

Business Responsibility & Sustainability Report (BRSR)

SECTION A: GENERAL DISCLOSURES

1. Details of the listed entity

| | |
|---|--|
| Corporate Identity Number (CIN) of the Listed Entity | L24100MH1983PLC029442 |
| Name of the Listed Entity | Lupin Limited |
| Year of incorporation | 1983 |
| Registered office address | Kalpataru Inspire, 3 rd Floor, Off Western Express Highway, Santacruz (East), Mumbai - 400 055. India |
| Corporate address | Kalpataru Inspire, 3 rd Floor, Off Western Express Highway, Santacruz (East), Mumbai - 400 055. India |
| E-mail | hosecretarial@lupin.com |
| Telephone | + 91 22 6640 2323 |
| Website | www.lupin.com |
| Financial year for which reporting is being done | FY 2021-22 |
| Name of the Stock Exchange(s) where shares are listed | BSE, NSE |
| Paid-up Capital | INR 909.0 Mn |
| Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report | Ramesh Swaminathan, Executive Director, Global CFO & Head - Corporate Affairs + 91 22 6640 2323 hosecretarial@lupin.com |
| Reporting Boundary | Standalone |

2. Products/services

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

| S. no. | Description of main activity | Description of business activity | % of turnover of the entity (FY22) |
|--------|--------------------------------|--|------------------------------------|
| 1 | Manufacture of Pharmaceuticals | Manufacturing and sales of Pharmaceuticals | 90.82 |

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

| S. no. | Product/Service | NIC Code | % of total turnover contributed |
|--------|--------------------------------|----------------------------|---------------------------------|
| 1 | Manufacture of Pharmaceuticals | 210 Medical and Healthcare | 100 |

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

| Location | Number of plants | Number of offices | Total |
|---------------|------------------|-------------------|-------|
| National | 12 | 18 | 30 |
| International | NA ⁶⁴ | 3 | 3 |

5. Markets served by the entity:

a. Number of locations

| Locations | Number |
|----------------------------------|----------------------------|
| National (No. of States) | 28 and 8 Union territories |
| International (No. of Countries) | 65 |

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

Over 45.5% of the Company's total revenue (standalone) can be attributed to its earnings from exports.

c. A brief on types of customers

Our customers are key stakeholders in our operations. We have an extensive customer base and reach in the generics and the OTC drug markets. The company's medicines cater to several health segments, including cardiology, respiratory, gynaecology and gastrointestinal benefitting a diverse our range of patients. Health Care Providers (HCPs) and Government Institutions to whom we sell our products are also our critical customer groups.

⁶⁴ There are 3 International Plants owned by Lupin Subsidiaries. However, as the reporting boundary is standalone, this number has not been included in the BRSR

6. Employees (India)

Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

| S. No. | Particulars | Total (A) | Male | | Female | |
|------------------|----------------------------------|---------------|---------------|--------------|--------------|-------------|
| | | | No. (B) | % (B/A) | No. (C) | % (C/A) |
| EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 18,325 | 17,269 | 94.23 | 1,056 | 5.76 |
| 2. | Other than Permanent (E) | 6,432 | NA | NA | NA | NA |
| 3. | Total employees (D+E) | 24,757 | 17,269 | 94.23 | 1,056 | 5.76 |
| WORKERS | | | | | | |
| 4. | Permanent (F) | 1,128 | 1,116 | 98.9 | 12 | 1.1 |
| 5. | Other than Permanent (G) | NA | NA | NA | NA | NA |
| 6. | Total workers (F+G) | 1,128 | 1,116 | 98.9 | 12 | 1.1 |
| 7. | Total Permanent Workforce | 19,453 | | | | |

b. Differently-abled Employees and workers

Being a diverse and inclusive organization is critical to the success of our operations. All efforts are made to ensure that we provide an inclusive working environment and are able to attract and retain diverse talent. We are proud to identify ourselves as 'Equal Opportunity Employer'. Our workforce comprises of individuals with diverse skill sets, varied backgrounds and abilities. We employ differently-abled people at our offices and plants in roles suitable for them.

7. Participation/Inclusion/Representation of women⁶⁵

| | Total (A) | No. and percentage of Females | |
|--------------------------|-----------|-------------------------------|---------|
| | | No. (B) | % (B/A) |
| Board of Directors | 10 | 4 | 40 |
| Key Management Personnel | 4 | 1 | 25 |

8. Turnover rate for permanent employees and workers

| Category | India |
|--|--------|
| Number of Employees at the beginning of FY22 | 18,925 |
| Number of Employees at the end of FY22 | 19,453 |
| Average number of Employees | 19,189 |
| Number of Employees left | 3,389 |
| Number of New Employees Hired | 3,917 |
| Turnover Rate | 17.7% |

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

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

| S. No. | Name of the holding/subsidiary/associate companies/joint ventures (A) | Indicate whether holding/Subsidiary/Associate/Joint Venture | % of shareholding |
|--------|---|---|-------------------|
| 1. | Lupin Inc., USA | Subsidiary | 100% |
| 2. | Lupin Pharmaceuticals, Inc., USA | Subsidiary | 100% |
| 3. | Pharma Dynamics (Proprietary) Limited, South Africa | Subsidiary | 100% |
| 4. | Hormosan Pharma GmbH, Germany | Subsidiary | 100% |
| 5. | Multicare Pharmaceuticals Philippines, Inc., Philippines | Subsidiary | 51% |
| 6. | Generic Health Pty Limited, Australia | Subsidiary | 100% |
| 7. | Nanomi B.V., Netherlands | Subsidiary | 100% |
| 8. | Lupin Atlantis Holdings SA, Switzerland | Subsidiary | 100% |

⁶⁵ KMPs are also part of the Board of Directors.

| S. No. | Name of the holding/subsidiary/ associate companies/joint ventures (A) | Indicate whether holding/ Subsidiary/Associate/Joint Venture | % of shares held by listed entity |
|--------|--|--|-----------------------------------|
| 9. | Lupin Healthcare (UK) Limited, UK | Subsidiary | 100% |
| 10. | Lupin Australia Pty Limited, Australia | Subsidiary | 100% |
| 11. | Lupin Pharma Canada Limited, Canada | Subsidiary | 100% |
| 12. | Lupin Mexico S.A. de C.V., Mexico | Subsidiary | 100% |
| 13. | Bellwether Pharma Pty Limited, Australia | Subsidiary | 100% |
| 14. | Lupin Philippines Inc., Philippines | Subsidiary | 100% |
| 15. | Lupin Healthcare Limited, India | Subsidiary | 100% |
| 16. | Generic Health SDN. BHD., Malaysia | Subsidiary | 100% |
| 17. | Laboratoris Grin S.A. de C.V., Mexico | Subsidiary | 100% |
| 18. | Medquimica Industria Farmaceutica LTDA, Brazil | Subsidiary | 100% |
| 19. | Novel Laboratories, Inc., USA | Subsidiary | 100% |
| 20. | Lupin Research Inc., USA | Subsidiary | 100% |
| 21. | Avenue Coral Springs, LLC, USA | Subsidiary | 100% |
| 22. | Lupin Management, Inc., USA | Subsidiary | 100% |
| 23. | Lupin Europe GmbH, Germany | Subsidiary | 100% |
| 24. | Lupin Biologics Limited, India | Subsidiary | 100% |
| 25. | Lupin Oncology Inc., USA | Subsidiary | 99.3% |
| 26. | Lupin Digital Health Limited, India | Subsidiary | 100% |
| 27. | Southern Cross Pharma Pty Limited, Australia | Subsidiary | 100% |
| 28. | YL Biologics Limited, Japan | Joint Venture | 45% |
| 29. | Lupin Foundation, India | Subsidiary | 100% |

10. CSR Details

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes

(ii) Turnover - INR 117,716.7 Mn

(iii) Net worth - INR 181,501.4 Mn

11. Transparency and Disclosures Compliances

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

Lupin stakeholders include our communities, investors, customers, employees, channel partners/franchises, regulators, and research analyst. A strong whistle-blower policy and non-retaliation clause is available to all our stakeholders. Our whistle-blower policy is available at <https://www.lupin.com/pdf/Whistleblower-Policy.pdf>. For details on investor complaints, refer to the 'Investor contacts' on our website

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

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

Please refer to the chapter "Our Materiality Assessment-FY22" on page 22

| | | | | | | | | | |
|--|---|---|---|---|---|---|---|---|---|
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |
|--|---|---|---|---|---|---|---|---|---|

Refer to Third Party Code of Conduct <https://www.lupin.com/investors/policies/>

4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) mapped to each principle.

The following certifications have been received by the company:

1. Information Security System (ISO 27001:2013)
2. ISO 8 Class 100,000 Cleanrooms Standards
3. Good Manufacturing Practice (GMP) compliance across facilities
4. Several facilities have received US FDA, UK MHRA, WHO and Japanese PDMA accreditations
5. Our Goa facility received clearance from the US FDA in FY22

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

Environmental targets:

- Project Plan for Rooftop Installation by FY23:
- Nagpur: 1500 KW
- Ankleshwar: 400 KW
- Scope 1 and 2 emissions reduction by 2030: 15%
- 50% of the total water withdrawn in Indian sites to be recycled and reused in own operations by 2025
- 60% of total hazardous waste generated in operations in India to be sent for co-processing to cement plants

Supply chain targets:

- Implementation of Lupin's Third-Party Code of Conduct for all suppliers and vendors by 2022
- Undertaking detailed ESG audits of 100% of our Tier 1 and Tier 2 suppliers by 2025
- Incorporation of ESG aspects in the evaluation criteria for onboarding all new vendors by 2025

Social targets

- Diversity target: 15% women employees across all business units by 2027
- CSR target: Plant 1,600,000 trees by 2025
- 10% year on year reduction in the Lost Time Injury Frequency Rate (LTIFR), Severity Rate, Accident Frequency Rate, and Incident Frequency Rate, taking FY20 as the base year

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

Our performance across various environmental and social parameters have been mentioned in the Natural Capital, Human Capital and Social Capital chapters of the IR

Governance, leadership and oversight

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

"Lupin is committed to make the business sustainable and socially responsible. The Company's ESG targets are outlined on page 55, 85-86, 91, 102 and 111-113. We are partnering with some of our stakeholders to shape solutions for sustainable future."

Ramesh Swaminathan,
Executive Director, Global CFO & Head – Corporate Affairs

| | |
|---|--|
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies | Ramesh Swaminathan, Executive Director, Global CFO & Head – Corporate Affairs |
| 9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details. | Yes. The ESG Core Committee is responsible for decision-making on sustainability related issues. It is chaired by the CFO of the Company and meets once a month to discuss progress and actions on ESG initiatives, targets and implementation. |

10. Details of Review of NGRBCs by the Company:

| Subject for Review | Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee | | | | | | | | Frequency (Annually/Half yearly/Quarterly/Any other – please specify) | | | | | | | | | |
|---|---|--------|--------|--------|--------|--------|--------|--------|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
| Performance against above policies and follow up action | The ESG Core Committee at Lupin and the Board reviews the Company's performance across all aspects of the nine principles of the NGRBC periodically. Certain targets have also been taken on the environmental and social aspects of our business, which is further elaborated upon in the IR section of this report. | | | | | | | | | | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | Lupin strives to maintain the highest degree of conformance and compliance with the laws of the land in all locations of our operations. Any statutes and legislation pertaining to the nine principles of the NGRBC are complied with. We have been publishing our Business Responsibility Report annually and starting this year, we have voluntarily adopted the BRSR mandate to disclose our performance on the nine principles of the BRSR. | | | | | | | | | | | | | | | | | |
| 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. | P | P | P | P | P | P | P | P | P | P | P | P | P | P | P | P | P | P |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | No. | | | | | | | | |

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

| Questions | P | P | P | P | P | P | P | P | P | P | P | P | P | P | P | P | P | P |
|---|--|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | | | | | | | | | |
| The entity does not consider the principles material to its business (Yes/No) | The entity has conducted a materiality assessment to identify the ESG issues relevant to the business and we have defined our management approach for each of these. Please refer to the chapter “Our Materiality Assessment-FY 22” on page 22 | | | | | | | | | | | | | | | | | |

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

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 | This data has not been recorded for FY22. Efforts are underway to record and report this data from the next financial year. | | |
| Key Managerial Personnel | | | |
| Employees other than BoD and KMPs | | | |
| Workers | | | |

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 3 - 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 | Nil | | | | |
| Settlement | | | | | |
| Compounding fee | | | | | |

Non-Monetary

| | NGRBC Principle | Name of the regulatory/enforcement agencies/judicial institutions | Brief of the Case | Has an appeal been preferred? (Yes/No) |
|--------------|-----------------|---|-------------------|--|
| Imprisonment | Nil | | | |
| Punishment | | | | |

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

| Case Details | Name of the regulatory/enforcement agencies/judicial institutions |
|--------------|---|
| N.A. | |

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.

Corporate Governance has been an integral part of the Company’s rich legacy which goes beyond mere legal compliances. The Codes of Conduct for Directors, Independent Directors and Senior Management Personnel, adopted by the Company, have been hosted on the website of the Company (www.lupin.com). The Company encourages and promotes a culture of intensive deliberations, transparency and impartiality in its dealings with stakeholders and the

public at large. As a testament of its robust corporate governance practices, the Company enforces Code of Business Conduct and Ethics (CODE) and empowers employees to report concerns on actual or suspected violations of the CODE. Employees are at liberty to raise their concerns without any fear of retaliation or retribution and even report their concerns anonymously. The Company adheres to uncompromising integrity in conduct of business and does not tolerate corrupt and immoral practices. Company's operations are guided by strong control systems which are reviewed by both internal and external auditors at regular intervals.

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

| | FY22 Current Financial Year | FY21 Previous Financial Year |
|-----------|-----------------------------|------------------------------|
| Directors | 0 | 0 |
| KMPs | 0 | 0 |
| Employees | 0 | 0 |
| Workers | 0 | 0 |

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

| | FY22 Current Financial Year | | FY21 Previous Financial Year | |
|--|-----------------------------|---------|------------------------------|---------|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | 0 | NA | 0 | NA |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | 0 | NA | 0 | NA |

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

Not applicable

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.

| | FY22 | Details of improvements in environmental and social impacts | | | | | | | | |
|--|--|---|---------------------|--|------|---|------|--|-------|--|
| R&D | Percentage of R&D investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D will be made available from FY 2023 - - | | | | | | | | | |
| Capex | 3.88% | | | | | | | | | |
| | <table border="1"> <thead> <tr> <th>CAPEX initiative Details</th> <th>Investment (INR Mn)</th> </tr> </thead> <tbody> <tr> <td>Automation projects – all projects which lead to process improvement</td> <td>83.0</td> </tr> <tr> <td>Digitization projects – initiatives such as Electronic batch records and Labware LIMS</td> <td>46.4</td> </tr> <tr> <td>Environmental projects – installation of solar rooftops at various sites, air and water pollution control equipment and energy saving technologies</td> <td>137.2</td> </tr> </tbody> </table> | CAPEX initiative Details | Investment (INR Mn) | Automation projects – all projects which lead to process improvement | 83.0 | Digitization projects – initiatives such as Electronic batch records and Labware LIMS | 46.4 | Environmental projects – installation of solar rooftops at various sites, air and water pollution control equipment and energy saving technologies | 137.2 | |
| CAPEX initiative Details | Investment (INR Mn) | | | | | | | | | |
| Automation projects – all projects which lead to process improvement | 83.0 | | | | | | | | | |
| Digitization projects – initiatives such as Electronic batch records and Labware LIMS | 46.4 | | | | | | | | | |
| Environmental projects – installation of solar rooftops at various sites, air and water pollution control equipment and energy saving technologies | 137.2 | | | | | | | | | |

Note: Percentage of Capex investments in specific technologies to improve the environmental and social impacts of product and processes to total capex investments has been made available from FY22

2. Does the entity have procedures in place for sustainable sourcing? (Yes/No) b. If yes, what percentage of inputs were sourced sustainably?

Yes, suppliers are classified into categories — Strategic, Critical, Leverage and Routine — to improve our relationship with them and minimize the supply risk. We also ensure that periodic evaluations are undertaken for each of the categories:

- Strategic and Critical suppliers are evaluated on a quarterly basis
- Leverage suppliers are evaluated on a half-yearly basis
- Routine suppliers are evaluated on a yearly basis

In FY21, we established a target of implementing a Supplier Code of Conduct (CoC) for all our suppliers and vendors by 2022. This year, we are proud to state that we achieved this by developing our own Third-Party Code of Code which is applicable to the following stakeholders:

- Supplier
- Vendors
- Distributors
- Wholesalers
- Agents
- Technology Partners
- Contract Manufacturing Organizations (CMO's)
- Contract Research Organizations (CRO's)

The CoC covers aspects such as labour rights, anti-bribery and corruption, health and safety, environment, ethics, data privacy, confidentiality, and information protection.

For more details, please refer to our website: <https://www.lupin.com/wp-content/uploads/2022/05/third-party-coc.pdf>

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

- Post-consumer plastic waste is collected and sent for recycling or co-processing. This is being done through authorised third parties.
- We disposed our e-wastes as per in country/local regulations.
- Hazardous wastes are being disposed as per the Hazardous Wastes Management Rules.
- The other wastes are disposed as per the local regulatory bodies and the regulations.

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, as part of our Extended Producer Responsibility obligations around post-consumer plastic waste management, we are recovering an equivalent quantity of the post-consumer plastic waste generated from our products in India and the plastic waste is being channelized to create recycled products or being utilised as an alternate energy source. Further, we have eliminated patient information leaflets from our products by digitising them. In addition to reducing costs, this has also reduced paper consumption and waste.

5. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed off:

As part of our Extended Producer Responsibility obligations around post-consumer plastic waste management, we are recovering an equivalent quantity of the post-consumer plastic waste generated from our products in India and the plastic waste is being channelized to create recycled products or being utilized as an alternate energy source. Further, we have eliminated patient information leaflets from our products by digitizing them. In addition to reducing costs, this has also reduced paper consumption and waste.

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

| Indicate product category | Reclaimed products and their packaging materials as % of total products sold in respective category |
|---------------------------|---|
| Nil | Not applicable in any category |

Principle 3 :

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

Essential Indicators

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

| Category | % 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 | 17,269 | 17,155 | 99.3 | 17,198 | 99.5 | NA | NA | 14,191 | 82.2% | - | - |
| Female | 1056 | 994 | 94.1 | 991 | 93.8 | 1,056 | 100 | NA | NA | - | - |
| Total | 18,325 | 18,149 | - | 18,819 | - | 1,056 | - | 14,191 | - | - | - |
| Other than Permanent employees | | | | | | | | | | | |
| Male | Other than Permanent Employees data has not been recorded in a gender disaggregated manner for FY22. This will be made available from FY23. | | | | | | | | | | |
| Female | | | | | | | | | | | |
| Total | 6432 | | | | | | | | | | |

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

| Category | % 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 | 1,116 | This data will be made available from FY 2023. | | 872 | 78.1 | - | - | 461 | 83.1 | - | - |
| Female | 12 | | | 11 | 91.7 | 12 | 100 | - | - | - | - |
| Total | 1,128 | | | 883 | - | 12 | - | 431 | - | - | - |
| Other than Permanent workers | | | | | | | | | | | |
| Male | NA | | | | | | | | | | |
| Female | | | | | | | | | | | |
| Total | | | | | | | | | | | |

2. Details of retirement benefits.

| Benefits | FY22 | | | FY21 | | |
|-------------------------|--|--|--|--|--|--|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| PF | 100 | 100 | Y | 100 | 100 | Y |
| Gratuity | 100 | 100 | Y | 100 | 100 | Y |
| ESI | 11 | 39 | Y | 12 | 34 | Y |
| Others (Superannuation) | 4 | 0 | Y | 3 | 0 | Y |
| Others (NPS) | 3 | 0 | Y | 2 | 0 | Y |

3. Accessibility of workplaces

Please refer to page number 97 withing the “Diversity and Inclusion” sub section under the “Human Capital Chapter”.

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.

Please refer to page number 97 withing the “Diversity and Inclusion” subsection under the “Human Capital Chapter”.

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% | 89% | 100% | 94% |
| Female | 100% | 95% | 100% | 100% |

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

Please refer to page number 104 within the “Grievance Redressal” under the “Influencing Culture” sub-section of the Human Capital” chapter.

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

| Category | FY22 | | | FY21 | | |
|----------------------------------|--|--|---------|--|--|---------|
| | Total employees/workers in respective category (A) | No. of employees/workers in respective category, who are part of association(s) or Union (B) | % (B/A) | Total employees/workers in respective category (C) | No. of employees/workers in respective category, who are part of association(s) or Union (D) | % (D/C) |
| Total Permanent Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Male | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Permanent Workers | 1,128 | 772 | 68.4 | 1,378 | 913 | 66 |
| Male | 1,116 | 769 | 68.9 | 1,366 | 909 | 65 |
| Female | 12 | 3 | 25 | 12 | 4 | 25 |

8. Details of training given to employees and workers:

Continuous learning and reskilling have always been central to Lupin culture.

| Workforce | FY22 | | | | |
|--------------|--|---|---------|----------------------|---------|
| | Total (A) | On Health and safety measures | | On Skill upgradation | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) |
| Male | Gender disaggregated data on training will be made available from FY 2023. | | | | |
| Female | | | | | |
| Total | 19,453 | Ensuring that our workforce is effectively trained on safety issues is crucial for the success of our operations, It also aids in preserving a work environment that prioritizes and protects the health and wellbeing of our workforce. In line with this, for FY22, 650,698 hours were imparted on safety training. Gender-disaggregated participant training data will be made available from FY 2023. | 11,843 | 60.9% | |

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

| Category | FY22 Current Financial Year | | | FY21 Previous Financial Year | | |
|------------------|-----------------------------|---------------|-------------|--|---------|-------------|
| | Total (A) | No. (B) | % (B/A) | Total (C) | No. (D) | % (D/C) |
| Employees | | | | | | |
| Male | 17,269 | 17,269 | 100% | Gender disaggregated data has been made available from FY22. | | |
| Female | 1,056 | 1,056 | 100% | | | |
| Total | 18,325 | 18,325 | 100% | | | 100% |
| Workers | | | | | | |
| Male | NA | | | | | |
| Female | | | | | | |
| Total | | | | | | |

10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, what is the coverage of such a system?
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
- Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.
- Do the employees/workers of the entity have access to non-occupational medical and healthcare services?

Please refer to page 101 within the “Ensuring Employee Health and Safety” under the “Human Capital” chapter.

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

| Safety Incident/Number | Category | FY22 Current Financial Year | FY21 Previous Financial Year |
|---|-----------|-----------------------------|------------------------------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0.21 | 0.11 |
| | Workers | - | - |
| Total recordable work-related injuries | Employees | 210 | 258 |
| | Workers | - | - |
| No. of fatalities | Employees | Nil | Nil |
| | Workers | - | - |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | 4.37 | 5.67 |
| | Workers | 0 | 0 |

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

Please refer to page 101 within the “Ensuring Employee Health and Safety” under the “Human Capital” chapter.

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

| | FY22 Current Financial Year | | | FY21 Previous Financial Year | | |
|--------------------|-----------------------------|---------------------------------------|---------|------------------------------|---------------------------------------|---------|
| | 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 | Nil | | | | | |
| Health & Safety | | | | | | |

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 | Customer audits & PSCI audits are conducted at majority of sites |
| Working Conditions | Customer audits & PSCI audits are conducted at majority of sites |

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.

Overall, there was a reduction in the number of accidents and incidents during FY22 as compared to FY21, 21% and 10% respectively.

Leadership Indicators

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

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

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.

Any individual or group of individuals or institution that adds value to the business chain of the Company is identified as a core stakeholder. This inter alia includes employees, shareholders and investors, suppliers, customers, channel partners and key partners, regulators, lenders, research analysts, communities, and non-governmental organisations, amongst others. We are privileged to share a strong relationship with our stakeholders based on our deep understanding of their expectations and our commitment to fulfil them

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

| Key Stakeholders | Whether identified as Vulnerable & Marginalised Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others | Frequency of engagement (Annually/ Half yearly/ Quarterly/ others - please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|--|---|--|---|---|
| Employees | No | Direct & other communication mechanisms including mailers, Intranet, employee committees, engagement initiatives, newsletters | Continuous | Learning opportunities, building a safety culture, and inculcating safe work practices among employees, and improving diversity and inclusion. |
| Shareholders/ Investors | No | Press Releases, Social Media, Website, Analyst meets, Analyst briefings, quarterly results, Annual General Meetings, Integrated Report, Financial Reports, email advisories, Intimation to stock exchanges, annual/ quarterly financials, and investor meetings/ conferences | Frequent and need based | Educating them about Lupin's business strategy for the long-term, to stay abreast of developments in the Corporation and its subsidiary companies and understanding their expectations |
| Customers | Yes, if they qualify based on specified criteria such as income, etc. | Customer meets, mailers, news bulletins, brochures, social media, website | Frequent and need based | For stronger customer relationships. To enhance business. Stay in touch with them to understand the industry and business challenges and address any issues that the customers may have |
| Channel Partners, franchises, and key partners | No | Partner meets and events, mailers, news bulletins, brochures, social media, website | Frequent and need based | Stronger partnerships, helps to increase reach and enhance business, ethical business, and fair business practices and governance |

| Key Stakeholders | Whether identified as Vulnerable & Marginalised Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others | Frequency of engagement (Annually/ Half yearly/ Quarterly/ others - please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|----------------------|--|--|---|--|
| Regulators | No | Working committee meetings, email, one-on-one meetings, conceals, conferences, seminars, and forums | Need based | For good governance and compliance. Discussions with regards to various regulations and amendments, inspections, and approvals. |
| Research Analysts | No | Website, social media, Email, one-on-one meetings, conceals, videoconference, and forums | Frequent and need based | Keep abreast of developments of the Corporation and its subsidiaries |
| Communities and NGOs | Yes | Site visits, meetings, press releases, project meetings, consultative sessions, social media, participation in events, case studies, brochures, and emails | Frequent and need based | Understand areas of sustainable development, manage Lupin's brand and reputation, work in partnership to develop solutions to challenging areas, improve livelihood, access to healthcare and education. Support socially high impact projects |

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.

Consultation with stakeholders on E, S and G topics are delegated to the departments within the Company who are also responsible for engaging with stakeholders continually. The Company has always maintained that a constant and proactive engagement with our key stakeholders enables Lupin to better communicate its strategies and performance. A continuous engagement helps align expectations, thereby enabling Lupin to better serve its stakeholders. Material topics were shortlisted and prioritized based on their impact on our stakeholders and our business. The monthly ESG core committee meetings provide us an opportunity to share feedback on these consultations.

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.

We have framed our ESG agenda on material topics from stakeholder consultations. Material topics were shortlisted and prioritized based on their impact on our stakeholders and our business. Our ESG priorities are determined through data-driven and consultative exercise.

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

Lupin Human Welfare and Research Foundation (LHWRF) was set up with the mission to provide an alternative model of rural development which is sustainable, replicable, and ever evolving, essentially empowering underprivileged and marginalised sections of society and providing basic infrastructure and balanced ecological base to the villages. The foundation engages with the community in a variety of areas that serve the vulnerable/marginalised stakeholder groups.

Read about our foundation on <https://www.lupinfoundation.in/>

Principle 5 : Businesses should respect and promote human rights

Essential Indicators

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

This data is not being reported for FY22.

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

| Category | Permanent Employees | | Permanent Workers | |
|-------------------------------------|---------------------|--------|-------------------|--------|
| | Male | Female | Male | Female |
| Getting wage equal to minimum wage | 35 | 2 | 0 | 0 |
| Getting wage more than minimum wage | 17,234 | 1,054 | 1,116 | 12 |

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

| Category | Male | | Female | |
|--|--------|---|--------|---|
| | Number | Median remuneration/salary/wages (INR Mn) | Number | Median remuneration/salary/wages (INR Mn) |
| Executive Directors | 2 | 75.79 | 1 | 144.92 |
| Board of Directors (Non-Executive and Non-Independent) | 1 | 40.30 | 1 | 6.70 |
| Board of Directors (Non-Executive and Independent) | 3 | 7.83 | 2 | 8.01 |
| Key Managerial Personnel (Company Secretary) | 1 | 9.13 | - | - |
| Employees other than BoD and KMP | 17,262 | 0.50 | 1,052 | 0.52 |
| Workers | 1,116 | 0.44 | 12 | 0.57 |

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)

Please refer to page number 105 within the "Global HR Policies" subsection of the "Human Capital" Chapter.

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

Please refer to page number 105 within the "Global HR Policies" subsection of the "Human Capital" Chapter.

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

| | FY22 Current Financial Year | | |
|-----------------------------------|-----------------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks |
| Sexual Harassment | 0 | 0 | NA |
| Discrimination at workplace | 2 | 0 | NA |
| Child Labour | 0 | 0 | NA |
| Forced Labour/Involuntary Labour | 0 | 0 | NA |
| Wages | 0 | 0 | NA |
| Other human rights related issues | 0 | 0 | NA |

Note: This data has been made available from FY22

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

Please refer to page number 104 within the "Inculcating a Culture of Talent Engagement" under the "Human Capital" chapter.

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

Yes.

9. Assessments of the year

Lupin internally monitors compliance for all relevant laws and policies pertaining to these Human Right issues. There have been no observations by local statutory/third parties in India in FY22.

10. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above.

Not Applicable

Principle 6 :**Businesses should respect and make efforts to protect and restore the environment****Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

| Parameter | | FY 2021-22 (Current Financial Year) | FY 2020-21 (Previous Financial Year) |
|--|-------------------------------------|--|---|
| Total electricity consumption (A) | | 1,289,682 GJ | 1,343,827 GJ |
| Total fuel consumption (B) | Diesel | 64,173 GJ | 65,349 GJ |
| | Furnace Oil | 408,105 GJ | 669,918 GJ |
| | Natural Gas | 372,486 GJ | 233,878 GJ |
| | Low Sulphur Heavy Stock (LSHS) fuel | 23,296 GJ | - |
| Energy consumption through other sources (C) | Solar Captive generation | 5,713 GJ | 5,688 GJ |
| | Steam generated from agro-waste | 110,538 GJ | 105,175 GJ |
| | Coal based steam purchase | 710,657 GJ | 975,105 GJ |
| | Wind - grid | 46,874 GJ | 37,228 GJ |
| | Agro-waste based steam purchase | 91,694 GJ | 227,605 GJ |
| Total energy consumption (A+B+C) | | 3,123,218 GJ | 3,663,773 GJ |
| Energy intensity per million rupees of turnover (Total energy consumption/turnover in million rupees) | | 26.53 | 33.61 |

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

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

Not applicable

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

| Parameter | FY 2021-22 (Current Financial Year) | FY 2020-21 (Previous Financial Year) |
|--|--|---|
| (i) Surface water | 130,614 KL | 120,077 KL |
| (ii) Groundwater | 173,300 KL | 201,708 KL |
| (iii) Third party water (Municipal water supplies, etc.) | 1,357,253 KL | 1,492,112 KL |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii) | 1,661,168 KL | 1,813,897 KL |
| Total volume of water consumption (in kilolitres) | 2,369,480 KL | 2,559,253 KL |
| Water intensity per rupee of turnover (Water consumed/turnover) | 20.13 KL/INR Mn turnover | |

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

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

Lupin has achieved Zero Liquid Discharge status in almost 50% of Indian manufacturing sites in accordance with the standards prescribed by regulatory authorities.

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

We are currently not tracking this information at a Group level. We will make this data available from FY 2023.

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

N/A

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

| <i>Parameter</i> | <i>Unit</i> | <i>FY 2021-22 (Current Financial Year)</i> | <i>FY 2020-21 (Previous Financial Year)</i> |
|---|--|--|---|
| Total Scope 1 emissions (includes emissions from energy consumption, fugitive emissions and emissions from owned vehicles) | Metric tonnes of CO2 equivalent | 85,845 | 100,525 |
| Total Scope 2 emissions | Metric tonnes of CO2 equivalent | 359,447 | 387,151 |
| Total Scope 1 and Scope 2 emissions per rupee of turnover | tonnes of CO2 equivalent/ Million INR | 3.78 | 4.47 |

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

No

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details: -

Our GHG emission reduction initiatives have been enlisted in the manufacturing capital and natural capital section of the Integrated Report. We have also adopted an ambitious target to reduce our Scope 1 and Scope 2 GHG emissions by 15% by 2030. Our GHG emission reductions include:

- Transition to natural gas in Tarapur and Pithampur, which is less emission intensive than furnace oil.
- The contribution of renewable power at our Ankleshwar and Dabhasa site in FY22 has increased by 5.30 MW by switching to a hybrid renewable power model comprising wind and solar.
- The procurement of renewable electricity is critical for us to reduce our dependence on the grid electricity generated from fossil fuels. We are exploring ways to increase the procurement of renewable energy from the grid.
- We also replaced old conventional luminaries by energy-efficient LED lights. A total of 4,404 lights were replaced at Mandideep, Ankleshwar, Vizag and Dabhasa.
- We have replaced AC motors with DC electronically commuted motors in AHU's, which has resulted in energy efficiency and power cost savings

Our commitment to climate stewardship also contributes to product innovation in the development phase. Lupin Healthcare UK's product, Luforbec has recently achieved Carbon neutrality certification. Lupin Healthcare offsets the total emissions from the production, use and disposal of the inhaler, thus achieving carbon neutrality. This is expected to significantly augment the NHS' green agenda to achieve net zero emissions.

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

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

| Category of waste | FY 2021-22 Hazardous waste (MT) | FY 2020-21 Hazardous waste (MT) |
|--|--|--|
| (i) Pre-processing/co-processing to cement kilns/incineration | 6,954 | 8,653 |
| (ii) Landfilling | 12,940 | 17,397 |
| (iii) Other disposal operations - sent for co-processing to cement kilns | 3,099 | 4,917 |
| (iv) Recycling/Recovery/Utilisation | 14,229 | 14,862 |
| Total (i + ii + iv) | 34,123 | 40,912 |

| Category of waste | FY 2021-22 Non-hazardous waste (MT) | FY 2020-21 Non-hazardous waste (MT) |
|--|--|--|
| (i) Canteen waste and Mycelia waste sent for recycling - feed for piggeries/composting | 5,844 | 3,515 |
| (ii) Agro-waste boiler ash sent for brick manufacturing, soil enrichment and landfilling | 1,500 | 1,946 |
| Total | 7,344 | 5,461 |

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

No

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

Lupin strives to embed principles of circularity and waste recycling to reduce waste disposal to landfills or incineration. The incinerable hazardous waste generated at the site is sent for co-processing/ pre-processing in cement plants instead of incineration.

Spent solvents generated in the API manufacturing processes are either recovered and reused in-situ or sent to the authorized recyclers or registered disposal facilities. Further as a part of our resource conservation initiatives the spent calcium sulphate is sent to the cement plants for utilizing this as alternate fuel and raw material in their operations.

Non-hazardous waste from our operations, such as canteen wastes, and mycelia wastes are either sent to piggeries or composted to convert it into usable organic fertilizer. The agro-waste boiler ash was sent for brick manufacturing, soil enrichment and landfilling.

We are committed to minimizing waste by:

- Encouraging non-hazardous and less toxic materials during the inventory/purchase process
- Sourcing equipment that produces zero waste or minimal hazardous waste
- Using longer life chemical products
- Training employees on safe handling, labelling and storage of hazardous products

All of our waste management practices have been detailed in the Natural Capital section of the Integrated Report

10. 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 | Type of operations | Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. |
|--------|--------------------------------|--------------------|---|
| 1 | Not Applicable | | |

11. 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) |
|-----------------------------------|----------------------|------|---|--|
| Not Applicable | | | | |

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N).

Yes

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

| Parameter | | FY 2021-22 (Current Financial Year) | FY 2020-21 (Previous Financial Year) |
|---|---------------------------------|--|---|
| From renewable sources | | | |
| Total electricity consumption (A) | Solar - captive generation | 5,713 GJ | 5,688 GJ |
| | Wind - grid | 46,874 GJ | 37,228 GJ |
| Total fuel consumption (B) | - | - | - |
| Energy consumption through other sources (C) | Steam generated from agro-waste | 110,538 GJ | 105,175 GJ |
| | Agro-waste based steam purchase | 91,694 GJ | 227,605 GJ |
| Total energy consumed from renewable sources (A+B+C) | | 254,819 GJ | 375,696 GJ |

| From non-renewable sources | | FY 2021-22 (Current Financial Year) | FY 2020-21 (Previous Financial Year) |
|---|-------------------------------------|--|---|
| Total electricity consumption (D) | | 1,289,682 GJ | 1,343,827 GJ |
| Total fuel consumption (E) | Diesel | 64,173 GJ | 65,349 GJ |
| | Furnace Oil | 408,105 GJ | 669,918 GJ |
| | Natural Gas | 372,486 GJ | 233,878 GJ |
| | Low Sulphur Heavy Stock (LSHS) fuel | 23,296 GJ | - |
| Energy consumption through other sources (F) | Coal based steam purchase | 710,657 GJ | 975,105 GJ |
| Total energy consumed from non-renewable sources (D+E+F) | | 2,868,398 GJ | 3,288,076 GJ |

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

No

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

Five of companies operating locations – Indore, Nagpur, Jammu, Aurangabad and Ankleshwar - are in regions of Extremely High-Water Risk by WRI Aqueduct water risk atlas tool. Company's strategy for ensuring business continuity and water risk mitigation includes technical interventions such as the installation of water recycling plants, reusing AHU condensate and rainwater, water efficiency mechanisms, and raising awareness about water conservation among their stakeholders.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable

6. 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:

The details have been provided in manufacturing capital chapter and natural capital chapter.

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

None

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

None

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: 12

b. List the top 10 trade and industry chambers/associations (determined based on the total members of such a 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 | Federation of Indian Chambers of Commerce and Industry (FICCI) | National |
| 2 | Confederation of Indian Industry (CII) | National |
| 3 | Associated Chambers of Commerce and Industry of India (ASSOCHAM) | National |
| 4 | Indian Drug Manufacturers Association (IDMA) | National |
| 5 | Foundation of Pharma Entrepreneurs (FOPE) | National |

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

Not applicable

Principle 8 :

Businesses should promote inclusive growth and equitable development

Essential Indicators

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

| Name and brief details of project | SIA Notification No. | Date of notification | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/No) | Relevant Web link |
|-----------------------------------|----------------------|----------------------|---|--|-------------------|
| 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. of Project Affected Families (PAFs) | % of PAFs covered by R&R | Amounts paid to PAFs in the FY (In INR) |
|----------------|--|-------|----------|---|--------------------------|---|
| Not applicable | | | | | | |

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

The communities we work with are treated as equal partners in development and are engaged in the implementation of the projects from the very beginning. The work is monitored by the community and upon its completion, the Panchayat takes responsibility for the same. To redress grievances that may arise, we have developed rules and procedures at village institution levels for timely resolutions.

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

| | FY22 Current Financial Year | FY21 Previous Financial Year |
|---|-----------------------------|------------------------------|
| Directly sourced from MSMEs/small producers | 2,664 | 3,136 |
| Sourced directly from within the district and neighboring districts | Not available | |

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):

None

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

| S. No. | State | Aspirational District | Amount spent (In INR lakhs) |
|--------|-------------|--|-----------------------------|
| 1 | Assam | Amoni - TDF Amoni - The Tribal Development Fund WADI project started at Amoni on 30th March 2016. It is 7 years project funded by NABARD and involve orchrd development and livelihood support through vegetable cultivation. The project supports 500 farmer families and 50 landless families. | 438.53 |
| 2 | Maharashtra | Padalpur - TDF Padalpur - The Tribal Development Fund WADI project started at Padalpur on 30th March 2016 too like Amoni. It is also 7 years project funded by NABARD and have same number of families covered. | 447.27 |
| 3 | Maharashtra | Akkalkuwa - TDF Akkalkuwa - This is recently started Tribal Development Fund WADI project that covers 600 families | 415.54 |

| S. No. | State | Aspirational District | Amount spent (In INR lakhs) |
|---------------|--------------|---|------------------------------------|
| 4 | Maharashtra | IWMS Moramba - This Integrated water Management System Project is supported by NABARD The Project covers 5 villages (Moramba, Mahukhadi, Kakdiamba,Khadkuna,Umarkuwa) of Akkalkuwa block. The project treats about 100 acres of land in each of the five villages, thus covering total 500 Acres area. Currently, Capacity Building Phase (CBP) of the project has began. Key project components are : 1. Soil and water conversion (2) Crop and land development (3) Capacity building and demonstration. The project has NRM focus and the total spent includes beneficiary contribution and share from LHWRF | 40.42 |
| 5 | Maharashtra | IWMS Khadkuna | 40.73 |
| 6 | Maharashtra | IWMS Mahukhadi | 41.59 |
| 7 | Maharashtra | IWMS Kakdiamba | 40.54 |
| 8 | Maharashtra | CCA Shendhavan - This Climate Change Adaptation project funded by NABARD has components of Soil and water conservation, soil health for productivity enhancement, Sustainable NRM, CCA farming practices & nutritional security. It aims to build the adaptive capacity of farmers through livelihood development. The project also includes provision of weather and crop based agricultural advisories to farmers to cope with climate change | 59.54 |
| 9 | Maharashtra | Nandurbar - FPO Astamba - Agricultural inputs for farmers through bulk purchasing and marketing of agricultural produce are the focus of the FPOs | 11.44 |
| 10 | Maharashtra | Nandurbar - FPO Akkarani | 11.13 |
| 11 | Maharashtra | Nandurbar - FPO Ranikajal | 11.13 |
| 12 | Maharashtra | Nandurbar Skill Development Training Programs for Livelihood Promotion of Tribal Youths & Women –Lupin Human Welfare and Research Foundation (LHWRF)(NABSKILL Programme) The project duration is of two years. | 44.46 |
| 13 | Maharashtra | Nandurbar E-shakti - CBO/ NGO Capacity Building through digitalisation of SHG accounts. | 25 |
| 14 | Maharashtra | ACCF-This project funded by Atlas Copco entails livelihood development of tribal families through the Group Well Irrigation system in Nandurbar district of Maharashtra at Akkalkuwa Block | 411 |
| 15 | Maharashtra | BRLF-This Integrated water Management System Project is supported by NABARD The Project covers 5 villages (Moramba, Mahukhadi, Kakdiamba,Khadkuna,Umarkuwa) of Akkalkuwa block. The project treats about 100 acres of land in each of the five villages, thus covering total 500 Acres area. | 55.63 |
| 16 | Maharashtra | Better Cotton Initiative- The Better Cotton Initiative (BCI) aims to make global cotton production better for the people who produce it, better for the environment it grows in and better for the sector's future, by developing Better Cotton as a sustainable mainstream commodity. It involves training and capacity building of farmers for sustainable cotton production by promotion of best package of practices on integrated pest management, integrated nutrient management, and selection of variety by conducting training, exposure of farmers and demonstrations at village level. Lupin Human Welfare and Research Foundation (LHWRF) is implementing this BCI project with small landholder cotton growers in Dhule and Nandurbar districts since 2017-18. | 800 |

| S. No. | State | Aspirational District | Amount spent (In INR lakhs) |
|--------|----------------|---|-----------------------------|
| 17 | Rajasthan | Dholpur - Health and Nutrition Program | 27.50 |
| 18 | Rajasthan | Dholpur - Agriculture/Animal Husbandry & WRD | 36.60 |
| 19 | Rajasthan | Dholpur - Infrastructure Development | 48 |
| 20 | Rajasthan | Dholpur - Livelihood support | 1.98 |
| 21 | Rajasthan | Dholpur - Skill Development and Financial Inclusion | 15 |
| 22 | Madhya Pradesh | Vidisha - Health & Nutrition | 53.48 |
| 23 | Madhya Pradesh | Vidisha - Education | 11.14 |
| 24 | Madhya Pradesh | Vidisha - Agriculture and water resources | 145.19 |
| 25 | Madhya Pradesh | Vidisha - Skill Development | 65.80 |
| 26 | Madhya Pradesh | Vidisha - Financial inclusion | 8.30 |
| 27 | Madhya Pradesh | Vidisha - Basic infrastructure | 5.28 |

6. Details of beneficiaries of CSR Projects:

Details of the number of beneficiaries of CSR projects has been provided in the Social & Relationship capital section of the IR.

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.

To address customer grievances, we have instituted robust mechanisms and processes. Our Pharmacovigilance function is the nodal agency to monitor the quality and safety of our products. We also have our dedicated team to track and address customer grievances and complaints.

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

Lupin's products are Pharmaceutical medicines and drugs, therefore all our products contain information such as guidance on Storage Conditions, handling, dosage, expiry, etc. Some of the products also contain information on lifestyle management and a WhatsApp Number/QR code for the benefit of patients to get their queries answered in various languages for different therapies. Some of our packaging material is manufactured out of recycled papers to reduce impact on the environment.

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

| | FY22 (Current Financial Year) | | Remarks | FY21 (Previous Financial Year) | | Remarks |
|--------------|-------------------------------|-----------------------------------|---------|---|-----------------------------------|---|
| | Received during the year | Pending resolution at end of year | | Received during the year | Pending resolution at end of year | |
| Data privacy | Nil | | | Nil | | |
| Advertising | Nil | | | OTC: ASCI queried on data source of Lupizyme claim in its TV advertisement. | OTC: Resolved successfully | OTC: Provided robust 3rd party data source and allowed a stronger claim |

| | FY22 (Current Financial Year) | | Remarks | FY21 (Previous Financial Year) | | Remarks |
|--------------------------------|----------------------------------|---|---------|-----------------------------------|---|---------|
| | Received during the year | Pending resolution at end of year | | Received during the year | Pending resolution at end of year | |
| Cyber-security ⁷ | Nil | | | Nil | | |
| Delivery of essential services | Nil | | | Nil | | |
| Restrictive Trade Practices | Nil | | | Nil | | |
| Unfair Trade Practices | Nil | | | Nil | | |
| Other - Drug Safety | 30,000 | All Adverse drug reports with Lupin products received at DSRM are appropriately handled, i.e., the reports are processed in the global company safety database, thoroughly reviewed, medically assessed, and submitted to global regulatory authorities (wherever applicable) | | 19,500 | All Adverse drug reports with Lupin products received at DSRM are appropriately handled, i.e., reports are processed in the global company safety database, thoroughly reviewed, medically assessed, and submitted to global regulatory authorities (wherever applicable) | |

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

| | Number | Reasons for recall |
|-------------------|--------|---|
| Voluntary recalls | 12 | The products were recalled to ensure our alignment to the highest standards of quality. |
| Forced recalls | Nil | Nil |

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. Company has defined and implemented a global Privacy Policy that is applicable to all its legal entities and businesses. This can be accessed on our website: <https://www.lupin.com/privacy-policy/>

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

The details are provided across our IR sections on the relevant topics.

Leadership Indicators

1. Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available)⁸.

<https://www.lupin.com/our-products/product-finder/>

Lupin has a website which provide all necessary information on the company. For further information visit the link,
<https://www.lupin.com/about-us>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services⁸.

<https://www.lupin.com/our-products/over-the-counter-otc/>

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services⁸.

We inform regulatory authorities before discontinuation of any drugs falling into National List of Essential Medicines. If regulatory authorities ask us to continue any such medicine, we continue to manufacture until we get permission to discontinue.

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)⁸

Not applicable, we publish all information required under law on the product.

6. Provide the following information relating to data breaches⁹:

a. Number of instances of data breaches along-with impact - Zero

b. Percentage of data breaches involving personally identifiable information of customers - Not applicable

For and on behalf of the Board of Directors

Nilesh D. Gupta
Managing Director
 (DIN: 01734642)

Mumbai, May 18, 2022