

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	No complaints under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, were filed during the previous or current financial year.	
Complaints on POSH as a % of female employees / workers		
Complaints on POSH upheld		

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

The Company is committed to preventing any adverse consequences for complainants in cases of discrimination or harassment. This commitment is reinforced through a comprehensive approach that includes the implementation of the Prevention of Discrimination and Sexual Harassment Policy available with the Company. The Policy establishes a zero-tolerance approach towards discrimination and sexual harassment, defines prohibited conduct and extends protection to all employees irrespective of gender. It provides a structured redressal mechanism through the constitution of an Internal Committee, present at each site, detailing the procedures for filing complaints, conducting fair and time-bound inquiries and ensuring confidentiality and natural justice. The Company also conducts regular sensitization sessions, targeted training programs and continuous awareness initiatives to promote a respectful workplace culture. The provisions of POSH are also highlighted in the Code of Conduct available at: https://alivus.b-cdn.net/alivus_pdfs/investors/corporate_governance/Alivus_Code_of_Conduct.pdf.

9. **Do human rights requirements form part of your business agreements and contracts?**

The Company is currently reviewing and updating its standard agreement templates to incorporate provisions related to human rights, demonstrating its commitment to ethical business practices and alignment with global human rights principles.

Even in cases where standard agreements are not used, the Company ensures consistency by including relevant human rights clauses in all contracts. The vendor approval process follows structured procedures, incorporating a detailed human rights compliance checklist. Once a vendor meets these requirements, a formal Agreement is executed to ensure adherence to the Company's standards and expectations.

10. Assessments for the year:

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	**33.00**
Forced/involuntary labour	**33.00**
Sexual Harassment	**33.00**
Discrimination at workplace	**0.00**
Wages	**33.00**

Note: At Ankleshwar and Dahej Plants, inspections are conducted by the Government Labour Officer (GLO) as well as external authorities. Factory inspections are also carried out by the Directorate of Industrial Safety and Health (DISH), a government regulatory body, to ensure compliance with statutory safety standards.

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

No corrective actions were required, as no complaints or issues were identified during the audits conducted.

Leadership Indicators

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

The Company follows a comprehensive approach to managing human rights grievances, emphasizing accessibility, transparency and prompt resolution. Employees can raise concerns through multiple channels, including direct communication and digital platforms. Human rights principles are integrated into internal policies and Standard Operating Procedures (SOPs). The publicly available Code of Conduct accessible at: https://alivus.b-cdn.net/alivus_pdfs/investors/corporate_governance/Alivus_Code_of_Conduct.pdf, provides clear guidance that all employees are expected to follow. It has established several policies to ensure effective handling of human rights issues, such as the Grievance Redressal Policy and Human Rights Policy is aimed at preventing discrimination and sexual harassment. The Labour policy emphasizes fair wages and outlines standards related to forced labour and working hours.

Furthermore, the vendor approval process includes an evaluation of human rights practices, ensuring that the Company engages with partners who uphold similar ethical and human rights standards. Through these measures, the Company strives to address any human rights concerns in a prompt, ethical manner, adhering to statutory timelines.

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

The Company is committed to being an equal opportunity employer and fostering a diverse, inclusive and respectful workplace. Human rights principles are a core part of the Company's values and are integrated across all aspects of operations. A dedicated Human Rights Policy, available with the Company, guides these efforts.

This framework emphasizes the prohibition of forced or child labour, the protection of freedom of association and collective bargaining rights and the assurance of fair and equitable remuneration for all employees. While formal human rights due diligence is not currently conducted, these principles are embedded in the Company's policies, procedures and daily operations to uphold ethical standards throughout the Company.

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?

The Company is committed to providing an inclusive and accessible environment for all visitors, including those with disabilities. The Company has implemented comprehensive infrastructure measures to ensure that everyone can navigate its premises safely and independently.

The buildings are equipped with accessible entry points suitable for wheelchairs and other mobility aids. Inside the facilities, user-friendly features such as push- or lever-operated washbasins have been installed and corridors are well-lit and uniformly illuminated to facilitate safe and comfortable movement throughout the workplace, in compliance with the Rights of Persons with Disabilities Act, 2016.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100.00
Discrimination at Workplace	100.00
Child Labour	100.00
Forced Labour / Involuntary Labour	100.00
Wages	100.00

Note: The assessment of value chain partners including our manufacturers and suppliers is maintained by all Plant Quality Assurance teams conducted internally and forms an integral part of the Procurement SOP. The Company ensures compliance by following the established procedures and steps outlined in our AVD document. This requirement is also addressed within the Supplier qualification SOP and under the Supplier Code of Conduct, which mandates that all suppliers fully comply with the outlined guidelines. Additionally, 10 critical suppliers were assessed for the above parameters.

The Supplier Code of Conduct prohibits all forms of harassment, discrimination, child labour, and forced labour while requiring the payment of at least statutory minimum wages. Compliance is monitored through ESG assessments, audits and the required submission of documentation or certifications. Additionally, the Sustainable Procurement Policy sets a target to reduce child labour incidents and ensure suppliers implement living wage practices.

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

No material risks or concerns were identified through the assessments referred to above.

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:**[6]

Parameter	FY 2025-26 (In Gigajoules)	FY 2024-25 (In Gigajoules)
From renewable sources		
Total electricity consumption (A)	42,044.25	36,672.91
Total fuel consumption (B)*	32,836.03	2,06,569.59
Energy consumption through ** other sources (C) – Steam Purchased and Bio briquette	4,38,373.44	70,409.72
Total Energy consumption from renewable sources (A+B+C)	5,13,253.72	3,13,652.22
From non-renewable sources		
Total electricity consumption (D)	2,63,214.93	2,53,501.44
Total fuel consumption (E)	22,804.83	72,289.24
Energy consumption through		
other sources (F) – Steam Purchased from Coal	27,909.09	1,52,636.49
Total Energy consumption from non-renewable sources (D+E+F)	3,13,928.85	4,78,427.18
Total energy consumed (A+B+C+D+E+F)	8,27,182.57	7,92,079.40
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from Operations)- GJ/Rupee	0.000032	0.000033
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)- GJ/USD[7]	0.00066	0.00069
Energy intensity in terms of physical output- GJ/MT[8]	886.58	1,000.10
Energy intensity (optional) -GJ/Employee	362.16	356.79

*During the current year, the observed reduction in fuel consumption is attributable to the procurement of steam from a third-party supplier.

**At the Ankleshwar plant, the quantity of steam generated from coal has decreased, with a corresponding increase in steam generation from bio-briquettes as a substitute source.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency-

Independent assurance has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations by BSI Group.

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? (Yes/No) 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**

The Company's facilities do not fall under the scope of the Government of India's Perform, Achieve and Trade (PAT) Scheme. As a result, our sites are not bound by the specific regulatory obligations of the PAT framework, providing us with operational flexibility while the Company continues to adhere to applicable energy efficiency and conservation standards.

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

[7]The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[8]The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

3. **Provide details of the following disclosures related to water, in the following format:**[9]

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	3,67,993.82	3,34,031.84
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,67,993.82	3,34,031.84
Total volume of water consumption (in kilolitres)	3,42,187.82	3,06,201.00
Water intensity per rupee of turnover (Water consumed / Revenue from operations) KL/Rupee	0.000013	0.000013
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)- KL/USD[10]	0.00027	0.00027
Water intensity in terms of physical output- KL/MT[11]	366.76	386.62
Water intensity (optional) – KL/Employee	149.82	137.93

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency:

Independent assurance has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations by BSI Group.

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	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – Primary, Secondary and Tertiary Treatment	25,806.00	27,830.84
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	25,806.00	27,830.84

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

[10]The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[11]The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency-

No independent assessment, evaluation or assurance has been undertaken by any external agency to review the Company's operations, performance, or compliance with applicable standards and regulatory requirements.

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

Effluent and Sewage Treatment Infrastructure at the Company-

The Company has established a comprehensive and technologically advanced wastewater management system to ensure the environmentally responsible treatment of both industrial and domestic effluents. The Company operates fully integrated Effluent Treatment Plants (ETPs) comprising primary, secondary and tertiary treatment stages, enabling effective removal of contaminants across diverse effluent streams. Post-treatment, Reverse Osmosis (RO) systems are utilized, particularly for low Chemical Oxygen Demand (COD) effluents, to facilitate high-quality water recovery and reuse.

For high-COD effluent streams, the Company adopts a specialized two-stage treatment approach. This includes the use of a stripper unit to remove volatile organic compounds, followed by a Multiple Effect Evaporator (MEE) for concentration and volume reduction of waste. The resulting residues are managed in an environmentally responsible manner - organic process residues are directed towards pre-processing or co-processing, typically in cement kilns or similar industrial applications, while inorganic solid waste is disposed of at authorized Common Hazardous Waste Treatment, Storage and Disposal Facilities (CHWTSDF) in compliance with applicable regulations.

As part of its sustainability initiatives, the Company ensures that all RO permeate is reused within utility operations, thereby significantly reducing dependence on freshwater resources. Additionally, Sewage Treatment Plants (STPs) have been installed to treat domestic wastewater. The treated output from these STPs, further polished through RO systems, is reused for landscaping and gardening purposes, supporting efficient water utilization.

Through this integrated and multi-tiered wastewater management framework, the Company not only ensures regulatory compliance but also advances its environmental stewardship objectives by maximizing water recovery, minimizing waste generation, and reducing the overall environmental impact of its operations.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	ppm	13.18	16.00
SOx	ppm	7.90	10.00
Particulate matter (PM)	mg/m3	33.01	34.00
Persistent organic pollutants (POP)	**-**	-	-
Volatile organic compounds (VOC)	**ppm**	1.00	Last year data is not available.
Hazardous air pollutants (HAP)	-	-	-
Others - HCl	mg/m3	8.23	Last year data is not available.
Others – NH^3	mg/m3	12.07	
Others – CL_2	mg/m3	4.08	
Others – Acid Mist	**mg/m3**	0.72	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency-

Shree Green Environmental Laboratories conducted environmental assessments for the Ankleshwar and Dahej facilities, while assessments for the Mohol facility were carried out by Eurofins Enviro Lab Pvt. Ltd., and for the Kurkumbh facility by Horizon Services.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:[12]

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)*	Metric tonnes of CO2 equivalent	4,284.91	7,232.78
Total Scope 2 emissions[13] (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) **	Metric tonnes of CO2 equivalent	58,030.65	88,035.94
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO2 equivalent/Rupee	0.0000024	0.0000040
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)[14]	Metric tonnes of CO2 equivalent/USD	0.000050	0.000082
Total Scope 1 and Scope 2 emissions intensity in terms of physical output[15]	Metric tonnes of CO2 equivalent/MT	66.79	120.29
Total Scope 1 and Scope 2 emission intensity (optional)	MT CO2/Employee	27.28	42.91

*The methodology for calculating Scope 1 GHG emissions from company-owned vehicles has been revised for FY 2025–26. In the current reporting year, emissions have been estimated based on actual fuel consumption due to the unavailability of distance-travelled by company owned vehicles data, whereas a different estimation approach was used in FY 2024–25. Accordingly, the year-on-year comparison may not be directly comparable due to the change in calculation methodology. Additionally, lower fuel refilling during the reporting period, also contributed to the change in emissions.

**The reduction in the consumption of purchased steam from coal has contributed to a decrease in Scope 2 emissions during the current year.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency-

Independent assurance has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations by BSI Group.

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

Yes, the Compnay has undertaken multiple initiatives aimed at reducing Greenhouse Gas (GHG) emissions, primarily through improvements in energy efficiency, reduction in steam and fuel consumption, and optimization of process operations. These initiatives collectively contribute to lowering both Scope 1 and Scope 2 emissions by reducing dependence on grid electricity and fossil fuel-based steam generation.

[12]The above calculations are in accordance with Part B, Attribute 1 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[13]The above calculations are as per the updated emission factors provided in the CO? Baseline Database for the Indian Power Sector – User Guide, Version 20.0, December 2024, published by the Central Electricity Authority, Ministry of Power, Government of India.

[14]The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[15]The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

The Company has implemented several energy efficiency measures across its operations, including installation of dew point-based auto control panels in air dryers, replacement of old transformers with energy-efficient units, optimization of HVAC systems, and deployment of energy-efficient equipment such as compressors, chillers, pumps, and vacuum systems. Process optimization initiatives such as impeller trimming, blower optimization, integration of air compressors, and installation of auto fan cutoff sensors have further enhanced operational efficiency. These measures have resulted in substantial electricity savings across various units, thereby reducing indirect GHG emissions associated with power consumption.

In addition, the Company has undertaken significant initiatives to optimize steam and thermal energy usage, including condensate recovery systems, replacement of steam spargers with thermojet systems, recovery and reuse of steam condensate in boiler operations, and replacement of steam ejectors with energy-efficient vacuum pumps. Improvements in condensate recovery efficiency and reduction in steam losses have led to a considerable decrease in boiler fuel requirements, thereby directly contributing to the reduction of Scope 1 emissions.

Collectively, these initiatives have resulted in significant annual savings in electricity consumption and steam usage, leading to a measurable reduction in the Company's overall carbon footprint and reinforcing its commitment to sustainable and energy-efficient operations.

9. Provide details related to waste management by the entity, in the following format:[16]

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	777.85	683.23
E-waste (B)	0.47	0.92
Bio-medical waste (C)	0.99	1.50
Construction and demolition waste (D)	-	-
Battery waste (E)	0.06	0.99
Radioactive waste (F)	-	-
Other Hazardous waste. (G)		
ETP Sludge	728.44	1,847.15
Evaporator Salt	1,202.60	1,964.83
Evaporator Residue	215.89	214.41
MEE Salt	614.00	-
Insulation waste	14.30	33.45
Plastic Waste (Cooling tower fill)	13.70	14.50
Distillation residue	2,608.00	1,962.91
Process waste[$]	1,568.44	2,051.94
Spent Carbon	99.10	115.59
Spent Oil	4.22	-
Spent Solvent	4,777.16	5,235.52
Spent Solvent from Stripper	1,836.87	2,174.50
Contaminated Cotton waste and Used rubber hand gloves	14.91	22.25
Spent Acid	520.20	674.97
Sludge from barrel cleaning	0.16	0.43
Off Specification drug/Product	5.04	-
Discarded drums/barrels	650.56	-
Other Non-hazardous waste generated (H).		
Metal Scrap	358.72	742.05
Aluminium Scrap	-	-
Corrugated boxes	233.01	13.73
Broken Glass	39.69	44.75
Shredding paper waste	15.07	15.50

Parameter	FY 2025-26	FY 2024-25
Wooden Scrap	91.77	100.28
Total (A + B + C + D + E + F + G + H)	16,391.22	17,915.40
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)- MT/Rupee	0.00000064	0.00000075
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) **(Total waste generated / Revenue from operations adjusted for PPP)- MT/USD**[17]	0.000013	0.000016
Waste intensity in terms of physical output- MT/MT[18]	17.57	22.62
Waste intensity (optional) – MT/Employee	7.18	8.07
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste - Hazardous waste, Plastic, E-waste, Battery waste and Non-hazardous waste		
(i) Recycled* (Plastic, E-waste and Battery waste, Aluminium Scrap, Metal scrap, Corrugated Boxes, Broken glass, Shredding paper waste and wooden scrap, Discarded Drums/Barrel, Spent/Used Oil, 28.6 Spent Solvent, 20.2 Spent solvent)	6,948.31	6,756.13
(ii) Re-used (Distillation residue, Contaminated cotton waste and used rubber hand gloves, Evaporation Residue, Off specification drug product, Process waste, Spent Acid, Spent Carbon, Spent Solvent from Stripper)**	6,645.30	7,070.93
(iii) Other recovery operations	-	-
Total	13,593.61	13,827.06
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste - Hazardous waste and Biomedical waste		
(i) Incineration - Sludge from Barrel Cleaning, Biomedical waste, Distillation residue, Off specification product	13.33	14.00
(ii) Landfilling - ETP sludge, Evaporation residue, Evaporator salt, insulation waste, MEE salt, Off specification Product, Plastic waste	2,784.35	4,074.34
(iii) Other disposal operations -	-	-
Total	2,797.68	4,088.34

*The waste considered under reuse has undergone pre-processing and co-processing, facilitating the subsequent reutilization of these materials.

** The difference between the total waste generated and the combined quantity of waste disposed and reclaimed is attributable to 0.28 metric tonnes of e-waste that is currently stored in the yard and has not yet been disposed of.

$ Process waste has decreased during the current financial year compared to the previous year, primarily due to process optimization initiatives.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency-

Independent assurance has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations by BSI Group.

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

[17]The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[18]The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

Our facility is equipped with a comprehensive system for the collection, treatment, and recycling of effluents, ensuring responsible and sustainable management of industrial and domestic wastewater. A significant portion of the treated effluent is recycled and reused within our operations, thereby reducing our dependence on fresh water resources. The remaining treated effluent is safely discharged to a government-approved Common Effluent Treatment Plant (CETP), in full compliance with regulatory standards.

The Company prioritizes solvent recovery within our processes to minimize waste generation and enhance resource efficiency. Recovered solvents are reused in our operations, while excess quantities are responsibly transferred to authorized recyclers for further processing.

Solid waste management is carried out through scientifically approved methods, including secure landfilling and utilization in co-processing units, thereby aligning with best practices for environmental stewardship. Additionally, spent oils and process residues are managed through co-processing and also send it to authorized facilities to ensure safe disposal. All plastic waste generated is systematically segregated and sent to certified recyclers, supporting circular economy principles.

In adherence to biomedical waste regulations, any medical or bio-hazardous waste generated is handed over to authorized agencies for appropriate and safe disposal, ensuring the protection of human health and the environment.

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

S. No.	Location of operations/offices	Types of operations	Whether the conditions of environmental approval / clearance are being complied with? (Yes/No) If no, the reasons thereof and corrective action taken, if any.
The Company does not have any operational facilities or offices located within or in the vicinity of ecologically sensitive or protected regions that require special environmental approvals or clearances.			

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
No environmental impact assessments were conducted during the current financial year, as the Company did not undertake any projects that fall under regulatory EIA requirements.					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment Protection Act and Rules thereunder (Yes/No). If not, provide details of all such non-compliances, in the following format:

Sr. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective taken, if any action
1.	Applicable environmental regulations enforced by Gujarat Pollution Control Board	A flash fire incident occurred at Unit No. 6 of the Ankleshwar Plant on September 30, 2025.	Environmental Damage Compensation of ₹ 29 lakhs imposed by GPCB and Bank Guarantee of ₹ 10 lakhs to be furnished by Company as a compliance assurance.	Necessary corrective and preventive measures have been undertaken post-incident. No material impact on operations or financials were observed and no appeal has been filed for the same.

Leadership Indicators

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

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

(i) Name of the area - Nil

(ii) Nature of operations - Not Applicable

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not Applicable	
- 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		
(iv) Sent to third - parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency-

No independent assessment, evaluation, or assurance has been undertaken by any external agency to review the Company's operations, performance, or compliance with applicable standards and regulatory requirements.

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) - Limited	Metric tonnes of CO2 equivalent	86,669.48	69,532.27
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent/rupees	0.0000034	0.0000029
Total Scope 3 emission intensity (optional)	Metric tonnes of CO2 equivalent/employee	37.95	31.32

Note: The Scope 3 greenhouse gas emissions have been calculated on a limited basis and currently include emissions associated with Category 1 – Purchased Goods and Services, Category 2 – Capital Goods, Category 5 – Waste Generated in Operations, Category 6 – Business Travel and Overnight Stay and Category 7 – Employee Commuting. The calculations have been performed only for those categories and activities for which relevant data was available during the reporting period. Accordingly, the reported Scope 3 emissions do not represent the Company's complete Scope 3 inventory and are limited to the available data for the aforementioned categories.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency-

No independent assessment, evaluation, or assurance has been undertaken by any external agency to review the Company's operations, performance, or compliance with applicable standards and regulatory requirements.

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.

The Company does not have any operational facilities or offices located within or in the vicinity of ecologically sensitive or protected regions that require special environmental approvals or clearances.

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 auto control panel	The Company installed a dew point-based automatic control panel in the air dryer system to regulate regeneration cycles more efficiently and minimize purge losses during operation.	This initiative resulted in an estimated annual electricity saving of approximately 34,300 kWh through improved operational efficiency of the air dryer system.
2	Replacement of cooling water line	The Company undertook the replacement of existing MS cooling water pipelines with PPRC pipelines across Plants 06, 07, and 09 to enhance flow efficiency and reduce frictional losses.	As a result of this intervention, the Company achieved annual electricity savings of approximately 38,792 kWh due to improved system efficiency.
3	Replacement of old transformer	The existing transformer was replaced with a new energy-efficient transformer to reduce inherent transmission and distribution losses associated with older equipment.	This replacement led to an estimated annual electricity saving of approximately 44,406 kWh by improving electrical efficiency.
4	Trimming of impeller	Impeller trimming was carried out for three utility cooling tower pumps in Unit-08 to align pump capacity with actual process requirements and avoid excess energy consumption.	This optimization resulted in annual electricity savings of approximately 79,649 kWh through reduced load on the pumping system.
5	Optimization of HVAC system	The HVAC system was optimized by reducing the VFD frequency for air changes per hour (ACPH), thereby aligning system performance with actual ventilation requirements.	This measure resulted in an estimated annual electricity saving of approximately 15,965 kWh due to reduced energy consumption of the HVAC system.

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
6	Optimization of air compressor	The Company optimized compressor usage by integrating P-10 and P-13 jet mill lines, enabling operations with a single air compressor instead of two at Unit-02.	This operational optimization resulted in annual electricity savings of approximately 1,18,363 kWh by reducing redundant compressor usage.
7	Condensate recovery	A condensate recovery system was implemented for the MEE-03 paddle dryer, wherein recovered condensate is pumped through the PPPPU pump for reuse within the process.	This initiative enabled annual savings of approximately 89 MT of steam and conservation of around 1,060 KL of raw water.
8	Installation of auto fan cutoff sensors	Temperature-based automatic fan cutoff sensors were installed in the ejector cooling tower systems at Plants 08 and 17 to ensure that fans operate only when required.	This intervention resulted in annual electricity savings of approximately 10,529 kWh by preventing unnecessary fan operation.
9	Optimization of cooling water pump operation	Cooling water systems for MEE-03 CT, Stripper-04, and ATFD-04 were integrated through piping modifications, enabling operation with one pump instead of two and reducing fan usage.	This optimization resulted in substantial annual electricity savings of approximately 4,03,554 kWh due to reduced equipment operation.
10	Replacement of steam sparger with steam thermojet	The existing steam sparger system was replaced with a steam thermojet to improve the efficiency of steam and water mixing in the hot water tank and reduce steam losses.	This measure resulted in annual steam savings of approximately 137 MT through improved utilization of steam.
11	Recovery of steam condensate	Steam condensate from the P-18 hot water system was recovered and redirected to the boiler system for reuse, thereby improving resource utilization.	This initiative resulted in annual savings of approximately 192 MT of steam and conservation of around 1,960 KL of raw water.
12	Reuse of water	The Company implemented reuse of RO reject water and AHU condensate from Plants 15, 16 and 17, along with the central water system, as boiler feed water.	This initiative enabled conservation of approximately 6,300 KL of water annually through effective reuse practices.
13	Optimization of blower operation	Blower operation in the equalization tank was optimized by reducing RPM in accordance with standard operating practices to avoid excessive energy consumption.	This optimization resulted in annual electricity savings of approximately 84,956 kWh due to improved blower efficiency.
14	Replacement of high power consuming pump	Two high-capacity pumps in the P-18 process cooling tower were replaced with a single energy-efficient split casing pump with optimized capacity and head.	This replacement resulted in annual electricity savings of approximately 1,03,249 kWh by reducing overall energy consumption.
15	Installation of auto fan cutoff sensors	Temperature-based automatic fan cutoff sensors were installed in the MEE-03 cooling tower to regulate fan operation based on process requirements.	This initiative resulted in annual electricity savings of approximately 10,415 kWh through optimized fan usage.
16	Replacement of chiller with energy-efficient chiller	The existing 120 TR chiller in Utility-06 was replaced with a more energy-efficient 200 TR chiller to improve cooling efficiency and operational performance.	This upgrade resulted in annual electricity savings of approximately 4,16,110 kWh due to improved chiller efficiency.
17	Replacement of water ring vacuum pump	The water ring vacuum pump used in Plant-17 was replaced with a dry claw pump (Joyam make) to enhance energy efficiency during batch charging operations.	This replacement resulted in annual electricity savings of approximately 70,740 kWh by reducing power consumption.

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
18	Installation of centrifugal pump in place of AODD pump	AODD pumps used for CF ML transfer (9 units) were replaced with centrifugal pumps to improve energy efficiency and operational reliability.	This initiative resulted in annual electricity savings of approximately 17,955 kWh through reduced energy consumption.
19	Installation of hybrid air washer system	Split air conditioning units in the canteen were replaced with a hybrid air washer system to improve cooling efficiency and reduce energy consumption.	This intervention resulted in annual electricity savings of approximately 17,730 kWh.
20	Installation of indirect heat transfer system	An indirect heat transfer system was installed to enhance process efficiency and reduce direct water usage in operations.	This initiative resulted in conservation of approximately 2,520 KL of water annually.
21	Improvement in steam condensate recovery	The Company improved steam condensate recovery efficiency from 43% to 52% and implemented temperature deration measures to optimize steam usage.	This resulted in recovery of approximately 237 MT of steam annually, thereby reducing boiler fuel requirements and associated emissions.
22	Replacement of steam ejector with vacuum pump	Steam ejectors were replaced with scroll design vacuum pumps (3 units replacing 14 ejectors) to reduce reliance on steam for vacuum generation.	This initiative resulted in annual steam savings of approximately 1,512 MT, thereby reducing energy consumption and emissions.

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

   The Company maintains a comprehensive Business Continuity and Disaster Management framework designed to safeguard essential operations in the event of emergencies, system breakdowns or external disruptions. The plan systematically evaluates potential risks, determines their operational impact and establishes predefined recovery actions. It includes clearly defined emergency protocols, escalation mechanisms, communication channels and data backup arrangements to ensure rapid response and continuity of services. Regular reviews and mock drills are conducted to test the preparedness. The framework is supported by a risk assessment matrix and guided by SOP QA09, ensuring business resilience and minimal interruption to critical functions.

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

   No material or significant negative environmental impacts have been identified across the Company's value chain. The Company follows a responsible environmental management approach and actively promotes sustainable practices among its suppliers and partners. Environmental considerations are integrated into key business activities, including sourcing, manufacturing, logistics and service operations. Through internal controls and supplier engagement, it ensures that potential environmental risks are minimized and that operations across the value chain align with regulatory requirements and sustainability principles.

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

   At present, no value chain partners, measured by the value of business conducted, have been formally evaluated for environmental impacts during the reporting period.

8. **How many Green Credits have been generated or procured?**[19]

   a. **By the listed entity –** Nil

   b. **By the top 10 (in terms of value of purchases and sales, respectively) value chain partners -** Nil

[19]The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.

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

Essential Indicators

1.

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

The Company is affiliated with two trade and industry chambers/ associations.

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

S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Bombay Chamber of Commerce and Industry	National
2.	Delhi Chamber of Commerce	National

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

Name of authority	Brief of the case	Corrective active taken
There have been no adverse orders or regulatory findings related to anti-competitive practices.		

Leadership Indicators

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

Sr. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, If available
The Company does not currently engage in advocating or promoting any public policy positions.					

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
Based on the nature and scope of the Company's operations, SIA is not applicable.					

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

S. No	Name of Project for which R&R is ongoing	State	District	No. pf Project Affected Families (PAFs)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
The Company is currently not implementing any projects that involve Rehabilitation and Resettlement and accordingly, there are no ongoing R&R activities.						

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

The Company follows a people-focused approach in its engagement with communities in and around its operational locations, as well as in identified aspirational districts. Communities are recognized as important stakeholders and regular interaction is encouraged to build trust and mutual understanding.

Before rolling out any CSR programmes, the Company undertakes a systematic need assessment using baseline information. This enables the identification of priority areas and helps design relevant interventions. Community concerns and grievances are addressed through continuous dialogue and collaboration during project execution, ensuring that actions taken are in line with the provisions of Schedule VII of the Companies Act, 2013 and aligned with the United Nations Sustainable Development Goals (SDGs), thereby supporting sustainable and inclusive community development. The Company also conducts voluntary and mandatory Impact Assessment studies to assess the positive outcomes and challenges encountered during the implementation of the project. This aids in necessary course correction of the projects and address the need gaps in the community.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:[20]**

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	38.00	46.00
Sourced directly from within India	61.00	61.00

Note: In alignment with the Industry Standard Note, sourcing from MSMEs/small producers is included within the total percentage reported under 'Sourced directly from within India'.

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:[21]**

Location	FY 2025-26	FY 2024-25
Rural	1.00	1.00
Semi-urban	24.00	22.00
Urban	58.00	57.00
Metropolitan	17.00	20.00

Note: Kurkumbh, classifies as Rural; Dahej and Mohol classify as Semi-urban, Ankleshwar and Mahape classify as Urban; Head Office classifies as Metropolitan.

[20] The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[21] The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Sr. No	State	Aspirational District	Amount spent (In INR)
1.	Gujarat	Narmada	5,34,750

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

Given the regulated nature of the Company's business, procurement decisions are primarily driven by compliance with stringent regulatory and quality requirements, including adherence to USFDA standards. This necessitates sourcing only from suppliers that fall within approved categories and meet prescribed compliance benchmarks.

Within these operational limitations, the Company follows a fair and non-discriminatory approach in its supplier selection process. While the Sustainable Procurement Policy and Supplier Code of Conduct do not explicitly state a preferential procurement policy for marginalized or vulnerable groups, the policies encourage suppliers to promote diversity and inclusion within the workforces. The Company endeavours, wherever feasible and in line with regulatory requirements, to support and engage suppliers belonging to marginalized or vulnerable groups, while ensuring that all statutory and quality obligations are fully met. The Company is in the process in establishing the policy for preferential procurement.

(b) **From which marginalized /vulnerable groups do you procure?**

The Company prioritizes sourcing from Micro, Small and Medium Enterprises (MSMEs) as part of its procurement practices, thereby supporting smaller and emerging businesses within its supply base.

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

38.00

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

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
The Company has not derived or shared any benefits from intellectual property based on traditional knowledge during the current financial year.				

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

Name of authority	Brief of the case	Corrective Action taken
There have been no intellectual property disputes involving the use of traditional knowledge during the reporting period.		

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

Sr. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1.	**Access to Healthcare for Women and Children : Project - Sampurna** This program addresses the healthcare needs of adolescent girls, women during pregnancy and post-pregnancy, and children up to 5 years of age, ensuring support at critical stages of their care, growth and development. The program also focuses on upgradation of the public health facilities by enhancing the healthcare infrastructure and equipping them with civil, machinery and medicinal support for better treatment and service. Other details include: a. Enhancing Primary Health Centres in rural and urban areas. b. Assistance for ASHA workers. c. Awareness Session for Behavioural Change in Mothers and Adolescent girls. d. Mobile Health Units - 2 such Mobile Health Units are specially equipped for primary, diagnostic and preventive care serving the remote, underserved and vulnerable populations in and around our manufacturing and R&D facilities.	**Overall beneficiaries - 1,89,258**	100.00
2.	**Access to Education "Project ViGyasa" (Vigyan Ki Jigyasa)** To nurture young scientific minds. This initiative supports schools funded by various government bodies and trusts, aiming to cultivate a scientifically literate and innovative society through – a. Infrastructure development in schools - Labs, Sanitation, Classroom. b. Science on wheel - a new initiative to increase the reach of students & provide advance level science education to schools & colleges in rural & semi urban area. c. Capability Building for teachers and students. d. Vigyasa scholarship for students.	**Total - 23,705 students** benefitted from 90 Schools & 6 Colleges	100.00

Sr. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
3.	**Environment Sustainability** This Company is committed to protect, conserve and prevent the environment through reduce, reuse, recycle, recover, repair and disposal methodology to save our natural resources and planet at large. a. **Carbon Neutrality -** Our Carbon Neutrality project combines traditional and innovative methods to mitigate our environmental impact. b. **Tree Plantation initiative** - the Company emphasises large-scale tree plantation drives through traditional and miyawaki methods to enhance carbon sequestration. It also conserves energy through green energy adoption and energy efficiency. These integrated initiatives not only address immediate environmental concerns but also contribute to creating a healthier, greener planet for future generations. c. **Solar Lift irrigation systems and drip irrigation system -** The Company is using such systems to avoid wastage of water and ensure conservation of water in farming.	**Total -** 35,000 new trees planted. 52,500 tonnes Carbon sequestration (in Lifespan) Maintenance of 46,500 old plantation. 39,750 tonnes Co2 Sequestration (in life span) Catchment area 25.73 Hectare 56 acre agricultural land covered through 2- Percolation tanks. **Total -** 271 Farmers benefited	100.00
4.	**Community Development** a. Our projects aim to increase the livelihood incomes of tribal, farmers and local communities by improving agricultural practices and allied livelihood practices, animal husbandry and goat farming. b. The Company supports farming and non-farming families through various economic activities and create a veritable ecosystem for multiple livelihood generation opportunities. c. Livelihood Generation - Economic empowerment and enhanced livelihood opportunities through improving the agricultural practices and animal husbandry. d. Skill Development – The Company supports the local community and youth by identifying critical needs and job opportunities and providing employment-oriented vocational skills like General Duty Assistant (GDA) training. Our aim is to equip individuals with the skills required to secure sustainable employment and improve their quality of life. e. The Company also supports the Attendant Operators for Chemical Plant (AOCPs) and provide them with extensive training and support as per the industry requirement in consideration of their future growth.	**Overall persons benefited 1,15,375** 165 special children (Differently-Abled) 130 students trained in General Duty Assistant (GDA) Course 1407 - Farmers	100.00

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

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

   The Company follows a structured and transparent system for handling customer complaints and feedback, aimed at ensuring prompt and effective resolution. In line with internal procedures, every complaint received is formally acknowledged within two working days. A detailed review is then carried out, and the outcome is communicated to the customer within 30 working days. If additional time is required to complete the assessment, an interim update is provided to keep the customer informed throughout the process.

   To strengthen service delivery, a dedicated Customer Experience function has been set up to systematically evaluate customer concerns, feedback, and service trends. The insights generated are shared internally to support continuous improvement of processes and service standards.

   In addition, the CX team has implemented a regional Single Point of Contact to streamline communication, improve responsiveness and ensure consistency in customer interactions. As the Company primarily operates in a B2B environment, direct engagement with end consumers is limited.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	As the Company is primarily engaged in the manufacture of Active Pharmaceutical Ingredients (APIs), it does not undertake activities related to final product packaging or direct market distribution. Information pertaining to environmental and social attributes, instructions for safe & responsible use and guidelines for recycling or disposal are generally included at the finished product stage by downstream partners. Hence, there is no turnover attributable to products or services carrying such information, as these responsibilities fall outside the Company's operational scope and are handled by formulators and marketers.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy	The Company did not receive any consumer-related complaints relating to Data privacy or Cyber Security. As it operates in B2B environment, the other parameters are not directly applicable.					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						
Total						

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

	Number	Reasons for recall
Voluntary recalls	There were no instances of recalls from Ankleshwar, Dahej and Mohol Site.	
Forced recalls		

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

   Yes, the Company has put in place a formal framework to manage cybersecurity and data privacy risks. An IT Acceptable Usage Policy, available with the company, defines clear standards for the secure and appropriate use of IT systems and digital resources.

The Policy focuses on safeguarding sensitive and confidential information, ensuring compliance with applicable data protection laws, and minimizing the risk of unauthorized access or misuse. Regular training and awareness programs are conducted to educate employees on cyber threats, data security practices and privacy obligations. In addition, the framework includes mechanisms for continuous monitoring, incident reporting and timely response to security breaches, supported by periodic reviews and updates to maintain its effectiveness. The Company also has a standard operating procedure in place to identify, assess and respond to the incidents. These incidents are monitored to mitigate any risks which would impact IT infrastructure.

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.**

   The Company has not faced any such issues during the reporting period, however, it has an SOP framework in place to ensure compliance, prevent risks and address any potential concerns proactively.

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

   a. **Number of instances of data breaches**

      Nil

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

      Not applicable, since no incidents of data breaches related to customers' personally identifiable information were reported or recorded during the financial period.

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

      Not applicable, as the Company has not experienced any data breach incidents.

Leadership Indicators

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

   The Company shares information about its products available through multiple channels to ensure easy access and effective communication with stakeholders. These include the Company's official website, annual publications, product catalogues and brochures, participation in international pharmaceutical conferences, social media platforms and promotional advertisements. Detailed and updated information on the complete range of products can be accessed on the Company's website at: https://www.alivus.com/.

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

   The Company follows a structured and responsible approach to ensure that customers are adequately informed about the safe and appropriate use of its products. Detailed Material Safety Data Sheets are provided for each product, outlining critical safety precautions, handling procedures and associated risks. In addition, relevant regulatory documents such as Drug Master Files and Applicant documents are shared with customers, supported by the necessary technical information. Through these measures, the Company ensures that users have access to complete and accurate guidance, enabling safe, informed and responsible product utilization.

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

   The Company has put in place clear communication processes to keep customers informed about any potential interruptions or discontinuation of critical services. Whenever an issue arises that could affect product quality or service continuity, customers are notified without delay and provided with relevant details on the situation and its possible implications. In addition, the Company enters into contractual arrangements with customers that incorporate predefined business continuity and risk mitigation measures. These provisions ensure that alternative arrangements are identified in advance and service impact is minimized. Through transparent communication and advance planning, the Company seeks to maintain reliability and customer confidence even during unexpected events.

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

   Not applicable, as the Company functions within a highly regulated B2B model, where all product-related information is shared strictly as per the disclosures prescribed by the relevant regulatory bodies across different jurisdictions. As such, no additional product information should be displayed beyond what is legally required. Furthermore, the Company has not undertaken any formal consumer satisfaction surveys covering its key products, major operational locations, or overall business performance.

NGBRC	SDG
Principle 1: Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable.	16 Peace and Justice Strong Institutions; 17 Partnerships for the Goals
Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe.	2 Zero Hunger; 6 Clean Water and Sanitation; 7 Affordable and Clean Energy; 8 Decent Work and Economic Growth; 10 Reduced Inequalities; 12 Responsible Consumption and Production; 13 Climate Action; 14 Life Below Water; 15 Life on Land
Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.	1 No Poverty; 3 Good Health and Well-Being; 4 Quality Education; 5 Gender Equality; 8 Decent Work and Economic Growth; 9 Industry, Innovation and Infrastructure; 16 Peace and Justice Strong Institutions
Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.	1 No Poverty; 5 Gender Equality; 11 Sustainable Cities and Communities; 16 Peace and Justice Strong Institutions
Principle 5: Businesses should respect and promote human rights.	5 Gender Equality; 8 Decent Work and Economic Growth; 16 Peace and Justice Strong Institutions
Principle 6: Businesses should respect and make efforts to protect and restore the environment.	2 Zero Hunger; 3 Good Health and Well-Being; 6 Clean Water and Sanitation; 7 Affordable and Clean Energy; 10 Reduced Inequalities; 12 Responsible Consumption and Production
Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.	2 Zero Hunger; 7 Affordable and Clean Energy; 10 Reduced Inequalities; 11 Sustainable Cities and Communities; 14 Life Below Water; 15 Life on Land; 17 Partnerships for the Goals
Principle 8: Businesses should promote inclusive growth and equitable development.	1 No Poverty; 2 Zero Hunger; 3 Good Health and Well-Being; 4 Quality Education; 5 Gender Equality; 6 Clean Water and Sanitation; 8 Decent Work and Economic Growth; 9 Industry, Innovation and Infrastructure; 11 Sustainable Cities and Communities; 13 Climate Action; 14 Life Below Water; 15 Life on Land; 16 Peace and Justice Strong Institutions; 17 Partnerships for the Goals
Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner.	2 Zero Hunger; 4 Quality Education; 14 Life Below Water; 15 Life on Land

Note: The SDG icons and materials are used for informational purposes. Source: United Nations Sustainable Development Goals (www.un.org/sustainabledevelopment).

SDG INITIATIVES OF THE COMPANY

8 DECENT WORK AND ECONOMIC GROWTH

ESSENTIAL TRAINING PRACTICES

The Company has conducted total 1422 hours of training to its employees in FY 2025-26 through its Code of Conduct module which comprises significant sections on Anti-bribery and Anti-corruption.

The training was conducted via online modules, classroom sessions and virtual sessions.

TRAINING HOURS FOR ALL EMPLOYEES

During the FY 2025-26, the Company dedicated a total of 23,951 training hours to employee development, including compliance, functional, behavioural and leadership programs. The training hours were strategically distributed to ensure a holistic approach to workforce upskilling and organizational excellence. This showcases the Company's commitment to fostering a high-performance culture through continuous learning and significant financial reinvestment in its human capital.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

SUSTAINABLE SOURCING INITIATIVE IN THIRD-PARTY ONBOARDING

The Company does its initial screening at the time of onboarding of the vendors on parameters such as:

sustainability, environmental & ethical sourcing, child labour, waste management and the laws governing to the respective country.

10 REDUCED INEQUALITIES

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

8 DECENT WORK AND ECONOMIC GROWTH

INCLUSIVE PROCUREMENT INITIATIVE PROMOTING MSMEs & DIVERSE SUPPLIERS

The Company procures from MSMEs. The MSME spend is of 100 Cr which is of 10% of overall spend of the Company's procurement.

15 LIFE ON LAND

13 CLIMATE ACTION

NET ZERO COMMITMENTS

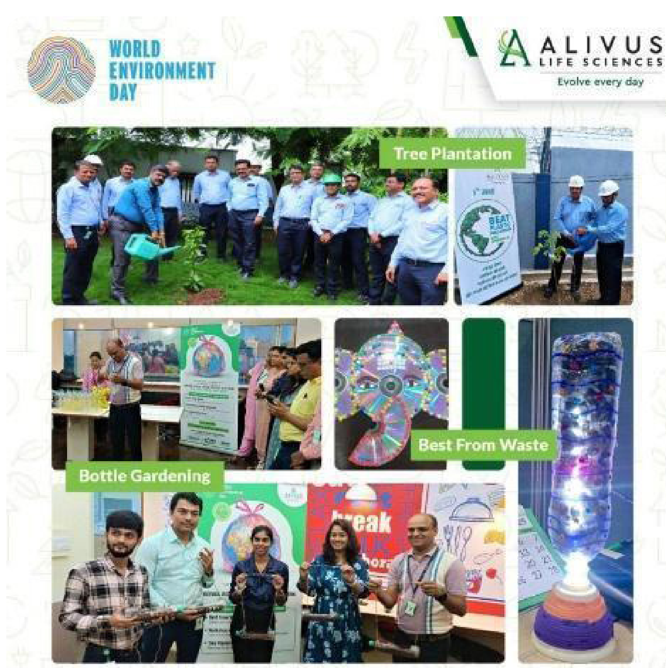
The Company undertook multiple environmental initiatives aligned with its net zero commitments, including construction of 50+ water recharge structures leading to 36 lakh KL groundwater recharge, plantation of 80,000 trees to enhance green cover and installation of solar-powered pumps and irrigation systems. On Earth Day, solar irrigation systems were inaugurated in rural Gujarat and Maharashtra to promote sustainable agriculture, reduce reliance on conventional energy and improve water security. Employees also participated in the initiative through a "Planet Pledge".

13 CLIMATE ACTION

14 LIFE BELOW WATER

WORLD ENVIRONMENT DAY - PLASTIC REDUCTION AWARENESS

The Company celebrated World Environment Day by promoting sustainable environmental practices focused on reducing plastic usage through the principles of Refuse, Reduce, Reuse, Recycle and Rethink. The initiative aimed at encouraging employees and stakeholders to adopt environmentally responsible behaviour and contribute to reducing plastic pollution.



CSR PROJECTS

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

ACCESS TO HEALTHCARE- SAMPURNA

As part of its CSR initiatives, the Company has implemented targeted programs to support pregnant women and new mothers by improving nutritional standards, promoting hygienic practices and ensuring comprehensive childhood immunization. Awareness sessions have been conducted for women and adolescent girls to emphasize the importance of healthy dietary habits and to increase the intake of nutritious food in daily meals. Furthermore, the Company observed National Nutrition Week and organized healthy baby competitions within local villages to proactively address and mitigate issues related to childhood malnourishment.

The Company's healthcare initiatives are designed to address the critical needs of adolescent girls, pregnant women and children under the age of five, ensuring comprehensive support during vital stages of growth and development. This program further emphasizes the modernization of public health facilities across rural regions of Maharashtra and Gujarat by upgrading healthcare infrastructure. Such enhancements include the provision of essential civil works, medical machinery and medicinal supplies, all aimed at elevating the quality of treatment and services available to these underserved communities.

Overall beneficiaries- 1,89,258

ACCESS TO EDUCATION- VIGYASA

The Company is committed to fostering a scientifically literate and innovative society by nurturing young talent in government-funded schools and colleges. This initiative focuses on modernizing science laboratories and enhancing school infrastructure to provide students with a strong environment for practical learning. To ensure academic excellence, the Company provides specialized workshops for teachers, merit-based student scholarships and interactive science exhibitions. Further, comprehensive career orientation sessions are conducted for both school and college students to guide their professional development and encourage the pursuit of career in science.

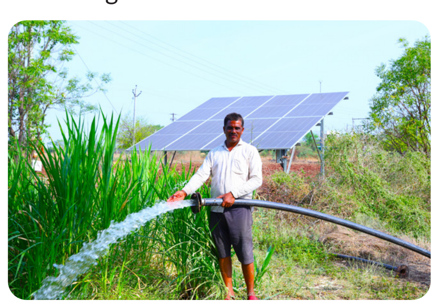
ENVIRONMENTAL SUSTAINABILITY

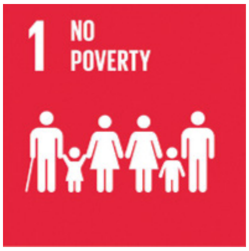
The Company's environmental strategy is centered on a comprehensive water stewardship project designed to reduce its water footprint through the implementation of water harvesting and watershed management via CSR initiatives. Carbon neutrality objectives are pursued by integrating traditional and innovative methodologies to mitigate environmental impact, complemented by large-scale tree plantation drives focused on carbon sequestration. Further, the Company emphasizes energy conservation through the adoption of green energy and enhanced energy efficiency measures. These integrated efforts are further supported by solar initiatives that promote renewable energy in agriculture, alongside the use of drip irrigation systems to minimize waste and ensure rigorous water conservation in farming practices.

Total - 35,000 new trees planted. 52,500 tonnes Carbon sequestration (in Lifespan)

Maintenance of 46,500 old plantation 39,750 tonnes Co2 Sequestration (in life span)

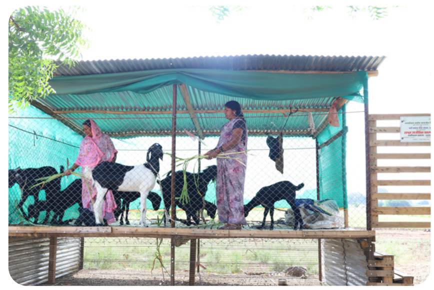
Catchment area 25.73 Hectre 56-acre agricultural land covered through 2- Percolation tanks.





COMMUNITY DEVELOPMENT

The Company's initiatives are directed toward enhancing the livelihood incomes of tribal groups, farmers and local communities by optimizing agricultural and allied practices, including advancements in animal husbandry. Support is further extended through the development of irrigation infrastructure and the implementation of solar-powered lift irrigation systems. By facilitating various economic activities for both farming and non-farming households, the Company has established a comprehensive ecosystem designed to generate diverse and sustainable livelihood opportunities.



The Company's social responsibility initiatives include extending dedicated support to differently-abled individuals, specifically focusing on improving the quality of life and developmental outcomes for children with disabilities. Further, specialized health camps have been organized to address the needs of the elderly and women, featuring comprehensive eye examinations and breast cancer screening programs. These interventions are designed to ensure early detection, accessible healthcare and enhanced well-being for vulnerable segments of the community.

The Company remains committed to community empowerment by identifying critical industry requirements and providing youth with employment-oriented vocational training. These initiatives include specialized programs such as General Duty Assistant (GDA) training, designed to equip individuals with the requisite skills for sustainable career placement. Further, the Company supports Attendant Operators for Chemical Plants (AOCPs) through extensive technical training aligned with industrial standards to facilitate their long-term professional growth and improve their overall quality of life.

Overall Beneficiaries - 1,15,434

165 - special children (Differently-Abled)

130 - students trained in General Duty Assistant (GDA) Course

1407 - Farmers

59 - AOCP trained

INDEPENDENT ASSURANCE OPINION STATEMENT

To
Dr Yasir Rawjee, MD, Alivus Life Sciences Limited

Holds Statement No.: SRA 848180-1

The British Standards Institution (BSI) has conducted a limited assurance engagement on the sustainability information (described in the "Scope") in the Business Responsibility and Sustainability Report (BRSR Core KPI's) for FY 2025-2026 of Alivus Life Sciences Limited (hereby referred as ALSL).

Scope

The scope of engagement agreed upon with Alivus Life Sciences Limited includes the following:

The assurance covers the information of the following subject matters in the Business Responsibility and Sustainability Report (BRSR Core KPI's) for the reporting period of 1st April 2025 to 31st March 2026 (FY 2025-2026).

- Green-house gas (GHG) footprint - P6:E7
- Water footprint - P6:E3 and P6:E4
- Energy footprint - P6:E1
- Embracing circularity - P6:E9
- Enhancing Employee Wellbeing and Safety - P3:E1(C), P3:E11
- Enabling Gender Diversity in Business - P5:E3(B), P5:E7
- Enabling Inclusive Development - P8:E4, P8:E5
- Fairness in Engaging with Customers and Suppliers - P9:E7, P1:E8
- Open-ness of business – P1:E9

The selected information is reported in accordance with Business Responsibility and Sustainability Report (BRSR Core KPI's).

The details of subject matters and their boundaries within the scope is described in Appendix A and Appendix B of this independent assurance opinion statement.

Opinion Statement

We have conducted a limited assurance engagement on the sustainability information described in the "Scope" above (BRSR for FY 2025-2026 covering core KPIs mentioned in Annexure-I: format of BRSR core, provided by SEBI, covering disclosures on Green-house gas (GHG) footprint, Water footprint, Energy footprint, Embracing Circularity, Enhancing Employee Wellbeing and Safety, Enabling Gender Diversity in Business, Enabling Inclusive Development, Fairness in Engaging with Customers and Suppliers, Open-ness of business).

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the accompanying Sustainability Information is not prepared, in all material respects, in accordance with the Business Responsibility and Sustainability Report (BRSR Core KPI's) for the reporting period 1st April 2025 to 31st March 2026.

Methodology

Our assurance engagements were carried out in accordance with ISAE3000 (Revised) assurance standard following the principles of Integrity, Objectivity, Professional competence and due care, Confidentiality, and Professional behaviour. ISO 14064-3:2019 assurance standard is used for information related to GHG statement. Our work was designed to gather evidence on which to base our opinion conclusions.

We undertook the following activities:

- Assessment of the organization's reporting and management processes concerning this reporting against the principles of relevance, completeness, reliability, neutrality, understandability.
- Data verification on limited level sampling including asking for internal controls and implementation of internal controls, SOPs for data gathering and reporting mechanism.
- Interviews with staffs involved in sustainability management, BRSR report preparation and ESG data management and calculation of final numbers.

- Document review of relevant systems, policies, and procedures wherever available.
- On-site review of supporting evidence for claims made in the reports and visit at central location.
- Traceability of information from the origin and testing at site for measurement procedures
- Review of data pertaining to the sampled units of ALSL, to confirm the data collection processes, record management practices, and check BRSR Core KPI's physically and through virtual mode.

Responsibility

Alivus Life Sciences Limited (ALSL) is responsible for the preparation and fair presentation of the sustainability information in accordance with the agreed criteria. BSI is responsible for providing an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Independence, Quality Control and Competence

BSI is independent to Alivus Life Sciences Limited and has no financial interest in the operation of Alivus Life Sciences Limited than for the assurance of the sustainability statements contained in the Business Responsibility and Sustainability Report (Core KPIs).

This independent assurance opinion statement has been prepared for the stakeholders of Star Health and Allied Insurance Company Limited, only for the purposes of verifying its statements relating to its environmental, social and governance (ESG) KPI's as required in SEBI-BRSR Core Format, more particularly described in the Scope above and detailed in Appendix-A.

This independent assurance opinion statement is prepared on the basis of review of information provided to BSI by Star Health and Allied Insurance Company Limited. In making this independent assurance opinion statement, BSI has assumed that all information provided to it by Alivus Life Sciences Limited is true, accurate and complete. BSI accepts no liability to any third party who places reliance on this statement.

BSI applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17021-1:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

BSI is a leading global standards and assessment body founded in 1901. The BSI assurance team has extensive experience in conducting verification over environmental, social and governance (ESG), GRI Universal Standard 2021, AA1000AS, ISO10002, ISO 14001, ISO 45001, ISO 14064-1, ISO 14067, ISO 14068-1, ISO 50001, and ISO 9001, etc. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

Issue Date: 30-07-2026

For and on behalf of BSI:

Kumaraswamy Chandrashekara, Lead Assurer

Emmanuel Herve, Managing Director, South & South East Asia (S&SEA)

Note: The comprehensive Independent Assurance Opinion Statement along with annexures is available on the website of the Company and can be accessed at https://www.alivus.com/investors/reports-and-presentations/