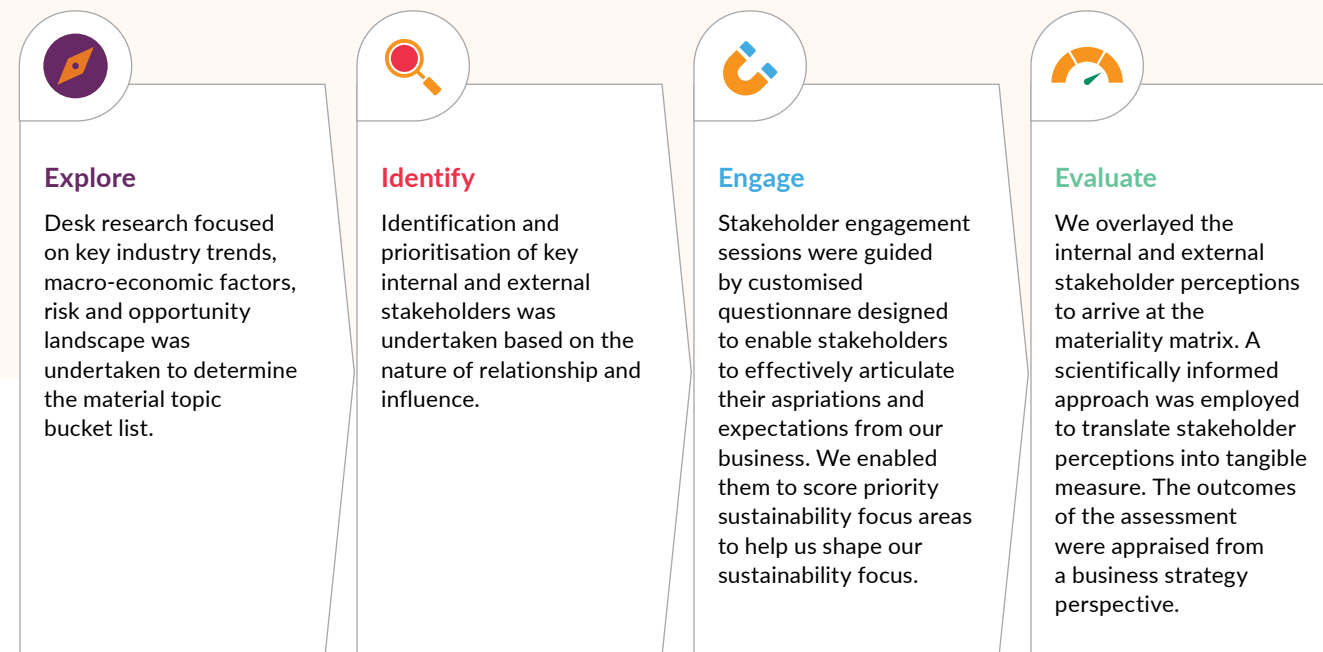


Prioritising our ESG focus areas

To inculcate a sustainability-focused approach into our business strategy, we conducted a materiality assessment in line with the GRI standards. The material topics identified through this process are the building blocks guiding the development of our sustainability strategy and disclosures.

Our methodology for materiality assessment

The primary objective of this exercise was to identify our sustainability 'focus areas' also referred to as 'material topics'. We employed a blended methodology in identifying material topics for our business. A cross-functional team was created to steer the materiality assessment process. The key steps undertaken have been summarised below. The material topics were further categorised into six key focus areas as described.



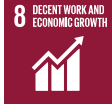





Materiality matrix



- | | | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Corporate governance</p> <ul style="list-style-type: none"> 1 Anti-bribery and corruption 2 Economic performance 3 Business ethics 4 ESG compliance 5 Risk management | <p>Environmental management</p> <ul style="list-style-type: none"> 6 Managing waste 7 Water stewardship 8 Energy management | <p>Employee well-being</p> <ul style="list-style-type: none"> 9 Diversity and inclusion 10 Occupational health and safety 11 Attracting and retaining talent 12 Workforce welfare | <p>Societal development</p> <ul style="list-style-type: none"> 13 Rural health development 14 Local health development 15 Community development - CSR 16 Health education and prevention |
| <p>Product stewardship</p> <ul style="list-style-type: none"> 17 Product accessibility 18 Combating counterfeit drugs 19 Responsible product pricing 20 Product responsibility (including quality and safety across lifecycle) | <p>Innovation and technology</p> <ul style="list-style-type: none"> 21 R&D on neglected and tropical diseases 22 Investment in innovative technologies 23 Technology and digitalisation 24 Development of complex molecules 25 Data integrity and security | | |

Overview of our sustainability focus areas

Sustainability focus areas	Reporting boundary	Key performance indicators	SDGs at play
Corporate governance <ul style="list-style-type: none"> * Risk management * ESG compliance 	* India and overseas operations	<ul style="list-style-type: none"> * Key impacts, risks and opportunities * Significant fines and non-monetary sanctions for non-compliance with environmental, social and economic regulations. 	
Innovation and technology <ul style="list-style-type: none"> * Investments in innovative specialty products and technologies * Development of complex molecules * Data integrity and security * Technology and digitalisation 	* India and overseas operations	<ul style="list-style-type: none"> * Investment in R&D * Number of dossiers filed * Number of patents granted 	  
Product stewardship <ul style="list-style-type: none"> * Product accessibility * Responsible product pricing * Product responsibility (including quality and safety across lifecycle) 	* India and overseas operations	<ul style="list-style-type: none"> * Distribution network and outreach initiatives * Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impact of products * Requirements for product and service information and labeling * Incidents of non-compliance concerning product and service information and labeling 	 

Overview of our sustainability focus areas

Sustainability focus areas	Reporting boundary	Key performance Indicators	SDGs at play
Environmental management <ul style="list-style-type: none"> * Managing waste * Water stewardship * Energy management 	* India operations	<ul style="list-style-type: none"> * Total weight of hazardous and non-hazardous waste disposed * Total water withdrawal, discharge and consumption * Amount of reduction in energy consumption achieved as a direct result of conservation and efficiency initiatives * Total energy consumption within the organisation from renewable and non-renewable sources 	   
Employee well-being <ul style="list-style-type: none"> * Attracting and retaining talent * Workforce welfare * Occupational health and safety 	* India operations	<ul style="list-style-type: none"> * Programmes implemented and assistance provided to upgrade employee skills * New employee hires and employee turnover * Return to work and retention rates of employees who took parental leave * Total number of incidents of discrimination and status of corrective actions taken * The number and rate of fatalities and recordable work-related injuries 	 
Societal development <ul style="list-style-type: none"> * Community development - CSR * Health education and prevention 	* India operations	<ul style="list-style-type: none"> * Percentage of operations implemented, local community engagement, impact assessments, and/or development programmes * Initiatives undertaken to promote good health and educate community on prevention of disease 	    