



**Abbott**

ABBOTT INDIA LIMITED  
ANNUAL REPORT 2023-24

# DELIVERING VALUE WITH CARE



# DELIVERING VALUE WITH CARE

Our purpose at Abbott is to help people lead fuller lives. We do this through our differentiated offerings in the form of high-quality products and solutions.

In our 80<sup>th</sup> year of being incorporated in India, we have shown the strength, commitment and compassion required to tackle current challenges and explore the possibilities on shaping the future of healthcare. Our sustainable competitive advantage is that we continually reinvent ourselves to meet India's health needs across therapies and life stages, extending our commitment to delivering value with care for every stakeholder.

Our dedication to excellence and integrity is manifested in every aspect of our operations. This includes providing high-quality medicines to the patients who depend on us and in our interactions with healthcare professionals, regulators, and investors. We continue to build trust and collaboration throughout the healthcare ecosystem.

By prioritizing the needs of our stakeholders and upholding the highest standards of quality and corporate citizenship, we remain committed to delivering meaningful value in the lives of patients, healthcare professionals, shareholders, and communities worldwide.

## Contents

### About Us

Abbott Laboratories	02
Abbott India Limited	04
Product Profile	08
Our Investment Case	10
Chairman's Message	12
Managing Director's Message	14

### Our Performance

Key Performance Indicators	16
10-year Financial Highlights	18
Our Business Model	20

### Empowering Lives, Inspiring Change

Value for Customers	22
Value for People	26
Value for Community	34
Value for Environment	36

### Governance

Value for Investors	38
Board of Directors	40
Senior Leadership Team	42

### Statutory Reports

Board of Directors' Report and Management Discussion and Analysis	44
Business Responsibility and Sustainability Report	68
Report on Corporate Governance	120

### Financial Statements

Independent Auditor's Report	142
Balance Sheet	154
Statement of Profit and Loss	155
Statement of Cash Flows	156
Statement of Changes in Equity	158
Notes to the Financial Statements	159

### Notice

212

## 80<sup>th</sup> ANNUAL GENERAL MEETING

Date: August 8, 2024

Time: 10.00 a.m.

Through Video-conferencing (VC)/Other Audio-Visual Means (OAVM)

### FORWARD-LOOKING STATEMENT

In this Annual Report, we might have disclosed forward-looking statements that set out anticipated results based on the management's plans and assumptions. We cannot guarantee that these forward-looking statements will be realized, although we believe we have been prudent in our assumptions. The achievement of results are subject to risks, uncertainties, and inaccurate assumptions. We undertake no obligation to publicly update any forward-looking statements, whether as a result of new information, future events, or otherwise.

References to "Abbott India" or "the Company" in this Annual Report shall mean "Abbott India Limited".

# MAKING THE WORLD HEALTHIER

At Abbott, we are dedicated to helping people live more fully, in everything we do. We are creating the future of healthcare through life-changing technologies and products that make you healthier and stronger, quickly identify when you have a medical need, and treat conditions to help you get back to doing what you love. With headquarters in north suburban Chicago, we serve people in more than 160 countries with leading medical devices, diagnostics, nutrition products and branded generic medicines. Our 1,14,000+ colleagues are helping millions of people to live better and healthier, every day around the world.



Globally, Abbott Laboratories' portfolio spans the spectrum of healthcare:



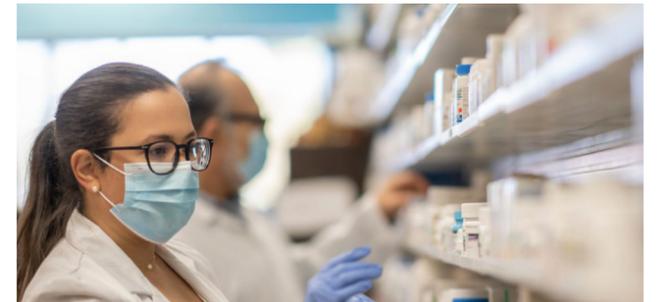
Our diagnostics provide the information you need, when you need it, so you and your doctor can make better decisions.



Our nutrition products build and maintain your health, from infancy onward.



Our medical devices use the most advanced technologies to keep your heart and arteries healthy, to treat chronic pain and movement disorders, and to give people with diabetes more freedom and less pain.



Our medicines help people in emerging markets get and stay healthy.

## Abbott Laboratories 2023 Highlights

Base-business growth continued in 2023

**\$ 40+**  
Billion Worldwide Sales

**135+**  
Years in Business

Our diversified business mix delivered another strong year

**160+**  
Countries

**100**  
Consecutive Years of Dividends Paid

# BUILDING A HEALTHIER INDIA



Abbott India is committed to delivering world-class healthcare to millions of Indians. We strategically merge global expertise with local insights to meet India's evolving healthcare needs, putting our customers at the center of everything we do. Our goal is to redefine healthcare through innovation and quality, empowering individuals to lead healthy lives at every stage.

Abbott India Limited, a publicly listed company, is a subsidiary of Abbott Laboratories, USA, headquartered in North Chicago.

The Company provides quality healthcare solutions in chronic and acute therapies with a mix of global and local products.

Our in-house development and medical teams work on product and clinical development, targeted to the specific needs of Indians. Over 3,800+ of our colleagues use innovative processes to develop high-quality, high-volume formulations, and continuously deliver value for all the stakeholders we cater to. Our commitment to the health and safety of the people who use our products is always at the forefront of everything we do. We have been helping people lead better lives through our trusted medicines and solutions for over 80 years in India, and we will continue to do so.

Our strong leadership in most of the therapies we are present in, consistent above-market growth, and consistent shareholder returns, make us one of India's most valued companies.

We specialize in various therapeutic areas including Gastroenterology, Women's Health, Metabolics, Central Nervous System, Vaccines and Multi-Specialty.

As a leading player in both chronic and acute therapies, we strive for market-leading growth while maintaining the highest quality across our portfolio. This commitment starts with sourcing materials to marketing, selling and distributing our products, including those managed by our partners.



### FY 2023-24 Highlights

<b>Total Revenue</b> <b>₹ 5,849 Crores</b> ↑ 9.4%*	<b>PAT</b> <b>₹ 1,201 Crores</b> ↑ 26.5%*	<b>EBITDA</b> <b>₹ 1,701 Crores</b> ↑ 25.1%*
<b>Return on Average Capital Employed</b> <b>34.9%</b> ↑ 3.3%*	<b>Earnings per Share</b> <b>₹ 565.28</b> ↑ 26.5%*	<b>Dividend for the year</b> <b>₹ 410</b> ↑ 26.2%*

\* Growth over the previous year.

### Therapeutic Areas

 <b>Gastroenterology</b> Our products in this portfolio cater to ailments covering the gastrointestinal tract from the stomach to intestines and associated organs. Our differentiated offerings in this area are indicated for constipation, irritable bowel syndrome, pancreatic exocrine insufficiency, dyspepsia, and gut health. Our key OTC products (available in various dosage forms) in the laxative and antacids space are also a part of this portfolio.	 <b>Central Nervous System</b> We provide differentiated solutions for central nervous system diseases such as vertigo, migraine, depression, and lack of sleep with the goal of minimizing their impact on quality of life.
 <b>Women's Health</b> We are committed to supporting women in India through every stage of their lives - from menarche, pregnancy, to menopause. Currently, menopause and anemia are a special focus area.	 <b>Vaccines</b> Focusing on effective prevention, we offer a wide range of trusted immunology products for Influenza, Typhoid, Diarrhea, Japanese Encephalitis, and Hepatitis A.
 <b>Metabolics</b> We specialize in treating chronic metabolic conditions such as hypothyroidism and continue to focus on newer sub-therapies in the field of metabolic health.	 <b>Multi-Specialty</b> Our Multi-Specialty portfolio has a differentiated product range catering to pain management, pre-term labor and vitamin D deficiency (liquid and gummy bears) for overall well-being.

PRODUCT PROFILE

# LEADERSHIP IN HEALTH SOLUTIONS

Abbott India's leading brands consistently maintain top ranks (#1 or #2) in their Respective Participated Markets (RPM)\*.

We offer a variety of innovative products and solutions across different therapies that help people live healthier.

## Top Brands



Arachitol Nano (Vitamin D deficiency)  
Colospa (Irritable bowel disease)  
Creon (Pancreatic insufficiency)

Cremaffin (Constipation)  
Cremaffin Plus (Constipation)

Digene (Antacid)  
Digeraft (Gastroesophageal reflux)

Duphalac (Constipation)  
Duphaston (Miscarriage and IVF)  
Duvadilan (Preterm labor)



Ganaton (Gastrointestinal dysmotility)  
Heptral (Liver disease)  
Influvac (Influenza)

Librax (Irritable bowel disease)  
Thyronorm (Hypothyroidism)

Prothiaden (Pain and depression)  
Udiliv (Chronic cholestatic liver disease)

Vertin (Vertigo)  
Zolfresh (Insomnia)

## New Product Launches



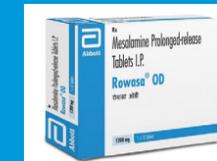
Arachitol Gummies 300 IU  
(Calcium and Vitamin D supplement)



Brufen Power Gel  
(Musculoskeletal pain)



Dienonorm  
(Endometriosis)



Rowasa OD  
(Ulcerative colitis)



Solfe FCM Injection  
(Iron deficiency anemia)



Thyrowel Plus  
(Supporting thyroid function)



Zolfresh ER  
(Insomnia)



Zolfresh ODT  
(Insomnia)

\* Source: IQVIA – MAT March 2024.



OUR INVESTMENT CASE

# BUILDING VALUE-LED GROWTH

We aim for sustained success by equally prioritizing purpose, profitability, and progress. Using our scientific knowledge, diverse solutions, and strong value for everyone involved, we build a robust base for leading growth and high returns, adjusted for risk.



### Sustained Growth

We have consistently surpassed industry growth benchmarks, setting the standard for excellence. We continuously invest in building brands and shaping therapies.

**7\***  
Brands in top 100

**11\***  
Brands in top 300

### Diversified Product Portfolio

We provide a wide variety of products to meet diverse health needs. Our expansive portfolio encompasses a diverse array of therapeutic categories, including Women's Health, Gastroenterology, Neurology, Thyroid, Pain Management, Vitamins, and Vaccines, ensuring that everyone's health journey is supported with precision and care.

### High-Quality Manufacturing

At our state-of-the-art manufacturing plant in Goa, we maintain stringent quality and safety standards. This commitment to quality sets us apart and helps us build trusted relationships with healthcare professionals and patients alike.

**125+**  
Products in our portfolio

**8**  
New products introduced in the year across different therapeutic areas

\* Source: IQVIA – MAT March 2024.

### Innovating for Unmet Needs

We constantly assess and understand customer needs to identify gaps and unmet needs. Based on these insights, we develop new medicines specifically tailored to meet these challenges, fostering innovation and improving patient outcomes.

### Expanding in the Neighbourhood

We are operational in our neighboring countries of Nepal, Sri Lanka, Maldives, and Bhutan. We are actively expanding our business presence and intensifying our efforts to continue providing quality products and services to our customers.

### Building Partnerships for Success

Over the years, we have established a strong network of partners, including distributors, institutions, and healthcare professionals. We remain committed to working closely with them to enhance our services.

### Empowered Sales Teams

We have a highly dedicated and passionate sales force, constituting over 80% of our total workforce. They maintain consistent engagement with the medical fraternity, driven by a commitment to making a positive impact on the ground. Additionally, our continuous upskilling culture and access to resources equip them with effective digital tools, facilitating seamless engagement with stakeholders.



### Widespread effective Distribution Network

Our highly effective distribution network spans numerous stockists and reaches millions of retailers. This expansive network ensures the prompt and efficient delivery of our high-quality products and solutions to our valued customers.

Our distribution network serves as a vital link, connecting us directly with our patients and enabling us to provide them with the care and support they require. It also serves as a valuable feedback channel, allowing us to gather insights from our retailers and customers regarding our products and solutions.

**3,250+**  
Sales colleagues consistently engage with the medical fraternity

### Strong Financials

We have consistently achieved robust growth year after year, evident in our strong double-digit EBITDA and net margins. This financial strength translates into a solid return on capital employed, ensuring sustained value for our stakeholders.

**9.7%**  
Revenue from Operations  
10-year CAGR

**16.8%**  
EBITDA  
10-year CAGR

**18.0%**  
PAT  
10-year CAGR

**14.7%**  
Book Value per Share  
10-year CAGR



## CHAIRMAN'S MESSAGE

# INCLUSIVE VALUE GENERATION



Dear Shareholders,

This has been another remarkable year for Abbott India. Revenue grew by 9.4%, our Net Profit growth was 26.5% over prior year.

We have 7 brands in the Top 100\* of the Indian Pharmaceutical Market (IPM), with 12 brands ranking 1st in their Respective Participated Markets (RPMs)\*. We accelerated the introduction of new products by launching 8 products during the year.

In our 80<sup>th</sup> year of incorporation in India, we continue to show resilience and agility. We are committed to facing current and future challenges.

With optimism and confidence in the management team, your Board has recommended a dividend of ₹410 per share for the FY 2023-24.

During the year, Vivek V Kamath resigned as the Managing Director effective March 18, 2024. We thank him for his contributions and wish him the best in his future endeavors. Swati Dalal was appointed as Managing Director effective April 1, 2024. She is an Abbott veteran with over three decades of experience across multiple roles within the organization. I am confident that with your support, she will continue to drive the business to greater heights.

## Balanced Offerings

Our products help people live fuller lives. Every day, we have the opportunity to improve people's lives and create healthier societies through our work. At Abbott, we consider this opportunity a responsibility and continue to focus on delivering value to all the stakeholders that we serve.

In FY 2023-24, we launched several differentiated integrated engagement campaigns in various therapeutic areas across the healthcare continuum. Our integrated campaign approach continues to include digital, social media channels, and key offline touchpoints.

This approach enables us to reach our stakeholders effectively. Some of our work with these campaigns is also recognized for their unique and wide reach on external platforms.

Using various engagement platforms and tools, we continued to develop meaningful engagement with our stakeholders and are focused to utilize our unique product mix to deliver market-beating performance.

## Nurturing Talent

Our people are our strength. We thrive as we create a culture of mutual respect and an environment of learning and innovation. We continue to put our people first and are fully committed to fostering a more diverse and inclusive Abbott. Testament to these efforts is the establishment of Employee Resource Groups (ERGs) focusing on PRIDE and disABILITY.

Employee assistance programs ensure that financial, mental, emotional, and physical health of employees and their families are taken care of. Our continuous investments in the training and development capabilities of our people help us attract and retain top talent in the industry.

To build a future-ready field force we undertake initiatives that help train front-line managers, keep them abreast with the latest marketing practices, and make them more tech savvy to adopt the current health experience and outreach practices. A phygital approach, combining both face-to-face and digital methods, for all our training interventions has been highly effective and impactful.

The Company also received recognition from HDFC Ergo for its "Maternity Management Program – Abbott's Happy Feet", for being one of the "100 Best Companies for Women in India" from Avtar & Seramount BCWI Study – 2023, one of the "Best Place of Work" from the BW People HR Excellence Summit & Awards and as one of the "Best Place to Work For in India" by Business Today.

## Growing Responsibly

While caring for people is fundamental to what we do, it is both a tremendous privilege and a great responsibility. We continue to enhance the well-being of individuals in areas where we operate and foster sustainable development by offering innovative solutions and working towards creating more resilient communities.

In collaboration with AmeriCares India Foundation, we upgraded 127 Primary Healthcare Centers (PHCs) to Health and Wellness Centers across 10 States in India. As a science-based company, we continued to empower children (4,600+) through STEM (Science, Technology, Engineering, and Mathematics) learning across 14 schools in Mumbai.

Our commitment to health education spans topics like Non-Communicable Diseases (NCDs), Nutrition, Menstrual Hygiene, and Water, Sanitation, and Hygiene

(WASH), building comprehensive health awareness among youngsters. During the year, 430+ Health Master Trainers were trained in NCD prevention, diagnosis, treatment, and adherence. Through health clinics, we continue to enhance access to healthcare and provide education about various diseases and disorders via healthcare experts in our therapeutic area of operations.

In line with Abbott's global sustainability targets for 2030, we continue to minimize our environmental footprint. Sustained efforts to ensure a reduction in energy consumption/ carbon footprint and optimize use of renewable resources are underway.

We uphold the highest level of governance measures, ensuring complete transparency and conformance to ethical standards.

## Future Focused

We are passionate about helping people lead healthier lives. Our focus to create healthier societies is reflected in our performance.

The healthcare industry in India is at a crucial point where increasing consumerization and technology trends highlight an immense potential to improve care. Your Company will continue to play a crucial role in this growth story. We are also keenly observing the regulatory changes in the industry to ensure that our practices, policies, and procedures continue to remain ethical and conform to the highest standards.

Time and again, we have demonstrated our resilience and agility and I remain confident that we will continue to improve health outcomes with high quality products and services.

On behalf of the Board, I would like to thank all our partners, including healthcare professionals, pharmacists, vendors, stockists, retailers, and bankers, for their faith in us and ongoing support. We also appreciate our employees for their commitment, hard work and dedication, no matter what the challenge.

I am grateful to our Shareholders for their trust and to the Board of Directors for their invaluable guidance. We remain motivated and determined to grow sustainably and to create lasting value across all stakeholders. Thank you.

Regards,  
**Munir Shaikh**  
Chairman



## MANAGING DIRECTOR'S MESSAGE

# BUILDING A ROBUST FUTURE TOGETHER



Dear Shareholders,

I am extremely privileged to take over the responsibility as the Managing Director of Abbott India Limited. It has been wonderful to see the growth of the Company over the years, and have had the opportunity to move across various roles within the organization.

We have had yet another year of excellent performance and I am happy to share the highlights with you through this Annual Report 2023-24.

Our heritage of over 110 years in India is a proof of the resilience and agility that we have displayed over the years.

Our sales growth of over 9.4% was driven due to multiple business imperatives. During the year, most of our portfolios have performed well while we effectively tackled challenges for some of our key brands.

We continued to focus on our portfolio depth and launched 8 products this year and have a robust pipeline across therapies. We are one of the top three companies in the Indian Pharmaceutical Market (IPM) for multiple therapy areas and have 11 brands in the IPM Top 300\*. We continue to grow faster than IPM.

## Customer-focused Drive

Delivering quality solutions across the Continuum of Care requires a patient-first culture. At Abbott, we remain committed to connecting with patients and healthcare professionals to raise awareness on treatment options in the therapeutic area of our operations and shape the future of health.

Our Gastroenterology portfolio showed a robust double-digit growth this year and consolidated its market leadership in the segment. This was driven

by a good performance of the top brands, Udiliv, Cremaffin Plus, Creon, and Duphalac. Several beyond-the-pill offerings have also been significantly scaled up in this portfolio. Going forward, the priority will be to develop a robust, sustainable, and profitable promotional strategy, which will include the consumer-oriented legacy brands Cremaffin and Digene.

Our Women's Health division continued to utilize omnichannel campaigns and initiatives to drive advocacy and strengthen its key brands in the portfolio such as Duphaston, and with "Next Chapter" we continued to shape the treatment landscape for menopause in India and build Femoston in this therapeutic area.

We also leveraged various platforms and experts to raise awareness for Vitamin D deficiency.

Growth in our Central Nervous System portfolio was led by market-beating performance of Vertin, behind the tailwinds of various differentiated initiatives and campaigns, consistent therapy shaping initiatives, and successful product life cycle management.

For Metabolics, Thyronorm continued to lead the growth in the portfolio. During the year, we launched various digital interventions to enhance scientific engagement, and initiatives in collaboration with reputed bodies like Association of Physicians of India, Indian Medical Association and the Indian Thyroid Society.

In the preventive space, our Vaccine portfolio led robust medico-marketing and awareness plans to improve the pediatric vaccination numbers, especially for Influenza vaccination. We will continue to expand the market for both pediatric and adult populations through newer patient services and product launches to strengthen this portfolio.

## Delivering Value to People

We continued to nurture our people during the year.

Abbott is dedicated to building the best-in-class field force to foster market-beating growth. This is reflected through robust onboarding and career development programs for employees across all levels. To establish a strong foundation of knowledge, skills, and engagement, we have implemented a comprehensive induction program called "EMERGE." Our Supervisor orientation program such as "TRANSFORM" continues to facilitate the smooth transition of newly promoted managers into their roles.

Environment, Health and Safety (EHS) continues to remain vital for us. We have implemented several measures to help ensure safety and well-being at the workplace and remain committed to supporting a safe and healthy workplace for our employees, visitors, and contractors.

We strive to address diverse health needs through a collaborative approach and constant drive. We listen to our colleagues and ensure all voices are heard. Our global survey, "Your Voice Counts," aids in gathering valuable employee feedback. We foster an environment that promotes employee growth, with platforms like Women Leaders at Abbott (WLA) and programs like the Employee Assistance Program (EAP). We have launched two Employee Resource Groups (ERG), PRIDE Network and the Abbott disABILITY Network, to enhance diversity and

inclusion. We have received external recognition as a top workplace for women in India and for our unique maternity program, 'Happy Feet'. We are also one of the Best Companies to Work for in India according to Business Today and Business World.

## Sustainability Efforts

We remain committed to achieving our Environmental, Social and Governance (ESG) goals across the spectrum. We are constantly striving to conduct our business efficiently and in accordance with environmental laws, regulations, and industry standards.

We have a holistic approach across our initiatives, and efforts are made to curtail adverse environmental impact. Reduced water usage, CO<sub>2</sub> emissions, and responsible waste management are our current focus areas to reduce our environmental impact.

By aiding the communities we serve, we carry forward our purpose into all our efforts. We expanded access to quality and affordable care across newer geographies through new platforms and community health workers. During the year, we also supported more underserved children with STEM Learning, Health Education, and Sports.

## Re-Imagining the Future Together

We are excited to be part of the dynamic healthcare industry and provide value to everyone we serve. Our ecosystem is set to gain from innovative technology that enhances health outcomes. These tools have the potential to improve patient care. Observing recent trends in Indian healthcare, our company will keep using data and digital tech to better diagnosis, treatment, and personalized care.

With your steady support, we are confident to keep transforming healthcare and providing value to all involved. Thanks to our Board Members for their guidance and to our Shareholders for their trust.

#AbbottProud

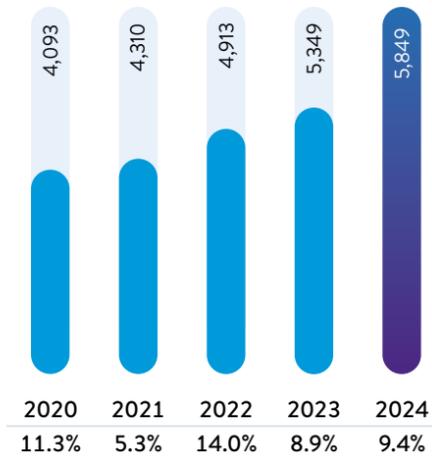
**Swati Dalal**  
Managing Director

KEY PERFORMANCE INDICATORS

# BUILDING ON LONG-TERM VALUE

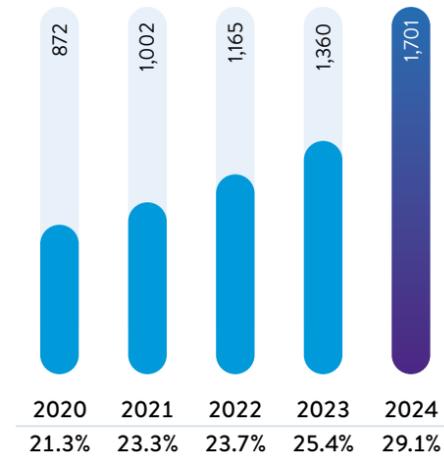
## REVENUE GROWTH 9.4%

REVENUE (₹ in Crores)



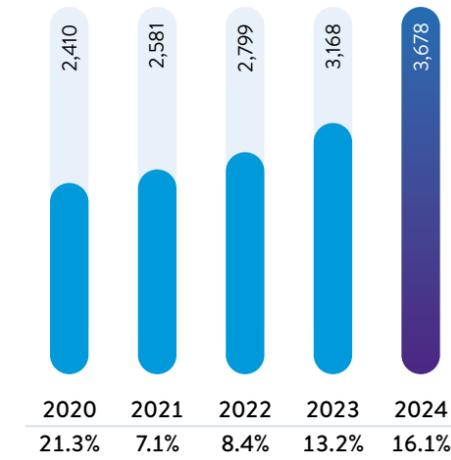
## EBITDA MARGIN\* 29.1%

EBITDA (₹ in Crores)



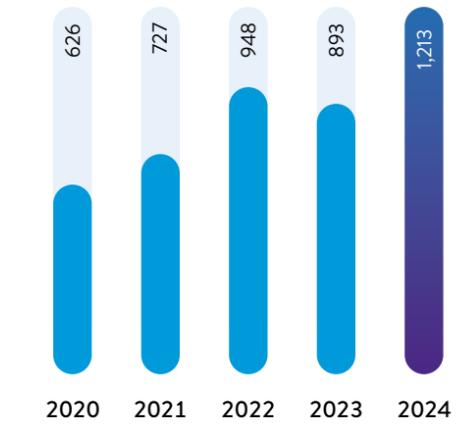
## RESERVES AND SURPLUS GROWTH 16.1%

RESERVES & SURPLUS (₹ in Crores)



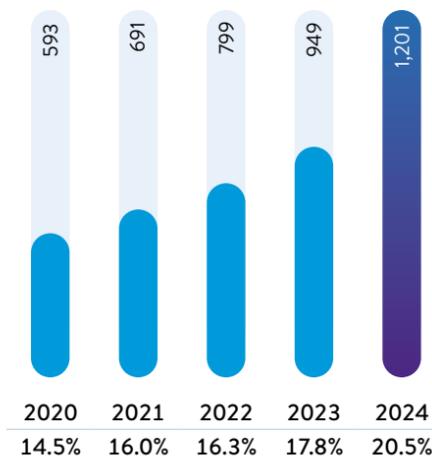
## CASH GENERATED FROM OPERATIONS 1,213

(₹ in Crores)



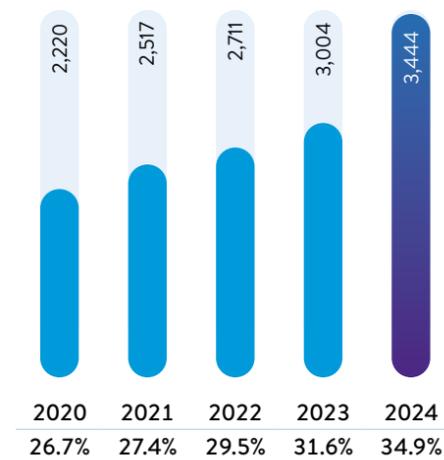
## PAT MARGIN\* 20.5%

PAT (₹ in Crores)



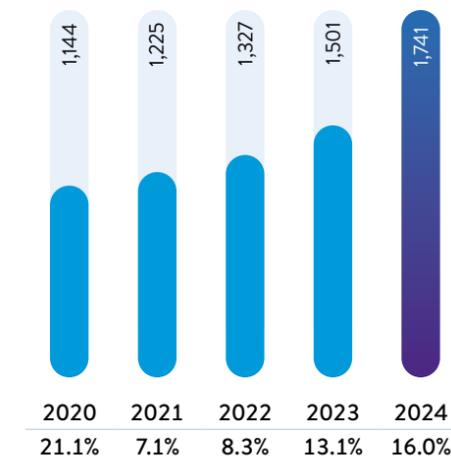
## RoCE# 34.9%

AVERAGE CAPITAL EMPLOYED (₹ in Crores)



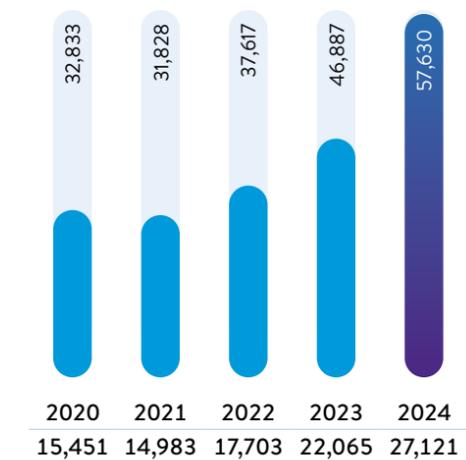
## BOOK VALUE GROWTH 16.0%

BOOK VALUE PER SHARE (₹)



## SHARE PRICE (₹)@ 27,121

MARKET CAPITALIZATION (₹ in Crores)



\*% To Revenue from Operations.  
# Return (PAT) on average capital employed.

@ As on March 29, 2024.



## 10-YEAR FINANCIAL HIGHLIGHTS

# CONTINUED EXCELLENCE IN ADDING VALUE

(Amount in ₹ Crores, unless otherwise stated)

	INDIAN GAAP	IND AS <sup>®</sup>									
	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	
<b>Operating Performance</b>											
Revenue from Operations <sup>#</sup>	2,317	2,646	2,939	3,307	3,679	4,093	4,310	4,913	5,349	5,849	
Other Income	48	50	57	117	113	114	81	83	154	248	
Material Cost	1,313	1,492	1,712	1,905	2,088	2,314	2,391	2,657	2,975	3,220	
Employee Benefit Expense	305	341	345	394	436	476	493	579	564	577	
Other Expenses	387	448	484	484	550	545	505	595	604	599	
<b>EBITDA</b>	<b>360</b>	<b>415</b>	<b>455</b>	<b>641</b>	<b>718</b>	<b>872</b>	<b>1,002</b>	<b>1,165</b>	<b>1,360</b>	<b>1,701</b>	
Depreciation and Amortisation	15	14	16	16	17	60	58	66	70	71	
Finance Cost	1	3	2	4	2	9	18	19	16	12	
Profit Before Tax	344	398	437	621	699	803	926	1,080	1,274	1,618	
Provision for Taxation	115	143	160	220	249	210	235	281	325	417	
<b>PROFIT AFTER TAX</b>	<b>229</b>	<b>255</b>	<b>277</b>	<b>401</b>	<b>450</b>	<b>593</b>	<b>691</b>	<b>799</b>	<b>949</b>	<b>1,201</b>	
<b>Financial Position</b>											
Property, Plant and Equipment and Intangible assets	100	111	116	84	106	271	251	272	241	235	
Other Assets (Net)	837	1,084	1,271	1,609	1,902	2,160	2,351	2,548	2,948	3,464	
<b>TOTAL ASSETS</b>	<b>937</b>	<b>1,195</b>	<b>1,387</b>	<b>1,693</b>	<b>2,008</b>	<b>2,431</b>	<b>2,602</b>	<b>2,820</b>	<b>3,189</b>	<b>3,699</b>	
Share Capital	21	21	21	21	21	21	21	21	21	21	
Other Equity	916	1,174	1,366	1,672	1,987	2,410	2,581	2,799	3,168	3,678	
<b>TOTAL EQUITY</b>	<b>937</b>	<b>1,195</b>	<b>1,387</b>	<b>1,693</b>	<b>2,008</b>	<b>2,431</b>	<b>2,602</b>	<b>2,820</b>	<b>3,189</b>	<b>3,699</b>	
<b>Other Information</b>											
Earning per Share - Basic and Diluted (₹)	107.75	120.12	130.19	188.81	211.93	279.04	325.04	375.86	446.78	565.28	
Dividend per Share (₹)	31.00	35.00	40.00	50.00	50.00	107.00	120.00	145.00	180.00	410.00	
Special Dividend per Share (₹)	-	-	-	5.00	15.00	143.00	155.00	130.00	145.00	-	
Number of Shareholders	19,407	21,250	23,004	22,583	27,559	51,442	87,794	90,567	72,086	69,382	
Number of Employees	2,867	2,956	3,083	3,322	3,485	3,551	3,585	3,597	3,700	3,814	

\* Inclusive of Excise duty on Sales/Net of GST.

© The Company transitioned into IND AS from 1 April 2015, hence these numbers are not comparable with previous years.



OUR BUSINESS MODEL

# LEVERAGING OUR VALUE-CREATION MODEL

## Inputs

### Financial Capital

Sources of funds from business operations, financing or investing activities

### Manufactured Capital

Tangible and intangible infrastructure, offices, and manufacturing plants

### Human Capital

Employees' skills and competencies, knowledge and experience

### Intellectual Capital

Strong heritage brands, highly experienced people, world-class technology, robust processes and systems

### Social and Relationship Capital

Relationships with all valuable stakeholders, community development and well-being

### Natural Capital

Natural resources impacted by the Company's activities

## Management Approach

Smart and efficient allocation of resources to expand business operations and achieve consistent growth and operational excellence over time.

Maximizing the efficiency and productivity of manufacturing operations through process upgrades and responsible collaborations with local manufacturers, resulting in cost reduction and adherence to high-quality standards.

Create an inclusive and equitable work environment that attracts, motivates, and retains top talent while offering ample development opportunities to employees to achieve outstanding results.

Consistently invest in new product development, scientific research, clinical studies, packaging improvements, and enhancing our human resources to meet the changing needs of our customers and deliver an enhanced customer experience.

Build trust with stakeholders, enhance the well-being of individuals in areas where we operate, and foster sustainable development by offering innovative solutions and working towards creating more resilient communities.

Promote the responsible and sustainable utilization of natural resources while actively participating in efforts to combat climate change.

## How We Create Value

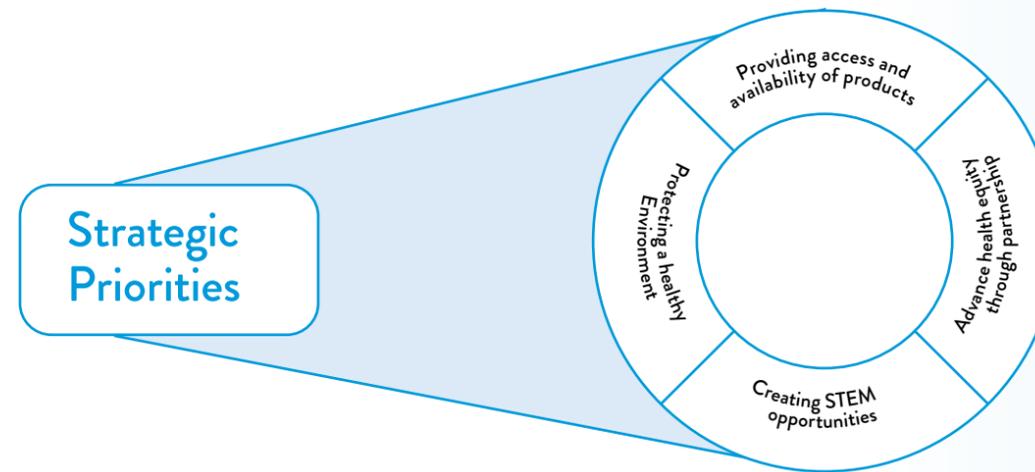
### Purpose

To help people live better and healthier lives through our differentiated products and solutions.

### Activities

- Science-based Products
- Strong Partnerships
- High-quality Manufacturing
- Effective Distribution
- Experienced Sales and Marketing Team

### Strategic Priorities



### Key Therapeutic Areas

- Gastroenterology
- Women's Health
- Metabolics
- Central Nervous System
- Vaccines
- Multi-Specialty

### Stakeholders

- Investors
- Patients
- Healthcare Professionals
- Government
- Employees
- Communities
- Suppliers

## Outcomes

**₹ 1,701 Crores**  
EBITDA

**₹ 1,201 Crores**  
Profit After Tax

**34.9%**  
Return on Average Capital Employed (RoCE)

**13.5%**  
of Net Sales is manufactured in Goa

**8**  
New Products Launched

**713**  
New joinees during the year  
**1,22,300+**  
Man-hours of training imparted to frontline field force

**15,700+**  
Man-hours of Managerial training imparted to Area Business Managers and Business Managers

**14**  
Medical Publications

**14**  
New clinical studies conducted

**127**  
Primary Healthcare Centers have been upgraded to Health and Wellness Centers across 10 States

**4,600+**  
children empowered through STEM learning across 14 schools in Mumbai

**430+**  
Health Master Trainers trained in NCD prevention, diagnosis, treatment, and adherence

**99.3%**  
Hazardous waste generated at Goa Plant is sent for incineration with energy recovery

**~1,200**  
MT plastic waste disposed sustainably

VALUE FOR CUSTOMERS

# DELIVERING INNOVATIVE HEALTH SOLUTIONS

For over 80 years, Abbott in India has been constantly innovating to meet the healthcare needs of all ages and stages of a person's life. We aim to empower people to be more involved in their own health and believe that the best medical products are those that help the most people. We deliver high-quality products across various therapeutic areas and undertake initiatives for optimal health outcomes.

We differentiate our offerings for doctors and their patients throughout the continuum of care, offering holistic solutions like patient education and awareness, disease management programs, health clinics and personalized patient support services.



## Education and Awareness Programs

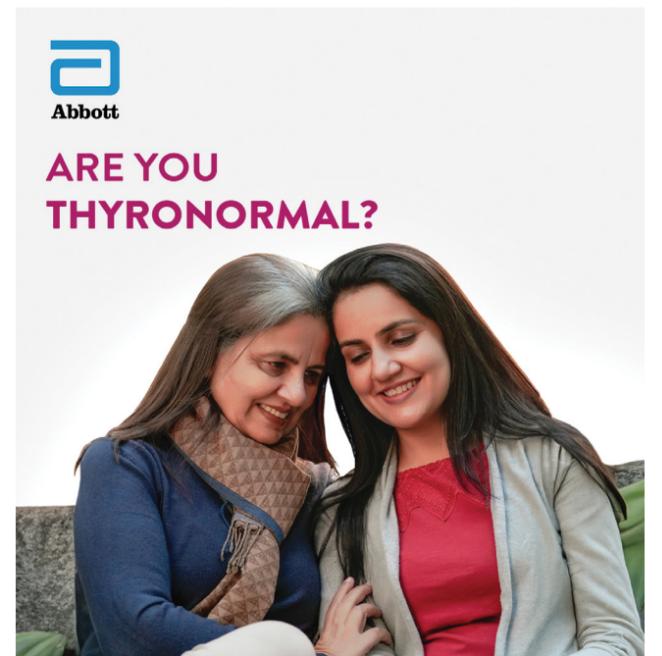
To consistently add value and foster therapy leadership, it is crucial to drive initiatives that help spread awareness and shape the therapies we cater. We launched various integrated campaigns across the healthcare spectrum. Some of these were recognized for their unique and broad approach across digital and social media, and key offline touchpoints.

### NextChapter 2.0 – Menopause

We continued to empower women to have meaningful conversations to break the silence around menopause and enabled them to assess their symptom severity to seek timely medical intervention.

### #ControlKar campaign – Digene

Consumer-facing legacy brands such as Digene continued to strengthen targeted consumerization with a digital-first approach. Digene's #ControlKar campaign appealed to the target masses via digital media, search media and e-commerce platforms.



### #LiveThyroNormal – Thyroid conditions

Through this 360° campaign, we tackled lack of awareness about thyroid conditions and low screening in females suffering from co-morbid conditions.

### InFLUence campaign – Influenza

Highlight the importance of Influenza vaccination, and driving acceptance for vaccination to improve people's health. Under this campaign focused efforts were undertaken through print and social media, along with radio and parental platforms.

### D Strong Active life – Vitamin D

This campaign improved awareness as well as diagnosis for patients by driving HCP-led credible awareness via the digital media.

VALUE FOR CUSTOMERS

Health Clinics

As a leading healthcare company, we ensure that we go beyond offering pills for holistic disease management. We utilize our medical expertise and resources to ensure access to diagnosis and awareness across a range of symptomatic and asymptomatic conditions in India in our therapeutic area. Through our FibroScan, dysmotility, and liver clinics, we offer timely diagnosis to people.

Improving Health Outcomes

Our constant interactions with our partners and stakeholders allow us to identify their unmet needs and deliver innovations that help patients lead a healthy life. Fostering meaningful engagement with HCPs, we also drove certain campaigns that would help them in their journey to improve patients health outcomes.

Women's Health – 'Where Life Matters' campaign

We strengthened Duphaston's positioning as a cornerstone therapy in critical indications.



Vaccines – Reach the Unreach program with Influvac microsite

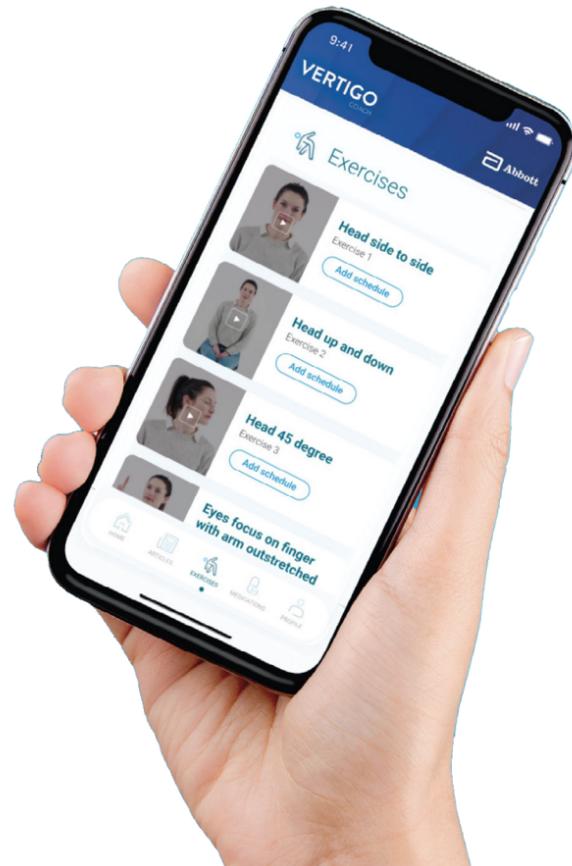
To increase our footprints in adult vaccination space, we launched a digital platform to improve influenza vaccination access.

We utilize multiple strategies to improve the rates of adherence, especially for chronic health conditions, in patients. Behavioral support and reminders via different platforms help.



Vertigo Coach Mobile App – Vertigo

Designed to offer comprehensive solutions for vertigo patient care, the Vertigo Coach mobile app stands out as one of the first to collaborate with HCPs and patients to enhance treatment adherence in vertigo management.



Knowledge Sharing Initiatives

Abbott recognizes the growing significance of evidence-based medicine in enhancing patient care and empowering healthcare professionals on various treatment options in our therapeutic area. We have undertaken a range of research works, including real-world evidence-based studies and registration studies, that have played a pivotal role in shaping our strategies and generating high-quality scientific evidence. These studies adhere to Good Clinical Practice (GCP) and regulatory requirements, contributing to the optimization of healthcare.

Over the years, Abbott India has collaborated with Association of Physicians in India (API) to create a unique platform titled APIDIAS (Dissemination of Information through API Speaker). It addresses the need gap of HCPs education in India and neighboring South Asian countries. The platform has helped open doors for thousands of physicians to continuous knowledge sharing, thus empowering their professional practice and helping improve patient outcomes.

14  
Clinical studies conducted

14  
Articles published in major indexed journals

# ENHANCING PRODUCTIVITY, CELEBRATING EXCELLENCE

Abbott continues to be an innovative and great place to work. We care about and value our employees. Our common purpose and mission provide our workforce with the opportunity to change people's lives for the better, while living their own best lives personally and professionally.

We do this by offering development opportunities and differentiated benefits that provide security for themselves and their families. The Human Resources business model at Abbott stays true to our core values and is aligned with that of the organizational business model, strategy, and priorities.



Picture credit: Business Today



## How We Drive Value for Our People



### Training and Capability Building Initiatives

We are committed to cultivating the most exceptional field force, for driving market-leading growth. This dedication is evident in our comprehensive onboarding process, continuous knowledge and skill development initiatives, and career advancement programs tailored for employees at every level.

The training team at Abbott's Excellence Academy has played a pivotal role in enhancing the field force's abilities to overcome present and future obstacles. This has been achieved through three core pillars:

In-clinic Excellence

Leadership Development

Future Role Preparedness

#### EMERGE Induction Program

To establish a strong foundation of knowledge, skills, and engagement, we have implemented a comprehensive induction program called EMERGE. During the year, we successfully onboarded over 520 Therapy Business Managers (TBMs) through a meticulously structured process. To ensure continual

growth, we have introduced a three-tier certification program, with more than 240 colleagues certified last year. ASK Workshops further enhance knowledge and skills to elevate voice quality.

#### ENHANCE Workshops

We conducted 45 ENHANCE Workshops on 'Managing Large Teams Effectively', 'Business Planning' and 'Joint Field Work: An Enduring Impact' to further enhance effectiveness. First Line Managers (FLMs) and Second Line Managers (SLMs) attended these workshops to improve their skills.

#### EMPOWER Program

EMPOWER, the SLM induction program, emphasizes proficiency in functional competencies through experiential learning. Subject matter experts conducted a virtual session titled 'Making Zone a Profit Center' as part of the SLM Academy.

#### TRANSFORM Program

To facilitate the smooth transition of newly promoted managers into their roles, we have implemented the TRANSFORM program.

#### EVOLVE E-Learning Support

EVOLVE, our E-Learning support for TBMs, FLMs, and SLMs, focusses on enhancing both knowledge and skills. Each month, concerned employees undertake the KNOWLEDGE MIRROR assessment for product knowledge and strategy awareness. Additionally, they complete E-Learning modules to enhance their skills.

520+

Therapy Business Managers (TBMs) onboarded

240+

Frontline field force completed the three-tier certification program during the FY 2023-24



VALUE FOR PEOPLE

Enhancing People Skills

At Abbott, we are committed to providing our employees with continuous opportunities to develop their careers within the Company and equipping them with the tools and resources they need to thrive. With our global presence, diverse business portfolio, and emphasis on professional growth, our employees can explore multiple career paths within Abbott.

Raising Future Leaders

These programs focus on developing key individuals in our succession pipeline at all organizational levels, equipping them with skills and competencies for their next roles. So far, the program has helped develop over 120 employees in the Company, with many of them experiencing role rotations and promotions.

Executive Coaching and Mentoring

We support the development of senior leaders through mentorship and external coaching, evaluating success based on milestones achieved and progress toward development goals. Additionally, we provide comprehensive training for all people managers to enhance their coaching and mentoring abilities.

Mentoring Programs

Our formal mentoring program facilitates structured developmental partnerships, while our culture promotes informal mentorships through regular career development interventions and networking opportunities, promoting relationship-oriented growth.

Leading with Impact — Integrated Managerial Capability Program

Leading with Impact (LWI) accelerates the development of people managers through skill-building activities, experiential learning, and knowledge sharing from current leaders. It enables effective leadership by listening, understanding, building trust, creating positive environment, and actively coaching, developing, and recognizing employees.

Self-paced E-learning

Employees access various learning resources through an online portal, allowing them to enhance skills and knowledge at their own pace for real-time upskilling opportunities.

Diversity, Equity, and Inclusion (DE&I)

Diversity is ingrained at Abbott. As a global company, it is built into our worldview, workplaces and partnerships. We believe that diverse thoughts and perspectives drive the innovation behind our health technologies and enhance our understanding of global communities. That is why we work hard to maintain an inclusive environment where employees can bring their true selves to work and build meaningful connections with colleagues worldwide.

DEI is a strategic enabler for us and will continue to be a pivotal part of our growth journey in India.

Our DE&I Vision is brought to Life through Five Focus Areas

Inclusive Policies and Workplace Practices

Hiring Practices

Capability and Mindset

Forums and Networks

Sustained Communication and Awareness

Inclusive Policies and Workplace Practices

We are dedicated to creating a more inclusive work environment by reviewing and enhancing our policies and practices. This includes reviewing our policy documents to ensure they are gender neutral and inclusive, reinforcing our Equal Employment Opportunity policy across the employee life cycle, and enhancing the scope of our policies wherever feasible to make them more accessible and inclusive. For example, we have expanded the scope of our Group Medclaim policy to include partners as dependents, extended coverage of gender reassignment surgery and enabled non binary gender representation for self.

Hiring Practices

We continually assess and enhance our hiring practices to effectively recruit diverse talent across various functions. By monitoring our practices and approaches, we aim to attract and retain a diverse workforce that is reflective of the communities we serve and will help us shape the future of healthcare.

Capability and Mindset Development

We recognize the importance of cultivating a managerial pipeline that embraces diverse perspectives and talent. We are committed to equipping our leaders and managers with the necessary skills, resources, and mindset to leverage diverse ideas and build high-performing, inclusive teams.

Forums and Networks

Our vibrant employee networks provide opportunities for our people to engage with and learn from diverse communities within and beyond the organization. These employee networks enable employees to share experiences, perspectives, and knowledge, and provide a platform for networking, mentorship, advocacy, and awareness in the organization.

Sustained Communication and Awareness

Communication is central to all other key focus areas and is the foundational element in building a coherent DE&I understanding for the organization. It helps in building awareness, sensitization, and advocacy for positive change.

Key DE&I Initiatives

Employee Networks and Forums

Abbott proudly supports various employee networks that connect our colleagues as they pursue their fullest lives – both professionally and personally, some of which are outlined below:

Women Leaders of Abbott (WLA):

Women Leaders of Abbott (WLA) is one of our employee networks that is supporting our efforts to attract, retain and advance women in the organization.



The network has three strategic pillars: **Connect** to create an engaged culture, **Inspire** to create a meaningful and enabling work environment for women employees and **Grow** to improve the gender diversity ratio and support our women employees towards building their capabilities and grow within the organization.

Working Mothers of Abbott (WMA):

Launched in India in 2022, WMA is a forum that provides working mothers with a platform to connect, support, share, and learn experientially from one another as they navigate the challenges of balancing work and motherhood.

Pride Network India

PRIDE Network India was launched in June 2023, aiming to educate, encourage, and create a community for LGBTQ+ and Allies at the workplace through its pillars of education and awareness, policy, and engagement.

Early Career Network (ECN) India

ECN's vision is to create a platform for early career professionals to discover opportunities, network and grow, and further position Abbott as an inclusive employer. This vision is brought to life through its 3 pillars – Explore, Engage, and Evolve. ECN India was launched in 2021 to foster generational diversity at Abbott. In 2023, ECN launched its Reverse Mentoring program – MentUp – to help mentor our senior leaders with young talent across the organization.

Abbott disABILITY Network India

Abbott DisABILITY Network India was launched in September 2023, with the vision of 'Access for All'. It is an open and inclusive platform for all individuals impacted at a personal level - as a person living with a disability or caring for someone with one - to network, engage, collaborate, and explore best practices and informative sessions.

ASCENT – Abbott Second Careers Engagement Program

This program strengthens our commitment to diversity by providing second career opportunities to women and veterans returning from career breaks. ASCENT aims at empowering these professionals with relevant prospects and providing the required support and flexibility to ensure a seamless transition.



VALUE FOR PEOPLE

**Science Technology Engineering and Mathematics (STEM)**

We continue our focus on STEM by engaging with schools and providing internship opportunities. By offering hands-on experiences, we ignite students' passion for STEM and open doors to future career opportunities. By empowering children to develop holistically and including students from underrepresented groups, we aim to lay the foundation for a brighter future. These initiatives will help build our future workforce and excite young talent about STEM and innovation.



**Internship Opportunities for LGBTQ+ and Persons with Disability Talent**

We have hired interns from the LGBTQ+ and Persons with Disability (PWD) talent pool. During the internship, interns have the opportunity to engage with senior leaders, work on live assignments/projects, and gain valuable insights into the working of an organization like Abbott.

**Unconscious Bias Training for all Managers**

We offer training to people managers to increase individual awareness of unconscious bias and its impact in the workplace.

**Happy Feet – Joy of Motherhood**

Happy feet is a program designed to support and provide a conducive work environment for our women colleagues as they step into the phase of motherhood. We share the 'Joy of Motherhood' handbook with expecting mothers and provide guidance on the support that the organization extends before, during and after pregnancy. This initiative helps provide a conducive work environment for our women colleagues as they step into this special phase of their lives.

**Wo-Mentoring Program**

One of our priorities is the development of our key women talent and creating women leaders across levels. Our Wo-Mentoring program provides an accelerated development experience through a mentoring opportunity for identified high-potential women employees over a nine-month mentoring program. Through this initiative, 70 women in Abbott India Limited have been successfully mentored so far, with many participants experiencing role rotations and promotions.

**Empower**

This initiative provides women employees with exposure to expert workshops, curated sessions, and content aimed at enhancing leadership skills such as networking, personal branding, resilience mindset, and more.

**Avenue**

Designed to support women during relocations due to personal circumstances, Avenue provides assistance and resources to ensure a smooth transition.

**Ensuring the Well-Being of Employees**



At Abbott, we prioritize the overall well-being of our people. We offer comprehensive benefits and programs to support employees live their best lives, both personally and professionally, throughout their careers.

We have benefits and programs to care for the health and well-being of our employees. Our approach is to provide them with a workplace environment that:

- Promotes diversity, equity and inclusion
- Offers extensive professional development, mentoring and training programs
- Encourages and supports work-life harmony
- Offers competitive compensation and benefits
- Provides means to listen to employees
- Commits to employee health and safety and, offers wellness programs

**The India Wellness Program**

The India Wellness Program, rebranded as, "BeStrong", in 2023, focuses on physical, emotional, financial, and social wellness.

**FitStrong (Physical Wellness)**

Employees engage in health check-ups, on-site doctor, vaccination drives, awareness sessions on critical and lifestyle diseases like cancer, diabetes, nutrition, exercise challenges like "Exercise Across Abbott".

**MindStrong (Emotional Wellness)**

Aimed to de-stigmatize mental health issues and enable resilience; offers programs addressing stress, sleep management, and anger, including events like "MindStrong Fest", Leadership Symposium and external Speaker sessions.

**WealthStrong (Financial Wellness)**

Provides sessions on the basics of retirement planning or planning for financial uncertainties, debt management, personal income tax awareness, etc.

**BondStrong (Social Wellness)**

Drives a sense of community and aligns employees towards the corporate social responsibility agenda through initiatives like Abbott's participation in the Tata Mumbai Marathon, where Abbott leaders run as Ally's with differently abled people to promote the spirit of inclusion.

**Employee Assistance Program (EAP)**

Abbott offers its employees and their families a dedicated Employee Assistance Program (EAP). We recognize that the right help at the right time can help manage challenges. EAP is an independent counselling and resource service. Its features include:

- 24/7 availability for employees and their families via phone, e-mail or live chat
- All calls are directed to psychologists
- Assistance for personal issues that could affect health
- Counselling for work life balance, stress management, management skills and family support, including legal and financial information.

**Listening to our Employees – Your Voice Counts**

Building the best workplace is an ongoing commitment. For us to understand what we can do better, we need to know what our employees think about working here and how they'd like us to keep evolving. That is why we continue our listening strategy through the 'Your Voice Counts' survey. This feedback helps us monitor what is good in our culture, what is getting better, and where we need to improve further. We pay close attention to what we hear in each survey and take concrete actions in response.

**Building a Safe Workplace Culture**

We prioritize safety for employees, visitors, and contractors through various training initiatives:

- Defensive Driving Training for New Field Employees
- Annual Refresher Environment, Health and Safety (EHS) Training
- High-Risk Driver Training
- Commentary Drive Training
- Post Incident Coaching for Field Employees

**Empowering Employees for Safety**

EHS Onboarding Training: Comprehensive EHS training for head office employees during onboarding.

- Encouraging employees to report safety concerns without fear of retaliation, with a prompt response mechanism in place.
- Established a reporting mechanism for safety concerns with prompt action to address any concerns raised.

Safety Initiatives for Commercial Employees: Recognizing the importance of safe equipment, we offer financial assistance to commercial employees for upgrading their official vehicles and promoting safer workplaces.

- Financial Aid for Safer Vehicles: Providing financial assistance for commercial employees with >5 years old vehicles to upgrade to safer vehicles with enhanced safety features.
- Tyre Replacement Support: Assisting with timely tyre replacements for 2-wheeler vehicles, benefiting our employees.
- Mentor App for High-Risk Riders: Introducing the Mentor app to help 2-wheeler riders from selected states where roads need infrastructural development to become safe riders.
- Additional Personal Protection Equipment: In addition to 2 helmets, we supplied 'full-finger motorcycle riding gloves' to more than 2,700 employees.



VALUE FOR PEOPLE

Awards and Accolades

InFLUence Campaign – Influenza

ELETS Healthcare Awards

Healthcare marketing innovation  
Best 360° campaign



Corporate Titan Awards

Best Lead Generation  
Influvac microsite



Corporate Titan Awards

Best Marketing Campaign  
Healthcare and Pharma



TheNextChapter Campaign – Menopause

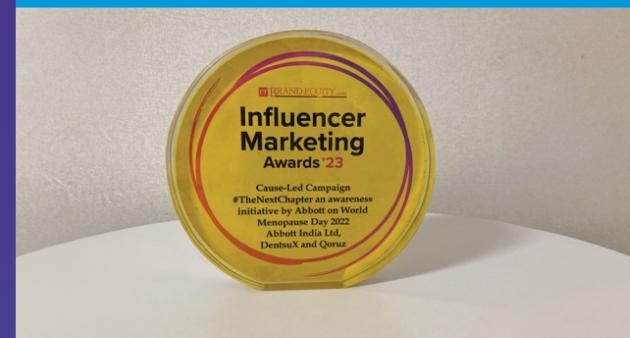
The SABRE Awards

Best Campaign for the Indian Subcontinent



ET Brand Equity Awards

Best Healthcare Campaign  
Gold winner



Vertigo Coach App – Vertigo

3<sup>rd</sup> IHW Digital Health Awards 2024

Mobile Health Application  
Vertigo Coach App



Corporate Awards

Avtar & Seramount BCWI Study – 2023

100 Best Companies for Women in India



The BW People HR Excellence Summit & Awards

Best Place of Work



HDFC Ergo: Love All Campaign

Maternity Management Program  
Abbott's Happy Feet



Business Today

Best Place to Work For in India



# IMPACTING LIVES TOGETHER

At Abbott, we empower underserved communities by providing access to high-quality healthcare and STEM (Science, Technology, Engineering, and Mathematics) education. Through collaborations with trade associations, academic institutions, healthcare experts, and government bodies, we aim to tackle pressing challenges in healthcare and education. Together, we make a lasting difference, improving lives, and building a more inclusive society.

**4,600+**

Children empowered through STEM learning across 14 schools in Mumbai

**1,63,000+**

Families were provided with awareness on Non-Communicable Diseases (NCDs)

**430+**

Health Master Trainers trained in NCD prevention, diagnosis, treatment, and adherence



## Enhancing Healthcare Access by Building Quality Healthcare Infrastructure and Services

Through collaboration with Americares India Foundation, we have transformed so far 127 Primary Healthcare Centers (PHCs) into Health and Wellness Centers (HWCs) across 10 states, bolstering healthcare accessibility for underserved communities. Beyond physical upgrades, our initiative includes comprehensive training for PHC staff and Accredited Social Health Activists (ASHAs), and empowering communities with knowledge about communicable and Non-Communicable Diseases (NCDs).

### The Impact

Our efforts have driven increased foot traffic at HWCs, indicating the growing utilization of screening services for various ailments. This translates to timely and efficient healthcare delivery. Our ultimate aim is to provide high-quality, affordable healthcare and instigate positive shifts in community health behaviors through early detection, treatment, and management of diseases.

## Promoting STEM Education and Good Health

Our collaboration with Smile Foundation aims to uplift over 4,600+ children from under resourced communities in Mumbai, granting them access to quality education and infrastructure. Through state-of-the-art Science, Technology, Engineering, and Mathematics (STEM) labs and interactive classrooms, we are equipping these children with vital skills in STEM, laying the groundwork for a brighter tomorrow.

Furthermore, our commitment to health education spans topics like NCDs, Nutrition, Menstrual Hygiene, and Water, Sanitation, and Hygiene (WASH), building comprehensive health awareness among these youngsters. By promoting both indoor and outdoor sports, we are nurturing their physical, social and emotional growth.

### The Results

Our initiatives have yielded meaningful benefits, including enhanced problem-solving abilities and logical reasoning skills among these children. This holistic approach is making a tangible difference in their lives and communities, empowering them to thrive.

## Ensuring Quality and Affordable Healthcare Delivery

Teaming up with the Self-Employed Women's Association (SEWA), our initiative prioritizes the prevention, diagnosis, and treatment of NCDs, safeguarding the well-being of countless individuals. Through localized clinics and telemedicine services, we are bridging the healthcare gap for communities in 43 districts across multiple states.

To date, our efforts have touched the lives of over 1,40,000 patients, providing NCD awareness to more than 1,63,000 families. Our holistic approach delivers primary and acute care while developing entrepreneurial skills among SEWA members, generating sustainable employment opportunities.

By nurturing strategic alliances with trusted healthcare providers and SEWA, we aim to create sustainable healthcare systems and empower communities for significant change. Our collective goal is to make quality, affordable healthcare accessible to everyone, irrespective of their economic status.

## Building Access to Timely Diagnostic Services for Trauma Patients

Taking direct action to ensure prompt diagnostic services for trauma patients, we have installed a CT scan machine at the Trauma Center and Super Specialty Hospital, Institute of Medical Sciences (IMS) at BHU, Varanasi. This public university serves as a vital healthcare hub for the surrounding communities, enhancing access to critical medical care.

## Expanding Health Awareness for NCD Management

In a direct effort to address the prevention, early detection, and management of NCDs, we have established health awareness programs. These programs provide increased access to healthcare services and valuable information about various diseases through healthcare experts.

**127**

Primary Healthcare Centers (PHCs) have been upgraded to Health and Wellness Centers (HWCs) across 10 states

# SHAPING A RESPONSIBLE BUSINESS

At Abbott, environmental stewardship is a core responsibility. As we grow our business, we have set clear objectives to minimize our environmental footprint, in line with Abbott's global sustainability targets for 2030.



## Zero Waste to Landfill

Goa Plant retains its certification



## Our Approach

We are dedicated to optimizing the use of renewable resources and cutting down on carbon emissions. Our strategies involve a holistic approach to address any potential environmental impact. By implementing sustainable practices and embracing eco-friendly processes, we actively strive to shrink our ecological footprint and manage resources responsibly. Our focus areas include energy and water conservation, waste reduction, and minimizing CO<sub>2</sub> emissions, particularly at our Goa plant and corporate office. Through targeted initiatives, we aim to streamline processes, boost yields, and enhance productivity, ultimately leading to greater efficiency. Our efforts play a crucial role in preventing the release of raw materials and solvents into the environment.

## Waste Management and Recycling

In 2023, we prioritized waste reduction through the principles of 3 R's – Reduce, Reuse, Recycle. Approximately 65% of non-hazardous waste generated at our Goa plant was repurposed for beneficial uses, while the remaining 35% underwent careful recycling, minimizing environmental impact.

Nearly all hazardous waste (about 99%) was safely disposed through co-processing in cement factories, adhering to stringent regulations. A small fraction (0.7%) underwent incineration without energy recovery, while 0.3% was recycled, focusing on specific waste streams like used oil and e-waste. Our collective efforts resulted in the successful collection and processing of ~1,200 metric tons of plastic waste from various States and Union Territories in India, where our operations are located.

Abbott India Limited's Goa plant, successfully decreased hazardous waste which was earlier sent for co-processing by 20 metric tons from April 2023 to March 2024. Now the contaminated polybags are sent for recycling. These polybags were sold to a vendor who decontaminated them and recycled them into plastic granules. The vendor was established in compliance with the requirements of State and Central Pollution Control Boards. As of March 2024, the project yielded a total cost benefit of 0.03 Crores and continues to run.

## Energy Conservation and Efficiency

At our Goa plant, we took a significant step toward sustainability by producing 2,85,764 kWh of power from April 2023 to March 2024 from solar PV panels installed in the previous year. This initiative reduced carbon emissions by 198 metric tons, aligning with our commitment to environmental responsibility. The solar PV panel system is designed to operate efficiently for 20 years.

Furthermore, through the implementation of various energy-saving measures, we achieved a 1% reduction in energy consumption, equivalent to 180 kWh per day, without any additional capital expenditure (CAPEX) investments.

# 99.3%

Hazardous waste generated at the Goa Plant is sent for incineration with energy recovery

# ~1,200MT

plastic waste disposed sustainably

## Water Conservation and Regeneration

Our company employs a state-of-the-art effluent treatment plant that ensures treated effluent meets the stringent limits set by the local State Pollution Control Board. To optimize resource usage, rejected water from the Reverse Osmosis (RO) process is repurposed for utilities and washrooms. This innovative approach saves an impressive 16,098 kilolitres of water annually.

## Enhancing Eco-Efficiency in Manufacturing

To scale up production, we introduced Overall Equipment Efficiency (OEE) in granulation, compression, and packaging processes, resulting in a 25% decrease in changeover time, line clearance time, documentation, and testing. Additionally, we adopted a more efficient method for Brufen reformulation using pre-gelatinized starch, mitigating risks associated with hot surface/material contact and potential container mishaps. These measures collectively reduced manpower hours, enhancing operational efficiency and productivity across the board.



VALUE FOR INVESTORS

# UPHOLDING TRUST AND RELIABILITY

We prioritize responsible corporate governance, strict compliance, and ethical conduct across our organization. Our consistent delivery of value and financial stability reflects our commitment to prioritizing investor growth and ensuring long-term prosperity, in alignment with our mission to advance healthcare and create lasting value for all stakeholders.

## Ethics and Compliance

Abbott promotes ethical behavior through its Code of Business Conduct, guiding employees to adhere to the Company's principles. Employees are expected to uphold the highest ethical standards, monitor business activities closely, report any concerns promptly, and act with honesty, fairness, and integrity as specified in the Code. Abbott is fully committed to complying with all relevant laws and regulations in all aspects of its operations.

## Governance Structure

Our strong corporate governance is aligned with stakeholders' interests. The Board of Directors understands the business dynamics, challenges, and opportunities, providing guidance, oversight, and strategic direction to management. They ensure that strategies and plans align with the Company's mission of improving lives and that operations adhere to ethical standards and organizational values.



### Our Core Values

Our identity is grounded in our core values, which shape our operations and influence how we serve our stakeholders.

Aligning our organization with these values is essential for effectively fulfilling our mission and achieving our business objectives.



Pioneering



Caring



Achieving



Enduring

## Board Composition and Diversity

The diverse composition of the Board ensures that the Company benefits from a variety of relevant perspectives. Our Board members are highly skilled professionals with extensive expertise, diverse viewpoints, and robust business acumen.



3 Independent Directors  
5 Non-Executive Directors  
1 Executive Director



3 36-55 years  
5 56-70 years  
1 >70 years



5 Male  
4 Female



## Board Committees

The Board Committees function within defined terms of reference that outline their roles, responsibilities, composition, and authority scope.

- Audit Committee
- Nomination and Remuneration Committee
- Stakeholders Relationship Committee
- Corporate Social Responsibility Committee
- Risk Management Committee

## Risk Management Approach

Our Enterprise Risk Management (ERM) process specifically addresses risks that have the potential to impact our business performance. Risk management practices are integrated into business operations, focusing on aligning risk appetite and strategy, improving risk response, and reducing operational uncertainties. Every year, we conduct a comprehensive analysis of materiality to consider the expectations of all our stakeholders regarding sustainable business practices as well as the associated risks and opportunities.

Our ERM process ensures consistent evaluation of risks by assessing their likelihood, impact, and velocity, allowing us to prioritize the most significant risks and provide appropriate attention from our management team. We present risk dashboards and mitigation plans to our senior leadership team while the Board and Risk Management Committee review enterprise risks throughout the year.

## Internal Control Framework

We have implemented a robust internal control framework to protect the Company's assets and promote operational excellence. This system operates through clearly documented standard operating procedures, policies, and process guidelines. It provides a reasonable level of assurance regarding the achievement of our operational, compliance, and reporting objectives. The design of this framework is well structured and regularly assessed to ensure its effectiveness and appropriateness.

# DIRECTING OUR GROWTH



### Standing

From left to right

### Sitting

From left to right

## Kaiyomarz Marfatia

Non-Executive Director

C M

## Sudarshan Jain

Independent Director

C M M

## Ambati Venu

Non-Executive Director

M

## Swati Dalal

Managing Director

C M M

## Mahadeo Karnik

Non-Executive Director

M M

## Sabina Ewing

Non-Executive Director

## Anisha Motwani

Independent Director

C M M M

## Munir Shaikh

Chairman

C M

## Shalini Kamath

Independent Director

M M M M

- Audit Committee
- Stakeholders Relationship Committee
- Nomination and Remuneration Committee
- Corporate Social Responsibility Committee
- Risk Management Committee

- C** Chairman/Chairperson
- M** Member

# DELIVERING OUR GROWTH



## Standing

From left to right

## Sitting

From left to right

### Dr. Jejee Karankumar

Director – Medical Affairs

### Sangeeta Shetty

Associate Director – Secretarial  
and Company Secretary

### Richa Tripathi

Associate Director – Sales Force  
Effectiveness and Project Management Office

### Rajan Kalantre

Director – Business Human Resources

### Ashok Saini

Commercial Director – GenNext,  
Vaccines and NeuroLife

### Swati Dalal

Managing Director

### Kunal Chowdhury

Commercial Director – GI Businesses

### Sridhar Kadangode

Chief Financial Officer

### Namita Shah

Associate Director – New Product  
Introductions and Therapy Area Strategy

### Jyoti Saraph

Director – Finance

### Murari Ranganathan

Commercial Director – Women's  
Health, Metabolics and  
International Business



## BOARD OF DIRECTORS' REPORT AND MANAGEMENT DISCUSSION AND ANALYSIS

### TO THE MEMBERS

Your Directors have pleasure in presenting their Eightieth Report and the Audited Financial Statements of the Company for the financial year 2023-24.

### FINANCIAL HIGHLIGHTS

Particulars	₹ in Crores)	
	For the year ended March 31, 2024	For the year ended March 31, 2023
Revenue from Operations	5,848.91	5,348.73
Other Income	248.27	154.15
<b>Total Income</b>	<b>6,097.18</b>	<b>5,502.88</b>
Profit Before Tax	1,617.75	1,273.82
Profit After Tax	1,201.22	949.41
<b>Retained Earnings and Other Comprehensive Income (OCI)</b>		
Balance brought forward	2,425.30	2,151.57
Profit After Tax	1,201.22	949.41
OCI arising from remeasurement of employee benefits	0.02	3.62
Dividend - FY 2022-23	(690.60)	-
Dividend - FY 2021-22	-	(584.36)
Transfer to Reserves	(120.12)	(94.94)
<b>Balance carried forward</b>	<b>2,815.82</b>	<b>2,425.30</b>

### DIVIDEND

Your Directors have recommended a final dividend of ₹ 410/- per share for the year ended March 31, 2024 on 2,12,49,302 fully paid-up Equity Shares of ₹ 10/- each for approval of the Shareholders at the forthcoming Annual General Meeting. The said dividend, if declared, will absorb a sum of ₹ 871.22 Crores.

In terms of the provisions of the Income-tax Act, 1961, dividends paid or distributed by the Company shall be taxable in the hands of the Shareholders. Your Company shall, accordingly, make the payment of the proposed dividend for the year ended March 31, 2024 after deduction of tax at source.

### DIVIDEND DISTRIBUTION POLICY

Dividend Distribution Policy adopted by the Company in terms of requirements under the Securities and Exchange Board of India (Listing Obligations and Disclosure

Requirements) Regulations, 2015, as amended from time to time ("SEBI Listing Regulations") is available on the Company's website at <https://www.abbott.co.in/investor-relations.html>. The said Policy lays down various factors which are considered by the Board while recommending the dividend for the year.

### MATERIAL CHANGES AFFECTING THE COMPANY

There have been no material changes and commitments affecting the financial position of the Company between the end of the financial year and date of this report. There has been no change in the nature of business of the Company.

### MANAGEMENT DISCUSSION AND ANALYSIS

#### Economic Outlook

India is one of the world's fastest growing large economies and it has been so over the past decade. In FY 2023-24, India's GDP grew by 8.2% (Data from Ministry of Statistics and Programme Implementation (MoSPI)). There is consensus among policymakers, government bodies and global institutions, that in FY 2024-25, India will grow ~7.2%, thus preserving the momentum. The key reasons for this are a strong domestic market, enhanced infrastructure spending by the government, improvement in agri-output and prices, as well as a revival of private capex.

#### Industry Review

The Indian pharmaceutical industry is a study in evolution. Over the past nine years, it has grown at 9.4% CAGR to emerge as one of the most important players in the world. Today, it ranks third in the world in terms of production volume. The Indian pharmaceutical industry is well regarded for its strong manufacturing, efficient research capabilities, and an end-to-end ecosystem that is serving the world. Generic drugs, over-the-counter medications, bulk drugs, vaccines, contract research and manufacturing, biosimilars and biologics are some of the major segments of the Indian pharma industry.

India's importance in the pharma universe can be understood from the fact that it has the second highest number of United States Food and Drug Administration (USFDA) compliant companies (with plants), outside of the USA. About 8 out of 20 global generic companies are from India, and over 55% of the country's exports are to regulated markets. India is also the largest vaccine exporter and ~65% of the World Health Organization's (WHO) vaccine requirements are sourced from India.

As per IQVIA, the Indian Pharmaceutical Market (IPM) is estimated at ₹ 2,16,092 Crores in FY 2023-24, with a growth rate of 7.6%. Branded generics dominated the domestic prescription pharmaceutical market, accounting for around 80% of sales by value.

### OPPORTUNITIES AND CHALLENGES

#### Factors that impact the Indian pharmaceutical industry and the Company include :

- Union Budget's emphasis on Innovation :** As per the Union Budget 2023-24, a new initiative to encourage pharmaceutical research and innovation will be implemented through Centers of Excellence in the sector. The Government aims to incentivize businesses to invest in research and development (R&D) in selected priority fields. At the grassroots level, the Government has announced plans to establish 157 nursing colleges in collaboration with Government medical colleges.
- Co-marketing Agreements :** Promotional tie-ups between foreign companies and local partners have become an established feature of the market. However, over the last few years, there has been an increasing trend towards co-marketing deals for new drugs. For multinationals, these agreements enable broader detailing of key brands, while for local manufacturers, which historically have seen limited access to new drugs, these agreements present opportunities to diversify their existing portfolios. Partnerships between Indian companies and MNCs are expected to continue growing, driven by mutual benefit and the potential to significantly impact patient care.
- E-pharmacy and Pharmacy Chains :** The retail pharmacy sector is estimated to consist of at least 6,00,000 licensed outlets, primarily comprising small, independent businesses. However, pharmacy chains and e-pharmacies are emerging as significant players. With evolving customer preferences and increased use of digital channels, e-commerce penetration is projected to reach 11% by FY 2024-25. This trend is expected to enhance access to organized pharmacies nationwide, stimulating greater demand and encouraging healthy competition.
- New OTC Product Distribution Policy :** The Union Government has proposed the introduction of over-the-counter (OTC) drugs in India through an amendment in the Drugs and Cosmetics Rules, allowing their sale in the retail market without a doctor's prescription. A draft notification issued by the Union Health Ministry suggests including 16 drugs, such as common antipyretic medicines, some laxatives, nasal decongestants and topical antifungal creams.

\*Source : IQVIA

- Ayushman Bharat Digital Mission (ABDM) :** The ABDM's vision is to create a connected healthcare ecosystem, bridging gaps between various healthcare stakeholders through digital pathways. One of its key building blocks is ABHA (Ayushman Bharat Health Account). This will enable the creation of longitudinal health records for individuals across various healthcare providers, thus enhancing clinical decision making. The ABHA-based Personal Health Record empowers patients by providing visibility into data access, inculcating a sense of control. The introduction of ABHA-based scan service has revolutionized the patient experience, eliminating the need to wait in queues for appointments. Going forward, the execution of all its building blocks will play a key role in advancing India's digital health system towards achieving universal health coverage (UHC).
- Ayushman Bharat - Pradhan Mantri Jan Arogya Yojana (AB-PMJAY) :** AB-PMJAY is the Government's flagship program aimed at achieving universal health coverage and it is the world's largest health insurance scheme that aims to provide secondary and tertiary care services to the vulnerable population in the society. The policy offers medical coverage of ₹ 5 lakh per family per year for secondary and tertiary care hospitalization to over 10.74 crore poor and vulnerable families (i.e., ~50 crore beneficiaries), constituting the bottom 40% of India's population. While the scheme primarily covers hospital inpatient care, it aims to increase healthcare access, improve diagnosis rates, and raise disease awareness. As of April 2024, over 30 crore beneficiary cards have been issued under this scheme. About 6.5 crore beneficiaries have received treatment at 30,000+ empaneled hospitals. Recently, during the Interim Budget 2024-25, the scheme was extended to include all ASHA and Anganwadi workers.
- Uniform Code for Pharmaceutical Marketing Practices (UCPMP) :** With the enforcement of UCPMP 2024, all pharma and medical device companies are required to adhere to ethical marketing practices. This presents a good opportunity for healthcare companies to revisit their existing contracts and policies regarding marketing and engagement with third parties for promotional activities. Given our strong compliance processes in place, we are well-positioned to meet the requirements of UCPMP.

### REVIEW OF OPERATIONS

The Company has consistently grown above market\* in the last several years with a clear focus on providing scientific, trusted products, backed by expert clinical support. The Company's position has been enhanced through consistent scientific engagement with doctors, increasing geographic penetration, strong customer insights, innovative products and a comprehensive pill plus service approach.



## Board of Directors' Report and Management Discussion and Analysis (Contd.)

### Financial Performance

**Revenue from Operations :** Revenue from Operations for the year ended March 31, 2024 is ₹ 5,848.91 Crores in comparison to ₹ 5,348.73 Crores last year, recording a growth of 9.4%.

**Profit Before Tax :** Profit Before Tax for the year ended March 31, 2024 is ₹ 1,617.75 Crores, which grew by 27% over the previous year.

#### Key Financial Ratios :

Particulars	FY 2023-24	FY 2022-23	Change
Debtors Turnover (Days)	19.9	20.6	(3.4%)
Inventory Turnover (Days)	71.9	82.0	(12.3%)
Interest Coverage Ratio*	130.9	80.7	62.2%
Current Ratio	2.4	2.5	(4.0%)
Debt Equity Ratio	0.1	0.1	-
Operating Profit Margin (%)	27.9	24.1	15.8%
Net Profit Margin (%)	20.5	17.8	15.2%
Return on Net Worth (%)	34.9	31.6	10.4%

\*Interest Coverage Ratio has increased because of accounting impact of Ind AS 116-Leases.

There is no significant change except Interest Coverage Ratio (i.e., change of 25% or more as compared to the immediately previous financial year) in the Key Financial Ratios.

#### Detailed explanation of Ratios :

##### (i) Debtors Turnover (Days)

The above ratio is used to quantify a Company's effectiveness in collecting its receivables or money owed by customers. The ratio shows how well a Company uses and manages the credit it extends to customers. It is calculated by dividing revenue from operations by average trade receivables.

##### (ii) Inventory Turnover (Days)

Inventory Turnover is the number of times a Company sells and replaces its inventory during a period. It is calculated by dividing cost of goods sold by average inventory.

##### (iii) Interest Coverage Ratio

The Interest Coverage Ratio measures how many times a Company can cover its current interest payment with its available earnings. It is calculated by dividing earnings before interest and taxes by finance cost.

##### (iv) Current Ratio

The Current Ratio is a liquidity ratio that measures a Company's ability to pay short-term obligations or those due within one year. It is calculated by dividing the current assets by current liabilities.

##### (v) Debt Equity Ratio

The Debt Equity Ratio is used to evaluate a Company's financial leverage. It is a measure of the degree to which a Company is financing its operations through debt versus wholly owned funds. It is calculated by dividing a Company's total lease liabilities by its Shareholders' equity.

##### (vi) Operating Profit Margin (%)

Operating Profit Margin is a profitability or performance ratio used to calculate the percentage of profit a Company produces from its operations. It is calculated by dividing the earnings before interest and taxes by revenue from operations.

##### (vii) Net Profit Margin (%)

The Net Profit Margin is equal to how much net income or profit is generated as a percentage of revenue. It is calculated by dividing the profit for the year by revenue from operations.

##### (viii) Return on Net Worth (%)

Return on Net Worth is a measure of profitability of a Company, expressed in percentage. It is calculated by dividing profit after tax for the year by average capital employed during the year.

### Business Performance

The Company operates in a single reportable business segment i.e., "Pharmaceuticals". The Company provides products and solutions across various therapeutic areas including Gastroenterology, Women's Health, Metabolics, Central Nervous System, Vaccines and Multi-Specialty.

The performance for the year under review in these therapeutic areas is highlighted below in brief :

- **Gastroenterology (GI) :** GI brands continued to be the key growth driver for the Company, as the portfolio exhibited a robust growth of 10% enabling us to further consolidate market share. The strong acceleration in 2023-24 was driven by leading brands such as Udiliv (chronic cholestatic liver disease), Duphalac (constipation), Cremaffin Plus (constipation) and Creon (pancreatic insufficiency). These brands maintained their leadership position and market share through expanded geographic presence, differentiated medico-marketing programs, and targeted micro-market interventions.

Other brands such as Ganaton (gastrointestinal dysmotility) and Librax (irritable bowel disease) continued to outperform the market\*. Our commitment to prioritizing new launches and enhancing the existing top brands yielded substantial results, accelerating portfolio growth.

During the year, Rowasa OD (ulcerative colitis) was launched successfully. Digeraft (anti-reflux antacid) continued to be one of our best-performing new products. Several "beyond-the-pill" offerings have also been significantly scaled up with the introduction of newer services such as EGG (Electrogastrogram) for enhancing dysmotility diagnosis in India. The Company remains committed to extending better diagnosis support to patients in core therapy areas.

The Company will continue to identify need gaps in core therapy areas to maintain leadership, launch new products to augment portfolio offerings, and provide comprehensive and differentiated services to consumers. This approach aims to accelerate growth for mid-sized brands and enable disruptive growth through new product launches. The focus will remain on integrating and building a strong, sustainable, and profitable hybrid promotional model for consumer-facing legacy brands like Cremaffin and Digene. This will be achieved by strengthening targeted consumerization and ethical promotion efforts in the laxatives and antacids category.

- **Women's Health :** This year, the Women's Health portfolio grew by 1.8% mainly due to increased competition from generics in the dydrogesterone market. However, we continued to strengthen our relationships with healthcare professionals through

omnichannel campaigns and initiatives aimed at driving advocacy, while enhancing Duphaston's positioning in managing miscarriages and infertility.

Another focus area is shaping the treatment landscape for menopause in India. We will continue to build Femoston as a brand over the next few years.

During the year, the Company launched Solfe FCM injection (iron deficiency anemia) and Dienonorm (endometriosis) to expand the Women's Health portfolio.

**Metabolics :** The Metabolics portfolio achieved strong growth of 12%, primarily driven by the success of Abbott's flagship brand Thyronorm. The brand grew faster than the represented market\* and has maintained its market share\*. The brand's growth is driven by digital interventions to enhance scientific engagement and therapy-shaping initiatives. Multi-channel awareness campaigns continue to be an important lever aiming to provide credible information about thyroid disorders and resulting symptoms. During the year, Thyrowel Plus (supporting thyroid function) was launched.

- **Central Nervous System (CNS) :** The CNS business grew by 9.2% this year. The largest therapy within the CNS business is vertigo, with Vertin achieving market-beating growth\*. Consistent therapy-shaping initiatives for Vertin and successful product lifecycle management have contributed to the growth of this business. During the year, Zolfresh ER (insomnia) and Zolfresh ODT (insomnia) were launched.

- **Vaccines :** The key brands in the vaccines portfolio include Influvac (influenza), Enteroshield (typhoid), Havshield (hepatitis A), Rotasure (rotavirus diarrhea), and JE Shield SD (Japanese encephalitis). The vaccine business grew by 2.6% during the year. We implemented robust medico-marketing and awareness plans to improve the pediatric vaccination numbers, particularly for influenza. We also launched several educational initiatives as well as activities for mothers as part of our influenza flagship program.

We have launched awareness campaigns across print, social media, radio, and parental platforms. We have also introduced "Influvac microsite" for healthcare professionals to improve access to vaccine and compliance. Our plan is to grow our market for both children and adults by introducing new services and products.

\*Source : IQVIA



## Board of Directors' Report and Management Discussion and Analysis (Contd.)

- **Multi-Specialty :** Under Multi-Specialty, the Company offers products targeting insomnia, vitamin D deficiency, pre-term labor, and pain management. This segment achieved a growth of 11.8% in 2023-24. Zolfresh (insomnia), Arachitol portfolio (vitamin D supplement), Brufen (analgesics), and Duvadilan (preterm labor) are the key contributors to this business. Differentiated public awareness programs increased health knowledge through expert engagement. Scientific initiatives in collaboration with India's leading scientific bodies were also launched during the year.

Moving forward, our focus, we aim to grow our base brands and transform them into big brands for the company. We aim to strengthen our pipeline of new products to offer a more comprehensive portfolio across covered specialties. During the year, new product launches included Brufen power gel (musculoskeletal pain) and Arachitol Gummies 300 IU (calcium and vitamin D supplement).

### MEDICAL RESEARCH AND KNOWLEDGE SHARING INITIATIVES

Evidence-based medicine is gaining importance in empowering Healthcare Professionals (HCPs) to ensure better patient care. Research studies undertaken by the Company, ranging from real-world evidence-based studies (observational or epidemiological) to registration studies, have been instrumental in defining and driving organizational strategies and creating high-quality scientific evidence, thus aiding the optimization of healthcare.

During the year, the Company was managing 14 clinical studies with 14 publications in scientific journals. All the studies were conducted in compliance with Good Clinical Practice (GCP) and regulatory requirements.

### OUTLOOK

The pharmaceutical industry is projected to maintain its growth rate in the foreseeable future. We have witnessed a global behavioral shift towards preventative care and remaining healthy, which is also anticipated to drive market growth in India. This trend presents opportunities for Abbott to offer relevant products and solutions to our customers.

In 2024-25, the Company will continue efforts to serve patients well and grow its volumes and market share. Some of the key drivers that will help us deliver on our ambition are :

- **Therapy shaping to accelerate pillar brands :** Focused efforts are being made to accelerate the growth of existing brands and future launches. This is

being done through well-defined strategies, developed based on in-depth analysis of market trends, leveraging our capabilities and strengths. Shaping key therapies is critical to drive leadership and ensure consistent market-beating growth.

- **Beyond-the-pill patient support :** Engaging patients for education, counseling or compliance support is crucial today due as they are more aware. The Company leads in patient support programs and continues to expand with new initiatives. For instance, we have focused on enhancing women's quality of life through programs addressing menopause. These programs have effectively encouraged patients to adopt and adhere to therapies. We plan to collaborate with other industry players and startups to further expand these efforts.
- **Multi-channel doctor engagement :** A key focus of the Company is engaging with doctors through multiple physical and digital touchpoints to expand our reach within the medical community. We constantly enhance our knowledge platforms to deliver more relevant and updated information to doctors.
- **Increase portfolio depth :** We remain committed to launching new products to maintain our presence in strategic therapeutic areas and capitalize on the loss of exclusivity of critical brands. We have developed a robust plan for our new product pipeline across various therapies.

### RISKS AND CONCERNS

The Indian pharmaceutical industry operates within a highly regulated environment. While stricter rules for clinical trials and new drug development may impact growth, they are beneficial for the industry in the long term. The industry faces certain challenges, such as growing competition from generic medicines, dependence on imports for Active Pharmaceutical Ingredients (APIs), and supply chain disruptions. However, we continue to develop new products to meet evolving patient needs.

### INTERNAL CONTROL SYSTEM AND ITS ADEQUACY

The Company has an internal control mechanism commensurate with its size and nature of business.

These systems provide a reasonable assurance on achievement of its operational, compliance and reporting objectives, including safeguarding the Company's assets, prevention and detection of frauds, accuracy and completeness of accounting records and ensuring compliance with corporate policies and are manual, semi-automated and automated in nature.

This mechanism is sound in design and the framework is continuously evaluated for effectiveness and adequacy. The mechanism operates through well-documented standard operating procedures, policies and process guidelines and segregation of duties. Periodic analysis and reviews are conducted by the senior management to assess its efficiency. Also, the same is discussed with auditors on a regular basis. Change in control structure is carried out to meet business needs along with control effectiveness.

The Internal audit is performed through an independent Chartered Accountants firm and the audit plan is finalized based on current perception of internal control risk and compliance requirement in consultation with the operating divisions. The Internal Auditors, as a part of their audits, review the design of key processes to assess the adequacy of controls and propose remedial measures, wherever required.

The Internal Audit Reports issued by the Internal Auditors are discussed with the Senior Management and presented to the Audit Committee on a quarterly basis. An independent and empowered Audit Committee reviews the significant observations and assesses the adequacy of the actions proposed while monitoring their implementation.

The Internal Auditors conduct a quarterly follow up for implementation/ remediation of all audit recommendations and the status report is presented to the Audit Committee on a regular basis.

The Company has implemented both preventive and detection controls. Appropriate corrective actions taken to reduce the risks include the following :

- The Abbott Code of Business Conduct requires annual certification by all employees;
- The Compliance Committee is formed with representatives from all the operating groups;
- Senior Management has oversight of the compliance programs;
- The Business Compliance Cell is assigned the responsibility of training, monitoring and ensuring employees' compliance with the Company's policies and procedures;
- The Company has a Whistle-Blower mechanism in place;
- Internal Investigation reports are presented before the Audit Committee on a quarterly basis;
- Business divisions have periodic meetings with the Director-Office of Ethics and Compliance, to monitor and discuss compliance with various business processes.

For the year ended March 31, 2024, the Management has assessed the adequacy and effectiveness of internal controls over financial reporting and basis the assessment, believes that the processes are working efficiently and effectively. The Statutory Auditors have confirmed adequacy of the internal controls over financial reporting and its operating effectiveness.

### DIRECTORS

During the year, Mr Rajiv Sonalker (DIN : 07900178) retired as the Whole-time Director of the Company effective June 30, 2023 and Mr Vivek V Kamath (DIN : 06606777) resigned as the Director and Managing Director of the Company effective March 18, 2024. The Board places on record its appreciation for their contribution during their tenure.

The appointment of Mr Mahadeo Karnik (DIN:02606595) as Director with effect from July 1, 2023, was approved by the Shareholders at the Annual General Meeting held on August 9, 2023.

The Board of Directors basis the recommendation of the Nomination and Remuneration Committee, approved the appointment of Ms Swati Dalal (DIN : 01513751), as a Director and Managing Director of the Company for a period of 3 (three) years effective April 1, 2024, not liable to retire by rotation. The said appointment was approved by the Shareholders through Postal Ballot on April 25, 2024.

In accordance with Section 152 of the Companies Act, 2013, Mr Ambati Venu (DIN : 07614849) and Mr Munir Shaikh (DIN : 00096273) retire by rotation at the ensuing Annual General Meeting and being eligible, offer themselves for re-appointment.

### Declaration of Independence

The Company has received declarations from all the Independent Directors confirming that they meet the criteria of independence prescribed under sub-section (6) of Section 149 of the Companies Act, 2013 ("the Act") and the SEBI Listing Regulations. All the Independent Directors have registered themselves with the Independent Director's Databank managed by the Indian Institute of Corporate Affairs.

### Number of Board Meetings

Five Board Meetings were held during the year 2023-24 on May 19, 2023; August 9, 2023; November 9, 2023; February 1, 2024 and March 13, 2024. The intervening gap between the Meetings was within the period prescribed under the Act,



## Board of Directors' Report and Management Discussion and Analysis (Contd.)

read with the Secretarial Standards issued by the Institute of Company Secretaries of India on Meetings of the Board of Directors and the Listing Regulations.

### Policy on Nomination and Appointment of Directors/ Criteria for appointment of Senior Management and Remuneration Policy

The Company has adopted the Policy on Nomination and Appointment of Directors/ Criteria for appointment of Senior Management and Remuneration Policy as per the provisions of Section 178(3) of the Act and the Rules framed thereunder. The said Policies are available on the Company's website at <https://www.abbott.co.in/investor-relations.html>.

Nomination Policy acts as a guideline for determining qualifications, positive attributes, independence of Directors and matters related to the appointment and removal of Directors and Senior Management.

The Policy lays down :

- criteria, terms and conditions with regard to identifying suitable candidates who are qualified to become Directors and Senior Management;
- appointment mechanism for Managing Director/ Executive and Non-Executive Directors/ Independent Directors/ Key Managerial Personnel and Senior Management;
- tenure of Managing Director/ Executive Directors/ Independent Directors;
- their removal process and succession planning.

Remuneration Policy lays down the Company's philosophy and criteria as well as manner of determining the remuneration of Managing Director, Executive/ Non-Executive Directors, Independent Directors, Senior Management, Key Managerial Personnel and other employees.

### Performance Evaluation of the Board, Board Committees and Directors

The Company has adopted the Board Evaluation Framework and Policy based on the recommendation of the Nomination and Remuneration Committee, which sets a mechanism and criteria for performance evaluation of the Board, Board Committees and Directors, including Independent Directors. The same is available at <https://www.abbott.co.in/investor-relations.html>.

Every year, Directors evaluate the effectiveness of the Board and its Committees in performing its governance and oversight responsibilities. Directors assess the performance of their peers, as well as the full Board of Directors and each of the Committees on which they serve through online questionnaire.

Online Evaluations solicit feedback on various parameters described below :

**For Board :** Structure and composition of the Board, frequency and number of meetings, devotion of time for important business matters—financials, monitoring internal controls/ code of conduct/ insider trading policy/ risk management framework and emerging risks/ governance and compliance issues, adequate access to information for effective decision-making, strategic guidance to management through regular interactions and cohesiveness in the overall working that facilitates open discussion.

**For Committees :** Structure and composition of the Committees, adequacy of charter and working procedure, frequency of meetings, if the Committee is functioning as per the charter and if the Committee recommendations contribute effectively to the Board decision-making.

**For Directors :** Skill set, knowledge, attendance, effective participation at Board/ Committee meetings, their contribution at the meetings, leveraging on his/her experience to provide the necessary insights/ guidance on Board discussions and display of candor in expressing views even when they are in divergence with the rest of the Board, etc.

Review and discussions :

- Results are presented in the form of anonymized reports;
- The Nomination and Remuneration Committee reviews peer and Board Reports;
- Reports are then shared with the Board for review and discussions.

Feedback incorporation :

- Basis the feedback, enhancement opportunities are identified and implemented as appropriate;
- The Chairman of the Board discusses peer evaluation results with individual directors as needed.

During the year 2023-24, evaluation of the Board, Committees and Directors was conducted as per the process described above. Also, the Independent Directors conducted separate assessment of the Board, Non-Independent Directors and the Chairman basis the feedback from the other Board Members.

### KEY MANAGERIAL PERSONNEL

Mr Rajiv Sonalker retired as the Chief Financial Officer of the Company and Ms Krupa Anandpara resigned as the Company Secretary and Compliance Officer of the Company effective June 30, 2023. Mr Vivek V Kamath resigned as the Managing Director of the Company effective March 18, 2024.

The Board upon recommendations of the Audit and Nomination and Remuneration Committees, approved the appointment of Mr Sridhar Kadangode as Chief Financial Officer of the Company effective July 1, 2023.

The Board upon recommendation of the Nomination and Remuneration Committee, approved the appointments of Ms Sangeeta Shetty as the Company Secretary and Compliance Officer of the Company effective September 14, 2023 and Ms Swati Dalal as the Managing Director of the Company effective from April 1, 2024.

### AUDIT COMMITTEE

The Audit Committee comprises of Ms Anisha Motwani (Chairperson), Mr Munir Shaikh, Mr Sudarshan Jain and Ms Shalini Kamath. Role of the Committee is provided in the Corporate Governance Report, forming part of this Report.

The recommendations made by the Audit Committee during the year were accepted by the Board.

### VIGIL MECHANISM/ WHISTLE-BLOWER POLICY

The Company has in place Vigil Mechanism/ Whistle-Blower Policy called "Abbott India Limited-Procedure for Internal Investigations". It lays down a mechanism for reporting and investigation of all unethical behavior, alleged or potential violations of laws, regulations or Abbott Code of Business Conduct, policies, procedures or other standards.

A report indicating the number of cases reported, investigations conducted including the status update is presented before the Audit Committee, on a quarterly basis.

The said Policy is available on the website of the Company at <https://www.abbott.co.in/investor-relations.html>. Employees have numerous ways to voice their concerns and are encouraged to report the same internally for resolution. The said Policy provides for adequate safeguards against retaliation and access to the Chairperson of the Audit Committee.

Any concerns/ grievances can be communicated through various sources as provided under the said Policy or online at <https://speakup.abbott.com>.

### DIRECTORS' RESPONSIBILITY STATEMENT

Pursuant to Section 134(5) of the Act, your Directors state that :

- in the preparation of the Annual Accounts for the year ended March 31, 2024, the applicable accounting standards have been followed and there are no material departures from the same;
- they have selected such accounting policies and applied them consistently and made judgments and estimates that are reasonable and prudent so as to give a true and fair view of the state of affairs of the Company as at March 31, 2024 and of the Profits of the Company for that year;
- they have taken proper and sufficient care for the maintenance of adequate accounting records in accordance with the provisions of the Act, for safeguarding the assets of the Company and for preventing and detecting fraud and other irregularities;
- they have prepared the Annual Accounts of the Company on a going concern basis;
- they have laid down adequate internal financial controls to be followed by the Company and that such internal financial controls are adequate and operating effectively;
- they have devised proper systems to ensure compliance with the provisions of all applicable laws and that such systems are adequate and operating effectively.

### RELATED PARTY TRANSACTIONS

#### Policy on dealing with Related Party Transactions and Materiality

The Company has in place the Policy on dealing with Related Party Transactions and Materiality in terms of requirements of the Act and the SEBI Listing Regulations. The said Policy is available on the Company's website at <https://www.abbott.co.in/investor-relations.html>.

As per the said Policy, all Related Party Transactions are pre-approved by the Independent Directors, Audit Committee and Board, as and when required as per the requirements under the Act and SEBI Listing Regulations. The details of actual transactions are reviewed by the Audit Committee on a quarterly/ annual basis. Material transactions, if any, with the Related Parties are pre-approved by the Shareholders.



## Board of Directors' Report and Management Discussion and Analysis (Contd.)

### Details of Related Party Transactions

The Company enters into business transactions with various Abbott affiliate Companies ("Related Parties") in the normal course of business and at arm's length basis.

All the transactions with the Related Parties entered into during the financial year 2023-24 were pre-approved by the Independent Directors and Audit Committee. Actual Transactions are placed before the Audit Committee on a quarterly basis. Material Related Party Transactions, if any, are approved by the Shareholders. The details of the same are provided in Note 38 to the Financial Statements.

Pursuant to Regulation 23(9) of the SEBI Listing Regulations, the Company has filed half yearly reports on Related Party Transactions with the BSE Limited.

### INVESTOR EDUCATION AND PROTECTION FUND (IEPF)

Pursuant to Section 124 and other applicable provisions of the Act, read with the Investor Education and Protection Fund Authority (Accounting, Audit, Transfer and Refund) Rules, 2016 ("the IEPF Rules"), all dividends which remain unpaid or unclaimed for a period of seven years, are required to be transferred by the Company to the IEPF, established by the Government of India. Further, according to the IEPF Rules, the shares on which dividend has not been paid or claimed by the Shareholders for seven consecutive years or more shall also be transferred to the demat account of the IEPF Authority. In accordance with the said requirements, during the year, the unpaid dividend and shares were transferred to IEPF.

The details of the same are provided in the Corporate Governance Report.

### CORPORATE SOCIAL RESPONSIBILITY

#### Corporate Social Responsibility (CSR) Policy

The CSR Policy is available on the Company's website at <https://www.abbott.co.in/investor-relations.html>.

#### CSR Programs/ Activities undertaken during the financial year 2023-24

The Company spent an amount of ₹ 24.08 Crores on various CSR programs during the financial year 2023-24. The Annual Report of the CSR activities undertaken by the Company is annexed as "Annexure I" and forms part of this Report.

### RISK MANAGEMENT

The Company has formulated a "Risk Management Policy" which includes :

- Risk identification framework (including Environment, Sustainability and Governance related risks (ESG));
- Risk mitigation measures;
- Business Continuity Plan (BCP).

The framework above covers financial, operational, HR, reputational, sectoral, cybersecurity, ESG and any other risk determined by the Risk Management Committee (RMC).

#### 1. Objective

Risk Management Policy is directed to enable Management to effectively deal with uncertainty and associated risk and opportunity, enhancing the capacity to build value. Broadly, the Policy Framework encompasses :

- Aligning risk appetite and strategy considering the risk appetite in evaluating strategic alternatives, setting related objectives and developing mechanisms to manage related risks;
- Enhancing risk response decisions and select among alternative risk responses-risk avoidance, reduction, sharing and acceptance;
- Reducing operational surprises and losses by identifying potential events and resultant responses, thus reducing surprises and associated costs or losses;
- Identifying and managing multiple and cross-enterprise risks;
- Seizing opportunities by considering a full range of potential events and thus identify and proactively realize opportunities;
- Improving deployment of capital through robust risk information to effectively assess overall capital needs and enhance capital allocation.

These capabilities inherent in this Framework help in achieving the performance and profitability targets and prevent loss of resources.

This Risk Management Framework is directed to help ensure effective reporting and compliance with laws and regulations, avoid damage to the Company's reputation and associated consequences.

Risk Management Framework enables the Company to avoid pitfalls and surprises along the way.

#### 2. Roles and Responsibilities

##### • Board of Directors

The Board provides oversight about Risk Management and is responsible for approving the Risk Management Framework. The Board has constituted Risk Management Committee with defined roles and responsibilities.

##### • Audit Committee

Audit Committee conducts evaluation of Risk Management systems and such other functions as may be assigned by the Board from time to time.

##### • Risk Management Committee

Key roles and responsibilities are outlined below :

- Monitoring and implementing Risk Management Plans;
- Ensures that the adequacy of the Company's Risk Management Framework is being assessed and that action is taken if it is inadequate;
- Reports Risk Management activities and information, including top risks and mitigation, to the Audit Committee and Board;
- Understands the significant or high risks affecting Company and ensures that processes to mitigate them are effective;
- Reviewing and amending Risk Management Framework from time to time;
- Such other functions as may be delegated by the Board from time to time.

##### • Risk Management Core Team

The Risk Management Core Team oversees the process by which business division/ function and management identifies and assesses risks and determines appropriate responses. It addresses organizational risks and sets performance, measure goals and key risk indicators for those risks. It takes care of the following :

- Design, develop and periodically update the Risk Management framework and procedure;
- Ensure appropriateness of risk culture and understanding across the Company at all levels;

- Plan and organise risk management programs;
- Ensure adherence to Risk Management policies and procedures within Abbott;
- Facilitate validators in preparation and execution of control validation plan;
- Conduct adequate awareness;
- The Core Team along with the concerned Division/ Function heads identifies risks faced/ perceived by the Company and mitigation plans. The core team further evaluates whether the mitigation measures have helped bring down the scale and magnitude of risk, from time to time.

### STATUTORY AUDITORS

S R B C & CO LLP, Chartered Accountants (ICAI Firm Registration No.: 324982E/ E300003), were re-appointed as the Statutory Auditors at the Seventy-fifth Annual General Meeting of the Company held on August 22, 2019, for a period of five years and accordingly will complete their second term on conclusion of the ensuing Eightieth Annual General Meeting of the Company.

The Board has recommended the appointment of M/s Walker Chandiook & Co LLP, Chartered Accountants (Firm Registration No. 001076N/ N500013), as Auditors of the Company, for a period of five years from the conclusion of the ensuing Eightieth Annual General Meeting till the conclusion of the Eighty-fifth Annual General Meeting of the Company. M/s Walker Chandiook & Co LLP have confirmed their eligibility and qualification required under the Act for holding the office as Statutory Auditors of the Company.

### AUDITORS' REPORT

The Auditors' Report for the financial year 2023-24 does not contain any adverse remarks, qualifications or reservations or disclaimers, which require explanations/ comments by the Board.

### COST AUDITORS

M/s Kishore Bhatia & Associates, Cost Accountants (Registration No. 00294), are the Cost Auditors of the Company for the financial year 2023-24.

M/s Joshi Apte & Associates, Cost Accountants (Firm Registration No. 000240) have been appointed as Cost Auditors of the Company for the financial year 2024-25 at a remuneration of ₹ 0.09 Crores plus taxes as applicable and reimbursement of out-of-pocket expenses.



## Board of Directors' Report and Management Discussion and Analysis (Contd.)

The said remuneration to the Cost Auditors shall be subject to ratification by the Members at the ensuing Annual General Meeting.

### COST AUDIT REPORT

As per the provisions of Section 148(1) of the Companies Act, 2013, the Company has maintained the cost records, as specified by the Central Government.

Cost Audit Report along with the Compliance Report for the financial year 2022-23, issued by M/s Kishore Bhatia & Associates, Cost Auditors, was filed with the Ministry of Corporate Affairs on August 16, 2023 (due date of filing was September 7, 2023).

### INTERNAL AUDITORS

KPMG Assurance and Consulting Services LLP, Limited Liability Partnership (LLP Registration No. AAT-0367) are the Internal Auditors of the Company for the financial year 2023-24.

M/s Deloitte Touche Tohmatsu India LLP, Chartered Accountants (LLP Identification Number AAE-8458) are appointed as Internal Auditors of the Company for the financial year 2024-25.

Internal Audit Report, their significant observations and follow up actions taken by the Management is reviewed by the Audit Committee on a quarterly basis.

### SECRETARIAL AUDITOR

Ms Neena Bhatia, Practising Company Secretary (Membership No. FCS 9492 and Certificate of Practice No. 2661) is the Secretarial Auditor of the Company for the financial year 2023-24.

M/s BNP & Associates, Company Secretaries (Firm Registration No. P2014MH037400), have been appointed as Secretarial Auditors of the Company for the financial year 2024-25.

### SECRETARIAL AUDIT REPORT

The Secretarial Audit Report issued by Ms Neena Bhatia, Practising Company Secretary for the financial year ended March 31, 2024, does not contain any adverse remark, qualifications, reservations or disclaimer except the observation that the name of the Company is appearing in the breach list displayed on the website of the Depositories and BSE Limited for having foreign investment in excess of prescribed sectoral cap.

In this connection, the Company has received post-facto approval from the Department of Pharmaceuticals permitting foreign shareholding in excess of the sectoral cap, upto 80% of the paid-up share capital of the Company, subject to compounding with the Reserve Bank of India (RBI). The Company had filed a compounding application with the Reserve Bank of India in this regard. However, the RBI vide its letter dated March 19, 2024, has informed the Company that the compounding application requires further examination in consultation with the government. RBI further informed the Company that since compounding was a time-bound process, the application was being returned for the time being along with the compounding fee. RBI has advised the Company to await further communication/ advice from RBI in this regard, on further course of action, if any.

The Secretarial Audit Report is annexed as "Annexure II" and forms part of this Report.

### REPORTING OF FRAUD BY AUDITORS

During the year under review, the Statutory Auditors, Cost Auditors, Internal Auditors and Secretarial Auditor have not reported any instances of frauds committed in the Company by its Officers or Employees or reported to the Audit Committee under Section 143(12) of the Act.

### HUMAN RESOURCES

At Abbott, we believe that a sustainable future starts with health. We want to incorporate sustainability in everything we do. People are the foundation for us to be able to achieve this goal. That's why our 2030 sustainability plan includes targeted actions to create a workforce of tomorrow.

Abbott is an innovative great place to work. We care about and value our employees. Our common purpose and mission provide our workforce with the opportunity to change people's lives for the better, while living their own best lives personally and professionally.

Our HR philosophy is in line with our Company's purpose and mission. At Abbott our employees can leverage differentiated opportunities and benefits to build their career in the organization, while ensuring they can be themselves, take care of their family's wellbeing, and live a fuller life.

Our employees are the pillars of the Company's growth and success. The Company has 3,814 employees as on March 31, 2024. We want to build a diverse, innovative workforce of tomorrow. New ideas come from different places and points of view. To achieve our ambitions, we're actively shaping our organization for the future by prioritizing diversity, equity and inclusion.

Talent is a key priority for us, and all of our initiatives are based on ensuring that we help our employees grow within the organization. At Abbott, fostering a culture of diversity, equity, and inclusion (DE&I) is a core commitment. We have implemented impactful programs and initiatives to create a workplace where everyone feels valued and empowered. Employee well-being is a key priority and the Company is committed to it with strong focus on employee's physical, mental, social and financial wellbeing. The Company offers career development programs for employees from all levels of the organization to empower our teams with skills to meet the health needs of tomorrow.

### Talent Strategy

A strong talent strategy has been developed to help attract and retain the right talent and emerge as the employer of choice in the Indian Healthcare Industry. The Company believes in motivating and engaging employees through shared goals, capability building initiatives, career growth opportunities and providing an environment of transparency, accountability and positive reinforcement.

The India Talent Strategy has been our key strategic pillar which helps us deliver on our business goals and our leadership team is fully invested in the same. Our work culture here is driven by passion and the constant drive to think ahead and grow as an individual. That is what makes Abbott a great place to work.

### Training and Capability Building initiatives

Abbott has a well-defined development process aligned with our talent strategy. We offer development opportunities for employees to equip themselves with new skills. They have access to appropriate training to help them develop and prosper in their career, while meeting the organizational strategic plan.

#### 1. Leadership Pipeline Building Programs

**Talent Management Reviews :** These programs focus on the identification and development of key personnel who are part of the succession pipeline at various levels. They focus on building internal talent across divisions and geographies for the next level roles.

**Transition Programs :** These training programs are very specific to the employees who are getting into their new roles. As an employee transitions from being an individual contributor to a manager, this program provides the necessary support in navigating the complexity of being a manager.

The program focuses on building people manager leadership competencies and comes with three levels :

- Individual Contributor to People Manager;
- Manager to Director;
- Director to General Manager.

Key talent programs like In-Stride and Future Leaders Development Program aim at developing future leaders and accelerate their readiness into critical roles. The 12-month development journey consists of cross-functional mentoring, classroom trainings, digital learning, leadership and business simulations, campus immersion at top class academic institutes and exposure to senior leaders to review development progress. These programs have successfully developed over 120 employees so far in the Company with many of them experiencing role rotations and promotions.

#### 2. Executive Coaching and Mentoring

Executive coaching and mentoring are used as development interventions for senior leaders. They are based on the needs identified for senior leaders and a 6-12 months' engagement with an external senior coach is established. The goals are set up and agreed to by the coachee, coach and the manager. Success is measured by the achievement of milestones and development goals achieved by the coachee.

#### 3. Mentoring Programs

Leaders like the Vice Presidents, General Managers, Commercial Directors and functional leaders actively engage in mentoring talent across the organization. Mentoring develops employees to drive new, cross functional expertise and perspectives. Mentors are identified and a panel is created with expertise in a variety of areas of development to address the needs of our talent with respect to business and professional growth. The mentor-mentee pairs and groups are assigned based on need, expertise and personal attributes. Tools and guidelines to maximize learning are provided. Our Wo-Mentoring program provides an accelerated development experience through a mentoring opportunity for identified key women talent over a nine-month mentoring program.

#### 4. Leading with Impact-Integrated Managerial Capability Program

The Company helps managers accelerate their development through skill building, experiences and learnings from current leaders. The "Leading With



## Board of Directors' Report and Management Discussion and Analysis (Contd.)

Impact” program is being offered to all people managers in the Company since 2021 to help them effectively lead people and continues in the form of refresher programs. The 12-week module consisting of online learning and simulations, on the job experiences, discussion with peers on the learnings, coaching from certified global coaches and pre and post program leadership effectiveness surveys, outlined modules such as See, Hear, Speak, Coach and Develop is considered to be highly effective. Leading with Impact efforts are sustained through various initiatives like Pop Up quiz on Intranet portal, quarterly mailers related to employee life cycle processes, leader panel sessions, etc.

### 5. Training and Development Resources

The Abbott Global Training site provides variety of materials and resources to meet the development and functional training needs of employees including role-based trainings, in-person trainings, E-Learning (online training) and articles, accessible on real-time basis. Calendarized and localized programs are additionally designed basis need identification. The Learning and Development team caters to customized training requests from business in parallel to the open enrollments. E-Learning and virtual learning play an integral role in learning offerings and provides employees the flexibility they need. The Career Connect Platform helps employees to engage in new experiences, discover innovative ways to connect with colleagues globally and take advantage of personalized resources to create a high-impact development plan. Employees also have opportunities to work on Learning Gigs - an innovative concept facilitating voluntary project-based learnings with teams across any country within Abbott.

### 6. Excellence Academy

Abbott is dedicated to building the best-in-class field force to foster market-beating growth. This is reflected through robust onboarding and career development programs for employees across all levels. Excellence Academy, the training team, has been instrumental in strengthening the field force's capabilities to effectively navigate through current and future challenges.

#### Diversity, Equity and Inclusion (DE&I) :

Diversity is fundamental at Abbott - in people, mindsets and business models. It's core to fulfilling the purpose and is embedded in values and is driven across leadership levels.

Diversity is built into Abbott's worldview, workplaces and customer bases. The Company strives to create and provide the work environment where every employee feels welcome and able to bring their wholeness to work. This means integrating diversity, equity and inclusion in all areas of business and building teams reflective of the communities the Company serves.

Our India Diversity, Equity and Inclusion (DE&I) vision for Abbott is “Building strength through diversity and celebrating our differences to become better together.” This vision beautifully captures how DE&I is a strategic enabler for us and will continue to be a pivotal part of our growth journey in India.

The DE&I vision is brought to life through five focus areas, i.e. Inclusive Policies and Workplace Practices, Hiring, Capability and Mindset, Forums and Networks and sustained Communication and Awareness.

#### Inclusive Workplace Policies and Practices

We are dedicated to creating a more inclusive work environment by reviewing and enhancing our policies and practices. This includes reviewing our policy documents to ensure they are gender neutral and inclusive, reinforcing our Equal Employment Opportunity policy across the employee life cycle and enhancing the scope of our policies wherever feasible to make them more accessible and inclusive.

#### Capability and Mindset Development

We recognize the importance of cultivating a managerial pipeline that embraces diverse perspectives and talent. We are committed to equipping our leaders and managers with the necessary skills, resources and mindset to leverage diverse ideas and build high-performing, inclusive teams.

#### Hiring Practices

We continuously evaluate and strengthen our hiring practices to ensure effective recruitment of diverse talent across various functions. By monitoring our practices and approaches, we aim to attract and retain a diverse workforce that is reflective of the communities we serve and will help us shape the future of healthcare.

#### Communication and Awareness

Communication underpins all other key focus areas and is foundational element in building a coherent DE&I understanding for the organization. It helps in building awareness, sensitization and advocacy for positive change.

### Forums and Networks

Our vibrant employee networks provide opportunities for employees to connect with and learn from different communities within and outside the organization. These employee networks enable employees to share experiences, perspectives and knowledge and provide a platform for networking, mentorship, advocacy and awareness in the organization.

- **Women Leaders of Abbott (WLA) :** WLA is an employee resource group that connects, inspires and helps women grow within our organization. It has been helping women across through various programs to help them realize greater career achievements through connections, dynamic programs, development opportunities and enhanced leadership experiences.
- **Working Mothers of Abbott (WMA) :** Launched in India in 2022, WMA is an employee resource group that provides working mothers with a platform to connect, support, share and learn from one another as they navigate the challenges of balancing work and motherhood.
- **PRIDE Network India :** PRIDE Network India was launched in June 2023, aiming to educate, encourage, and create a community for LGBTQ+ and Allies at the workplace through its pillars of Education and Awareness, Policy, and Engagement.
- **Early Career Network (ECN) India :** This employee resource group aims to help our early career professionals explore and engage with the vast opportunities and diverse talent within Abbott. ECN India was launched in 2021 to foster generational diversity at Abbott. In 2023, ECN launched its Reverse Mentoring program - MentUp - to help mentor our senior leaders with young talent across the organization.
- **Abbott disABILITY Network India :** We strive to empower people with disabilities to achieve their full career potential by fostering understanding, awareness, advancement and advocacy. Abbott disABILITY Network India was launched in September 2023, with the vision of “Access for All” for creating an inclusive environment to ensure accessibility at the workplace.

#### Enhancing Collaboration, Innovation and Employee Experience through Technology

At Abbott, we recognize the power of technology to enhance collaboration, innovation and employee experience.

An initiative that was launched this year, which holds immense potential for our organization, is the Benefits & Wellness (B&W) Metaverse. This is a scalable virtual platform that has introduced new ways of connecting, collaborating, learning and engaging as a team. Employees are able to create their digital avatars, chat with colleagues on the platform, go through the compensation and benefits induction, know more about Abbott leaders, access policies, wellness resources and more. This metaverse is an interconnected virtual arena that provides employees with a variety of immersive experiences, with the aim to help them access relevant information quickly and efficiently.

Abbott India also enhances the employee experience through an Artificial Intelligence enabled Chatbot “SmaHRty” which is available 24x7 for employees for providing real-time and error-free query resolution and has been able to resolve more than 1,00,000+ employee queries since it has been launched.

#### External Recognition of Efforts

Abbott India being recognized as amongst the Top 10 Companies in Business Today's “Best Places to Work for 2023” is a reflection of our continuous efforts. Abbott India has also been recognized as the “Best Place of Work” at the Business World's People HR Excellence Awards 2023. Our maternity management program “Happy Feet” has been recognized externally as well in 2024 by HDFC Ergo, which is a testament to our commitment of celebrating diversity and fostering inclusion. Abbott is also ranked by Avtar & Seramount BCWI Study - 2023 as “100 Best Companies for Women in India” for the 4<sup>th</sup> year in a row.

#### Prevention of Sexual Harassment (POSH) at Workplace

The Company has an Internal Complaints Committee (ICC) in place as required under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Appropriate training under POSH is imparted to employees regularly.

3 complaints were received by the Company/ ICC during the year, under the aforesaid Act and the same were appropriately closed.

#### HEALTH, SAFETY AND ENVIRONMENT

The Company is committed to the protection of human health, safety and the environment. This commitment forms the basis for our EHS management systems and governance. Attainment of our long-range targets to reduce worker



## Board of Directors' Report and Management Discussion and Analysis (Contd.)

injuries and the environmental impacts of our business across our value chain is a priority. Meeting our targets, along with our EHS objectives, is the continuation of a long legacy of responsible business practices at Abbott that reflect our core values : Pioneering, Achieving, Caring and Enduring.

### Health and Safety :

During the year, Goa plant received the prestigious Abbott EPD EHS Excellence award for upgrading Dust collectors system at site with advanced safety feature like isolation valve and explosion vent.

Site Safety Committee is formed at the Plant having representation from both supervisory and non-supervisory staff. Committee meets at regular frequency to discuss and resolve EHS issues.

On-job, Classroom and Online EHS trainings are regularly arranged for employees. Training topics cover applicable EHS regulations, Abbott's EHS technical standards, firefighting, hazardous chemical and waste handling, Slip/ Trip/ Fall, Machine Guarding, Material Handling and emergency preparedness.

3 day first-aid training program was conducted for our first aiders by Inspectorate of Factories and Boilers. Certified trainer conducted class room session as well as practical exercise was conducted. After the successful completion of the course, the first aiders were awarded with first-aid certificate from Inspectorate of Factories and Boilers.

Another training program was conducted by Inspectorate of Factories and Boilers for employees on Occupational Health and Safety. The 2 day program conducted at site focused on safety at workplace, machine guarding, chemical safety, permit to work system, fire safety etc.

Fall protection upgrade for tanker truck operation was successfully completed at site. The upgrade consisted of erecting fixed davit arm at 4 location where tanker/ truck operation is carried out. Having fall protection in place safeguards the person falling from height while he/ she is on top of tanker or truck.

M/s Sparrow Risk Management Private Limited conducted Electrical Safety Audit at the site. The audit helped to identify underlying hazards associated with electricity at site. The detailed action plan was drafted and executed to eliminate the electrical hazard at site.

Special focus is maintained on critical safe work initiatives like contractor safety, hand safety, hot work and working on heights.

Mass awareness programs such as celebration of National Safety Week and Abbott EHS week were conducted to help build a sustainable EHS culture.

For EHS cultural enhancement, we are running Behavior Based Safety (BBS) program which includes observation and correction of unsafe acts. There also exists system for reporting of unsafe conditions and near miss. Such initiatives have greatly helped improve positive EHS culture.

### Road Safety :

Various Road Safety programs were conducted for field employees during the year :

- 99.96% of the sales employees completed the online defensive riding refresher training module.
- All the new sales employees were trained on defensive riding skills and behaviors.
- 100% of the new sales employees were provided with 2 helmets (one for self and one for the pillion rider) as a part of the joining kit. In addition to 2 helmets, they were provided with "full finger motorcycle riding gloves" to protect fingers while riding a 2 wheeler vehicle (Over 2,700 employees have received riding gloves).

To further enhance employee engagement in road safety, Road Safety Week was organized from 11<sup>th</sup>-16<sup>th</sup> January 2024. Through the safety week, a series of initiatives like various training programs, quizzes and creative competitions were rolled out with good participation from employees.

### Environment :

A responsibility towards the environment is part of Abbott's mandate. We continuously endeavor to minimize the use of renewable resources and cut down on carbon emission.

In all our initiatives, a holistic approach is adopted and efforts are made to curtail adverse environmental impact, if any. The Goa plant continued to implement multiple energy, water conservation and emission reduction projects.

The Company has a state-of-the-art effluent treatment plant with parameters of treated effluent well within the limit set by the local State Pollution Control Board. The rainwater harvesting project continues to save water by reducing the intake of purchased water.

In 2023-24, our Goa Plant conducted detailed assessment of the existing effluent treatment plant (ETP). The assessment was carried out by M/s Econ Pollution Control Consultants. The report submitted consist of detailed analysis of the ETP,

technical solution to cater to the future load and to enhance existing treatment process. Based on the assessment, phase wise upgradation will be carried out. This will further improve the quality of treated water.

Furthermore, gas emissions from the boiler and generator stacks as well as the ambient air quality are monitored regularly and they are well within the limits set by the State Pollution Control Board. Vermi-composting unit is in place to convert canteen food waste into organic manure, which is used in the lawns and in the plantation inside the Goa factory premises.

Out of total non-hazardous waste generated at site, 65% of the waste is used for beneficial purpose without undergoing any recycling process. Remaining 35% of waste is sent for recycling.

Out of total hazardous waste generated at site, 0.7% of the waste is incinerated without energy recovery, 0.3% is sent for recycling (used oil and e-waste). Rest 99 % of hazardous waste is disposed off through co-processing (in cement industries).

During the year, World Environment Day was celebrated as EHS mass awareness program.

Goa plant is certified as Zero Waste to Landfill facility which means no waste is disposed off through landfill.

### Plastic Waste Management :

The Company is adhering to the requirements of Plastic Waste Management Rules as laid down by the Ministry of Environment, Forests and Climate change. We entered into agreement with waste management agency for this purpose and collected and processed our post-consumer plastic packaging waste, from the States and Union Territories of India where we operate.

### CONSERVATION OF ENERGY, TECHNOLOGY ABSORPTION AND FOREIGN EXCHANGE EARNINGS AND OUTGO

The required information under the provisions of Section 134(3)(m) of the Act read with Rule 8 of the Companies (Accounts) Rules, 2014 in respect of Conservation of Energy, Technology Absorption, Foreign Exchange Earnings and Outgo, etc. are annexed as "Annexure III" and forms part of this Report.

### ANNUAL RETURN

The Annual Return of the Company as on March 31, 2024 has been placed on the website of the Company at <https://www.abbott.co.in/investor-relations.html>.

### DISCLOSURE UNDER SECTION 197(12) OF THE COMPANIES ACT, 2013 AND OTHER DISCLOSURES AS PER RULE 5 OF THE COMPANIES (APPOINTMENT AND REMUNERATION OF MANAGERIAL PERSONNEL) RULES, 2014

Disclosures required in accordance with the provisions of Section 197(12) of the Act, read with Rule 5(1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 is annexed as "Annexure IV" and forms part of this Report. However, as per the provisions of Sections 134 and 136 of the Companies Act, 2013, the Report and Financial Statements are being sent to the Members and others entitled thereto, excluding the Statement containing Particulars of Employees, which is available for inspection by the Members up to the date of ensuing Annual General Meeting. Any Member interested in obtaining a copy of such Statement may write to the Company Secretary at [investorrelations.india@abbott.com](mailto:investorrelations.india@abbott.com).

### BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

Business Responsibility and Sustainability Report and Independent Assurance Statement on BRSR Core as required under Regulation 34 of the SEBI Listing Regulations forms part of this Report.

### CORPORATE GOVERNANCE REPORT

Corporate Governance Report and Certificate from the Statutory Auditors of the Company on compliance of the conditions of Corporate Governance as required under Regulation 34 of the SEBI Listing Regulations, form part of this Report.

### COMPLIANCE WITH SECRETARIAL STANDARDS

The Board of Directors affirms that the Company has complied with the applicable Secretarial Standards issued by the Institute of Company Secretaries of India (SS1 and SS2) relating to Meetings of Board, its Committees and General Meetings, respectively.

### DISCLOSURES OF ORDERS PASSED BY REGULATORS OR COURTS OR TRIBUNAL

No orders have been passed by any Regulator or Court or Tribunal which can have impact on the going concern status and the Company's operations in future.

### INDUSTRIAL RELATIONS

The Company has overall cordial industrial relations. The Company continues to receive strong support from distributors, suppliers, vendors, stockists and other partners.



## Board of Directors' Report and Management Discussion and Analysis (Contd.)

### FIXED DEPOSITS

No fixed deposits were accepted during the year.

### PARTICULARS OF LOANS, INVESTMENTS AND GUARANTEES

The Company has not granted any loan or provided any guarantees to or invested in securities of any other body corporate during the year.

### GENERAL

No disclosure or reporting is required in respect of the following items as there were no transactions relating to these items during the year under review :

1. Issue of equity shares with differential rights as to dividend, voting or otherwise.

2. Issue of shares (including sweat equity shares) to employees of the Company under any scheme.
3. The Company does not have any joint venture or subsidiaries.
4. There are no applications made or any proceeding pending against the Company under Insolvency and Bankruptcy Code, 2016 (31 of 2016) during the financial year.
5. There are no instances of one-time settlement during the financial year.

### ACKNOWLEDGEMENT

Your Board expresses gratitude towards all the employees, business partners, institutions, banks and the Members, for their continued trust and support to the Company.

**For and on behalf of the Board of Directors**

Srinagar  
May 9, 2024

**Swati Dalal**  
Managing Director  
DIN : 01513751

**Sudarshan Jain**  
Director  
DIN : 00927487

## ANNEXURE I

### Annual Report on CSR activities for the financial year 2023-24

[In compliance with Section 135 of the Companies Act, 2013 and Companies (Corporate Social Responsibility) Rules, 2014, as amended]

#### 1. Brief outline on CSR Policy of the Company

At Abbott, we are committed to supporting the disadvantaged, marginalized and vulnerable population. We are focused on developing novel solutions to societal challenges facing them that are financially and operationally sustainable and demonstrate scalability. We strive to improve access to quality and affordable healthcare and improve awareness, diagnosis and adherence. Through our CSR interventions, we continuously work towards improving health education, reaching low-income communities in both urban-rural and rural areas. In India, we intend to go about our work in a manner that is responsible, respectful and in keeping with the rich traditions of our operations in the country and elsewhere in the world. Dialogue and engagement are also vital to ensure that our CSR strategy resonates with key external and internal stakeholders.

In accordance with the statutory requirements and keeping the Company philosophy at priority, the CSR Committee identified the following thrust areas in line with our CSR goals :

- Improving access to quality and affordable healthcare for low-income communities; conducting wellness clinics for improving lives of the disadvantaged communities;
- Promoting STEM learning and healthy living among young children;
- Charitable donations and educational grants for serving the deserving sections of society;
- Reaching out to the Government to advance sound public policy and expand patient access to healthcare;
- Disease awareness projects/ activities that support subsidized screening and treatment;
- Product donations through trusted partners in the context of Abbott's global policies and international standards;
- Extending support to various NGOs through monetary grants for education, healthcare and livelihood of underprivileged children and women;
- Environmental Protection measures;
- Such other projects that fall within the purview of the activities included in Schedule VII of the Act and Rules made thereunder, as amended from time to time.

#### 2. Composition of the CSR Committee :

Sr. No.	Name of the Director	Designation/ Nature of Directorship	No. of Meetings held in 2023-24	
			Held during the tenure of the Director	Attended
1.	Munir Shaikh (Chairman)	Non-Executive Director	4	4
2.	Swati Dalal <sup>1</sup>	Managing Director	NIL	NA
3.	Anisha Motwani	Independent Director	4	4
4.	Shalini Kamath	Independent Director	4	4
5.	Mahadeo Karnik <sup>2</sup>	Non-Executive Director	3	3
6.	Vivek V Kamath <sup>3</sup>	Managing Director	4	4
7.	Rajiv Sonalker <sup>4</sup>	Whole-time Director	1	1

<sup>1</sup> appointed as Member effective April 1, 2024.

<sup>2</sup> appointed as Member effective July 1, 2023.

<sup>3</sup> ceased to be Member effective March 18, 2024.

<sup>4</sup> ceased to be Member effective June 30, 2023.



## Board of Directors' Report and Management Discussion and Analysis (Contd.)

**3. Web-link where Composition of CSR Committee, CSR Policy and CSR Projects approved by the Board are disclosed on the website of the Company :**

<https://www.abbott.co.in/investor-relations/corporate-social-responsibility.html>

**4. Executive Summary along with web link(s) of Impact Assessment of CSR Projects carried out in pursuance of sub-rule (3) of rule 8, if applicable :**

No Impact assessment was carried out in the financial year 2023-24.

Impact Assessment of CSR projects carried out in earlier financial years is available at <https://www.abbott.co.in/investor-relations/corporate-social-responsibility.html>

- 5.** (a) Average net profit of the Company as per sub-section (5) of section 135 : ₹ **1,092.34 Crores**  
 (b) Two percent of average net profit of the Company as per sub-section (5) of section 135 : ₹ **21.84 Crores**  
 (c) Surplus arising out of the CSR projects or programmes or activities of the previous financial years : ₹ **0.29 Crores**  
 (d) Amount required to be set-off for the financial year, if any : ₹ **0.62 Crores**  
 (e) Total CSR obligation for the financial year [(b)+(c)-(d)] : ₹ **21.52 Crores**
- 6.** (a) Amount spent on CSR Projects (both Ongoing Project and other than Ongoing Project) : ₹ **23.76 Crores**  
 (b) Amount spent in Administrative Overheads : ₹ **0.61 Crores**  
 (c) Amount spent on Impact Assessment, if applicable : ₹ **NIL**  
 (d) Total amount spent for the financial year [(a)+(b)+(c)] : ₹ **24.37 Crores**  
 (e) CSR amount spent or unspent for the financial year :

Total amount spent for the financial year (in ₹)	Amount Unspent (in ₹ Crores)					
	Total amount transferred to Unspent CSR Account as per sub-section (6) of section 135			Amount transferred to any fund specified under Schedule VII as per second proviso to sub-section (5) of section 135		
	Name of the Project	Amount	Date of Transfer	Name of the Fund	Amount	Date of Transfer
₹ 24.37 Crores	NIL			NA		

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

Sr. No.	Particulars	Amount (in ₹ Crores)
1.	Two percent of average net profit of the Company as per sub-section (5) of section 135	21.84
2.	Total amount spent for the financial year (5d+6d)	24.99
3.	Excess amount spent for the financial year [(2)-(1)]	3.15
4.	Surplus arising out of the CSR projects or programmes or activities of the previous financial years, if any	0.29
5.	Amount available for set-off in succeeding financial years [(3)-(4)]	2.86

**7. Details of Unspent CSR amount for the preceding three financial years :**

Sr. No.	Preceding financial year(s)	Amount transferred to Unspent CSR Account under sub-section (6) of section 135 (in ₹)	Balance amount in Unspent CSR Account under sub-section (6) of section 135 (in ₹)	Amount spent in the financial year (in ₹)	Amount transferred to a Fund as specified under Schedule VII as per second proviso to sub-section (5) of section 135, if any		Amount remaining to be spent in succeeding financial years (in ₹)	Deficiency, if any
					Amount (in ₹)	Date of Transfer		
1	FY 2022-23	8.75	NIL	8.75	NIL	NIL	NA	NA
2	FY 2021-22	8.86	5.30	5.30	NIL	NIL	NA	NA
3	FY 2020-21	NA	NA	NA	NA	NA	NA	NA

- 8.** Whether any capital assets have been created or acquired through Corporate Social Responsibility amount spent in the financial year : **No**
- 9.** Specify the reason(s), if the Company has failed to spend two per cent of the average net profit as per section 135(5) : **NA**

Srinagar  
May 9, 2024

**Munir Shaikh**  
Chairman, CSR Committee  
DIN : 00096273

**Swati Dalal**  
Member, CSR Committee  
DIN : 01513751



## Board of Directors' Report and Management Discussion and Analysis (Contd.)

### ANNEXURE II

#### Secretarial Audit Report for the financial year ended March 31, 2024

[Pursuant to Section 204(1) of the Companies Act, 2013 and Rule 9 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 and Regulation 24A of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements), Regulation 2015]

To,  
The Members,  
Abbott India Limited

I, Neena Bhatia, Company Secretary in Practice (Membership No.: FCS 9492 and CP No.: 2661), appointed as the Secretarial Auditor of the Company by the Board of Directors, have conducted the Secretarial Audit of the compliance with applicable statutory provisions and the adherence to good corporate practices by Abbott India Limited (hereinafter called "the Company"). Secretarial Audit was conducted in a manner that provided me a reasonable basis for evaluating the corporate conducts/ statutory compliances and expressing my opinion thereon.

Based on my verification of the Company's books, papers, minutes book, forms and returns filed and other records maintained by the Company and also information provided by the Company, its officers, agents and authorized representatives during the conduct of Secretarial Audit, I hereby report that, in my opinion, the Company has during the audit period covering the financial year ended on March 31, 2024 complied with the statutory provisions listed hereunder and also that the Company has proper Board processes and compliance mechanism in place to the extent, in the manner and subject to the reporting made hereinafter.

I have examined the books, papers, minutes book, forms and returns filed and other records maintained by the Company for the financial year ended on March 31, 2024 according to the provisions of:

1. The Companies Act, 2013, amendments thereto and Rules made thereunder;
2. The Securities Contracts (Regulation) Act, 1956 and Rules made thereunder;
3. The Depositories Act, 1996 and Regulations and Bye-laws framed thereunder;
4. Foreign Exchange Management Act, 1999 and Rules and Regulations made thereunder to the extent of Foreign Direct Investment, as amended from time to time;
5. The following Regulations and Guidelines prescribed under the Securities and Exchange Board of India Act, 1992 ("SEBI Act") viz.:

- a. The Securities and Exchange Board of India (Substantial Acquisition of Shares and Takeover) Regulations, 2011, as amended from time to time;
- b. The Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015, as amended from time to time; and
- c. The Securities and Exchange Board of India (Registrars to an Issue and Share Transfer Agents) Regulations, 1993 regarding the Companies Act and dealing with client.

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

- i. Secretarial Standards issued by The Institute of Company Secretaries of India, as amended from time to time;
- ii. The Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time.

To best of my understanding, I am of the view that during the period under review, the Company has complied with the provisions of the Act, Rules, Regulations and Guidelines, Standards, etc mentioned above subject to the following observation :

- i. The name of the Company continues to appear in the breach list displayed on the website of the Depositories and BSE Limited for having foreign investment in excess of sectoral cap in the past. In this connection, the Company has received post-facto approval from the Department of Pharmaceuticals permitting foreign shareholding in excess of the sectoral cap, upto 80% of the paid-up share capital of the Company, subject to compounding with the Reserve Bank of India (RBI). The Company had filed a compounding application with the RBI in this regard. However, the RBI vide its letter dated March 19, 2024, has informed the Company that the compounding application requires further examination in consultation with the Government. RBI further informed the Company that since compounding

was a time-bound process, the application was being returned for the time being along with the compounding fee. RBI has advised the Company to await further communication/ advice from RBI in this regard, on further course of action, if any.

#### I further report that :

Having regard to the compliance system prevailing in the Company and on examination of the relevant documents and records in pursuance thereof, on test-check basis, the Company has complied with the following laws applicable specifically to the Company :

- a. Drugs and Cosmetics Act, 1940 and Drugs and Cosmetics Rules, 1945, as amended from time to time;
- b. Drugs and Magic Remedies (Objectionable Advertisement) Act, 1954, as amended from time to time; and
- c. Drugs (Price Control) Order, 2013, as amended from time to time.

#### I further report that :

The Board of Directors of the Company is duly constituted with proper balance of Executive Directors, Non-Executive Directors and Independent Directors.

Adequate notice is given to all the Directors to schedule the Board Meetings, agenda and detailed notes on agenda were sent atleast seven days in advance and a system exists for seeking and obtaining further information and clarifications on the agenda items before the Meeting and for meaningful participation at the Meeting.

Decision is carried through majority while the dissenting member's views, if any, are captured and recorded as part of the minutes.

#### I further report that :

There are adequate systems and processes in the Company commensurate with the size and operations of the Company to monitor and ensure compliance with applicable laws, rules, regulations and guidelines.

During the audit period there was no other events/ actions having major bearing on the Company's affairs.

This report is to be read with my letter of even date which is annexed as Annexure A and forms integral part of this report.

Place : Mumbai **Neena Bhatia**  
Date : May 9, 2024 Practicing Company Secretary  
UDIN : F009492F000336269 Membership No : FCS 9492  
Peer reviewed No : 1012/2020 Certificate of Practice No. : 2661

#### Annexure A to the Secretarial Audit Report of Abbott India Limited for the financial year ended March 31, 2024

To,  
The Board of Directors  
Abbott India Limited

1. Maintenance of secretarial records is the responsibility of the management of the Company. My responsibility is to express an opinion on the secretarial records based on my audit. I have taken declaration from the management regarding the said compliances.
2. I have followed the audit practices and processes as were appropriate to obtain reasonable assurance about the correctness of the contents of the secretarial records. The verification was done on test basis to ensure that correct facts are reflected in secretarial records. I believe that the processes and practices I followed, provide a reasonable basis for my opinion.
3. I have not verified the correctness and appropriateness of financial records and books of accounts of the Company.
4. Wherever required, I have obtained the Management Representation about the compliance of laws, rules and regulations and happening of events etc.
5. The compliance of the provisions of Corporate and other applicable laws, rules, regulations, standards is the responsibility of Management. My examination was limited to the verification of procedures on test basis.
6. The Secretarial Audit Report is neither an assurance as to the future viability of the Company nor of the efficacy or effectiveness with which the Management has conducted the affairs of the Company.

Place : Mumbai  
Date : May 9, 2024  
UDIN : F009492F000336269  
Peer reviewed No : 1012/2020

**Neena Bhatia**  
Practicing Company Secretary  
Membership No : FCS 9492  
Certificate of Practice No. : 2661



## Board of Directors' Report and Management Discussion and Analysis (Contd.)

## ANNEXURE III

## Conservation of Energy, Technology Absorption and Foreign Exchange Earnings and Outgo

[In compliance with the provisions of Section 134(3)(m) of the Companies Act, 2013 read with Rule 8 of the Companies (Accounts) Rules, 2014]

## A. Conservation of Energy

Following energy and water conservation measures were undertaken during the year :

## i. Energy conservation measures :

In 2023-24, Goa Plant harnessed solar energy to convert it into electricity through solar photovoltaic cells. The benefits were :

- Generated 2,85,764 KWH of power;
- Reduced carbon emission by 198 MT;
- Reduced the intake of purchased power thus saving cost benefit of ₹ 0.20 Crores.

## ii. Water conservation measures :

Reduction in tanker water consumption :

- The site is supported by three sources of water i.e., tanker, raw water and treated wastewater. The tanker water is used only for de-mineralized plant/ purified water system/ water generation. Raw water and treated wastewater are used for all other purposes in the plant. Earlier, there was more dependence on the expensive tanker water, which has now reduced by approximately two tankers everyday leading to a cost saving of ₹ 0.04 Crores/ annum.
- The reject water from the Reverse Osmosis (RO) is utilized back in utilities and washroom. With this 16,098 KL of water will be saved annually.

## C. Foreign Exchange Earnings and Outgo

Particulars	₹ in Crores
<b>A. Total Foreign Exchange used</b>	
a. On import of raw materials, finished goods, consumable stores and capital goods	464.41
b. On professional charges, sales promotion expenses, commission on export sales, registration fees, business travel, software, etc.	7.79
<b>Total</b>	<b>472.20</b>
<b>B. Total Foreign Exchange earned</b>	
a. Exports of goods	27.18
b. Service income	16.33
<b>Total</b>	<b>43.51</b>

## iii. The steps taken by the Company for utilizing alternate sources of energy - NIL

## iv. The Capital Investment on Energy Conservation Equipment - NIL

## B. Technology Absorption

## i. Efforts made towards Technology Absorption and the benefits derived like product improvement, cost reduction, product development or import substitution : None

## ii. Details of Technology imported during last three financial years

- The details of technology imported : **NIL**
- The year of import : **NA**
- Whether the technology been fully absorbed : **NA**
- If not fully adsorbed, areas where adsorption has not taken place and the reasons thereof : **NA**

## iii. Expenditure on Research and Development

Particulars	₹ in Crores
Capital	0.26
Recurring	0.96
<b>Total</b>	<b>1.22</b>
<b>Total R&amp;D expenditure as a Percentage of total turnover</b>	<b>0.02%</b>

For and on behalf of the Board of Directors

Srinagar  
May 9, 2024

**Swati Dalal**  
Managing Director  
DIN : 01513751

**Sudarshan Jain**  
Director  
DIN : 00927487

## ANNEXURE IV

## Disclosure under Section 197 (12) of the Companies Act, 2013 and other disclosures as per Rule 5 of the Companies (Appointment and Remuneration of Key Managerial Personnel) Rules, 2014, as amended from time to time

## i. (a) The percentage increase in remuneration of each Director, Chief Financial Officer and Company Secretary of the Company and (b) ratio of the remuneration of each director to the median remuneration of the employees of the Company for the financial year 2023-24 :

Name of the Director/ KMP	(a) % Increase in the remuneration	(b) Ratio of remuneration of each Director/ to median remuneration of employees
Munir Shaikh* (Non-Executive Director)	--	3.2
Sudarshan Jain* (Independent Director)	--	3.0
Anisha Motwani* (Independent Director)	--	3.1
Shalini Kamath* (Independent Director)	--	3.1
Kaiyomarz Marfatia* (Non-Executive Director)	--	2.3
Sridhar Kadangode <sup>1</sup> (Chief Financial Officer)	NA	23.7
Sangeeta Shetty <sup>2</sup> (Company Secretary)	NA	NA
Vivek V Kamath <sup>3</sup> (Managing Director)	2.33%	65.4
Rajiv Sonalker <sup>4</sup> (CFO and Whole-time Director)	NA	28.1
Krupa Anandpara <sup>5</sup> (Company Secretary)	NA	NA

\*Entitled for Sitting fees of ₹ 0.01 Crores for attending each Board, Audit Committee and Independent Directors Meetings and ₹ 0.005 Crores for attending each other Committee Meetings. The Non-Executive Directors (other than directors who are in employment with Abbott group of companies) are entitled for Commission of ₹ 0.15 Crores per annum and additional ₹ 0.05 Crores for Board Chairman.

<sup>1</sup> appointed as Chief Financial Officer effective July 1, 2023.

<sup>2</sup> appointed as Company Secretary effective September 14, 2023.

<sup>3</sup> resigned as Managing Director effective March 18, 2024.

<sup>4</sup> retired as CFO and Whole-time Director effective June 30, 2023.

<sup>5</sup> resigned as Company Secretary and Compliance Officer effective June 30, 2023.

## ii. The percentage increase in the median remuneration of employees in the financial year :

5.10%

## iii. Number of permanent employees on the rolls of the Company :

3,814

## iv. Average percentile increase made in the salaries of employees other than managerial personnel in the last financial year and its comparison with the percentile increase in the managerial remuneration and justification thereof :

(0.40%)

## v. It is affirmed that the remuneration paid to Directors, Key Managerial Personnel and other Employees is as per the Remuneration Policy of the Company.

For and on behalf of the Board of Directors

Srinagar  
May 9, 2024

**Swati Dalal**  
Managing Director  
DIN : 01513751

**Sudarshan Jain**  
Director  
DIN : 00927487



## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### SECTION A : GENERAL DISCLOSURES

#### I. Details of the Company

1.	Corporate Identity Number (CIN) of the Company	L24239MH1944PLC007330
2.	Name of the Company	Abbott India Limited
3.	Year of incorporation	1944
4.	Registered office address	3, Corporate Park, Sion-Trombay Road, Mumbai-400 071
5.	Corporate office address	15-16 <sup>th</sup> Floor, Godrej BKC, Bandra-Kurla Complex, Bandra (East), Mumbai-400 051
6.	E-mail	<a href="mailto:investorrelations.india@abbott.com">investorrelations.india@abbott.com</a>
7.	Telephone	+91 022 5046 1000/ 2000
8.	Website	<a href="http://www.abbott.co.in">www.abbott.co.in</a>
9.	Financial year for which reporting is being done	April 1, 2023 to March 31, 2024
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited
11.	Paid-up Capital	₹ 21,24,93,020/-
12.	Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR Report	Name : Sangeeta Shetty Designation : Company Secretary Telephone No. : +91 022 5046 1000/ 2000 E-mail ID : <a href="mailto:investorrelations.india@abbott.com">investorrelations.india@abbott.com</a>
13.	Reporting boundary	Standalone basis (The reporting boundary covers Goa Plant, offices at BKC Mumbai, Chembur, Chennai, Hyderabad, Lucknow, Delhi and Nepal. Reporting on all indicators of Principle 6 and Indicator 5 of Principle 8 excludes Nepal office.)
14.	Name of assurance provider	DNV Business Assurance India Private Limited
15.	Type of assurance obtained	Reasonable Assurance of BRSR Core Indicators

#### II. Products/ Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Company
1.	Pharmaceuticals	Manufacturing, marketing, sale and distribution of Pharmaceuticals	100%

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

Sr. No.	Product/ Service	NIC Code	% of total Turnover Contributed
1.	Pharmaceuticals	21002	100%

#### III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	1	6	7
International	NA	1	1

#### 19. Markets served by the Company :

##### a. Number of locations

Locations	Number
National (No. of States)	28 States, 8 Union territories
International (No. of Countries)	4 Sri Lanka, Nepal, Maldives and Bhutan

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

1.37%

##### c. A brief on type of customers

Customers are the key stakeholders for the Company. Our customers include distributors, stockists, healthcare professionals, hospitals, government institutions and online pharmacies.

#### IV. Employees

##### 20. Details as at the end of financial year 2023-24

##### a. Employees and Workers (including differently abled) :

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>						
1.	Permanent (D)	3,589	3,228	89.94%	361	10.06%
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total Employees (D + E)</b>	<b>3,589</b>	<b>3,228</b>	<b>89.94%</b>	<b>361</b>	<b>10.06%</b>
<b>Workers</b>						
4.	Permanent (F)	225	208	92.44%	17	7.56%
5.	Other than Permanent (G)	64	41	64.06%	23	35.94%
6.	<b>Total Workers (F+G)</b>	<b>289</b>	<b>249</b>	<b>86.16%</b>	<b>40</b>	<b>13.84%</b>

##### b. Differently abled Employees and Workers :

Being an equal opportunity employer, we do not seek or track this data. The provisions available for differently abled individuals are communicated to employees for awareness. We launched the Abbott disABILITY Network in India in September 2023, which has been another significant step forward in creating an environment, where employee feels safe, respected and valued. We have 45+ allies/ caregivers/ persons with disabilities who have already enrolled as part of this employee resource group since the launch in India.

##### 21. Participation/ Inclusion/ Representation of Women as on March 31, 2024 :

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	3	37.50%
Key Management Personnel	2	1	50.00%

##### 22. Turnover rate for Permanent Employees and Workers :

	FY 2023-2024			FY 2022-2023			FY 2021-2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.33%	21.61%	15.97%	16.78%	22.29%	17.31%	9.73%	17.93%	10.54%
Permanent Workers	1.92%	-	1.78%	0.47%	-	0.44%	0.45%	-	0.42%



## Business Responsibility and Sustainability Report (Contd.)

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

## 23. 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 the Company	Does the Company indicated at Column A, participate in the Business Responsibility initiatives of the Company (Yes/ No)
1.	Abbott Capital India Limited, UK	Holding	50.45%	No

## VI. CSR Details

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

(ii) Turnover : ₹ 5,779.83 Crores

(iii) Net worth : ₹ 3,698.89 Crores

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark
Communities	Yes. Communities can email at <a href="mailto:webmasterindia@abbott.com">webmasterindia@abbott.com</a>  The web-link for the policy is <a href="https://www.abbott.co.in/content/dam/corp/abbott/en-ind/pdf/policies/Code-of-Business-Conduct.pdf">https://www.abbott.co.in/content/dam/corp/abbott/en-ind/pdf/policies/Code-of-Business-Conduct.pdf</a>	-	-	-	-	-	-
Investors and Shareholders	Yes. Investors and Shareholders can email at <a href="mailto:investorrelations.india@abbott.com">investorrelations.india@abbott.com</a>  The web-link for the Investor Grievance Redressal Mechanism is <a href="https://www.abbott.co.in/investor-relations/investor-centre.html">https://www.abbott.co.in/investor-relations/investor-centre.html</a>	18	-	-	18	-	-

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 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark
Employees and Workers	Yes. The same is available on the Company's intranet portal.  The web-links for the policies are <a href="https://www.abbott.co.in/content/dam/corp/abbott/en-ind/pdf/policies/Equal-Employment-Opportunity-EEO-Policy.pdf">https://www.abbott.co.in/content/dam/corp/abbott/en-ind/pdf/policies/Equal-Employment-Opportunity-EEO-Policy.pdf</a>  <a href="https://www.abbott.co.in/content/dam/corp/abbott/en-ind/pdf/policies/internal-investigations-policy.pdf">https://www.abbott.co.in/content/dam/corp/abbott/en-ind/pdf/policies/internal-investigations-policy.pdf</a>	47	7	-	38	4	-
Customers	Yes. The Customers can email at <a href="mailto:webmasterindia@abbott.com">webmasterindia@abbott.com</a>  The web-link for the policy is <a href="https://www.abbott.co.in/content/dam/corp/abbott/en-ind/pdf/policies/Code-of-Business-Conduct.pdf">https://www.abbott.co.in/content/dam/corp/abbott/en-ind/pdf/policies/Code-of-Business-Conduct.pdf</a>	376*	19	-	446*	-	-
Value Chain Partners	Yes. The Value Chain Partners can email at <a href="mailto:webmasterindia@abbott.com">webmasterindia@abbott.com</a>  The web-link for the policy is <a href="https://www.abbott.co.in/content/dam/corp/abbott/en-ind/pdf/policies/Code-of-Business-Conduct.pdf">https://www.abbott.co.in/content/dam/corp/abbott/en-ind/pdf/policies/Code-of-Business-Conduct.pdf</a>	-	-	-	-	-	-

\*Complaints/ Correspondence from patients received through website, email and healthcare professionals, are also included.



Business Responsibility and Sustainability Report (Contd.)

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

Sr. No.	Material issue identified	Risk or Opportunity	Rationale for identifying the Risk/ Opportunity	In case of risk, approach to adapt or mitigate	Financial Implications
1.	Innovating for access and affordability	Opportunity	Build an innovative portfolio to address unmet health needs at an accessible price point, to reach more people across geographies.	<p>We continue our focus on building comprehensive product portfolios through lifecycle management of current brands to address the health needs of more people. We are looking to expand into allied therapy areas and enter new therapies in the segments where we are currently present.</p> <p>We strive to be amongst the first to launch off-patent and differentiated medicines as well as continue to expand a pipeline of products in key therapeutic areas.</p> <p>For example :</p> <ul style="list-style-type: none"> <li>• Post-patent launch of Solfe FCM (Ferric Carboxy maltose injection) to treat severe anemia and for patients who cannot take oral iron supplements. This product provides an affordable option for the treatment of anemia.</li> <li>• Excessive bleeding after childbirth accounts for nearly 20% of maternal deaths in India. The previous treatment of choice had to be kept in cold storage, which proved to be difficult in rural areas in India. To address this challenge, in 2020, Abbott partnered with Ferring to launch a novel, room temperature stable, single-dose formulation of the medicine for excessive post-birth bleeding, carbetocin.</li> <li>• Launch of differentiated product 'Brufen powergel'. This is an emulgel formulation and comes with a unique novel stainless-steel applicator, that enables hands free, non-messy application.</li> <li>• Thyrowel plus, a unique micronutrient supplement for thyroid patients with organic selenium and L-tyrosine.</li> </ul>	Positive

Sr. No.	Material issue identified	Risk or Opportunity	Rationale for identifying the Risk/ Opportunity	In case of risk, approach to adapt or mitigate	Financial Implications
2.	Water and Waste-water Management	Risk	Abbott is committed to responsible water use in the communities where we operate. We work to minimize the impact we have on the quality and quantity of local water sources at our plant and offices. In some instances, we have established initiatives that address the most pressing local needs - whether that's quality, quantity, or other concerns for those who rely on this precious natural resource.	<p>Abbott conducts an annual mapping process to understand the source of the water we use, how it is treated and discharged and the impact our operations have on local basins. At a local level, our Goa manufacturing site evaluates where water is sourced and where it is discharged to help manage its water program. We seek to reduce water withdrawals by recycling and reusing water. For example, Goa treats certain wastewater and reuses it for our own gardening purposes.</p> <p>Our process centers around four principles :</p> <ul style="list-style-type: none"> <li>• Reduce : Work to improve water use efficiency in our operations.</li> <li>• Prevent : Manage water discharges that could adversely impact human health or the environment.</li> <li>• Educate : Emphasize to our employees and suppliers the importance of protecting groundwater and other water resources vulnerable to overuse or contamination and the role they play in doing so.</li> <li>• Engage : Develop and apply key water management principles and best practices across our Company.</li> </ul>	Negative
3.	Packaging and Waste Management	Opportunity	<p>We recognize the impact our packaging can have on the environment and we work to reduce the impacts of our products and services, including the waste they produce throughout their lifecycle.</p> <p>Responsibly handling the waste we create is a central tenet of Abbott's commitment to extend the waste management responsibility.</p>	<p>Through our waste management strategy, we are committed to finding efficient ways to reduce the volume and potential hazardous characteristics of our waste and help ensure proper disposal practices.</p> <p>We are committed to using a circular economy approach to maximize recovery of resources and improve operating efficiency while attempting to reduce environmental risks and impacts.</p>	Positive



Business Responsibility and Sustainability Report (Contd.)

Sr. No.	Material issue identified	Risk or Opportunity	Rationale for identifying the Risk/ Opportunity	In case of risk, approach to adapt or mitigate	Financial Implications
				<p>We maintain a comprehensive approach to managing and reducing our waste footprint. We also require sites to provide waste management awareness to employees on waste disposal practices and relevant reduction, reuse, and recycling programs.</p> <p>Our plant is certified under Abbott's internal Zero Waste to Landfill (ZWL) program which means no waste is disposed of through landfill. Our HQ, the Mumbai BKC office was certified under Abbott's internal non-manufacturing ZWL Program in 2022.</p>	
4.	Energy and Emissions Management	Opportunity	<p>Reducing climate impact is important for a healthy planet. We are working to deliver results against short-term science-based targets to reduce carbon emissions.</p> <p>Our operational activities produce Scope 1 (direct) and Scope 2 (indirect) emissions. Abbott India also supports the science-based environmental targets set for Abbott globally for 2030.</p>	<p>We take a collaborative approach to reducing our emissions, focusing on :</p> <ul style="list-style-type: none"> <li>• Energy efficiency in manufacturing operations.</li> <li>• Low-carbon energy investments.</li> <li>• Transportation fleet efficiency.</li> <li>• Supply chain carbon footprint.</li> </ul> <p>Our energy and air emissions recording and reduction programs are outlined in our energy policy, technical standards, and energy guidelines.</p> <p>We carry out air emission monitoring and ambient air monitoring, per permit requirements, through Government approved third parties.</p> <p>Select fuel-burning equipment have switched over from diesel to dual fuel at the Goa plant.</p>	Positive
5.	Product Quality	Opportunity	<p>People depend on Abbott products to get and stay healthy; we must build and retain their trust, so delivering high quality, safe products is our number one priority.</p>	<p>We have quality processes in place for our products and services; and we are committed to continually assessing and improving those processes as information, technologies and practices evolve.</p>	

Sr. No.	Material issue identified	Risk or Opportunity	Rationale for identifying the Risk/ Opportunity	In case of risk, approach to adapt or mitigate	Financial Implications
				<p>We also work with our suppliers to promote the same commitment to quality and safety, through qualification programs, audits and other tools. We have conducted training programs for our TPMs.</p> <p>Abbott's Quality Management System (QMS) model and metrics are reviewed to track site, business, and company-level performance. We analyze root causes for performance indicators and take appropriate corrective actions, as and when needed.</p>	Positive
6.	Talent-Build the diverse, innovative workforce of tomorrow	Opportunity	<p>Our ability to build a healthy, sustainable future, depends on the innovative ideas, execution, and dedication of a diverse workforce. In return, Abbott provides an environment that helps employees learn and grow in their careers and provides a workplace where they can bring their best selves to work each day.</p>	<p>Our talent management approach focuses on attracting, retaining, engaging and developing a diverse workforce ready for tomorrow's challenges. When you join Abbott, you are part of a community of employees doing purposeful work in an environment where everyone can bring their true self to work every day.</p>	Positive
7.	Advance health equity through partnership.	Opportunity	<p>In India, we are working towards advancing access to quality and affordable healthcare through operationally and financially sustainable models of care. Towards our goal of helping people live healthier and fuller lives, we strive to find measurable ways to improve access and health outcomes with scientific and technical expertise.</p>	<p>Health Care Centers :</p> <p>We are working with AmeriCare India to upgrade primary healthcare centers (PHC) to health and wellness centers (HWCs), which offer enhanced reproductive, maternal, and neonatal health services; build capacity of PHC staff and accredited social health activists (ASHAs); and educate communities on communicable and noncommunicable diseases. We have upgraded 127 PHCs by the end of FY 2023-24 and have committed to upgrade 43 PHCs across 7 states in FY 2024-25, thereby improving access to quality and affordable healthcare to underserved communities.</p> <p>Health Clinics :</p> <p>Liver diseases are currently amongst the top 10 reasons for mortality in India.</p>	Positive



Business Responsibility and Sustainability Report (Contd.)

Sr. No.	Material issue identified	Risk or Opportunity	Rationale for identifying the Risk/ Opportunity	In case of risk, approach to adapt or mitigate	Financial Implications
				<p>Liver diseases include Alcoholic Liver disease and Non-Alcoholic Fatty Liver Disease (NAFLD). NAFLD is an asymptomatic disease that is often ignored by patients. The biggest challenge that clinicians face is the lack of quick, non-invasive and convenient diagnostic tools that have good sensitivity in confirming or excluding NAFLD.</p> <p>Historically, liver biopsy was considered the gold standard for NAFLD diagnosis. However, liver biopsy has significant limitations due to its invasiveness, painful nature, and risk of complications. As a part of our offerings, we have partnered with Fibroscan to provide support in the form of liver health screenings. FibroScan is a non-invasive liver imaging technology product. We have been improving access to diagnosis of liver conditions through screening in health clinics. During the past year, 3,50,000 patients were screened in more than 150 locations in India.</p> <p>Digital App for Vertigo :</p> <p>Over 9.9 million people in India live with vertigo, a balance disorder that results in a sudden, unpleasant sensation that makes people feel like the world is spinning. Experiencing vertigo can be disturbing and disabling. It can affect all aspects of a person's life and yet many people suffering from it do not recognize it. Vertigo may be dismissed as just a moment of 'dizziness'. Getting people to recognize the signs of vertigo, so its cause can be accurately diagnosed, is imperative. Vertigo episodes are treatable, so seeking proper care can help people get back to the lifestyle they enjoy.</p>	Positive

Sr. No.	Material issue identified	Risk or Opportunity	Rationale for identifying the Risk/ Opportunity	In case of risk, approach to adapt or mitigate	Financial Implications
8.	Removing barriers to health	Opportunity	<p>Our goal is to break down barriers that may keep people from living healthy.</p> <p>We work to remove barriers to health by aiming to improve access to quality care, enabling people to see a doctor and creating awareness on management of health conditions, with the goal of living healthier, fuller lives.</p>	<p>To help improve patient adherence for chronic conditions such as vertigo, Abbott has created a digital app that provides easy to implement and quick exercises and medication reminders for patients with vertigo. The vertigo coach app was launched in 2023. This easy-to-use, patient-friendly app has helped reduce time for HCPs to explain exercises and achieve better patient outcomes with treatment adherence.</p> <p>By 2025, there will be 1.1 billion women experiencing menopause in the world. In India, women experience menopause at least 5 years earlier than their western counterparts. Conversations around this topic are limited, and women do not know how they can seek help. In 2022, we launched The Next Chapter initiative to debunk misconceptions and spark more conversations about menopause.</p> <p>In 2023, we took the initiative a step further. We conducted media and in-clinic awareness campaigns, culminating in an event where we launched a menopause 'conversation starter kit', titled Real, Made Up or Mine. At these events, women could also use the menopause rating scale to assess severity of symptoms and book a doctor's appointment. The idea was to empower women to seek help for their condition.</p> <p>We also developed materials to support healthcare professionals in changing the conversation on menopause.</p> <p>Furthermore, Abbott supports more than 750 independent menopause centers in India to support women going through menopause. These centers provide information to help women navigate menopause, from live educational sessions driven by doctors to webinars where women can get care by doctors specialized in women's health.</p>	Positive



## Business Responsibility and Sustainability Report (Contd.)

### 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 National Guidelines for Responsible Business Conduct (NGRBC) Principles and Core Elements.

The NGRBC brought out by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below :

P1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe.
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
P4	Businesses should respect the interests of and be responsive to all its stakeholders.
P5	Businesses should respect and promote human rights.
P6	Businesses should respect and make efforts to protect and restore the environment.
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
P8	Businesses should promote inclusive growth and equitable development.
P9	Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and Management processes</b>									
1. a. Whether your Company'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	Policies are available on (1) <a href="https://www.abbott.co.in/investor-relations.html">https://www.abbott.co.in/investor-relations.html</a> and (2) Intranet portal of the Company - accessible to the employees of the Company								
2. Whether the Company has translated the policy into procedures. (Yes/ No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes, Code of Conduct, Supplier Guidelines and other applicable policies, depending upon relevance, extend to our partners.								
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) adopted by your Company and mapped to each principle.	None								

5. Specific commitments, goals and targets set by the Company with defined timelines, if any; and
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met :

Focus Area	Goals	Progress made during the year	Outlook for the current year
<b>Protect a healthy environment</b>	Our goals are aligned to support the environmental targets set in the Abbott 2030 Sustainability Plan.	- Installation of Solar panels at Goa plant to harness clean energy to help reduce the carbon footprint of the plant. Benefits derived from the project include :  • For 2023-24, Energy utilised from solar power was 286 MWh.  • Carbon Emission has been reduced to 198 MT  • Guaranteed power generation for over 20 years.	- Implementation of water stewardship practices.  - Maintain Abbott's internal Zero waste to landfill certification.
	Abbott has set enterprise-wide environmental targets for 2030 as detailed below. At Abbott India, some of our goals are aligned to the said global goals and we are continuing to contribute towards the same.	- Project was undertaken at the Goa plant for reducing energy consumption under Abbott Agility Accelerator (A3) Program. Ideas implemented to reduce daily energy consumption by 1% i.e., 180 KWH/day.  - CO <sub>2</sub> Emission total at Goa plant was 4,691 MT (for the year 2023-24).  - Water consumption at Goa plant was 47,327 KL (for the year 2023-24).  - The reject water from the Reverse Osmosis (RO) is utilized back in utilities and washroom. With this 16,096 KL water is saved for year 2023-24.  - The BKC office has successfully reduced absolute Scope 2 carbon emissions by 27% from 2018 baseline for the year 2023-24.  - The BKC office is also Zero Waste to Landfill certified under Abbott's internally managed program.  - The BKC office has successfully renewed the ISO 50001:2018 certification in the year 2023-24.	
<b>(a) Climate Change</b>	- Reduce absolute Scope 1 and Scope 2 carbon emissions by 30% from 2018 baseline by the end of 2030, consistent with the objectives of the Science Based Targets initiative (SBTi).	- Work with our key carbon-intensive suppliers to reduce Scope 3 carbon emissions.	
<b>(b) Water Usage</b>	- Work with key suppliers in high water stressed areas to reduce water quality and quantity risks to Abbott and the community.  - Achieve water stewardship certification at all high water-impact manufacturing sites in water-stressed areas.  - Implement accredited water stewardship management practices in more than 75% of all manufacturing sites operating in water-stressed areas.		



Business Responsibility and Sustainability Report (Contd.)

Focus Area	Goals	Progress made during the year	Outlook for the current year
	<p><b>(c) Waste Management</b></p> <ul style="list-style-type: none"> <li>Reduce waste impact using a circular economy approach to achieve and maintain at least 90% waste diversion rate.</li> </ul>		
<b>Providing access and availability of products</b>	<p>For Abbott India, increase focus on prevention and well-being, drive personalized patient-centric solutions for establishing and shaping the therapy standards of health aware and digital savvy consumers.</p> <p>Continue new Product launches, Outreach in Tier 2 and Tier 3 geographies and 360° Marketing campaigns to reach more consumers.</p>	<ul style="list-style-type: none"> <li>Launched 8 new products in FY 2023-24 across various therapeutic areas, Women's Health, Gastroenterology, Pain management, Neurolife, Metabolics and Multi-Specialty.</li> <li>Launched line extensions of current brands as a part of our product lifecycle management (e.g., Brufen Powergel- expansion into local pain management, Zolfresh ODT (orodispersible tablet) - patient friendly form, Rowasa OD - targeted tablet delivery for ulcerative colitis, Thyrowel plus with higher Selenium content for better thyroid function).</li> <li>Empowered patients to actively participate in their healthcare decisions via tools and services such as the "Vertigo coach app" or "The Next Chapter" campaign for menopause.</li> </ul>	<ul style="list-style-type: none"> <li>Expansion into new sub-therapies in Gastroenterology and Women's Health, Neurology</li> <li>Vaccine portfolio expansion</li> <li>Expanding adult vaccination</li> <li>Continued focus on building product portfolio through lifecycle management of existing brands to meet more people's health needs in 2024.</li> <li>Launching off patent products at affordable price for the benefit of more patients</li> </ul>
<b>STEM (Science, Technology, Engineering and Mathematics)</b>	<p>By 2030, Abbott globally plans to create 2,00,000 STEM opportunities helping to create a pipeline of talent interested in STEM careers to meet the growing demands for healthcare innovation.</p>	<p>In India, in partnership with the Smile Foundation, we are supporting 4,660 children from low-income communities - 44% of whom are girls - in STEM, health education and sports. Health education covers noncommunicable diseases, menstrual hygiene, and water, sanitation and hygiene (WASH). Our STEM internship program in India is now in its third year.</p>	<ul style="list-style-type: none"> <li>Continue to strengthen our school program and STEM Internships.</li> </ul>
<b>Advance health equity through partnership</b>	<p>Develop differentiated solutions to alleviate the burden of Non-Communicable Diseases (NCDs) through community-based and community-led models of care that demonstrate both operational and financial sustainability and scale.</p>	<p>India has a significant non-communicable disease burden (NCD). This is especially in terms of cardiovascular and chronic respiratory disease, cancer and diabetes. NCDs account for roughly 65% of all deaths in the country. Moreover, the population's pressing problems include lack of access to quality, affordable healthcare.</p>	<ul style="list-style-type: none"> <li>Screen more people from low-income communities for non-communicable diseases and bring them into the care system early.</li> <li>Forge new partnerships with care providers for efficient, cost-effective and sustained care delivery.</li> </ul>

Focus Area	Goals	Progress made during the year	Outlook for the current year
		<p>At Abbott, as a responsible, innovative, and sustainable business, we intend to spearhead CSR efforts to help meet the urgent, unmet needs of the local community. This can help catalyze a healthy, thriving society. We aim to provide lasting solutions to health challenges, reach the grassroots, and make a meaningful impact. One way in which we have been striving to do this is by supporting efforts to strengthen the nation's primary healthcare system, which is the first point of contact for communities within the health system. This supports our aim to bring more people into the care system early. This can help contain the advancement of cases. This PHC program will form another key step in Abbott's journey of furthering its goal of improving the lives of one in every three people on the planet by 2030.</p> <p>In collaboration with AmeriCares India Foundation, we have been helping upgrade Primary Health Centres (PHCs) to Health and Wellness Centres (HWCs) across India. The three core objectives of this program are to upgrade PHCs to HWCs, to drive capacity building for PHC staff and healthcare workers and to improve community awareness around NCDs and infectious diseases. By doing this, we aim to increase access to primary healthcare. These centres are vital to support the government's Ayushman Bharat initiative, making quality healthcare equitable and accessible to all. Such upgrades make these centres better equipped to serve community healthcare needs.</p> <p>There has been a greater uptake for health services across the upgraded centers, following improved healthcare infrastructure, strengthened service delivery capabilities and community education campaigns.</p> <p>We have advanced access to quality and affordable care across 29 districts in 15 states.</p> <p>A cloud-based application for low-income communities to improve care delivery and adherence to treatment has been facilitated.</p>	<ul style="list-style-type: none"> <li>In collaboration with AmeriCares, upgrade more PHCs to HWCs and strengthen access to quality healthcare infrastructure and services for low-income communities.</li> <li>Strengthen PHCs with capacity building for their staff and ASHAs who act as a crucial linkage between physical infrastructure and the communities where they live.</li> <li>Refine tech-based interventions to improve the efficacy of care delivery and drive higher levels of adherence to treatment through Electronic Medical Records (EMR).</li> <li>Expand access to program services across newer geographies through tech platforms and community health workers.</li> </ul>



Business Responsibility and Sustainability Report (Contd.)

Focus Area	Goals	Progress made during the year	Outlook for the current year
		<p>We have supported Ayushman Bharat Program by upgrading 127 Primary Health Centers (PHCs) to Health and Wellness Centers (HWCs) by end of FY 2023-24.</p> <p>When comparing numbers between April 2020 – March 2021 and April 2023 – December 2023, some specific examples of improvements in impact include :</p> <ul style="list-style-type: none"> <li>- 57% rise in outpatients facilitated</li> <li>- 50% increase in lab tests conducted</li> </ul> <p>There was also a steady increase in the number of outpatients diagnosed with various conditions :</p> <ul style="list-style-type: none"> <li>- 186% rise in diabetes diagnosis</li> <li>- 129% increase in outpatients detected with hypertension</li> <li>- 122% rise in detection of dental related issues</li> </ul>	

Governance, Leadership and Oversight

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

Sustainability at Abbott is about how we bring our purpose to life. For us, it means managing our company to deliver long-term impact for the people we serve – shaping the future of healthcare and helping the greatest number of people live better and healthier. It’s what we’ve been doing for more than 130 years (globally) and over 113 years (in India). And it’s why health is at the center of our 2030 Sustainability Plan. We believe a sustainable future starts with health.

The best healthcare solution is the one that can reach the most people who need it. Abbott’s 2030 Sustainability Plan outlines our focus on removing barriers to health, driving health equity, and designing access and affordability into our products.

By 2030, our goal is to improve the lives of 3 billion people globally a year – 1 in 3 people on the planet, reaching a billion more than we do today.

We’ll continue to deliver results in foundational sustainability areas as well, including doing our part to protect the environment and manage our business responsibly. We’re working across our operations and with key suppliers to conserve water, reduce carbon emissions and expand renewable energy use. We’ll reduce the environmental impact of our product packaging and minimize waste in our operations through reuse and recycling. Abbott India is committed towards contributing towards this goal.

Ref : <https://www.abbott.com/responsibility/sustainability.html>

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Swati Dalal Managing Director
9. Does the Company have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/ No). If yes, provide details.	Yes Swati Dalal Managing Director

10. Details of review of NGRBCs by the Company :

Subject for review	Indicate whether review was undertaken by Director/ Committee of the Board/ any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ any other-please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action					Yes					Annually at the time of approval of Business Responsibility and Sustainability Reporting								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances					Yes					Annual basis								
										P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the Company carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency.										Our policies are reviewed internally on a periodic basis. No review is conducted through an external agency.								
12. If answer to question (1) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated :	Not Applicable																	

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year 2023-24 :

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 (BOD)	8	The Company conducts familiarization programs for its Board of Directors wherein sessions are held during the year on the strategy, business operations, ethics and compliance policies, financials, risk management, internal controls and compliances, CSR and ESG and EHS initiatives and projects.	100%
Key Managerial Personnel (KMP) and Employees other than BOD and KMPs	1	<p>The KMPs and employees undergo various trainings/ awareness sessions such as induction training at the time of joining and leadership, policy, technical and compliance training and/ or certifications during the course of employment, including :</p> <ul style="list-style-type: none"> <li>• Code of Business Conduct</li> <li>• Global Anti-Corruption</li> <li>• Protecting Sensitive Data</li> <li>• Abbott Enterprise Cybersecurity</li> <li>• Scientific Research</li> </ul>	100%



## Business Responsibility and Sustainability Report (Contd.)

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
Workers	1	<ul style="list-style-type: none"> <li>Conflict of Interest</li> <li>Careful Communication</li> <li>Certification for Code of Business Conduct, Confidential Information and Conflict of Interest</li> </ul> Certification for topics as under : <ul style="list-style-type: none"> <li>Code of Business Conduct</li> <li>Confidential Information</li> <li>Conflict of Interest</li> </ul>	100%

**2. Details of fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid/ levied in proceedings (by the Company or by Directors/ KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year (disclosures on the basis of materiality as specified in Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)**

Monetary					
Date	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Penalty/ Fine*					
January 3, 2024	-	Office of the Assistant Commissioner of Central Goods and Services Tax - Medchal Division, Secunderabad	GST Tax authorities levied a penalty of ₹ 1.69 Crores for the period from July 2017 to March 2020.	Disallowance of ITC on account of non-filing of GSTR-3B returns by suppliers and other reasons.	Yes
February 6, 2024	-	Office of the Commissioner of Customs (Import), Air Cargo Complex, Sahar, Mumbai.	Customs authorities : (1) Levied Customs Duty amounting to ₹ 12.60 Crores under Section 28(4) of the Customs Act 1962 along with applicable interest under Section 28AA of the Customs Act. (2) Imposed redemption fine of ₹ 50 Crores in lieu of confiscation of imported goods under Section 125(1) of the Customs Act. (3) Imposed Penalty equal to duty of ₹ 12.60 Crores and applicable interest thereon under Section 114A of the Customs Act.	Disallowance of classification of imported goods under CTH 29372300/ 29379090 by the Company/ importer and order to reclassify the same under CTH 30033900 of the Customs Tariff Act 1975.	Yes
Settlement	-	-	-	-	-
Compounding Fee	-	-	-	-	-

\* Disclosures on penalties and fines where the amount paid/levied is less than ₹ 0.05 Crores and the Company has not preferred an appeal, are available on the website of the Company at [www.abbott.co.in](http://www.abbott.co.in).

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Imprisonment	-	-	-	-
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 regulatory/ enforcement agencies/ judicial institutions
Office of the Assistant Commissioner of Central Goods and Services Tax - Medchal Division, Secunderabad, levied a penalty of ₹ 1.69 Crores for the period from July 2017 to March 2020 stating disallowance of ITC on account of non-filing of GSTR-3B returns by suppliers and other reasons.	Appeal has been filed with the Joint Commissioner, (Appeals), Hqrs. Office, Basheerbagh, Hyderabad.
Office of the Commissioner of Customs (Import), Air Cargo Complex, Sahar, Mumbai, levied Customs Duty amounting to ₹ 12.60 Crores under Section 28(4) of the Customs Act 1962 along with applicable interest under Section 28AA of the Customs Act, imposed redemption fine of ₹ 50 Crores in lieu of confiscation of imported goods under Section 125(1) of the Customs Act and imposed Penalty equal to duty of ₹ 12.60 Crores and applicable interest thereon under Section 114A of the Customs Act, stating disallowance of classification of imported goods under CTH 29372300/ 29379090 by the Company/ importer and order to reclassify the same under CTH 30033900 of the Customs Tariff Act 1975.	Appeal has been filed with CESTAT (Customs, Excise and Service Tax Appellate Tribunal), Mumbai.

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

Yes. Abbott India has adopted the Abbott Global Anti-Corruption policy and the same is available on the intranet portal of the Company.

Our Code of Business Conduct, available in 29 languages, is foundational to ethical conduct at Abbott. Every employee is required to read and certify adherence to the code annually. This and other policies are designed to align with laws, regulations, and industry guidelines. Our Global Anti-Corruption Policy, which has been adopted locally by Abbott India, prohibits bribery and corruption in any form. Employees complete annual training on this and other related policies. Third parties (for example, distributors, dealers, wholesalers, resellers, and marketing partners promoting and selling Abbott products) with whom Abbott works are expected to hold themselves to the same ethical and legal compliance standards as Abbott; and we detail our expectations in our Third-Party Guidelines. Our process requires Abbott businesses, subsidiaries and affiliates outside the U.S. to complete diligence before engaging third parties, including screening suppliers, identifying high-risk partners and monitoring and mitigating potential risks.

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

Nil

**6. Details of Complaints with regards to Conflict of Interest :**

Nil

**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



## Business Responsibility and Sustainability Report (Contd.)

### 8. Number of days of accounts payables ((Accounts payable \*365)/ Cost of goods/ services procured)

	FY 2023-24	FY 2022-23
Number of days of accounts payables	91	92

### 9. Open-ness of business

Details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances and investments, with related parties :

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a) Purchases from trading houses as % of total purchases	82.95%	80.05%
	b) Number of trading houses where purchases are made from	48	52
	c) Purchases from top 10 trading houses as % of total purchases from trading houses	95.56%	95.28%
Concentration of Sales	a) Sales to dealers/ distributors as % of total sales	96.57%	95.83%
	b) Number of dealers/ distributors to whom sales are made	6,954	7,106
	c) Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	12.10%	12.30%
Share of RPTs in	a) Purchases (Purchases with related parties/ Total Purchases)	14.02%	17.08%
	b) Sales (Sales to related parties/ Total Sales)	1.63%	1.23%
	c) Loans and advances (Loans and advances given to related parties/ Total loans and advances)	NIL	NIL
	d) Investments (Investments in related parties/ Total Investments made)	NIL	NIL

## 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 Company, respectively :

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	NIL	NIL	-
Capex	3%	53%	<p><b>For FY 2023-24</b></p> <ul style="list-style-type: none"> <li>Upgraded fall protection system at Goa plant. The fall protection system helps employees work safely at heights to help prevent the risk of fall.</li> </ul> <p><b>For FY 2022-23</b></p> <ul style="list-style-type: none"> <li>Solar PV panel for Green power resulted in reduction of CO<sub>2</sub> emissions and cost;</li> <li>Additional dust extraction systems to help reduce safety explosion risk along with improved industrial hygiene for shop floor employees;</li> <li>Close loop powder transfer system to help enhance industrial hygiene of shop floor employees;</li> <li>ETP upgrade with pretreatment and multi disk screw press to help better control of parameters and reduction in moisture content of sludge help us to reduce cost;</li> <li>Brine chiller with Eco friendly refrigerant;</li> <li>Sprinkler system for material store.</li> </ul>

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

Yes. Abbott has been working on increasing the sourcing of local packaging materials, thereby reducing the need for transportation and the resultant vehicular emissions. For example, the bottles for liquid products are pre-sleeved and procured locally from a vendor close to the plant. There has been increasing focus on localizing the supply chain through the alternative vendor development process.

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

Approximately 40% of the materials were purchased from local suppliers at Goa.

#### 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

Abbott focuses on the 3Rs—namely reduce, recycle and reuse. Abbott is engaged with key suppliers to reduce the environment impact of materials that become waste in our operations and is developing and tracking supplier waste diversion initiatives.

Some of the hazardous waste is dispatched to cement factories which utilize these materials as fuel for manufacturing cement, thereby recovering energy. Non-hazardous waste like paper, glass, metals, sanitary, etc., are sent to approved vendors for recycling. The Goa plant and Abbott BKC Corporate Office retained Abbott's internal certification of Zero Waste to Landfill (ZWL) which means no waste is disposed of through landfilling, helping manage and reduce our waste footprint.

The Company has engaged an authorized recycler for E-waste disposal. Other waste such as biomedical waste is sent to a vendor authorized by the Pollution Control Board.

The Company adheres to the requirements of the Plastic Waste Management Rules, 2022 as laid down by the Ministry of Environment, Forests and Climate change. The Company has entered into an agreement with waste management agencies for collecting and processing plastic packaging waste across the states and union territories of India where it operates.

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

Yes, EPR is applicable to Abbott's activities and a waste collection plan has been submitted to the Central Pollution Control Board in line with EPR.

## 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

We have benefits and programs to care for the health and well-being of our employees. Our approach is to provide employees with a workplace environment that

- Promotes diversity, equity and inclusion;
- Offers extensive professional development, mentoring and training programs;
- Encourages and supports work-life harmony;
- Offers competitive compensation and benefits;
- Provides means to listen to employees;
- Commits to employee health and safety and offers wellness programs.

The India Wellness Program is a flagship program that covers initiatives around physical, emotional, financial, and social wellness as the four key pillars of employee holistic well-being, and we continue to amplify it each year. In 2023 this program was branded as BeStrong with an increased focus on each pillar. Some key programs under the pillars include :

- Physical Wellness (branded as FitStrong) : Health check-ups, on-site doctor, vaccination drives, awareness sessions on critical and lifestyle diseases and exercise challenges are some programs that are provided for employees to focus on their physical health. We have an annual team challenge known as "Exercise Across Abbott" encouraging employees to form teams and publish daily exercise accomplishments.



## Business Responsibility and Sustainability Report (Contd.)

2. **Mental/ Emotional Wellness (branded as MindStrong)** : Wellness of the mind is as significant and essential as our physical wellness. We support our employees on this journey by offering avenues where employees can learn from and leverage the knowledge of experts through programs addressing various aspects of emotional well-being. The MindStrong program is aimed to de-stigmatize mental health issues and enable resilience. It was launched under the India Wellness Program in 2020. Since then, initiatives have been taken on sensitive issues like dealing with stress, sleep, anger management, family, and time management. On the occasion of Mental Health Day, a 3-day dedicated celebration known as “MindStrong Fest” was organized in October 2023. Multiple programs were executed including a Leadership Symposium and external speaker sessions that encouraged employees to be more open about mental health issues and learn from the leaders and their Mental Health mantras.

3. **Financial Wellness (branded as WealthStrong)** : Sessions with experts were arranged to educate employees on financial planning to enable them to understand the basics of retirement planning, planning for financial uncertainties, debt management, personal income tax awareness, etc.

4. **Social Wellness (branded as BondStrong)** : We believe in a culture where employees understand the broader sense of purpose. There are various initiatives that are run throughout the year that drive a sense of community and align employees towards the corporate social responsibility agenda. One such initiative being Abbott’s consistent participation in Tata Mumbai Marathon where Abbott leaders run as allies with differently abled people to promote the spirit of inclusion.

Abbott continues to provide its employees a dedicated Employee Assistance Program (EAP). At Abbott, we recognize that the right help at the right time can help manage challenges or crises life may bring. The EAP was started with this aim in mind. It is an independent counselling and resource service sponsored by Abbott for its employees. Its features include :

- 24/7 availability for employees and their families via phone, e-mail or live chat;
- All calls are directed to psychologists;
- Assistance for personal issues that could affect health;

- Counselling for work life balance, stress management, management skills and family support, including legal and financial information.

While these initiatives are available to all employees, Abbott with its increased focus on improving gender diversity in the workplace has organized specific programs for its women employees. These include mammography check-ups, financial planning sessions, and specially curated health check-up packages.

Some other initiatives under health and well-being include :

1. **Work Life Harmony** : Abbott values working together, face-to-face, and we care about providing flexibility for our employees. Because both are important, Abbott’s Flex Work policy is designed to provide flexible work options to employees while also acknowledging the distinct benefits of being at work together. We view these initiatives not only as important tools for talent attraction and retention, but also as key components in our approach to diversity, equity and inclusion.

2. **Listening to our employees : Your Voice Counts.** At Abbott, it is important for us to get the pulse of how our employees feel. With this objective in mind the Company introduced “Your Voice Counts” survey. The survey is crucial to the Company as it helps to identify areas that our employees think are important and need improvement. The survey is anonymous, and employees are covered in a given calendar year. The actions are driven in various areas that impact employees and initiatives taken are communicated back.

3. **Employee Resource Groups** : As part of our Diversity and Inclusion initiatives, our employees also have access to numerous employee resource groups like Women Leaders of Abbott (WLA), Working Mothers of Abbott (WMA), PRIDE Network India, Abbott disABILITY Network India and Early Career Network (ECN) which aid in networking, enhancing learning, support and engagement.

### Health and Safety

We are committed to keeping our employees safe by preventing incidents in and around the workplace. We strive to maintain high standards of Environment, Health and Safety (EHS) practices. The Company has global policies and standards regarding how we manage employee health, safety and productivity. The Company’s manufacturing plant and commercial sites adhere to auditing and reporting requirements, which serve as a baseline for health and safety performance worldwide.

Category	% of Employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. C	% (C/A)	No. (D)	% (D/A)	No.(E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent Employees</b>											
Male	3,228	3,228	100%	3,228	100%	NA		3,228	100%	177	5%
Female	361	361	100%	361	100%	361	100%	NA		141	39%
<b>Total</b>	<b>3,589</b>	<b>3,589</b>	<b>100%</b>	<b>3,589</b>	<b>100%</b>	<b>361</b>	<b>100%</b>	<b>3,228</b>	<b>100%</b>	<b>318</b>	<b>9%</b>
<b>Other than Permanent Employees</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

### 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	
		No. (B)	% (B/A)	No. C	% (C/A)	No. (D)	% (D/A)	No.(E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent Workers</b>											
Male	208	208	100%	208	100%	NA		208	100%	23	11%
Female	17	17	100%	17	100%	17	100%	NA		16	94%
<b>Total</b>	<b>225</b>	<b>225</b>	<b>100%</b>	<b>225</b>	<b>100%</b>	<b>17</b>	<b>100%</b>	<b>208</b>	<b>100%</b>	<b>39</b>	<b>17%</b>
<b>Other than Permanent Workers</b>											
Male	41	41	100%	41	100%	NA		41	100%	-	-
Female	23	23	100%	23	100%	23	100%	NA		7	30%
<b>Total</b>	<b>64</b>	<b>64</b>	<b>100%</b>	<b>64</b>	<b>100%</b>	<b>23</b>	<b>100%</b>	<b>41</b>	<b>100%</b>	<b>7</b>	<b>11%</b>

### c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent)

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the Company	0.11%	0.09%

### 2. Details of retirement benefits, for current financial year and previous financial year :

Benefits	FY 2023-24			FY 2022-23		
	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%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	NA	NA	NA	NA	NA	NA



## Business Responsibility and Sustainability Report (Contd.)

### 3. Accessibility of workplaces :

Are the premises/ offices of the Company 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 Company in this regard.

Abbott is an Equal Opportunity Employer and our vision in India is to build strength through diversity and celebrate our differences to become better together. We hire employees based on merit and suitability to the role. We have a global Disability Network which aims to be a best-in-class support for people of all abilities, and we launched the Abbott disABILITY Network in India in 2023. The Company empowers people with disabilities to reach their fullest career potential through a culture of understanding, awareness, advancement and advocacy for individuals with disabilities.

The Company consistently works towards identifying the needs of differently abled employees and proactively supporting them. Persons With Disability (PWD) friendly requirements such as ramps, washrooms and IT assets are available at our Mumbai BKC Office and Goa Plant.

The Company engaged an agency dedicated to individuals with special needs and conducted sensitivity workshops for BKC Office based employees including contract, housekeeping and admin support.

To strengthen our representation of individuals who are differently abled, Abbott has launched an Internship Program in India in 2023 wherein individuals from differently abled and other diverse groups were onboarded in various departments like Marketing, Finance, Human Resources, Supply Chain, Operations, Innovation and Development, and IT.

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

Yes, the Company has a comprehensive Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016. The Policy is available on <https://www.abbott.co.in/investor-relations.html>.

### 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%	92%	100%	100%
Female	100%	81%	100%	100%
<b>Total</b>	<b>100%</b>	<b>90%</b>	<b>100%</b>	<b>100%</b>

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Not Applicable

Yes, Abbott is committed to building a cordial work atmosphere that fosters trust and collaboration, by resolving grievances in a systematic, fair and timely manner. We have a Grievance Redressal Policy where the procedure, committee and individuals involved as part of a resolution process are specified. The Grievance Redressal Committee is involved in resolving issues and the Grievance Process helps maintain a fair and equitable process. Employees can also report to management through traditional communication channels. They also have access to a web portal and phone line through our "Speak Up" portal. Our multilingual Ethics and Compliance Helpline is available globally 24/7 to voice concerns about a potential violation of our Company's values and Company's Code of Business Conduct.

### 7. Membership of Employees and Worker in association(s) or unions recognized by the Company :

Category	FY 2023-24			FY 2022-23		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of Association(s) or Unions (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of Association(s) or Unions (D)	% (D/C)
Male	3,228	-	-	3,140	-	-
Female	361	-	-	332	-	-
<b>Total Permanent Employees</b>	<b>3,589</b>	<b>-</b>	<b>-</b>	<b>3,472</b>	<b>-</b>	<b>-</b>
Male	208	208	100%	211	211	100%
Female	17	17	100%	17	17	100%
<b>Total Permanent Workers</b>	<b>225</b>	<b>225</b>	<b>100%</b>	<b>228</b>	<b>228</b>	<b>100%</b>

### 8. Details of training given to Employees and Workers :

Category	FY 2023-24					FY 2022-23				
	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)
<b>Permanent Employees</b>										
Male	3,228	2,811	87.08%	2,811	87.08%	3,140	2,818	89.75%	2,818	89.75%
Female	361	197	54.57%	198	54.84%	332	242	72.89%	242	72.89%
<b>Total</b>	<b>3,589</b>	<b>3,008</b>	<b>83.81%</b>	<b>3,009</b>	<b>83.83%</b>	<b>3,472</b>	<b>3,060</b>	<b>88.13%</b>	<b>3,060</b>	<b>88.13%</b>
<b>Permanent Workers</b>										
Male	208	184	88.46%	180	86.53%	211	186	88.15%	186	88.15%
Female	17	1	5.88%	1	5.88%	17	1	5.88%	1	5.88%
<b>Total</b>	<b>225</b>	<b>185</b>	<b>82.22%</b>	<b>181</b>	<b>80.44%</b>	<b>228</b>	<b>187</b>	<b>82.02%</b>	<b>187</b>	<b>82.02%</b>

All employees are trained on EHS and on skill development through induction programs and site standard operating procedures. The training is conducted at time of joining and on regular intervals thereafter.

### 9. Details of Performance and Career Development reviews of Employees and Workers :

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Permanent Employees</b>						
Male	3,228	3,228	100%	3,140	3,140	100%
Female	361	361	100%	332	332	100%
<b>Total</b>	<b>3,589</b>	<b>3,589</b>	<b>100%</b>	<b>3,472</b>	<b>3,472</b>	<b>100%</b>
<b>Permanent Workers</b>						
Male	208	208	100%	211	211	100%
Female	17	17	100%	17	17	100%
<b>Total</b>	<b>225</b>	<b>225</b>	<b>100%</b>	<b>228</b>	<b>228</b>	<b>100%</b>



## Business Responsibility and Sustainability Report (Contd.)

### 10. Health and safety management system :

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

Yes, the Company has implemented an occupational health and safety management system and is covered at all levels at the Goa plant, field forces and offices.

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

The Company has deployed a risk assessment tool, gap assessment tool, incident reporting and investigation and trend analysis to identify work-related hazards and assess risks on a routine and non-routine basis.

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

Protocols to report work-related hazards are implemented in both manufacturing plants and commercial operations. At Plants, the site safety committee is responsible for analyzing the reports and act to minimize work-related hazards. In commercial operations, the EHS Liaisons of business affiliates work closely with the EHS team in addressing reports of work-related hazards. In addition to these, implementation of Behavior Based Safety (BBS) helps us to observe the hazards and implement corrective actions to address them.

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

Yes, non-occupational medical services are offered to all employees/ workers at Occupational Health Center. All our office employees are covered under medical insurance.

### 11. Details of safety related incidents :

Safety Incident/ Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	2.63	2.22
	Workers	-	-
Total recordable work-related injuries	Employees	23	20
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

### 12. Describe the measures taken by the Company to ensure a safe and healthy workplace :

We are committed to supporting a safe and healthy workplace for our employees, visitors, and contractors. We have implemented several measures to help ensure safety and well-being at the workplace. Some of these are :

- **Implementation of safety policies and procedures :** We have defined safety policies and procedures in place that are regularly updated to help ensure compliance with local laws and regulations. We provide regular safety training to employees to help ensure that they are aware of safety protocols and standards to be followed.
- **Conduct regular safety inspections :** We conduct regular safety inspections of our facilities to identify potential hazards and risks and take corrective measures to mitigate identified risks to provide a safe working environment.
- **Providing Personal Protective Equipment (PPE) :** We provide appropriate PPE to employees based on their work requirements. We also take steps to ensure that the PPE provided is of high quality and meets safety standards. We provide training to employees on the proper use, maintenance and disposal of PPE.

- **Promoting a culture of safety :** We encourage our employees to report any safety concerns or hazards without fear of retaliation. We have also established a reporting mechanism for safety concerns and the Company takes prompt action to address these.

### 13. Number of Complaints on the following made by Employees and Workers :

	FY 2023-24			FY 2022-23		
	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	-	-	-	-	-	-
Health and Safety	-	-	-	-	-	-

### 14. Assessments for the year :

	% of your plants and offices that were assessed (by Company or statutory authorities or third parties)
Health and safety practices	-
Working Conditions	Vendor Labor compliance audit has been conducted for BKC Office.

### 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 and safety practices and working conditions :

In 2023-24, various corrective actions were taken for the safety incidents which occurred at the manufacturing site. The corrective actions included improving machine guarding on certain equipment, adjusting work surfaces to minimize trip hazards and reducing the use of sharps. These actions were shared with applicable personnel. For field-based employees, corrective coaching was conducted for drivers who were involved in preventable incidents.

## 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 Company :

The Company recognizes that listening to its stakeholders and responding thoughtfully to their concerns and ideas are vital to its success as a business and to its progress as a global corporate citizen. Understanding stakeholder insights helps the Company to develop new products to address unmet health needs; educate patients; engage healthcare professionals and understand how and where our Company can make a real difference. The Company engages with a broad range of stakeholders including Patients, Consumers and Customers; Governments and Regulators; Healthcare Professionals; Employees; NGOs; Local Communities; Suppliers and Shareholders. Stakeholder engagement is conducted through many associations and partnerships of which the Company is a member. The Company also seeks to engage with stakeholders more informally, through networks and organizations in which it participates.



## Business Responsibility and Sustainability Report (Contd.)

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

Stakeholder Group	Whether identified as Vulnerable and Marginalized Group	Channels of Communication (E-mails, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice Board, Website, Others)	Frequency of Engagement (Annually/ Half-yearly/ Quarterly/ Others)	Purpose and scope of engagement including key topics and concerns raised during such engagements
Shareholders/ Investors	No	- Annual Shareholders' Meetings - Investor Group Meetings - Annual Report - Investor section on Company's website at <a href="http://www.abott.co.in">www.abott.co.in</a> - Through Stock Exchange intimations	Annual/ Quarterly/ need basis	Providing adequate and timely information about the financial performance of the Company and other updates relevant to them
Healthcare Professionals (HCPs)	No	- Sales Team visits - Continuing Medical Education and Workshops - Medical Conferences - Patient support or education programs - Digital Therapy updates through e-mails - Abbott Therapy websites - Scientific Knowledge digital platforms - Advisory Boards	Regular	- Inform HCPs about Abbott Therapies/ Brands/ Evidence based Science - Updating scientific knowledge and skills of HCPs through CMEs and Workshops - Clinical research and Publications with HCPs - Responding to scientific medical queries of HCPs - Support conduct of Patient Education/ Diagnosis programs - Seek insights from HCPs on challenges/ needs in clinical practice
Patients	No	- Therapy websites - Patient awareness services (print, digital and online media, radio awareness)	On need basis	- Patient Information materials for reference - Responding to the questions/ correspondence received through Company website/ e-mails

Stakeholder Group	Whether identified as Vulnerable and Marginalized Group	Channels of Communication (E-mails, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice Board, Website, Others)	Frequency of Engagement (Annually/ Half-yearly/ Quarterly/ Others)	Purpose and scope of engagement including key topics and concerns raised during such engagements
Employees	No	- Mass Communication Channels : e-mails, newsletters, surveys, townhalls - Internet Portal : aLIVE, Viva Engage - Employee Networking and Resource Groups - Employee Volunteering Program and Employee Giving Campaigns - Technology levers : Chatbots, Abbott World – an employee intranet platform, Microsoft Teams - Company Notice Boards - Company website	Regular	Employees are engaged on various aspects like : - Organization updates - Communication about benefits, policies and processes - Employee Health, Safety, and Wellbeing Programs - Training/ skill development programs - Enhancing the overall employee experience - Creating an inclusive culture and making employee voices and feedback count through opportunities like Focus Group Discussions/ Surveys, etc.
Communities	Yes	- Community engagement programs with SEWA, Americares and Smile Foundations, Health Clinics	Regular	- Community engagement programs
Suppliers	No	- Supplier Guidelines published in multiple languages, Supplier Social Responsibility Program, including surveys, Supplier audit programs, e-mails and other communication	Periodically	- Supplier Evaluation - Supplier Meetings
Government	No	- Trade Associations/ Chambers - Direct engagements	Periodically	- Partner with Government to support Indian National policies or programs

## Principle 5 : Businesses should respect and promote human rights

## Essential Indicators

## 1. Employees and Workers who have been provided training on human rights issues and policy(ies) of the Company :

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employee/workers covered (B)	% (B/A)	Total (C)	No of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	3,589	3,589	100%	3,472	3,472	100%
Other than permanent	-	-	-	-	-	-
<b>Total Employees</b>	<b>3,589</b>	<b>3,589</b>	<b>100%</b>	<b>3,472</b>	<b>3,472</b>	<b>100%</b>

## Business Responsibility and Sustainability Report (Contd.)

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employee/ workers covered (B)	% (B/A)	Total (C)	No of employees/ workers covered (D)	% (D/C)
<b>Workers</b>						
Permanent	225	225	100%	228	228	100%
Other than permanent	64	64	100%	149	149	100%
<b>Total Workers</b>	<b>289</b>	<b>289</b>	<b>100%</b>	<b>377</b>	<b>377</b>	<b>100%</b>

## 2. Details of minimum wages paid to Employees and Workers

Category	FY 2023-24					FY 2022-23				
	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)
<b>Employees</b>										
<b>Permanent</b>										
Male	3,228	-	-	3,228	100%	3,140	-	-	3,140	100%
Female	361	-	-	361	100%	332	-	-	332	100%
<b>Other than Permanent</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>										
Male	208	-	-	208	100%	211	-	-	211	100%
Female	17	-	-	17	100%	17	-	-	17	100%
<b>Other than Permanent</b>										
Male	41	-	-	41	100%	118	-	-	118	100%
Female	23	-	-	23	100%	31	-	-	31	100%

## 3. Details of remuneration/ salary/ wages

## a. Median remuneration/ wages

(₹ in Crores)

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	0.23	3	0.31
Key Managerial Personnel (KMP)	1	2.85	1	0.54
Employees other than BoD and KMP	3,227	0.10	360	0.09
Permanent Workers	208	0.12	17	0.06

## b. Gross wages paid to females as % of total wages paid by the Company

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	11%	11%

## 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 offers several channels where individuals can ask questions and raise concerns. Employees can report to management through traditional communication channels but also have access to a web portal and phone line through our "Speak Up" portal. Our multilingual Ethics and Compliance Helpline is available globally 24/7 to voice concerns about a potential violation of our Company's values and Company's Code of Business Conduct.

Abbott is committed to providing a cordial work atmosphere for employees to foster trust and collaboration, by resolving grievances in a systematic, fair and timely manner. The Grievance Redressal Policy is laid out wherein the procedure, committee and individuals involved as part of the resolution process are specified. The Grievance Redressal Committee resolves issues through effective communication, initiative and sound judgement. Over the year, multiple employee awareness sessions have been held to build better understanding amongst employees of the Grievance Redressal Process and the Committee responsible for addressing their grievances. The Company has also established an Internal Complaints Committee (ICC), to address any matters of sexual harassment through a fair investigation.

There are various leadership touch points created for employees through town halls, cycle meets, field visits and various other forums to enable a culture of open communication. The "Your Voice Counts" survey feedback is reviewed by the leadership on regular basis, to further strengthen the employee experience.

Abbott has various initiatives and policies that help provide support systems to employees like 24x7 Employee Assistance Programs, Distress Management Protocol, Employee Health and Safety Processes and policies like Equal Opportunity Employer Policy, Prevention of Sexual Harassment, Prevention of Workplace Harassment which helps foster a positive work environment. Under 'Project Respect', the Company has also conducted multiple in-person workshops for people managers, to further build on their leadership capabilities in terms of leading with respect, empathy, and inclusion.

For addressing matters pertaining to sexual harassment, there is a policy as laid down under the law, under which an Internal Complaints Committee has been established, which investigates such matters. Also, annual refresher training is given to employees.

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

The Company believes in the dignity of every human being and respects individual rights. These principles are reflected in the Company's mission and core values and are reinforced through our global employment policies. We contribute to the fulfilment of human rights through compliance with laws and regulations wherever

we operate, as well as through our policies and programs. We take steps to prohibit illegal and inappropriate labor conditions and inhumane treatment in our workplaces and in connection with our business activities.

Our global guidelines include :

- Providing a healthy and safe working environment
- Promoting workforce diversity and not discriminating against any employee for reasons such as race, religion, color, age, gender, ethnicity, disability, marital status and sexual orientation, in addition to any other status protected by local law
- Not tolerating harassment or harsh or inhumane treatment in the workplace
- Protecting individual privacy
- Providing compensation and benefits that are competitive and comply with applicable laws for minimum wages, overtime and mandated benefits as well as complying with child labor laws
- Encouraging open communication between the management and employees.

Abbott maintains an open working environment that allows free exchange of information through communication channels across the organization. All employees are allowed to share their concerns, problems, questions or suggestions without any fear of retaliation, and it is vital that these concerns are discussed and resolved in a timely manner.

The Company offers several channels where individuals can ask questions and raise concerns. Employees can report to management through traditional communication channels but also have access to a web portal and phone line through our "Speak Up" portal. Our multilingual Ethics and Compliance Helpline is available globally 24/7 to voice concerns about a potential violation of our Company's values and Company's Code of Business Conduct.

By creating open channels of communication, Abbott promotes a positive work environment, while also fostering a culture of integrity and ethical decision-making. "SpeakUp" provides an avenue for employees and/ or others to raise concerns perceived or known in the work environment.

Our Diversity and Inclusion vision in India focuses on building strength through diversity and ensuring there is no discrimination. We have inclusive policies and hiring practices. There is also a high focus on building



## Business Responsibility and Sustainability Report (Contd.)

capability, mindset, forums, and employee networks to duly support diverse employee groups and help them network with allies in the system. The Company also ensures due sensitization and awareness sessions are held for employees around Pride and Disability networks, to enable them to contribute to creating an inclusive environment for all.

Abbott is committed to providing a cordial work atmosphere to foster trust and collaboration for employees, by resolving grievances in a systematic, fair, and timely manner. In cases where an informal resolution could not be achieved, the Grievance Redressal Policy is laid out wherein the procedure, committee and individuals involved as part of the resolution process are specified. Grievance Redressal Committee is involved in resolving issues through effective communication, initiative, and sound judgment. The Grievance Committee reviews open cases if any, to determine speedy closure and to ensure due preventive and corrective measures are taken. Employees are also duly trained from time-to-time on the Grievance Redressal Process. Multiple employee awareness sessions have been held for our teams to build better understanding amongst employees of the Grievance Redressal Process and the Committee responsible to address their grievances.

The Internal Complaints Committee (ICC) established to address matters pertaining to sexual harassment, ensures a fair investigation is conducted to enable speedy resolution.

As a preferred employer, Abbott is committed to provide equal employment opportunity. Abbott views the unique differences and perspectives that individuals bring to the workplace as integral to our success in business.

Abbott has an Employee Assistance Program (EAP) to help our employees get the right help from psychologists at the right time to help manage personal or professional challenges. It is an independent counselling and resource service sponsored by Abbott for its employees and their families.

A Distress Management Protocol exists to enable managers and HR business partners to gauge a distress situation and proactively offer support to the employee, where possible, in a timely, empathetic, and judicious manner.

Employee Health and Safety is of paramount importance, and we are committed to helping our employees stay safe by preventing incidents in and around the workplace. We strive to maintain high standards of Environment, Health, and Safety (EHS) practices. The Company has global policies and standards regarding how we manage employee health and safety.

In their daily work, employees may encounter work-related queries and issues. A dedicated "1 Point" Team has been established to enable employees to log their queries through a system and get a time bound response to the same.

### 6. Number of complaints made by Employees and Workers :

Complaints	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	3	-	-	1	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other Human Rights related issues	-	-	-	-	-	-
<b>Total</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>-</b>	<b>-</b>

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	3	1
Complaints on POSH as a % of female employees/ workers	0.75%	0.26%
Complaints on POSH upheld	3	1

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

The Company does not tolerate retaliation against anyone who reports a violation of Company policy in good faith. These policies are well publicized and enforced throughout the Company. It is the Company's philosophy to maintain an open working environment that allows free exchange of information through communication channels across the organization. All employees are allowed to share their concerns, problems, questions or suggestions without any fear of retaliation, and it is vital that these concerns are discussed and resolved promptly. In line with the Grievance Redressal Policy, Abbott does not retaliate when a grievance is raised. We have an annual training on the Code of Business Conduct and Prevention of Sexual Harassment (POSH) for employees. We reinforce the aspect of no retaliation for the complainant during these trainings.

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

We are committed to upholding the fundamental principles of human rights, labor, environmental protection and anti-corruption to ensure long-term business success for Abbott and our suppliers and to improve lives around the world. Our Abbott Global Supplier Guidelines establish expectations for suppliers we work with, aligning with internationally recognized and industry-accepted guidelines. Through the Guidelines, we detail our expectations that suppliers conduct business in compliance with relevant legal requirements and industry codes. When asked, suppliers are expected to demonstrate compliance at the request and to the satisfaction of Abbott through our Supplier Responsibility program.

We have started embedding a social responsibility clause in applicable procurement contracts detailing our values and the expectation that vendors comply with our Supplier Guidelines and remediate identified issues. Further, all other business agreements and contracts have a clause obligating the vendors to comply with all the applicable central, state and local laws, regulations and guidance documents including, but not limited to, privacy and data protection laws, tax laws and regulations; labour laws and regulations.

### 10. Assessments for the year :

	% of your plants and offices that were assessed (by Company or Statutory authorities or third parties)
Child labour	100%
Forced/ involuntary labor	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

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

Based on the annual compliance audit conducted internally, there were no significant risks/ concerns arising from the assessments at Question 10 above.



## Business Responsibility and Sustainability Report (Contd.)

## 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 :

Parameter	Unit	FY 2023-24	FY 2022-23
<b>From renewable sources</b>			
Total electricity consumption (A) (Solar)	GJ	1,028.75	168.05
Total fuel consumption (B)	GJ	-	-
Energy consumption through other sources (C) (HVAC)	GJ	1,110.39	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>GJ</b>	<b>2,139.14</b>	<b>168.05</b>
<b>From non-renewable sources</b>			
Total electricity consumption (D)*	GJ	24,034.17	27,155.69
Total fuel consumption (E) (Diesel)	GJ	3,086.55	3,386.57
(Gas)	GJ	918.15	0.99
Energy consumption through other sources (F) (Bio Briquette)	GJ	15,434.02	7,474.04
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>GJ</b>	<b>43,472.89</b>	<b>38,017.29</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>GJ</b>	<b>45,612.03</b>	<b>38,185.34</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed/ revenue from operations)	GJ/ Crore INR	7.89	7.23
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed/ revenue from operations adjusted for PPP)	GJ/ Crore INR	176.77	160.19
<b>Energy intensity in terms of physical output</b>	GJ/ MT of production	5.37	3.51

\*BKC Office data is calculated basis area occupied and Sales Offices and Goa Plant data are based on actuals.

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

A reasonable assurance has been carried out by an independent external agency, DNV Business Assurance.

2. Does the Company 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.

Since the Company is engaged in pharmaceutical sector, it is not identified as DC under the PAT scheme.

#Excludes Nepal Office.

## 3. Provide details of the following disclosures related to water :

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Water withdrawal by source</b>			
(i) Surface water		-	-
(ii) Groundwater		-	-
(iii) Third party water	KL	55,093.05	81,686.00
(iv) Seawater/ desalinated water		-	-
(v) Others		-	-
<b>Total volume of water withdrawal (i + ii + iii + iv + v)</b>	<b>KL</b>	<b>55,093.05</b>	<b>81,686.00</b>
<b>Total volume of water consumption</b>	<b>KL</b>	<b>30,654.85</b>	<b>56,222.84</b>
<b>Water intensity per rupee of turnover</b> (Total water consumption/ revenue from operations)	KL/ Crore INR	5.30	10.64
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption/ revenue from operations adjusted for PPP)	KL/ Crore INR	118.80	235.85
<b>Water intensity in terms of physical output</b>	KL/ MT of production	3.61	5.16

\*BKC Office data is calculated basis area occupied, Sales Offices data is calculated basis IS 1172:1993 and Goa Plant data is based on actuals.

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

A reasonable assurance has been carried out by an independent external agency, DNV Business Assurance.

## 4. Details relating to water discharged

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment*</b>			
(i) To Surface water		-	-
(ii) To Groundwater		-	-
(iii) To Seawater		-	-
(iv) Sent to third-parties		-	-
(v) Others		-	-
- No treatment		-	-
- With treatment – Primary and Secondary level of treatment	KL	24,438.20	26,506.00
<b>Total water discharged</b>	<b>KL</b>	<b>24,438.20</b>	<b>26,506.00</b>

\*BKC Office data is calculated basis area occupied, Sales Offices data is calculated basis IS 1172:1993 and Goa Plant data is based on actuals.

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

A reasonable assurance has been carried out by an independent external agency, DNV Business Assurance.



## Business Responsibility and Sustainability Report (Contd.)

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

No

## 6. Please provide details of air emissions (other than GHG emissions) by the Company

Parameter	Unit	FY 2023-24	FY 2022-23
NOx	g/ kw-hr	0.2	0.45
SOx	kg/ hr	0.2	0.23
Particulate Matter (PM)	mg/ Nm <sup>3</sup>	107	110
Persistent Organic Pollutants (POP)	-	-	-
Volatile Organic Compounds (VOC)	-	-	-
Hazardous Air Pollutants (HAP)	-	-	-

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. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)*	MT of CO <sub>2</sub> equivalent	298.95	315.00
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	MT of CO <sub>2</sub> equivalent	4,907.11	5,572.90
<b>Total Scope 1 and Scope 2 emission intensity per rupee of Turnover</b> (Total Scope 1 and Scope 2 GHG emissions/ revenue from operations)	MT of CO <sub>2</sub> equivalent/ Crore INR	0.90	1.11
<b>Total Scope 1 and Scope 2 emission intensity per rupee of Turnover adjusted for Purchasing Power Parity</b> (Total Scope 1 and Scope 2 GHG emissions/ revenue from operations adjusted for PPP)	MT of CO <sub>2</sub> equivalent/ Crore INR	20.18	24.70
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	MT of CO <sub>2</sub> equivalent/ MT of production	0.61	0.54

\*BKC Office and Sales Offices do not have Scope 1 emissions

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

A reasonable assurance has been carried out by an independent external agency, DNV Business Assurance.

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

The Company's head office at Mumbai has switched to Green energy for a portion of the electricity consumption which is facilitated through building utilities (HVAC system). The office premises are equipped with motion sensors and lux level-based controls for the lighting system that facilitates utilization of natural light and optimization of electricity for lighting. The Smartsense system is based on sensors installed across utilities which monitor the electricity usage in a live manner and facilitates interventions as necessary to optimize energy usage. An investment was made to facilitate VRF systems for critical rooms (Server rooms, UPS room etc.) with the aim to reduce energy consumption.

The Company also installed a Solar power system of 286 kwp covering the terrace area of Goa plant. The system was commissioned from January 2023. This system is designed to generate power and is inbuilt with net meeting system and anti-islanding protection in case of grid power failure. Key benefits of this system are :

- Generated 286 MWH of power for year 2023-24
- Carbon emission reduction of 198 MT
- Guaranteed power generation for over 20 years
- Minimum maintenance required for panel cleaning

## 9. Provide details related to waste management by the Company :

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Waste Generated</b>			
Plastic waste (A)	MT	274.70	63.20
E-waste (B)	MT	0.47	3.26
Bio-medical waste (C)	MT	1.30	1.00
Construction and demolition waste (D)		-	-
Battery waste (E)		-	-
Radioactive waste (F)		-	-
Other Hazardous waste (G)	MT	329.33	270.00
Other Non-hazardous waste generated (H)	MT	140.29	163.96
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>MT</b>	<b>746.09</b>	<b>501.42</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated/ revenue from operations)	MT/ Crore INR	0.13	0.09
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity</b> (Total waste generated/ revenue from operations adjusted for PPP)	MT/ Crore INR	2.89	2.10
<b>Waste intensity in terms of physical output</b>	MT/ MT of production	0.09	0.05
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations</b>			
<b>Category of waste</b>			
(i) Recycled	MT	155.11	144.78
(ii) Re-used	MT	242.86	-
(iii) Other recovery operations	MT	17.43	85.39
<b>Total</b>	<b>MT</b>	<b>415.40</b>	<b>230.17</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method</b>			
<b>Category of waste</b>			
(i) Incineration	MT	330.67	271.25
(ii) Landfilling			Company is committed to Zero Waste to Landfill and is also ZWL certified
(iii) Other disposal operations		NA	NA
<b>Total</b>	<b>MT</b>	<b>330.67</b>	<b>271.25</b>

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

A reasonable assurance has been carried out by an independent external agency, DNV Business Assurance.



## Business Responsibility and Sustainability Report (Contd.)

### 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.

Abbott has a continuous focus on the 3Rs—namely reduce, recycle and reuse. Certain waste and sludge are dispatched to cement factories which utilize these materials as fuel for manufacturing cement, thereby recovering energy. Non-hazardous waste like paper, glass, metals, and sanitary are sent to approved vendors for recycling. The Goa plant and Corporate Office at BKC retains its certification of Zero Waste to Landfill (ZWL) which means no waste is disposed of through landfilling, helping to protect the environment from degradation.

The Company has engaged with the authorized recycler for E-waste disposal. Other Waste such as biomedical waste is sent to vendor authorized by the Pollution Control Board.

The Company is adhering to the requirements of Plastic Waste Management Rules as laid down by the Ministry of Environment, Forests and Climate change. The Company has entered into agreement with waste management agency for collecting and processing plastic packaging waste, from the states and union territories of India where it operates.

The Company's Head office at Mumbai uses Stabilized Aqueous Ozone (SAO) for cleaning, which is effective and is more environmentally friendly. The office also undertakes several initiatives to raise awareness of Sustainability and Circular economy topics by organizing activities during Earth Week. We provided education on topics such as waste management and how to recycle. Additionally, we organized donation drives for the collection of old clothes, books, stationery, toys, footwear etc. from employees. These donations were provided to NGO's for further distribution to the needy with the hope of preventing them from going to a landfill. We have also conducted clean-up drives across beaches.

### 11. If the Company 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

None

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

During the year, the Company was not required to undertake any Environment Impact Assessment under applicable regulations.

### 13. Is the Company 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

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

### Essential Indicators

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

The Company is affiliated with one industry chamber/ association

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1.	Confederation of Indian Industry (CII)	National

### 2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the Company, 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 Company based on applicable laws, in the current financial year

During the year, the Company was not required to undertake any SIA under the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013.

The Company has however undertaken the following SIA of its CSR activities :

Name and brief of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Y/N)	Results communicated in public domain (Y/N)	Relevant Web-link
STEM Labs and Healthy Living Sessions	NA	NA	Yes	Yes	
PHC upgradation program	NA	NA	Yes	Yes	<a href="https://www.abbott.co.in/investor-relations.html">https://www.abbott.co.in/investor-relations.html</a>
NCD awareness program	NA	NA	Yes	Yes	
Health clinics	NA	NA	Yes	Yes	

#### 2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your Company

Not applicable

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

Abbott regularly engages with its stakeholders and key community institutions relevant to projects. Detailed and structured community interactions are planned periodically to review the ongoing activities with the changing priorities and needs of the stakeholders and key community institutions. Abbott's CSR programs adopt a bottom-up approach by keeping the community needs and priorities at the centre of its interventions. Issues, complaints and grievances identified as part of these engagements are further investigated and addressed.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ Small Producers	18.87%	14.85%
Directly from within India	39.68%	22.43%

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

Location*	FY 2023-24	FY 2022-23
Rural	0.44%	0.20%
Semi-urban	0.29%	0.24%
Urban	11.90%	11.13%
Metropolitan	87.37%	88.43%

\*excludes Nepal office



## Business Responsibility and Sustainability Report (Contd.)

### Principle 9 : Business should engage with and provide value to their customers in a responsible manner

#### Essential Indicators

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

The Company has a complaint handling system/ mechanism to receive and respond to the complaints from consumers and healthcare professionals regarding product quality, adverse events, vigilance reporting and post-release product actions. The Quality department of the organization has the responsibility for oversight of all product quality complaints and their management processes, including establishment and maintenance of written standard operating procedures.

The Company's Pharmacovigilance System is designed to allow for early detection of potential safety signals and to take prompt action as necessary to help safeguard patient safety. In the interest of protecting patients, ongoing safety surveillance is conducted centrally for all Abbott products to identify, evaluate, and respond to emerging safety signals. Safety signals identified through standardized surveillance activities or other signal sources are thoroughly analyzed and documented according to internal processes. Compliance with the processes is continuously monitored.

Procedures that define responsibilities for the oversight of complaint management systems, including the following

- Managing the complaint process, including complaint intake, investigations and resolution.
- Reviewing complaint documentation, closures or other final actions.
- Maintaining complaint records, including written and other versions (e.g., electronic media).
- Assuring that complaint records are readily accessible to the product manufacturing site(s) and responsible qualified person, if applicable.
- Assuring evaluation of complaints for regulatory reporting is performed.
- Handling of complaints in compliance to local health authority requirement.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	-
Safe and responsible usage	100%
Recycling and/ or safe disposal	-

Note : The Company does not maintain/ record data pertaining to the percentage of turnover of products of the Company that carry information regarding environmental/ social parameters relevant to the product and recycling and/ or safe disposal of the products. The Company complies with applicable laws and regulations regarding product labelling and information.

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

	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of Essential Services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Customers (Received from patients regarding products)	376*	-	-	446*	-	-

\*Complaints/ Correspondence from patients received through website, email and healthcare professionals, are also included.

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

	Number	Reasons for recall
Voluntary recalls	2	Thyronorm labeling issue, Digene Gel Micro product issue
Forced recalls	Nil	Nil

#### 5. Does the Company 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 a Policy on Cyber Security and risks related to data privacy. The same is available on the website of the Company at <https://www.abbott.co.in/investor-relations.html>.

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

Not applicable

#### 7. Provide the following information relating to data breaches

- Number of instances of data breaches - None
- Percentage of data breaches involving personally identifiable information of customers - NA
- Impact, if any, of the data breaches - NA

#### Disclaimer

The information furnished in the above Report is extracted out of system maintained by the Company and/ or manually. The Company has taken certain assumptions in the definitions/ terminology to arrive at the data.



## INDEPENDENT ASSURANCE STATEMENT

### INTRODUCTION

DNV Business Assurance India Private Limited (‘DNV’), has been commissioned by Abbott India Limited, Corporate Identity Number L24239MH1944PLC007330, (hereafter referred to as ‘Abbott’ or ‘the Company’) to undertake an independent assurance of the Company’s disclosures in Business Responsibility and Sustainability Report (hereafter referred as ‘BRSR’). The disclosures include Core indicators as per Annexure I of SEBI Circular dated 12 July 2023.

### Reporting standard/ framework

The disclosures have been prepared by Abbott in reference to :

- BRSR Core – Framework for assurance and ESG disclosures for value chain as per SEBI (Securities and Exchange Board of India) Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023.
- BRSR reporting guidelines (Annexure II) as per SEBI Circular No. SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated May 10, 2021, and incorporated Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023.
- Greenhouse Gas Protocol : A Corporate Accounting and Reporting Standard.

### Assurance Methodology/ Standard

This assurance engagement has been carried out in accordance with DNV’s VeriSustain protocol, V6.0, which is based on our professional experience and international assurance practice, and the international standard in Assurance Engagements, ISAE 3000 (revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information. DNV’s VeriSustain™ Verisustain Protocol has been developed in accordance with the most widely accepted reporting and assurance standards.

### Intended User

The intended user of this assurance statement is the Management of Abbott (‘the Management’).

### Level of Assurance

- Reasonable Level of assurance for BRSR 9 Core Indicators (Ref : Annexure I of SEBI circular)

### Responsibilities of the Management of Abbott India Limited and of the Assurance Provider

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

In performing this assurance work, DNV’s responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company.

### Scope, Boundary and Limitations

#### Scope

The scope of our engagement includes independent assurance of ‘BRSR 9 Core indicators’ (Ref : Annexure I of SEBI Circular)

- Reasonable level of assurance for Financial Year (FY) 2023-24.

#### Boundary of our assurance work :

- Reasonable assurance of BRSR Core indicators : Boundary covers the performance of Abbott operations that fall under the direct operational control of the Company’s legal structure. Based on the agreed scope with the Company, the boundary of reasonable assurance covers the operations of Abbott across all locations globally/ India, unless otherwise stated in the table below.

BRSR Core Indicator	Boundary for Reasonable Assurance	BRSR Core Indicator	Boundary for Reasonable Assurance
Principle 1 : Question 8 : Number of days of accounts payables ((Accounts payable *365)/ Cost of goods/ services procured)	Covers PAN India including all National and International locations, i.e. : 1) BKC Office 2) Chembur 3) Chennai 4) Hyderabad 5) Lucknow 6) Delhi 7) Goa Plant 8) Nepal	Principle 5 : Question 3(b) : Gross wages paid to females as % of total wages paid by the Company	Covers PAN India including all National and International locations, i.e. : 1) BKC Office 2) Chembur 3) Chennai 4) Hyderabad 5) Lucknow 6) Delhi 7) Goa Plant 8) Nepal
Principle 1 : Question 9 : Openness of Business : Details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances and investments, with related parties	Covers PAN India including all National and International locations, i.e. : 1) BKC Office 2) Chembur 3) Chennai 4) Hyderabad 5) Lucknow 6) Delhi 7) Goa Plant 8) Nepal	Principle 5 : Question 7 : Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013	Covers PAN India including all National and International locations, i.e. : 1) BKC Office 2) Chembur 3) Chennai 4) Hyderabad 5) Lucknow 6) Delhi 7) Goa Plant 8) Nepal
Principle 3 : Question 1(c) : Spending on measures towards well-being of employees and workers (including permanent and other than permanent)	Covers PAN India including all National and International locations, i.e. : 1) BKC Office 2) Chembur 3) Chennai 4) Hyderabad 5) Lucknow 6) Delhi 7) Goa Plant 8) Nepal	Principle 6 : Question 1 : Energy footprint	All National locations covered, i.e. : 1) BKC Office 2) Chembur 3) Chennai 4) Hyderabad 5) Lucknow 6) Delhi 7) Goa Plant Excludes International location : Nepal
Principle 3 : Question 11 : Safety related incidents	Covers PAN India including all National and International locations, i.e. : 1) BKC Office 2) Chembur 3) Chennai 4) Hyderabad 5) Lucknow 6) Delhi 7) Goa Plant 8) Nepal	Principle 6 : Question 3 : Water footprint	All National locations covered, i.e. : 1) BKC Office 2) Chembur 3) Chennai 4) Hyderabad 5) Lucknow 6) Delhi 7) Goa Plant Excludes International location : Nepal



## Independent Assurance Statement (Contd.)

BRSR Core Indicator	Boundary for Reasonable Assurance	BRSR Core Indicator	Boundary for Reasonable Assurance
Principle 6 : Question 4 : Water discharge	All National locations covered, i.e. : 1) BKC Office 2) Chembur 3) Chennai 4) Hyderabad 5) Lucknow 6) Delhi 7) Goa Plant Excludes International location : Nepal	Principle 8 : Question 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	Covers PAN India including all National locations, i.e. : 1) BKC Office 2) Chembur 3) Chennai 4) Hyderabad 5) Lucknow 6) Delhi 7) Goa Plant Excludes International location : Nepal
Principle 6 : Question 7 : GHG footprint*	All National locations covered, i.e. : 1) BKC Office 2) Chembur 3) Chennai 4) Hyderabad 5) Lucknow 6) Delhi 7) Goa Plant Excludes International location : Nepal	*BKC Office and Sales offices have only Scope 2 GHG emissions Note : CFAs (Clearing and Forwarding Agents) and Warehouses are out of the BRSR scope as they are not owned by Abbott India Limited. They are taken on lease. <b>Limitation(s) :</b> We performed a reasonable level of assurance for the BRSR Core indicators reporting based on our assurance methodology VeriSustain, v06. The assurance scope has the following limitations :	
Principle 6 : Question 9 : Waste management	All National locations covered, i.e. : 1) BKC Office 2) Chembur 3) Chennai 4) Hyderabad 5) Lucknow 6) Delhi 7) Goa Plant Excludes International location : Nepal	<ul style="list-style-type: none"> <li>The assurance engagement considers an uncertainty of <math>\pm 5\%</math> based on materiality threshold for estimation/ measurement errors and omissions.</li> <li>DNV has not been involved in evaluation or assessment of any financial data/ performance of the company. DNV opinion on specific BRSR Core indicators (ref- all sections of core indicators where currency; INR has been applied) relies on the third party audited financial reports of the Company. DNV does not take any responsibility of the financial data reported in the audited financial reports of the Company.</li> <li>The assessment is limited to data and information within the defined Reporting Period. Any data outside this period is not considered within the scope of assurance.</li> <li>Data outside the operations specified in the assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.</li> <li>The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.</li> </ul>	
Principle 8 : Question 4 : Percentage of input material (inputs to total inputs by value) sourced from suppliers	Covers PAN India including all National and International locations, i.e. : 1) BKC Office 2) Chembur 3) Chennai 4) Hyderabad 5) Lucknow 6) Delhi 7) Goa Plant 8) Nepal		

- The assessment does not include a review of the Company's strategy, or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
  - The assurance does not extend to mapping the Report with reporting frameworks other than those specifically mentioned. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.
  - Aspects of the Report that fall outside the mentioned scope and boundary are not subject to assurance. The assessment is limited to the defined parameters.
  - The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Company is responsible for ensuring adherence to relevant laws.
  - The assurance engagement is based on the assumption that the data and information provided by the Company are complete, sufficient and authentic.
- Interviews with selected senior managers responsible for management of disclosures and review of selected evidence to support environmental KPIs and metrics disclosed in the Report. We were free to choose interviewees and interviewed those with overall responsibility of monitoring, data collation and reporting the selected indicators.
  - DNV audit team conducted on-site and remote audits for data testing and also, to assess the uniformity in reporting processes and also, quality checks at different locations of the Company. Sites for data testing and reporting system checks were selected based on the percentage contribution each site makes to the reported indicator, complexity of operations at each location (high/ low/ medium) and reporting system within the organization. Sites selected for audits are listed in Annex-II.
  - Conduct a comprehensive examination of key material aspects within the BRSR Core framework supporting adherence to the assurance based on applicable principles plus specified data and information.
  - DNV teams conducted the :
    - Verification of the data consolidation of reported performance disclosures in context to the Principle of Completeness.
    - Verification of the consolidated reported performance disclosures in context to the Principle of Completeness as per VeriSustain for reasonable level verification for the disclosures.

**Assurance process**

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected sites of Abbott. We adopted a risk-based approach, that is, we concentrated our assurance efforts on the issues of high material relevance to the Company's business and its key stakeholders. We carried out the following activities :

- Reviewed the disclosures under BRSR Core, encompassing the framework for assurance consisting of a set of Key Performance Indicators (KPIs) under 9 ESG attributes. The format of BRSR Core used as basis of reasonable level of assurance.
- Evaluation of the design and implementation of key systems, processes, and controls for collecting, managing and reporting the BRSR Core indicators
- Assessment of operational control and reporting boundaries
- Seek extensive evidence across all relevant areas, ensuring a detailed examination of BRSR Core indicators. Engaged directly with stakeholders to gather insights and corroborative evidence for each disclosed indicator.

**Conclusion****Reasonable level of Assurance - BRSR 9 Core Indicators**

Based on our review and procedures followed for reasonable level of assurance, DNV is of the opinion that, in all material aspects, the BRSR Core indicators (as listed in Annex I of this statement) for FY 2023-24 are reported in accordance with reporting requirements outlined in BRSR Core (Annexure I of SEBI Circular dated 12 July 2023).

**Statement of Competence and Independence**

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed within ISO IEC 17029:2019 – Conformity assessment – General principles are requirements for validation and verification bodies, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.



## Independent Assurance Statement (Contd.)

We have complied with the DNV Code of Conduct during the assurance engagement and maintain independence wherever required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. During the reporting period i.e FY 2023-24, DNV, to the best of its knowledge, was not involved in any non-audit/ non-assurance work with the Company and its Group entities which could lead to any Conflict of Interest. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement for internal use of Abbott. DNV maintains complete impartiality toward stakeholders interviewed during the assurance process. We did not provide any services to Abbott in the scope of assurance for the reporting period that could compromise the independence or impartiality of our work.

For **DNV Business Assurance India Private Limited**

### Tapan Kumar Panda

Lead Verifier,  
Sustainability Services,  
DNV Business Assurance India Private Limited, India.

### Mithu Ghosh

HR Expert  
July 4, 2024, Bengaluru, India

### Purpose and Restriction on Distribution and Use

This assurance statement, including our conclusion has been prepared solely for the exclusive use and benefit of management of the Company and solely for the purpose for which it is provided. To the fullest extent permitted by law, DNV does not assume responsibility to anyone other than the Company for DNV's work or this assurance statement. The usage of this assurance statement shall be governed by the terms and conditions of the contract between DNV and Abbott and DNV does not accept any liability if this assurance statement is used for an alternative purpose from which it is intended, nor to any third party in respect of this assurance statement. No part of this assurance statement shall be reproduced, distributed or communicated to a third party without prior written consent.

### Karthik Ramaswamy

Assurance Reviewer,  
Sustainability Services,  
DNV Business Assurance India Private Limited, India.

## Annex I

### Verified Data

Attribute	BRSR Core Parameter	Measurement	Unit	FY 2023-24	
Attribute 1	Green-house gas (GHG) footprint	Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	MT of CO <sub>2</sub> equivalent	298.95
		Total Scope 2 emissions (Break-up of the GHG (CO <sub>2</sub> e) into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	MT of CO <sub>2</sub> equivalent	4,907.11
		GHG Emission Intensity (Scope 1 +2)	Total Scope 1 and Scope 2 emissions per Crore rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	MT of CO <sub>2</sub> equivalent/ Crore INR	0.90
			Total Scope 1 and Scope 2 emission intensity per Crore rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	MT of CO <sub>2</sub> equivalent/ Crore INR	20.18
			Total Scope 1 and Scope 2 emission intensity in terms of physical output	MT of CO <sub>2</sub> equivalent/ MT of production	0.61
			Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	NA
Attribute 2	Water footprint	Total water consumption	Water withdrawal by source		
		(i) Surface water		KL	-
		(ii) Groundwater		KL	-
		(iii) Third-party water (municipal water supplies)		KL	55,093.05
		(iv) Seawater/ desalinated water		KL	-
		(v) Others (Tanker Water and Produced Water)		KL	-
		<b>Total volume of water withdrawal (i + ii + iii + iv + v)</b>		<b>KL</b>	<b>55,093.05</b>
<b>Total volume of water consumption</b>		<b>KL</b>	<b>30,654.85</b>		



## Independent Assurance Statement (Contd.)

Attribute	BRSR Core Parameter	Measurement	Unit	FY 2023-24	
	Water consumption intensity	Water intensity per Crore rupee of turnover (water consumed/turnover)	KL/ Crore INR	5.30	
		Water intensity per Crore rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	KL/Crore INR	118.80	
		Water intensity in terms of physical output	KL/ MT of production	3.61	
		Water intensity (optional) – the relevant metric may be selected by the entity	-	NA	
		Water Discharge by destination and levels of Treatment	(i) To Surface water (ii) To Groundwater (iii) To Seawater (iv) Sent to third parties (v) Others - No treatment - With treatment-Primary and Secondary level of treatment	- - - - - - KL	- - - - - - 24,438.20
	<b>Total water discharged</b>			<b>24,438.20</b>	
Attribute 3	Energy footprint	% of energy consumed from renewable sources	Renewable stake (Derived KPI)	%	4.69
		Total energy consumed	Total electricity consumption (A)	GJ	1,028.75
			Total fuel consumption (B)	GJ	-
			Energy consumption through other sources (C)	GJ	1,110.39
			<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>GJ</b>	<b>2,139.14</b>
			From non-renewable sources		
			Total electricity consumption (D)	GJ	24,034.17
			Total fuel consumption (E)	GJ(Diesel) GJ(Gas)	3,086.55 918.15
		Energy consumption through other sources (F)	GJ(Bio Briquette)	15,434.02	
		<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>GJ</b>	<b>43,472.89</b>	
		<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>GJ</b>	<b>45,612.03</b>	

Attribute	BRSR Core Parameter	Measurement	Unit	FY 2023-24
	Energy Intensity	Energy intensity per Crore rupee of turnover (Total energy consumed/ Revenue from operations)	GJ/ Crore INR	7.89
		Energy intensity per Crore rupee of turnover adjusted for Purchasing Power Parity (PPP)	GJ/ Crore INR	176.77
		Energy intensity in terms of physical output	GJ/ MT of production	5.37
		Energy intensity (optional) – the relevant metric may be selected by the entity.	GJ	NA
Attribute 4	Embracing circularity – details related to waste management by the entity	Plastic waste (A)	Kg/ MT	274.70
		E-waste (B)	Kg/ MT	0.47
		Bio-medical waste (C)	Kg/ MT	1.30
		Construction and demolition waste (D)	Kg/ MT	-
		Battery waste (E)	Kg/ MT	-
		Radioactive waste (F)	Kg/ MT	-
		Other Hazardous waste(G)	Kg/ MT	329.33
		Used/ Spent oil	Kg/ MT	1.22
		Waste residue containing oil	Kg/ MT	0.09
		Spent Carbon	Kg/ MT	0.70
		Off Specification	Kg/ MT	172.39
		Date expiry products	Kg/ MT	1.90
		Spent Solvents	Kg/ MT	0.46
		Contaminated polybags/ liners	Kg/ MT	20.03
		Resin	Kg/ MT	0.93
		ETP Sludge	Kg/ MT	131.62
		Other Non-hazardous waste generated (H)	Kg/ MT	140.29
Glass	Kg/ MT	1.11		
Metal	Kg/ MT	15.38		
Operation Wastes (Boiler Ash)	Kg/ MT	64.32		
Cafeteria wastes	Kg/ MT	19.08		
Corrugate/ Paper/ Cardboard	Kg/ MT	35.90		
Garbage	Kg/ MT	4.07		
Landscaping wastes	Kg/ MT	0.39		
Office Sanitary Waste	Kg/ MT	0.05		
	<b>Total waste generated (A+B+C+D+E+F+G+H)</b>	<b>Kg/ MT</b>	<b>MT</b>	<b>746.09</b>



## Independent Assurance Statement (Contd.)

Attribute	BRSR Core Parameter	Measurement	Unit	FY 2023-24	
	Waste Intensity	Kg or MT/ Revenue from Operations (in Crore INR) adjusted for PPP	MT/ Crore INR	0.13	
		Waste intensity per Crore rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ Revenue from operations adjusted for PPP)	MT/ Crore INR	2.89	
		Kg or MT/ Unit of Product or Service	MT/ MT of production	0.09	
		Each category of waste generated, total waste recovered through recycling, re-using or other recovery operation	(i) Recycled	MT	155.11
		Plastic waste	MT	38.20	
		Lamp (Hazardous)	MT	0.10	
		Scrap Electronics	MT	0.02	
		Corrugate/ paper/ Cardboard	MT	35.90	
		Metal Scrap	MT	15.38	
		Glass	MT	1.11	
		Operation Waste(Boiler ash)	MT	64.32	
		E Waste	MT	0.08	
		ii)Re Used	MT	242.86	
		Plastic Waste	MT	236.50	
		Cafeteria waste	MT	6.10	
		E Waste	MT	0.0	
		(iii) Other recovery operations	MT	1743	
		Cafeteria waste	MT	12.98	
		Garbage/ Rubbish	MT	4.07	
		Landscaping wastes	MT	0.39	
		For each category of waste generated, total waste disposed by nature of disposal method	(i) Incineration	MT	330.67
		Used/ Spent oil	MT	1.22	
		Waste residue containing oil	MT	0.09	
		Spent Carbon	MT	0.70	
		Off Specification	MT	172.39	
		Date expiry products	MT	1.90	
		Spent Solvents	MT	0.46	
		Contaminated polybags/ liners	MT	20.03	
		Resin	MT	0.93	
		ETP Sludge	MT	131.62	
Biomedical Waste	MT	1.29			
Office ( sanitary wastes)	MT	0.05			
(ii) Landfilling	MT	-			
(iii) Other disposal operations	MT	-			

Attribute	BRSR Core Parameter	Measurement	Unit	FY 2023-24	
Attribute 5	Enhancing Employee Wellbeing and Safety	Spending on measures towards wellbeing of employees and workers – cost incurred as a % of total revenue of the company	In % terms	%	0.11
		Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites) - Employees	Number of Permanent Disabilities	Employees	-
			Total recordable work related Injuries	Employees	23
			Lost Time Injury Frequency Rate (LTIFR) (per one- million-person hour worked)	Employees	2.63
			No. of fatalities	Employees	-
		Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites) - Workers	High consequence work- related injury or ill-health (excluding fatalities)	Employees	-
			Number of Permanent Disabilities	Workers	-
			Lost Time Injury Frequency Rate (LTIFR) (per one- million-person hour worked)	Workers	-
			No. of fatalities	Workers	-
			High consequence work- related injury or ill-health (excluding fatalities)	Workers	-
Attribute 6	Enabling Gender Diversity in Business		Gross wages paid to females as % of wages paid	In % terms	%
Complaints on POSH (sexual harassment)		Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nos.	3	
		Complaints on POSH as a % of female employees/ workers	%	0.75	
		Complaints on POSH upheld	Nos.	3	
Attribute 7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India	In % terms – As % of total purchases by value (Directly sourced from MSMEs/ small producers)	%	18.87
			In % terms – As % of total purchases by value (Directly from within India)	%	39.68



## Independent Assurance Statement (Contd.)

Attribute	BRSR Core Parameter	Measurement	Unit	FY 2023-24	
	Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent/ on contract) as % of total wage cost	Rural	%	0.44	
		Semi-Urban	%	0.29	
		Urban	%	11.90	
		Metropolitan	%	87.37	
Attribute 8	Fairness in Engaging with Customers and Suppliers	Instances involving loss/ breach of data of customers as a percentage of total data breaches or cyber security events	In % terms	%	-
		Number of days of accounts payable	(Accounts payable *365)/ Cost of goods/ services procured	Nos.	91
Attribute 9	Open-ness of business	Concentration of purchases and sales done with trading houses, dealers, and related parties Loans and advances and investments with related parties	Concentration of purchase	a. Purchase from trading houses as % of total purchase	82.95
				b. Number of trading houses where purchases are made from	48
				c. Purchases from top 10 trading houses as % of total purchase from trading houses	95.56
				Concentrations of sales	
		a. Sales to dealers/ distributors as % of total sales		96.57	
		b. Number of dealers/ distributors to whom sales are made		6,954	
		c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors		12.10	
		Share of RPTs in			
		a. Purchases (purchases with related parties/ total purchase)		14.02	
		b. Sales (Sales to related parties/ total sales)		1.63	

Attribute	BRSR Core Parameter	Measurement	Unit	FY 2023-24
			c. Loans and advances (Loans and advances with related parties/ total Loans and advances)	-
			d. Investments (Investments to related parties/ total Investments made)	-

## Annex II

## Sites selected for audits

Sr. No.	Site	Location
1.	Corporate office	BKC Mumbai
2.	India Offices	Goa Plant Sales Offices at Chembur, Chennai, Hyderabad, Lucknow, Delhi



## REPORT ON CORPORATE GOVERNANCE

### COMPANY'S PHILOSOPHY ON CORPORATE GOVERNANCE

At Abbott India, we are committed to strong corporate governance that is aligned with our objective of maximizing our stakeholders' interests. We adhere to the highest standards of governance, integrity, ethics and transparency.

The Company's Code of Business Conduct lays down values and principles that always guide our actions to live up to our best ideals and to operate our business with the utmost integrity. We ensure that ethical conduct is embedded across our operations, and we expect all our employees and external partners to follow the same. Our policies and procedures operate alongside our Code to guide our employees as they conduct their day-to-day activities. They encompass all relevant laws, regulations and promotional standards. The Company's Board and leadership teams fully abide by and support the code, policies, procedures and principles it embodies. The Board maintains the high ground when it comes to compliance.

The Company's philosophy on Corporate Governance is thus, concerned with the ethics, values and morals of the Company and its Directors, who are expected to act in the best interests of the Company and remain accountable to the Members and other beneficiaries for their actions.

### BOARD OF DIRECTORS

At Abbott India, the Board of Directors plays an oversight role. The Board clearly understands the business dynamics and environment under which the Company operates, challenges and opportunities associated with the business operations.

The Board provides guidance and strategic direction to the Management in achievement of overall objectives. The Board always acts in good faith, with due diligence and care and in the best interests of all stakeholders.

#### Board Appointments

The Company has a comprehensive policy on nomination and appointment of Directors which lays down the characteristics, qualifications and other positive attributes which are taken into consideration when selecting Members for the Board of Directors.

The Board Members should, at a minimum, have backgrounds that when combined provide a portfolio of experience and knowledge that will serve Abbott's governance and strategic needs. Board candidates are considered basis a range of criteria including broad-based business knowledge and relationships, prominence and excellent reputations in their primary fields of endeavor, as well as a broad business perspective and commitment to good corporate citizenship. Directors should have demonstrated experience and ability that is relevant to the Board of Directors' oversight role with respect to the Company's business and affairs.

The Nomination and Remuneration Committee plays a constructive role in identifying Board candidates and recommending their appointments to the Board.

#### Board Composition and Category

The Board is well-structured and has optimum combination of executive and non-executive directors. The composition of the Board of Directors of the Company is in conformity with the requirements under the Companies Act, 2013 ("the Act") and the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, from time to time ("the SEBI Listing Regulations").

The Chairman of the Board is a Non-Executive Director. As on the date of this Report, the Board comprises of 9 Directors including 1 Executive and 8 Non-Executive Directors, of which 3 are Independent.

There are 4 Women Directors on the Board. There is no *inter se* relationship between the Directors.

The composition of the Board of Directors, their attendance at the Board Meetings held during the year under review and at the last Annual General Meeting along with the number of directorships and memberships/ chairmanships held in various Committees in other Companies, as on the date of this Report are given in the table below :

Name of the Director	Category of Directorship	No. of shares held in the Company	Board Meetings held in 2023-24 during the tenure of the Director	Attendance at		No. of Directorships in other Companies <sup>1</sup>	No. of Committee positions held in other Companies <sup>2</sup>
				Board Meetings held in 2023-24	Annual General Meeting (August 9, 2023)		
Munir Shaikh Chairman of the Board	Non-Executive Director	NIL	5	5	Yes	NIL	NIL
Swati Dalal (appointed as Managing Director effective April 1, 2024)	Managing Director	4 (jointly with relative)	NA	NA	NA	1	NIL
Ambati Venu	Non-Executive Director	NIL	5	5	Yes	NIL	NIL
Sudarshan Jain	Non-Executive Independent Director	250 (along with relative)	5	5	Yes	2	1
Anisha Motwani	Non-Executive Independent Director	NIL	5	5	Yes	9 <sup>3</sup>	6
Shalini Kamath	Non-Executive Independent Director	NIL	5	5	Yes	3 <sup>4</sup>	2
Sabina Ewing	Non-Executive Director	NIL	5	3 (via video-conference)	Yes	NIL	NIL
Kaiyomarz Marfatia	Non-Executive Director	NIL	5	5	Yes	1 <sup>5</sup>	2
Mahadeo Karnik (appointed as Director effective July 1, 2023)	Non-Executive Director	NIL	4	4	Yes	NIL	NIL
Vivek V Kamath (resigned effective March 18, 2024)	Managing Director	NIL	5	5	Yes	NIL	NIL
Rajiv Sonalker Whole-time Director (retired effective June 30, 2023)	Executive Director	45	1	1	NA	NIL	NIL

- Includes directorships in public (including listed), private, foreign Companies and alternate directorship. However, it does not include directorship in Companies registered under Section 8 of the Act.
- Includes Memberships/ Chairmanships of Audit Committee and Stakeholders Relationship Committee in listed and public limited Companies.
- Ms Anisha Motwani is an Independent Director on the Board of Prataap Snacks Limited; Welspun Living Limited; Star Health and Allied Insurance Company Limited; Hindware Home Innovation Limited and Nuvama Wealth Management Limited (listed entities).
- Ms Shalini Kamath is an Independent Director on the Board of Borosil Renewables Limited and Johnson Controls-Hitachi Air Conditioning India Limited (listed entities).
- Mr Kaiyomarz Marfatia is an Independent Director on the Board of SNL Bearings Limited (listed entity).



## Report on Corporate Governance (Contd.)

The Company notifies the BSE Limited regarding all appointments/ re-appointments/ cessations of Directors as required under Regulation 30 of the SEBI Listing Regulations.

None of the Directors on the Board holds directorship in more than ten public Companies. Further, none of the Independent Directors of the Company serve as Independent Director in more than seven listed Companies or as whole-time director in any listed Company.

### Board Meetings held during the year

During the year under review, 5 Board Meetings were held on the following dates :

May 19, 2023; August 9, 2023; November 9, 2023; February 1, 2024 and March 13, 2024 (via Video-Conference). The necessary quorum was present for all the Board Meetings. The option for attending Board/ Committee Meetings via audio-visual means except for the items which are specifically excluded for the same is provided to the Directors. The average attendance at the Meetings of Board of Directors was 95.5%.

### BOARD SKILL/ COMPETENCIES/ EXPERTISE

The Board has diverse sets of competencies and expertise, ideal mix of analytical, strategic and leadership skills that is required for its oversight role and meet the governance and strategic needs. The Board constantly focuses on raising the governance standards of the Company.

Name	Skills/ Competencies/ Expertise/ Qualifications
Munir Shaikh Chairman	<p>Mr Shaikh has held several management and leadership positions in different geographies across various businesses. He possesses vast knowledge of the industry and is a consummate team player with an entrepreneurial flair. He has an extensive leadership and industry experience including a deep knowledge and understanding of the Company's business operations, strategies and the business environment in which the Company operates.</p> <p>He holds expertise in the areas of general management, finance, marketing and business development.</p> <p>He is a fellow of the Institute of Chartered Accountant in England and Wales.</p>
Swati Dalal Managing Director (appointed effective April 1, 2024)	<p>Ms Dalal is an experienced leader in Abbott. She joined Abbott in 1995 as a Product Manager in Abbott India Limited (AIL). Over the next 10 years she took on various roles of increasing responsibilities within the marketing and sales function of the Neurosciences division and was then promoted as Head for the Specialty Care business.</p> <p>She then took several roles spanning New Product Introduction (NPI) and Life Cycle Management for AIL, and Director Commercial Operations and Commercial Director in Primary Care with Established Pharmaceutical Division's (EPD) Healthcare Solutions business.</p> <p>In April 2020, she was promoted as General Manager for Abbott's India Nutrition business. During Swati's time with Nutrition, the business achieved a growth of 15.4% CAGR, which includes the unprecedented pandemic times.</p> <p>She was then appointed as General Manager for EPD's Primary Care business in May 2023. Over the last one year, Swati has ably led the business to deliver market beating growth. She has been instrumental in reshaping the primary care portfolio to drive growth in core therapies and traded generics for long term success.</p> <p>She is an active Member of the DEI (Diversity, Equity and Inclusion) Council of Abbott in India and a founder Member of the "Women Leaders of Abbott" India Chapter and Business Advisory Council (BAC) sponsor of the Early Careers Network in India.</p> <p>She holds a pharmacy degree from P.K.M. Kundnani College of Pharmacy, Mumbai and a post-graduate degree in Management Studies from the Jamnalal Bajaj Institute of Management Studies in Mumbai.</p>

Name	Skills/ Competencies/ Expertise/ Qualifications
Ambati Venu	<p>Mr Ambati holds extensive experience in consumer goods, OTC and pharmaceutical businesses. Having worked in various regions, one of the strongest assets is his ability to excel within diverse socio-cultural environments.</p> <p>He holds strong business acumen, strategic leadership, the ability honed in both developed and emerging markets across the world.</p> <p>He is an alumnus of the Indian Institute of Management, Ahmedabad and holds a Bachelor's degree in Engineering (Mechanical) from the University of Bhopal.</p>
Sudarshan Jain	<p>Mr Jain is a veteran in the healthcare business. He has rich business experience in strategic management, corporate affairs, brand building and overall business operations in healthcare companies. His experience covers pharmaceutical, OTC, hospital, diagnostic and nutrition businesses.</p> <p>He has played active role in shaping the healthcare policy and improving access to healthcare in India and has wide industry knowledge and extensive expertise in building market leading brands.</p> <p>He holds Master's in Business Administration from the Indian Institute of Management (IIM), Ahmedabad and Bachelor of Science in Physics from St. Stephens College, Delhi.</p>
Anisha Motwani	<p>Ms Motwani is a Brand and Innovation expert with varied experience in marketing across diverse industries. As a marketer and creator of multiple consumer-oriented strategies, she takes a very strong interest in the topic of the Indian consumer-buying behavior, connect points, impact of the digital revolution, new segments and sub-segments etc. She has immense knowledge and expertise on digital marketing and brand building, corporate communications, consumer research and analytics and creative excellence.</p> <p>She has been the advisor with the World Bank on the prestigious "Swachh Bharat Programme", "Adoption of Solar Rooftops" and "National Mission for Clean Ganga". She is a multi-faceted business leader and draws from her rich experience of over 30 years in diverse industries – FMCG, automobiles, financial and health services. After a successful 25 years corporate career, Anisha founded StormTheNorm ventures in 2015, a Company specializing in Brand, Digital and Innovation Projects. She brings in new perspectives on how businesses can challenge the conventional norms and storm them in a way that will help them re-wire to succeed in a disruptive world. In her podcast channel, she takes on and disrupts different norms across the business landscape.</p> <p>In the last few years as an entrepreneur, Anisha has successfully completed projects for a range of corporate clients across India and South-East Asia.</p> <p>She is the author of 2 bestselling books: Storm the Norm - a first-of-its-kind collection of 20 contemporary stories of truly inspiring businesses and She Storms - a groundbreaking book that celebrates the extraordinary journeys of 17 women who defied norms and shattered barriers.</p> <p>She is on the Advisory Board of the CII Innovation Committee, Atal Incubation Center, Indian Institute of Health and Medical Research, India Diversity Forum and a regular speaker at National and Global business platforms.</p> <p>In recognition of her achievements, she was voted as one of the "50 Most Powerful Women in Indian Business" by Business Today for three consecutive years since 2009. She has also been recognized amongst the "Top 50 Women in Media, Marketing and Advertising" by Impact &amp; Colors for 4 consecutive years since 2011. She has been conferred "The Women at Work Leadership Award 2011" by Asian Confederation of Business and "Brand Builder of the Year" award by NDTV amongst many others.</p> <p>She holds Master's in Business Administration and Bachelor of Science from Sophia College.</p>



## Report on Corporate Governance (Contd.)

Name	Skills/ Competencies/ Expertise/ Qualifications
Shalini Kamath	<p>Ms Kamath is a Transformation Strategist and an Executive Coach. As a Transformation Strategist, she assists organisations through their change and transformation journey to enhance productivity, efficiency, processes, systems and organizational culture. She is a Certified and practicing Executive Coach having completed numerous assignments across Financial services, Logistics, Agri, Manufacturing and Consumer industries.</p> <p>Her Human Resources career spans close to a decade and half with Group HR Head positions for large corporates. Prior to her roles in HR, Shalini as the Marketing Director at Raytheon India was responsible for Business Development of large multi-million dollar programs in the areas of Defense and Commercial Electronics.</p> <p>Shalini began her working career in Zambia and Botswana in Southern Africa. Over a decade, she worked with the Governments of both the countries and acquired extensive experience in tripartite partnership projects related to community-oriented income generation programs.</p> <p>She holds Master's in Business Administration from Edinburgh Business School, UK; training from Harvard Business School in change and transformation; alumnus of CSC Global leadership program and a certified Zenger Folkman Leadership4you trainer and facilitator.</p>
Sabina Ewing	<p>Ms Ewing is a passionate, transformational global technology leader. She is a champion for delivering 21<sup>st</sup> century Information Technology organizations that move beyond the back office to Information Technology as a strategic enabler of top-line and bottom-line results. Currently, Ms Ewing is acting as a Global CIO, Senior Vice President-Business and Technology Services for Abbott Laboratories, USA. Prior to that, she served as the Global Head-Business Technology for Pfizer Upjohn headquartered in Shanghai, China. She has also served as Vice President for corporate functions and business services BT, supporting Pfizer's human resources, legal, corporate affairs, corporate compliance and corporate aviation divisions, as well as the enterprise-wide Global Support Services Organization.</p> <p>She holds Bachelor of Science in Commerce (with concentrations in Management Information Systems and Finance) from the University of Virginia and a Master of Science in Systems and Management from New York University.</p>
Kaiyomarz Marfatia	<p>Mr Marfatia holds strong legal acumen and extensive experience in corporate compliance functions, litigation, industrial licensing, foreign collaborations, technology transfer arrangements, distribution arrangements, commercial and IPR matters, among others, in pharmaceutical, healthcare and engineering industries.</p> <p>He has been associated with Abbott for about 28 years, including over 25 years in their full-time employment. During this period, he held positions of increasing responsibility and built a highly skilled team of legal and corporate secretarial professionals.</p> <p>He has served on the Board of the Company since 2011.</p> <p>Mr Marfatia has been a strong business partner and has played a vital role in the acquisition of various brands and businesses and handled cross functional projects such as manufacturing reconfiguration/ optimization and corporate restructuring. He played a key role in setting up the formal compliance framework and policies for Abbott in India.</p> <p>He is a Law Graduate from Government Law College, Mumbai.</p>

Name	Skills/ Competencies/ Expertise/ Qualifications
Mahadeo Karnik (appointed as Director effective July 1, 2023)	<p>Mr Karnik is a veteran in finance stream and brings in vast knowledge and expertise in financial analysis, capital markets, corporate taxation, mergers and acquisitions. He is a keen strategist with considerable experience of participation in Company-wide initiatives for developing and implementing improved business models and profitable market-beating growth strategy. He has been instrumental in driving many automation and digitization projects critical for the Companies.</p> <p>He is currently the Regional Finance Director of Abbott Healthcare Private Limited for Abbott's established pharmaceutical businesses in India. He is well-versed with the pharma and diagnostics operating business models. He has advised on many significant change management projects while ensuring smooth transition and without any business disruption.</p> <p>Prior to joining Abbott, Mr Karnik was associated with Perkin Elmer India Private Limited, Roche Diagnostics India Private Limited, International Best foods Limited and United Phosphorus.</p> <p>He is a fellow Member of the Institute of Chartered Accountants of India and Institute of Cost and Management Accountants of India.</p>

**Tenure of Directorships**

Managing Director/ Executive Directors are appointed for such tenure as prescribed under the Act and in accordance with the terms of their contract of service with the Company.

Non-Executive Directors (other than the Independent Directors) are subject to retirement by rotation as per the provisions of the Act. One-third of total number of such Directors who are liable to retire by rotation, retire at each Annual General Meeting and are eligible for re-appointment.

Independent Directors are appointed for a term upto five consecutive years. They are eligible for re-appointment for another term upto five consecutive years on passing of a special resolution by the Company.

Details of the Directors seeking re-appointment at the forthcoming Annual General Meeting as required under Regulation 36(3) of the SEBI Listing Regulations and Secretarial Standards issued by the Institute of Company Secretaries of India are annexed to the Notice convening the Annual General Meeting, which forms part of the Annual Report.

**INDEPENDENT DIRECTORS**

- In terms of Regulation 25(8) of the SEBI Listing Regulations, Independent Directors have confirmed that they are not aware of any circumstance or situation which exists or may be reasonably anticipated that could impair or impact their ability to discharge their duties.
- Based on the declarations received from the Independent Directors, the Board of Directors and the Nomination and Remuneration Committee have confirmed that they meet the criteria of independence as mentioned under

Section 149(6) of the Act and Regulation 16(1)(b) of the SEBI Listing Regulations and that they are independent of the management. Further, the Independent Directors have included their names in the data bank of Independent Directors maintained with the Indian Institute of Corporate Affairs in terms of Section 150 of the Act read with Rule 6 of the Companies (Appointment and Qualification of Directors) Rules, 2014.

**Meeting of Independent Directors**

Meeting of Independent Directors was held on May 18, 2023, in compliance with the requirements of the Act, Rules framed thereunder and Regulation 25(3) of the SEBI Listing Regulations. The said Meeting was attended by all the Independent Directors. Mr Sudarshan Jain acted as the Lead Independent Director for the said Meeting.

The Independent Directors at their Meeting *inter alia*, reviewed the performance of Non-Independent Directors and the Board of Directors as a whole and the performance of the Chairman, considering the views of Executive Directors and Non-Executive Directors. They also assessed the quality, quantity and timeliness of flow of information between the Management and the Board of Directors that helps the Board in effective decision making and provided valuable feedback and inputs.

**FAMILIARIZATION PROGRAMS FOR INDEPENDENT DIRECTORS**

As a part of induction and continuing education program for Independent Directors, the Managing Director/ Commercial Directors/ Function Heads make periodic presentations at the Board/ Committee Meetings to apprise the Directors of the

## Report on Corporate Governance (Contd.)

Company's business strategies, long-term plans, operations and performance, relevant legal/ regulatory updates in the laws and regulations applicable to the Company. In addition, these presentations also provide insights into various growth opportunities for the Company, operational and environmental challenges associated with the Company's business operations, products, management's risk mitigation plans, human resources, cyber security and CSR updates, etc.

Regular briefs are provided to the Directors on the Company's business operations, policies and procedures, distribution channels, business model, cash and treasury management, accounting systems and internal financial controls, etc. Annual interactive strategy sessions are arranged with the Senior Management and Functional heads.

Details of the programs conducted by the Company during the financial year 2023-24 and participation by independent directors are available on the website of the Company at <https://www.abbott.co.in/investor-relations.html>.

### REMUNERATION OF DIRECTORS

#### Non-Executive Directors

Criteria for payment of remuneration to Non-Executive Directors are set out in the Remuneration Policy which is available on the website of the Company at <https://www.abbott.co.in/investor-relations.html>.

The Non-Executive Directors of the Company are paid remuneration by way of sitting fees and commission. In accordance with the approval granted by the Shareholders on November 12, 2022, the Non-Executive Directors (other than Non-Executive Directors of the Company, who are in full time employment with Abbott Group Companies) are entitled for Commission of ₹ 0.15 Crores per annum and additional ₹ 0.05 Crores per annum to the Board Chairman, in proportion to the Board Meetings attended by them during the year.

The details of sitting fees and commission paid to Non-Executive Directors for the financial year 2023-24 is given below :

Sr. No.	Name of the Director	₹ in Crores)	
		Sitting Fees	Commission
1.	Munir Shaikh	0.12	0.20
2.	Sudarshan Jain	0.15	0.15
3.	Anisha Motwani	0.16	0.15
4.	Shalini Kamath	0.16	0.15
5.	Kaiyomarz Marfatia	0.08	0.15

Besides payment of commission, sitting fees and dividend on equity shares held by the Directors, if any, none of the Non-Executive Directors had any pecuniary relationship or transactions with the Company.

#### Executive Directors

The Executive Directors are paid remuneration in accordance with the limits prescribed under the Act and the Remuneration Policy of the Company. Such remuneration is considered and approved by the Nomination and Remuneration Committee, the Board of Directors and the Shareholders of the Company.

Details of remuneration paid to the Executive Directors during the financial year 2023-24 are as follows :

Terms of Agreement	₹ in Crores)	
	Vivek V Kamath Managing Director <sup>#</sup>	Rajiv Sonalker CFO and Whole-time Director <sup>§</sup>
Period of appointment	5 years	2 years
Date of appointment/ re-appointment	February 15, 2022	July 1, 2021
Salary and Other Allowances	3.66	2.12
Perquisites	2.01	0.50
Contribution to Provident Fund	0.17	0.03
Performance Linked Incentive	0.74	0.18
Notice Period	Three Months	
Severance Fees	There is no separate provision for payment of severance fees.	
Stock Option <sup>@</sup>	NIL	

<sup>#</sup> resigned effective March 18, 2024.

<sup>§</sup> retired effective June 30, 2023.

<sup>@</sup>The Company does not have any Stock Option Plan for its employees. However, above Executive Directors are entitled to Stock Option of Abbott Laboratories, USA under its "Incentive Stock Option Program" and is also eligible to purchase shares of Abbott Laboratories, USA, under its "Affiliate Employee Stock Purchase Plan", the requisite value of which is included above.

The amount of performance bonus/ commission payable to the Managing Director/ Whole-time Director is calculated basis the performance of the Company in general and the individual's performance for the relevant financial year measured against specific key result areas, which are aligned to the Company's objectives and policies. The same is considered and approved by the Board based on the recommendation of the Nomination and Remuneration Committee in alignment with Company policies.

The Company has entered into Agreement with Ms Swati Dalal, Managing Director for a period of 3 years with effect from April 1, 2024 to March 31, 2027 on such terms and conditions including remuneration as set out in the Explanatory Statement annexed to the Postal Ballot Notice dated March 13, 2024.

#### AUDIT COMMITTEE

The composition, role, terms of reference as well as powers of the Audit Committee are in compliance with the provisions of Section 177 of the Act and Regulation 18 of the SEBI Listing Regulations. All the Members of the Audit Committee are financially literate.

#### Composition :

The Committee comprises of 4 Members of which, 3 are Independent Directors and 1 Non-Executive Director as on the date of this Report.

The composition of the Audit Committee, category of its Members, their attendance at the Committee Meetings held during the year under review is given below :

Name of the Member	Category	No. of Meetings held in 2023-24	
		During the tenure of the Director	Attended
Anisha Motwani Chairperson	Independent Director	5	5
Munir Shaikh	Non-Executive Director	5	5
Sudarshan Jain	Independent Director	5	5
Shalini Kamath	Independent Director	5	5

Ms Sangeeta Shetty, Company Secretary is the Secretary of the Committee.

#### Meetings :

During the year under review, the Committee met 5 times on the following dates :

May 19, 2023; August 9, 2023; November 9, 2023; February 1, 2024 and March 13, 2024 (via Video-Conference).

The necessary quorum was present for all the Committee Meetings.

Meetings of Audit Committee are also attended by the Managing Director, Non-Executive Directors, Chief Financial Officer, Statutory Auditors and the Internal Auditors as

invitees. The Cost Auditors attend the Audit Committee Meeting where Cost Audit Report is discussed and approved.

Ms Anisha Motwani, Chairperson of the Audit Committee attended the Annual General Meeting of the Company held on August 9, 2023, in compliance with the requirements of Regulation 18(1)(d) of the SEBI Listing Regulations.

#### Role :

The role of the Committee includes :

- oversight of the Company's financial reporting process and the disclosure of its financial information to ensure that the financial statements are correct, sufficient and credible;
- recommendation for appointment, remuneration and terms of appointment of auditors of the Company;
- approval of payment to statutory auditors for any other services rendered by them;
- reviewing with the management, the annual financial statements and auditor's report thereon before submission to the Board for approval, with particular reference to :
  - a) matters required to be included in the Directors' Responsibility Statement to be included in the Board's Report in terms of clause (c) of sub-section 3 of Section 134 of the Act;
  - b) changes, if any, in accounting policies and practices and reasons for the same;
  - c) major accounting entries involving estimates based on the exercise of judgment by management;
  - d) significant adjustments made in the financial statements arising out of audit findings;
  - e) compliance with listing and other legal requirements relating to the financial statements;
  - f) disclosure of any related party transactions;
  - g) modified opinion(s) in the draft audit report.
- reviewing with the management, the quarterly financial statements before submission to the Board for approval;
- reviewing and monitoring the auditor's independence and performance and effectiveness of audit process;
- approval or any subsequent modification of transactions of the Company with related parties;
- scrutiny of inter-corporate loans and investments;
- valuation of undertakings or assets of the Company, wherever it is necessary;
- evaluation of internal financial controls and risk management systems;



## Report on Corporate Governance (Contd.)

- reviewing with the management, performance of statutory and internal auditors, adequacy of the internal control systems;
- reviewing the adequacy of internal audit function, if any, including the structure of the internal audit department, staffing and seniority of the official heading the department, reporting structure, coverage and frequency of internal audit;
- discussion with internal auditors of any significant findings and follow up thereon;
- reviewing the findings of any internal investigations by the internal auditors into matters where there is suspected fraud or irregularity or a failure of internal control systems of a material nature and reporting the matter to the Board;
- discussion with statutory auditors before the audit commences, about the nature and scope of audit as well as post-audit discussion to ascertain any areas of concern;
- to look into the reasons for substantial defaults in the payment to the depositors, debenture holders, members (in case of non-payment of declared dividends) and creditors;
- approval of appointment of Chief Financial Officer after assessing the qualifications, experience and background, etc, of the candidate;
- reviewing the functioning of the Vigil Mechanism/ Whistle-Blower Mechanism;
- carrying out any other functions as may be prescribed under the Act, Rules framed thereunder and Regulation 18 of the SEBI Listing Regulations or as may be delegated by the Board, from time to time.

The Committee also reviews various information prescribed under Part C of Schedule II as referred in Regulation 18(3) of the SEBI Listing Regulations.

### NOMINATION AND REMUNERATION COMMITTEE

The composition, role, terms of reference as well as powers of the Nomination and Remuneration Committee are in compliance with the provisions of Section 178 of the Act and Regulation 19 of the SEBI Listing Regulations.

#### Composition :

The Committee comprises of 3 Members, of which 2 are Independent Directors and 1 Non-Executive Director as on the date of this Report.

The composition of the Nomination and Remuneration Committee, category of its Members and their attendance at the Committee Meetings held during the year under review is given below :

Name of the Member	Category	No. of Meetings held in 2023-24	
		During the tenure of the Director	Attended
Sudarshan Jain Chairman	Independent Director	4	4
Ambati Venu	Non-Executive Director	4	4
Anisha Motwani	Independent Director	4	4

Ms Sangeeta Shetty, Company Secretary, is the Secretary of the Committee.

#### Meetings :

During the year under review, the Committee met 4 times on the following dates :

May 19, 2023; August 9, 2023; February 1, 2024 and March 12, 2024.

The necessary quorum was present for all the Committee Meetings.

Mr Sudarshan Jain, Chairman of the Committee attended the Annual General Meeting of the Company held on August 9, 2023, to answer the Shareholders' queries in compliance with the requirements of Regulation 19(3) of the SEBI Listing Regulations.

#### Role :

The role of the Committee in relation to Nomination matters include :

- formulating criteria for identifying suitable candidates for Directors and Senior Management;
- identify persons who are qualified to become Directors and appointed as the Senior Management in accordance with criteria laid down and recommend to the Board their appointment and removal;
- formulating the criteria for determining the qualifications, positive attributes and independence of a Director;
- devising policy on the diversity of the Board;

- ensuring that there is an appropriate induction program in place for new Directors and reviewing its effectiveness.
- formulating the criteria for evaluation of performance of Board, its Committees and individual Directors and review its implementation and compliance and whether to extend or continue the term of appointment of the Independent Director on the basis of such assessment;
- to consider any other matters as may be delegated by the Board.

The role of the Committee in relation to Remuneration matters include :

- recommend to the Board a policy, relating to the remuneration for the Directors, Key Managerial Personnel and other employees. The Committee shall, while formulating the policy ensure that :
  - the level and composition of remuneration is reasonable and sufficient to attract, retain and motivate Directors of the quality, required to run the Company successfully;
  - relationship of remuneration to performance is clear and meets appropriate performance benchmarks;
  - remuneration to Directors, Key Managerial Personnel and Senior Management involves a balance between fixed and incentive pay reflecting short and long-term performance objectives appropriate to the working of the Company and its goals.
- recommend to the Board all remuneration, in whatever form, payable to the Senior Management;
- to consider any other matters as may be delegated by the Board.

### Performance Evaluation Criteria for Independent Directors

In terms of the requirements of the Act and Rules made thereunder, evaluation of Independent Directors is done by the entire Board of Directors (except the Director whose evaluation is being done) basis the criteria set by the Nomination and Remuneration Committee. The Board also evaluates if the Independent Directors fulfill the criteria of independence as laid down in the Act, Rules framed thereunder and the SEBI Listing Regulations. Criteria for evaluation and detailed mechanism adopted for evaluation of Directors are provided in the Board's Report.

### STAKEHOLDERS RELATIONSHIP COMMITTEE

The composition, role, terms of reference as well as powers of the Stakeholders Relationship Committee are in compliance with the provisions of Section 178 of the Act and Regulation 20 of the SEBI Listing Regulations.

#### Composition :

The Committee comprises of 4 Members, of which 2 are Independent Directors, 1 Non-Executive Director and 1 Executive Director as on the date of this Report.

The composition of the Stakeholders Relationship Committee, category of its Members and their attendance at the Committee Meetings held during the year under review is given below :

Name of the Member	Category	No. of Meetings held in 2023-24	
		During the tenure of the Director	Attended
Kaiyomarz Marfatia Chairman	Non-Executive Director	2	2
Swati Dalal <sup>1</sup>	Managing Director	NIL	NA
Anisha Motwani	Independent Director	2	2
Shalini Kamath	Independent Director	2	2
Vivek V Kamath <sup>2</sup>	Managing Director	2	2

<sup>1</sup> appointed as Member effective April 1, 2024.

<sup>2</sup> ceased to be Member effective March 18, 2024.

Ms Sangeeta Shetty, Company Secretary, is the Secretary of the Committee. She also acts as the Compliance and Nodal Officer of the Company.

#### Meetings :

During the year under review, the Committee met twice on the following dates :

May 18, 2023 and November 9, 2023.

The necessary quorum was present for all the Committee Meetings.



## Report on Corporate Governance (Contd.)

### Role :

The role of the Committee includes :

- resolving the grievances of the Shareholders including complaints related to transfer/ transmission of shares, non-receipt of annual report, non-receipt of declared dividends, issue of new/ duplicate certificates, general meetings, etc;
- review of measures taken for effective exercise of voting rights by the Shareholders;
- review of adherence to the service standards adopted by the Company in respect of various services being rendered by the Registrar and Share Transfer Agent;
- review of the various measures and initiatives taken by the Company for reducing the quantum of unclaimed dividends and ensuring timely receipt of dividend warrants/ annual reports/ statutory notices by the Shareholders of the Company.

A summary of grievances received and resolved by the Company to the satisfaction of the Shareholders during the year under review, is given below :

Particulars	No. of Grievances
Pending at the beginning of the year	NIL
Received during the year	18 <sup>#</sup>
Resolved during the year	18 <sup>#</sup>
Pending at the end of the year	NIL

<sup>#</sup>pertains 8 letters received through BSE Limited and 10 letters through Securities and Exchange Board of India (SEBI-SCORES).

These investor grievances mainly pertained to Duplicate Share Certificate; Transmission of Shares/ Deletion of name; KYC updation; Exchange of Share Certificate; Dematerialization of Shares and IEPF Claim. All the grievances were resolved upto the satisfaction of the Shareholders.

### CORPORATE SOCIAL RESPONSIBILITY (“CSR”) COMMITTEE

The composition, role, terms of reference as well as powers of the Corporate Social Responsibility Committee are in compliance with the requirements of Section 135 of the Act and Companies (Corporate Social Responsibility Policy) Rules, 2014.

#### Composition :

The Committee comprises of 5 Members of which 2 are Independent Directors, 2 Non-Executive Directors and 1 Executive Director, as on the date of this Report.

The composition of the CSR Committee, category of its Members and their attendance at the Committee Meetings held during the year under review is given below :

Name of the Member	Category	No. of Meetings held in 2023-24	
		During the tenure of the Director	Attended
Munir Shaikh Chairman	Non-Executive Director	4	4
Swati Dalal <sup>1</sup>	Managing Director	NIL	NA
Anisha Motwani	Independent Director	4	4
Shalini Kamath	Independent Director	4	4
Mahadeo Karnik <sup>2</sup>	Non-Executive Director	3	3
Vivek V Kamath <sup>3</sup>	Managing Director	4	4
Rajiv Sonalker <sup>4</sup>	Whole-time Director	1	1

<sup>1</sup> appointed as Member effective April 1, 2024.

<sup>2</sup> appointed as Member effective July 1, 2023.

<sup>3</sup> ceased to be Member effective March 18, 2024.

<sup>4</sup> ceased to be Member effective June 30, 2023.

Ms Sangeeta Shetty, Company Secretary, is the Secretary of the Committee.

#### Meetings :

During the year under review, the Committee met 4 times on the following dates :

May 18, 2023; August 9, 2023; November 9, 2023 and February 1, 2024.

The necessary quorum was present for all the Committee Meetings.

#### Role :

The role of the Committee includes :

- formulate and recommend for the acceptance of the Board, the Corporate Social Responsibility Policy (“CSR Policy”) *inter alia*, to include the CSR activities, specify the modalities of execution, implementation schedules and recommend the same to the Board of Directors;
- identify the CSR projects/ activities/ programs to be undertaken by the Company (“CSR activities”), in alignment with Company’s CSR Policy and Schedule VII of the Act;
- review best practices in the key CSR areas by appropriate internal/ external analysis;

- recommend the amount of expenditure to be incurred on the CSR activities, for each financial year of the Company;
- devise suitable transparent monitoring mechanism for monitoring progress/ status of implementation of the CSR activities;
- receive reports and review activities from executive and specialist groups managing CSR activities;
- monitor CSR Policy from time to time and revise the same as and when needed;
- carry out such other functions, as may be prescribed by the Act or CSR Rules or as may be delegated by the Board, from time to time.

### RISK MANAGEMENT COMMITTEE

The composition, role, terms of reference as well as powers of Risk Management Committee are in compliance with the provisions of Regulation 21 of the SEBI Listing Regulations.

#### Composition :

The Committee comprises of 5 Members of which 2 are Independent Directors, 2 Non-Executive Directors and 1 Executive Director as on the date of this Report.

The composition of the Risk Management Committee, category of its Members, their attendance at the Committee Meetings held during the year under review is given below :

Name of the Member	Category	No. of Meetings held in 2023-24	
		During the tenure of the Director	Attended
Swati Dalal <sup>1</sup> Chairperson	Managing Director	NIL	NA
Sudarshan Jain	Independent Director	3	3
Shalini Kamath	Independent Director	3	3
Kaiyomarz Marfatia	Non-Executive Director	3	3
Mahadeo Karnik <sup>2</sup>	Non-Executive Director	2	2
Vivek V Kamath <sup>3</sup>	Managing Director	3	3
Rajiv Sonalker <sup>4</sup>	Whole-time Director	1	1

<sup>1</sup> appointed as Chairperson effective April 1, 2024.

<sup>2</sup> appointed as Member effective July 1, 2023.

<sup>3</sup> ceased to be Chairman and Member effective March 18, 2024.

<sup>4</sup> ceased to be Member effective June 30, 2023.

Ms Sangeeta Shetty, Company Secretary, is the Secretary of the Committee.

### Meetings :

During the year under review, the Committee met 3 times on the following dates :

May 18, 2023; November 9, 2023 and February 1, 2024.

The necessary quorum was present for all the Committee Meetings.

#### Role :

The role of the Committee includes :

- to formulate a detailed Risk Management Policy which shall include :
  - a framework for identification of internal and external risks specifically faced by the listed entity, in particular including financial, operational, sectoral, sustainability (particularly, ESG related risks) information, cyber security risks or any other risk as may be determined by the Committee;
  - measures for risk mitigation including systems and processes for internal control of identified risks;
  - business continuity plan.
- to ensure that appropriate methodology, processes and systems are in place to monitor and evaluate risks associated with the business of the Company;
- to monitor and oversee implementation of the risk management policy, including evaluating the adequacy of risk management systems;
- to periodically review the risk management policy, at least once in two years, including by considering the changing industry dynamics and evolving complexity;
- the appointment, removal and terms of remuneration of the Chief Risk Officer (if any), shall be subject to review by the Risk Management Committee;
- to keep the Board of Directors informed about the nature and content of its discussions, recommendations and actions to be taken;
- any other role as may be delegated by the Board from time to time or which may be prescribed under the Act or the SEBI Listing Regulations or by amendments thereof.

The Risk Management Committee shall coordinate its activities with other Committees, in instances where there is any overlap with activities of such Committees, as per the framework laid down by the Board of Directors.



## Report on Corporate Governance (Contd.)

## ANNUAL GENERAL MEETINGS

Financial Year	Date	Time	Location	Special Resolutions Passed
2022-23	August 9, 2023	9.30 a.m.	Via Video-Conferencing (VC)/ Other Audio-Visual Means (OAVM)	--
2021-22	August 10, 2022	9.30 a.m.	Via Video-Conferencing (VC)/ Other Audio-Visual Means (OAVM)	Re-appointment of Mr Munir Shaikh (DIN : 00096273), who has attained the age of Seventy-five years, as Director, liable to retire by rotation.
2020-21	July 27, 2021	9.30 a.m.	Via Video-Conferencing (VC)/ Other Audio-Visual Means (OAVM)	Re-appointment of Ms Anisha Motwani (DIN : 06943493) as an Independent Director for a term of 5 (five) years effective April 25, 2021, not liable to retire by rotation.

All the resolutions set out in the Notices of the Meetings, as aforesaid, were duly passed with requisite majority by the Members.

## POSTAL BALLOT

The following resolutions were passed by the Company through Postal Ballot on April 25, 2024.

Sr. No.	Type of Resolution	Particulars	Voting Pattern	
			% of votes in favor of the resolution	% of votes against the resolution
1.	Ordinary	Appointment of Ms Swati Dalal (DIN : 01513751) as a Director of the Company effective April 1, 2024	100%	--
2.	Ordinary	Appointment of Ms Swati Dalal (DIN : 01513751) as Managing Director of the Company for a period of 3 (three) years effective April 1, 2024 on such terms and conditions including remuneration as set out in the Explanatory Statement annexed to the Postal Ballot Notice dated March 13, 2024.	99.20%	0.80%

No other resolution was passed by the Company through Postal Ballot during the financial year 2023-24.

## PROCEDURE ADOPTED FOR POSTAL BALLOT

The Postal Ballot was conducted in compliance with Section 108 and 110 of the Act, read with Rule 20 and 22 of the Companies (Management and Administration) Rules, 2014 and other applicable provisions of the Act and the Rules, General Circular Nos. 14/2020 dated April 8, 2020 and 17/2020 dated April 13, 2020 read with other relevant circulars, including General Circular No. 09/2023 dated September 25, 2023, issued by the Ministry of Corporate Affairs, Regulation 44 of the SEBI Listing Regulations, Secretarial Standard on General Meetings ("SS-2") issued by the Institute of Company Secretaries of India and other applicable laws, rules and regulations. Mr Taizoon M. Khumri, Practicing Company Secretary (CP No. 88 and Membership No. FCS 993) acted as a Scrutinizer for the above Postal Ballot.

## CODE OF BUSINESS CONDUCT

Code of Business Conduct for Board of Directors and Senior Management ("Code") lays down various principles of ethics and compliance. The Code has been posted on the Company's website at <https://www.abbott.co.in/investor-relations.html>.

All the Directors and Senior Management have confirmed the compliance of the Code of Business Conduct. The Certificate issued by Ms Swati Dalal - Managing Director to this effect forms part of this report.

## CODE OF FAIR DISCLOSURE

The Company has in line with the requirements of the Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015, as amended from time to time, adopted the Code of Fair Disclosure i.e., Code of

Internal Procedures and Conduct for Regulating, Monitoring and Reporting of Trading by Insiders. The same has been posted on the Company's website at <https://www.abbott.co.in/investor-relations.html>.

## VIGIL MECHANISM/ WHISTLE-BLOWER POLICY

The Company has in place the Vigil Mechanism/ Whistle-Blower Policy called "Abbott India Limited-Procedure for Internal Investigations" in terms of the requirements of the Act and Regulation 22 of the SEBI Listing Regulations. Adequate safeguards are provided against victimization of director(s) or employee(s) or any other person who raises concerns using such mechanism. No employee has been denied access to the Audit Committee.

## MEANS OF COMMUNICATION

i) The quarterly, half-yearly and annual results are published in English daily newspaper (Business Standard-Pan India) and Marathi newspaper (Loksatta published from Mumbai). The quarterly results/ shareholding pattern/ notice of Board Meetings are made available on the website of the Company at <https://www.abbott.co.in/investor-relations.html> and on the website of BSE Limited.

ii) During the year under review, the Company has neither made any presentations to institutional investors/ analysts nor had any official news release.

## GENERAL SHAREHOLDER INFORMATION

## i) Annual General Meeting

Thursday, August 8, 2024, through Video-Conferencing (VC)/ Other Audio-Visual Means (OAVM) at 10.00 am (IST).

## ii) Financial year

April 1, 2023 to March 31, 2024

## iii) E-voting Period

From 9.00 a.m. (IST) on Monday, August 5, 2024

Upto 5.00 p.m. (IST) on Wednesday, August 7, 2024

## iv) Dividend Payment Date

On or after August 13, 2024

## v) Listing on Stock Exchange

BSE Limited  
Phiroze Jeejeebhoy Towers  
Dalal Street, Mumbai – 400 001  
Telephone No. : +91-22-2272 1233/4, +91-22-6654 5695  
Fax : +91-22-2272 1919  
Website : [www.bseindia.com](http://www.bseindia.com)  
E-mail : [corp.relations@bseindia.com](mailto:corp.relations@bseindia.com)

vi) The annual listing fees for the financial year 2023-24 and 2024-25 was paid to the BSE Limited as per Regulation 14 of the SEBI Listing Regulations.

## vii) International Securities Identification Number (ISIN)

INE358A01014

## viii) Stock Code (BSE)

500488

## ix) Market Price Data (High/ Low) on BSE

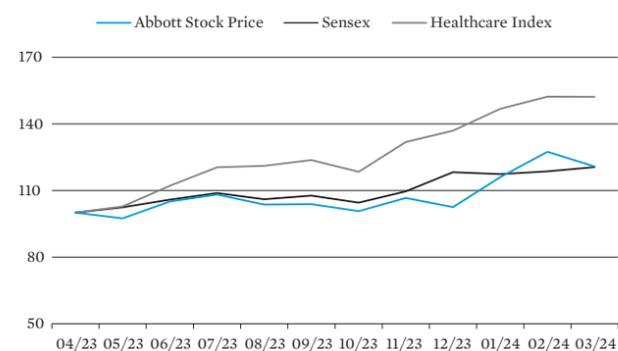
Month	High	Low
April, 2023	23,142.55	21,808.00
May, 2023	22,795.75	20,594.25
June, 2023	23,488.00	21,451.50
July, 2023	24,200.00	22,700.05
August, 2023	24,724.95	23,035.50
September, 2023	23,630.00	22,023.00
October, 2023	23,346.10	21,907.45
November, 2023	24,422.50	22,161.00
December, 2023	23,909.95	21,983.40
January, 2024	26,350.00	22,534.65
February, 2024	29,628.15	25,701.20
March, 2024	28,825.00	26,442.85



## Report on Corporate Governance (Contd.)

**x) Performance in comparison to broad based indices**

April 1, 2023 to March 31, 2024, Normalized (100)

**xi) Registrar and Share Transfer Agent**

KFin Technologies Limited

Selenium Building, Tower B,  
Plot No. 31-32, Financial  
District, Nanakramguda,  
Serilingampally,  
Hyderabad - 500 032  
Tel No. : +91-40-6716 2222;  
Toll Free No. : 1800 309 4001

6/8, Ground Floor,  
Crossley House,  
Near BSE Limited,  
Next to Union Bank,  
Opposite to J&K Bank,  
Fort, Mumbai - 400 001

E-mail : [einward.ris@kfintech.com](mailto:einward.ris@kfintech.com)  
Website : <https://www.kfintech.com>  
<https://ris.kfintech.com>

Investor Support Center : <https://ris.kfintech.com/clientservices/isc/>Details of various centers of KFin are available on [www.kfintech.com](http://www.kfintech.com)**xii) Share Transfer System**

Share Transfer Committee comprising of the Directors and officials of the Company attend to the share related formalities at least once in a fortnight. The Committee also considers requests received for duplicate, split/consolidation, dematerialization and transmission of shares.

All the requests received as specified above, are processed as per the prescribed timelines upon receipt of complete set of documents.

**xiii) Shareholding Pattern as on March 31, 2024**

Category of Shareholders	No. of Shares	% to Total
Promoters	1,59,34,048	74.99
Banks	4,819	0.02
Foreign Portfolio Corporation	38,110	0.18
Alternative Investment Fund	22,646	0.11
General Insurance Corporation of India	27,911	0.13
Mutual Funds	16,07,722	7.57
Qualified Institutional Buyer	2,29,193	1.08
Domestic Companies	1,37,609	0.64
Resident Indians	30,08,464	14.16
Non-Resident Indians	1,29,243	0.61
Directors	50	0.00
Directors Relatives	200	0.00
Unclaimed Suspense Account	3,958	0.02
Investor Education and Protection Fund (IEPF) Authority	1,04,401	0.49
Others	928	0.00
<b>Total</b>	<b>2,12,49,302</b>	<b>100.00</b>

**xiv) Distribution of Shareholding as on March 31, 2024**

Distribution	No. of Shareholders	% to Total	No. of Shares held	% to Total
Upto 500	68,227	98.34	16,48,680	7.76
501 to 1,000	628	0.91	4,62,058	2.17
1,001 to 2,000	299	0.43	4,22,101	1.99
2,001 to 3,000	93	0.14	2,24,361	1.06
3,001 to 4,000	38	0.05	1,35,537	0.64
4,001 to 5,000	23	0.03	1,02,715	0.48
5,001 to 10,000	31	0.04	2,21,316	1.04
Above 10,000	43	0.06	1,80,32,534	84.86
<b>Total</b>	<b>69,382</b>	<b>100.00</b>	<b>2,12,49,302</b>	<b>100.00</b>

**xv)** In terms of requirements of Regulation 39(4) and Schedule VI of the SEBI Listing Regulations, shares which remained unclaimed in the custody of the Company are required to be transferred to the Unclaimed Suspense Account opened by the Company.

Accordingly, details of the unclaimed shares lying in the Company's Unclaimed Suspense Account are as follows :

Particular	No. of Shareholders	No. of Shares
No. of shares as on April 1, 2023	33	3,958
No. of shares claimed and transferred from the Unclaimed Suspense Account during the year	-	-
No. of shares transferred to Investor Education and Protection Fund (IEPF)	-	-
<b>No. of shares as on March 31, 2024</b>	<b>33</b>	<b>3,958</b>

All benefits accruing on such shares shall be credited to Unclaimed Suspense Account for a period of seven years. Thereafter, the said shares including all benefits accrued thereon shall be transferred by the Company to the IEPF Authority in accordance with provisions of Section 124(5) and (6) of the Act and Rules framed thereunder.

**xvi)** In terms of requirements of Section 124(6) of the Act read with the Investor Education and Protection Fund Authority (Accounting, Audit, Transfer and Refund) Rules, 2016 ("IEPF Rules"), all shares in respect of which

dividend has not been paid or claimed for 7 (seven) consecutive years or more are required to be transferred to the Investor Education and Protection Fund Authority ("IEPF Authority").

The details of shares so transferred is available on the Company's website under the Investor Section at <https://www.abbott.co.in/investor-relations.html>.

The Members whose shares/ unclaimed dividends, etc. have been transferred to IEPF, may claim the shares by making an application to IEPF Authority in Form IEPF-5 (available on [www.iepf.gov.in](http://www.iepf.gov.in)) along with requisite fee as decided by the Authority from time to time.

During the year, the Company has transferred 8,157 Equity Shares held by 57 Members to the IEPF Authority in September 2023, details of which are given below :

Particular	No. of Shareholders	No. of Shares
No. of shares in IEPF Account as on April 1, 2023	684	98,049
No. of shares transferred to IEPF Account during the year 2023-24	57	8,157
No. of shares claimed and transferred to the Shareholders from IEPF Account during the year 2023-24	(9)	(1,805)
<b>No. of shares in IEPF Account as on March 31, 2024</b>	<b>732</b>	<b>1,04,401</b>



## Report on Corporate Governance (Contd.)

**xvii)** Pursuant to the Act, read with IEPF Rules, dividend, if not claimed for a period of 7 (seven) years from the date of transfer to Unpaid Dividend Account of the Company, are liable to be transferred to IEPF. During the financial year 2023-24, the Company has transferred to IEPF unpaid dividend amounting to ₹ 0.52 Crores pertaining to the financial year 2015-16.

**xviii)** The Company has appointed a Nodal and Deputy Nodal Officer under the provisions of IEPF. Details of the Nodal and Deputy Nodal Officer for the purpose of co-ordination with the IEPF Authority are available on the website of the Company at <https://www.abbott.co.in/investor-relations.html>.

### **xix) Dematerialization of Shares as on March 31, 2024 and liquidity**

The shares of the Company are compulsorily traded in electronic mode and are available for trading with both the Depositories in India namely, National Securities Depository Limited (NSDL) and Central Depository Services (India) Limited (CDSL).

2,10,42,838 Equity Shares representing 99.03% of the Company's total paid-up share capital were held in dematerialized mode, as on March 31, 2024.

### **xx) The Company has not issued any GDR/ ADR or Warrants or any other convertible instruments**

#### **xxi) Foreign exchange risk and hedging activities**

The Company has foreign exchange exposure and hedging is done for a significant portion of the same.

#### **xxii) Plant Location**

L-18/19, Verna Industrial Estate, Verna Salcette, Goa - 403 722.

### **xxiii) Address for correspondence/ E-mail ID for Shareholders**

#### **Abbott India Limited**

**CIN : L24239MH1944PLC007330**

<b>Registered Office :</b>	<b>Corporate Office :</b>
3, Corporate Park, Sion-Trombay Road, Mumbai - 400 071	Shares Department 15-16 <sup>th</sup> Floor, Godrej BKC, Plot C - 68, "G" Block, Bandra Kurla Complex, Near MCA Club, Bandra (East), Mumbai - 400 051 Tel No. : +91-22-5046 1000/2000

E-mail : [investorrelations.india@abbott.com](mailto:investorrelations.india@abbott.com)

Website : [www.abbott.co.in](http://www.abbott.co.in)

#### **KFin Technologies Limited**

Unit : Abbott India Limited

Selenium Building, Tower B, Plot No. 31-32, Financial District, Nanakramguda, Serilingampally, Hyderabad - 500 032 Tel No. : +91-40-6716 2222; Toll Free No. : 1800 309 4001	6/8, Ground Floor, Crossley House, Near BSE Limited, Next to Union Bank, Opposite to J&K Bank, Fort, Mumbai - 400 001
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E-mail : [einward.ris@kfintech.com](mailto:einward.ris@kfintech.com)

Website : <https://www.kfintech.com>

<https://ris.kfintech.com>

Investor Support Center: <https://ris.kfintech.com/clientservices/isc/>

### **KPRISM-Digital application by KFin**

KFin Technologies Limited (KFin) has launched a mobile application-KPRISM and a website i.e., <https://kprism.kfintech.com/signin.aspx> for online service.

The Members are required to complete one time registration for availing various services viz., view of consolidated portfolio service by KFin, dividend status, requests for change of address, change/ update bank mandate. The Members can also download Annual Reports, standard forms and keep track of upcoming General Meetings and dividend disbursements. The said application can alternatively be downloaded from the Android Play Store.

## OTHER DISCLOSURES

a) The Company has obtained a certificate from Ms Neena Bhatia, Practising Company Secretary (Membership No. FCS 9492 and Certificate of Practice No. 2661), confirming that none of the Directors on the Board is debarred or disqualified from being appointed or continuing as Director of the Company by the Securities and Exchange Board of India/ Ministry of Corporate Affairs or any such Statutory Authority for the year ended March 31, 2024.

b) There were no Related Party Transactions entered into by the Company during the year that had potential conflict with the interests of the Company at large.

c) Policies on dealing with Related Party Transactions and Materiality and on Determination of Materiality of Event or Information for Disclosure are disclosed on the website of the Company at <https://www.abbott.co.in/investor-relations.html>.

The details of transactions entered into with Related Parties is disclosed in Note 38 of the Financial Statements.

d) Details of instances of non-compliance by the Company, penalties/ strictures imposed on the Company by the Stock Exchange or the Securities and Exchange Board of India or any Statutory Authority on any matters related to the capital markets during the last three years :

The Company has received post-facto approval from the Department of Pharmaceuticals permitting foreign shareholding in excess of the sectoral cap, upto 80% of the paid-up share capital of the Company, subject to compounding with the Reserve Bank of India (RBI). The Company had filed a compounding application with the Reserve Bank of India in this regard. However, the RBI vide its letter dated March 19, 2024, has informed the Company that the compounding application requires further examination in consultation with the government. RBI further informed the Company that since compounding was a time-bound process, the application was being returned for the time being along with the compounding fee. RBI has advised the Company to await further communication/ advice from RBI in this regard, on further course of action, if any.

e) In the preparation of Financial Statements, no differential treatment from that prescribed in the Accounting Standards has been followed.

f) Pursuant to the disclosures made by the Senior Management to the Board, there were no material financial and commercial transactions entered by them where they have personal interest and which could have potential conflict with the interest of the Company at large.

g) In terms of requirement of Regulation 17(8) of the SEBI Listing Regulations, Managing Director and Chief Financial Officer have made a certification to the Board of Directors in the prescribed format, which has been reviewed by the Audit Committee and taken on record by the Board.

h) The Company has complied with all the Corporate Governance requirements specified in Regulations 17 to 23, 24A to 27 and applicable clauses of Regulation 46(2) of the SEBI Listing Regulations. The Company does not have any subsidiary and therefore, Regulation 24 is not applicable to the Company.

i) There has been no instance of any non-compliance of any requirement of Corporate Governance Report of Schedule V of the SEBI Listing Regulations.

j) The Company does not deal in commodity(ies) and hence disclosure relating to commodity price risks and commodity hedging activities does not apply.

k) The Company has not raised any funds through Preferential Allotment or Qualified Institutional Placement during the financial year ended March 31, 2024.

l) The Company has not obtained any Credit Ratings during the year.

m) The Company has complied with all the mandatory requirements of the SEBI Listing Regulations.

n) During the financial year, there was no instance where the Board has not accepted any recommendation of any Committees of the Board.

o) Total fees paid to the Statutory Auditors and all the entities in their network firm/ network entities for all the services rendered by them during the financial year 2023-24 is ₹ 2.26 Crores including all taxes, as may be applicable.

p) During the financial year 2023-24, 3 (three) complaints were received under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the same were appropriately closed.



## Report on Corporate Governance (Contd.)

### Compliance with Discretionary requirements :

- The quarterly and half-yearly financial results are published in two newspapers as prescribed under the SEBI Listing Regulations and are also available on the website of the Company at <https://www.abbott.co.in/investor-relations.html>. Therefore, the results were not separately circulated to the Members.
- The Internal Auditors report directly to the Audit Committee.
- The Auditors have issued Audit Report with unmodified opinion on the financial statements.

#### For and on behalf of the Board of Directors

	<b>Swati Dalal</b>	<b>Sudarshan Jain</b>
	Managing Director	Director
	DIN : 01513751	DIN : 00927487

Srinagar  
May 9, 2024

### DECLARATION UNDER SCHEDULE V (D) OF THE SECURITIES AND EXCHANGE BOARD OF INDIA (LISTING OBLIGATIONS AND DISCLOSURE REQUIREMENTS) REGULATIONS, 2015

Pursuant to Schedule V (D) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, I, Swati Dalal - Managing Director of Abbott India Limited, do hereby affirm that, all the Board Members and Senior Management Personnel of the Company have affirmed Compliance with the Abbott India Code of Conduct for the year ended March 31, 2024.

Mumbai  
April 1, 2024

**Swati Dalal**  
Managing Director  
DIN : 01513751

### CERTIFICATE OF NON-DISQUALIFICATION OF DIRECTORS

(Pursuant to Regulation 34(3) and Schedule V Para C Clause (10)(i) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015)

To,  
The Members,  
Abbott India Limited  
Unit No. 3, Corporate Park,  
Sion Trombay Road,  
Chembur, Mumbai – 400 071

I have examined the relevant registers, records, forms, returns and disclosures received from the Directors of Abbott India Limited having CIN : L24239MH1944PLC007330 and having their registered office at Unit No. 3, Corporate Park, Sion-Trombay Road, Mumbai - 400 071 (hereinafter referred to as “the Company”), produced before me by the Company for the purpose of issuing this Certificate, in accordance with Regulation 34(3) read with Schedule V, Para-C, sub-clause 10(i) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

In my opinion and to the best of my information and according to the verifications including Directors Identification Number (DIN), status at the portal [www.mca.gov.in](http://www.mca.gov.in) as considered necessary and explanations furnished to me by the Company and its officers, I hereby certify that none of the Directors on the Board of the Company as stated below for the financial year ending on March 31, 2024 have been debarred or disqualified from being appointed or continuing as Directors of Company by the Securities and Exchange Board of India, Ministry of Corporate Affairs or any such other Statutory Authority.

Place : Mumbai  
Date : May 9, 2024  
UDIN : F009492F000336291  
Peer reviewed no : 1012/2020

Sr. No.	Name of Director	DIN	Date of Appointment in Company
1	Munir Shaikh	00096273	02/03/2001
2	Swati Dalal	01513751	01/04/2024
3	Anisha Motwani	06943493	25/04/2018
4	Sudarshan Jain	00927487	01/04/2019
5	Shalini Kamath	06993314	29/10/2019
6	Ambati Venu	07614849	01/03/2020
7	Kaiyomarz Marfatia	03449627	01/03/2011
8	Mahadeo Karnik	02606595	01/07/2023
9	Sabina Ewing	09201770	15/06/2021
10	Vivek V Kamath (resigned effective March 18, 2024)	06606777	15/02/2022
11	Rajiv Sonalker (retired effective June 30, 2023)	07900178	08/08/2017

Ensuring the eligibility for the appointment/ continuity of every Director on the Board is the responsibility of the management of the Company. My responsibility is to express an opinion on these based on my verification. This certificate is neither an assurance as to the future viability of the Company nor of the efficiency or effectiveness with which the management has conducted the affairs.

**Neena Bhatia**  
Practicing Company Secretary  
Membership No : FCS 9492  
Certificate of Practice No.: 2661



## Report on Corporate Governance (Contd.)

### INDEPENDENT AUDITOR'S REPORT ON COMPLIANCE WITH THE CONDITIONS OF CORPORATE GOVERNANCE AS PER PROVISIONS OF CHAPTER IV OF THE SECURITIES AND EXCHANGE BOARD OF INDIA (LISTING OBLIGATIONS AND DISCLOSURE REQUIREMENTS) REGULATIONS, 2015, AS AMENDED

The Members of Abbott India Limited

1. The Corporate Governance Report prepared by Abbott India Limited (hereinafter the "Company"), contains details as specified in regulations 17 to 27, clauses (b) to (i) and (t) of sub-regulation (2) of regulation 46 and para C, D, and E of Schedule V of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended ("the Listing Regulations") ("Applicable criteria") for the year ended March 31, 2024 as required by the Company for annual submission to the Stock Exchange.

#### Management's Responsibility

2. The preparation of the Corporate Governance Report is the responsibility of the Management of the Company including the preparation and maintenance of all relevant supporting records and documents. This responsibility also includes the design, implementation and maintenance of internal control relevant to the preparation and presentation of the Corporate Governance Report.
3. The Management along with the Board of Directors are also responsible for ensuring that the Company complies with the conditions of Corporate Governance as stipulated in the Listing Regulations, issued by the Securities and Exchange Board of India.

#### Auditor's Responsibility

4. Pursuant to the requirements of the Listing Regulations, our responsibility is to provide a reasonable assurance in the form of an opinion whether, the Company has complied with the conditions of Corporate Governance as specified in the Listing Regulations.
5. We conducted our examination of the Corporate Governance Report in accordance with the Guidance Note on Reports or Certificates for Special Purposes and the Guidance Note on Certification of Corporate Governance, both issued by the Institute of Chartered Accountants of India ("ICAI"). The Guidance Note on Reports or Certificates for Special Purposes requires that we comply with the ethical requirements of the Code of Ethics issued by ICAI.

6. We have complied with the relevant applicable requirements of the Standard on Quality Control (SQC) 1, Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements.
7. The procedures selected depend on the auditor's judgement, including the assessment of the risks associated in compliance of the Corporate Governance Report with the applicable criteria. Summary of procedures performed include :
  - i. Read and understood the information prepared by the Company and included in its Corporate Governance Report;
  - ii. Obtained and verified that the composition of the Board of Directors with respect to executive and non-executive directors has been met throughout the reporting period;
  - iii. Obtained and read the Register of Directors as on March 31, 2024 and verified that atleast one independent woman director was on the Board of Directors throughout the year;
  - iv. Obtained and read the Minutes of the following Committee Meetings/ Other Meetings held from April 1, 2023 to March 31, 2024:
    - (a) Board of Directors;
    - (b) Audit Committee;
    - (c) Annual General Meeting (AGM) ;
    - (d) Nomination and Remuneration Committee;
    - (e) Stakeholders Relationship Committee;
    - (f) Risk Management Committee;
    - (g) Corporate Social Responsibility Committee;
    - (h) Independent Directors Meeting
  - v. Obtained necessary declarations from the directors of the Company.
  - vi. Obtained and read the policy adopted by the Company for related party transactions.

- vii. Obtained the schedule of related party transactions during the year and balances at the year-end. Obtained and read the minutes of the audit committee meeting where in such related party transactions have been pre-approved prior by the audit committee.
- viii. Performed necessary inquiries with the management and also obtained necessary specific representations from management.
8. The above-mentioned procedures include examining evidence supporting the particulars in the Corporate Governance Report on a test basis. Further, our scope of work under this report did not involve us performing audit tests for the purposes of expressing an opinion on the fairness or accuracy of any of the financial information or the financial statements of the Company taken as a whole.

#### Opinion

9. Based on the procedures performed by us, as referred in paragraph 7 above, and according to the information and explanations given to us, we are of the opinion that the Company has complied with the conditions of Corporate Governance as specified in the Listing Regulations, as applicable for the year ended March 31, 2024, referred to in paragraph 4 above.

#### Other matters and Restriction on Use

10. This report is neither an assurance as to the future viability of the Company nor the efficiency or effectiveness with which the management has conducted the affairs of the Company.
11. This report is addressed to and provided to the Members of the Company solely for the purpose of enabling it to comply with its obligations under the Listing Regulations with reference to compliance with the relevant regulations of Corporate Governance and should not be used by any other person or for any other purpose. Accordingly, we do not accept or assume any liability or any duty of care or for any other purpose or to any other party to whom it is shown or into whose hands it may come without our prior consent in writing. We have no responsibility to update this report for events and circumstances occurring after the date of this report.

For **SRBC & COLLP**

Chartered Accountants

ICAI Firm Registration Number : 324982E/ E300003

per **Aruna Kumaraswamy**

Partner

Membership Number : 219350

UDIN : 24219350BKCSUX7354

Place of Signature : Mumbai

Date : May 9, 2024



## INDEPENDENT AUDITOR'S REPORT

### To the Members of Abbott India Limited

#### Report on the Audit of the Financial Statements

#### OPINION

We have audited the accompanying financial statements of Abbott India Limited ("the Company"), which comprise the Balance sheet as at March 31, 2024, the Statement of Profit and Loss, including the statement of Other Comprehensive Income, the Cash Flow Statement and the Statement of Changes in Equity for the year then ended, and notes to the financial statements, including a summary of material accounting policies and other explanatory information.

In our opinion and to the best of our information and according to the explanations given to us, the aforesaid financial statements give the information required by the Companies Act, 2013, as amended ("the Act") in the manner so required and give a true and fair view in conformity with the accounting principles generally accepted in India, of the state of affairs of the Company as at March 31, 2024, its Profit including Other Comprehensive Income, its Cash Flows and the Changes in Equity for the year ended on that date.

#### BASIS FOR OPINION

We conducted our audit of the financial statements in accordance with the Standards on Auditing (SAs), as specified under Section 143(10) of the Act. Our responsibilities under those Standards are further described in the 'Auditor's Responsibilities for the Audit of the Financial Statements' section of our report. We are independent of the Company

in accordance with the 'Code of Ethics' issued by the Institute of Chartered Accountants of India together with the ethical requirements that are relevant to our audit of the financial statements under the provisions of the Act and the Rules thereunder, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the financial statements.

#### KEY AUDIT MATTERS

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements for the financial year ended March 31, 2024. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. For each matter below, our description of how our audit addressed the matter is provided in that context.

We have determined the matters described below to be the key audit matters to be communicated in our report. We have fulfilled the responsibilities described in the Auditor's responsibilities for the audit of the financial statements section of our report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the financial statements. The results of our audit procedures, including the procedures performed to address the matters below, provide the basis for our audit opinion on the accompanying financial statements.

Key audit matters	How our audit addressed the key audit matter
<p><b>(a) Provision for Non-Saleable returns</b> (as described in Note 16 and 21 of the financial statements)</p> <p>The Company makes sales to stockist who further sells products in the market. Stockist have a right of return in respect of goods expiring while being in supply chain before reaching end consumers. Existence of right of return of such expired products results in accounting for deductions to gross amounts invoiced in arriving at revenue and creation of obligations for the Company to give credit for such sales returns.</p> <p>The amounts pertaining to such sales return are estimated at the time of sale and deducted from gross sales and recorded as provisions for sales returns. These estimates are based on analysis of historical trends of sales return and shelf life of the products.</p> <p>The management has accounted for provision for sales returns amounting to ₹ 201.61 Crores at March 31, 2024 (including reimbursable sales return amounting to ₹ 71.16 Crores)</p>	<p>Our audit procedures included, amongst others,</p> <ul style="list-style-type: none"> <li>• Obtained an understanding of management's process and related controls for recording provision for non-saleable returns.</li> <li>• Tested the Company's key controls relating to the accounting for sales and related deductions made to gross sales for sales returns.</li> <li>• We obtained management's calculations for provisions, recalculated the amounts and evaluated the assumptions used with reference to historical sales returns levels and current trends.</li> <li>• We considered the management's estimates by comparing historical accrued provisions and revenue deductions recorded to the actual amounts.</li> </ul>

Key audit matters	How our audit addressed the key audit matter
<p>The complexity and significance of the assumptions and judgments required for estimating provisions for sales returns may result, in incorrect recording of revenue and related provisions. Accordingly, we have considered this as a key audit matter.</p>	<ul style="list-style-type: none"> <li>• We tested the workings in respect of classification of current and non-current provisions for sales return prepared by the management including the underlying assumptions.</li> <li>• We understood and assessed the Company's accounting policy for revenue recognition, including the recognition and measurement of deductions to gross sales relating to sales returns and related disclosures.</li> </ul>
<p><b>Evaluation of uncertain tax positions</b> (as described in Note 36 (b) (ii) of the financial statements)</p> <p>The Company has litigations involving question of law and certain disallowances made by Income tax authorities in assessment orders that the Company has appealed against before the relevant appellate authorities.</p> <p>The Company has disclosed ₹ 74.10 Crores as Contingent liability (including uncertain tax positions for open assessment orders) in accordance with Ind AS 37 Provisions, Contingent Liabilities and Contingent Assets, based on management's assessment in consultation with professional advice from the external legal counsel.</p> <p>The eventual outcome of the legal proceedings is dependent on the outcome of future events and unexpected adverse outcomes could significantly impact the Company's reported Profits and Balance Sheet position.</p> <p>Key judgments are also made by the management in estimating the amount of contingent liabilities related to aforementioned litigations.</p> <p>Considering the degree of judgment, significance of the amounts involved, inherent high estimation uncertainty and reliance on external legal counsel, this matter has been identified as a key audit matter.</p>	<ul style="list-style-type: none"> <li>• We obtained an understanding of the management's process for : <ul style="list-style-type: none"> <li>- identification of tax matters initiated against the Company,</li> <li>- assessment of accounting treatment for each such litigation identified under applicable accounting principles, and for measurement of amounts involved.</li> </ul> </li> <li>• We evaluated the design and tested the operating effectiveness of controls around the above process.</li> <li>• We obtained an understanding of the nature of litigations pending against the Company and discussed the key developments during the year with the management.</li> <li>• We focused on the key developments in the tax litigations, which could have materially impacted the amounts recorded as provisions or disclosed as contingent liability in the financial statements. We inspected the demand notices, assessment orders received for such cases and obtained grounds of appeal submitted by the management in consultation with their external legal counsel.</li> <li>• We evaluated the appropriateness of methods used and the reliability of underlying data for quantifying the amounts involved by analyzing the relevant demand notices, assessment orders received. We also tested the arithmetical accuracy of such calculations.</li> <li>• We also tested the independence, objectivity and competence of such external legal counsel involved.</li> <li>• We engaged internal tax specialists to evaluate management's assessment of the outcome of such litigation cases. The tax specialists considered legal precedence and other rulings in evaluating management's position on such litigation cases.</li> <li>• We have evaluated the disclosures made by the Company in the financial statements in view of the requirements as specified in the Indian Accounting Standards.</li> </ul>



## Independent Auditor's Report (Contd.)

### INFORMATION OTHER THAN THE FINANCIAL STATEMENTS AND AUDITOR'S REPORT THEREON

The Company's Board of Directors is responsible for the other information. The other information comprises the Director's Report, Management Discussion and Analysis, Corporate Governance Report but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether such other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### RESPONSIBILITIES OF MANAGEMENT FOR THE FINANCIAL STATEMENTS

The Company's Board of Directors is responsible for the matters stated in Section 134(5) of the Act with respect to the preparation of these financial statements that give a true and fair view of the financial position, financial performance including Other Comprehensive Income, Cash Flows and Changes in Equity of the Company in accordance with the accounting principles generally accepted in India, including the Indian Accounting Standards (Ind AS) specified under Section 133 of the Act read with the Companies (Indian Accounting Standards) Rules, 2015, as amended. This responsibility also includes maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding of the assets of the Company and for preventing and detecting frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and the design, implementation and maintenance of adequate internal financial controls, that were operating effectively for ensuring the accuracy and completeness of the accounting records, relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to

going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

The Board of Directors are also responsible for overseeing the Company's financial reporting process.

### AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with SAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also :

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances. Under Section 143(3)(i) of the Act, we are also responsible for expressing our opinion on whether the Company has adequate internal financial controls with reference to financial statements in place and the operating effectiveness of such controls.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast

significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of financial statements, including the disclosures, and whether financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements for the financial year ended March 31, 2024 and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

### REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

1. As required by the Companies (Auditor's Report) Order, 2020 ("the Order"), issued by the Central Government of India in terms of Sub-Section (11) of Section 143 of the Act, based on our audit, we give in the "Annexure I" a statement on the matters specified in paragraphs 3 and 4 of the Order.

2. As required by Section 143(3) of the Act, we report that :
  - (a) We have sought and obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit;
  - (b) In our opinion, proper books of account as required by law have been kept by the Company so far as it appears from our examination of those books, the back-up of books of account were taken on a server physically located in India except for an application used for processing expenses of field employees where backup taken on a daily basis were kept on a server physically located outside India as stated in Note 45 to the financial statements and for the matter stated in paragraph (i) below on reporting under Rule 11 (g).
  - (c) The Balance Sheet, the Statement of Profit and Loss including the Statement of Other Comprehensive Income, the Cash Flow Statement and Statement of Changes in Equity dealt with by this Report are in agreement with the books of account;
  - (d) In our opinion, the aforesaid financial statements comply with the Accounting Standards specified under Section 133 of the Act, read with Companies (Indian Accounting Standards) Rules, 2015, as amended;
  - (e) On the basis of the written representations received from the directors as on March 31, 2024 taken on record by the Board of Directors, none of the directors is disqualified as on March 31, 2024 from being appointed as a director in terms of Section 164 (2) of the Act;
  - (f) The modification relating to the maintenance of accounts and matters connected therewith, and audit trail are as stated in paragraph (b) above and clause vi of paragraph (i) below respectively
  - (g) With respect to the adequacy of the internal financial controls with reference to these financial statements and the operating effectiveness of such controls, refer to our separate Report in "Annexure 2" to this report;
  - (h) In our opinion, the managerial remuneration for the year ended March 31, 2024 has been paid / provided by the Company to its directors in accordance with the provisions of Section 197 read with Schedule V to the Act;
  - (i) With respect to the other matters to be included in the Auditor's Report in accordance with Rule 11 of the Companies (Audit and Auditors) Rules, 2014,



## Independent Auditor's Report (Contd.)

as amended in our opinion and to the best of our information and according to the explanations given to us :

- i. The Company has disclosed the impact of pending litigations on its financial position in its financial statements – Refer Note 36 to the financial statements;
- ii. The Company did not have any long-term contracts including derivative contracts for which there were any material foreseeable losses;
- iii. There has been no delay in transferring amounts, required to be transferred, to the Investor Education and Protection Fund by the Company
- iv. a) The management has represented that, to the best of its knowledge and belief, and as disclosed in the Note 44(iii)(a) to the financial statements, no funds have been advanced or loaned or invested (either from borrowed funds or share premium or any other sources or kind of funds) by the Company to or in any other person(s) or entity(ies), including foreign entities (“Intermediaries”), with the understanding, whether recorded in writing or otherwise, that the Intermediary shall, whether, directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Company (“Ultimate Beneficiaries”) or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries;
- b) The management has represented that, to the best of its knowledge and belief, and as disclosed in the Note 44(iii)(b) to the financial statements, no funds have been received by the Company from any person(s) or entity(ies), including foreign entities (“Funding Parties”), with the understanding, whether recorded in writing or otherwise, that the Company shall, whether, directly or indirectly, lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Funding Party (“Ultimate Beneficiaries”) or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries; and

- c) Based on such audit procedures performed that have been considered reasonable and appropriate in the circumstances, nothing has come to our notice that has caused us to believe that the representations under sub-clause (a) and (b) contain any material misstatement.

- v. The final dividend paid by the Company during the year in respect of the same declared for the previous year is in accordance with Section 123 of the Act to the extent it applies to payment of dividend.

As stated in Note 14 to the financial statements, the Board of Directors of the Company have proposed final dividend for the year which is subject to the approval of the members at the ensuing Annual General Meeting. The dividend declared is in accordance with Section 123 of the Act to the extent it applies to declaration of dividend.

- vi. Based on our examination which included test checks, the Company has used accounting software for maintaining its books of account which has a feature of recording audit trail (edit log) facility and the same has operated throughout the year for all relevant transactions recorded in the software except that, audit trail feature is not enabled for changes made, if any, using privileged/administrative access rights to the application and the underlying database, as described in Note 45 to the financial statements. Further, during the course of our audit we did not come across any instance of audit trail feature being tampered with in respect of the accounting software.

For **SRBC & COLLP**  
Chartered Accountants  
ICAI Firm Registration Number : 324982E/E300003

per **Aruna Kumaraswamy**  
Partner  
Membership Number : 219350  
UDIN : 24219350BKCSUV9709

Place of Signature : Mumbai  
Date : May 09, 2024

## ANNEXURE 1 REFERRED TO IN PARAGRAPH 1 UNDER THE HEADING “REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS” OF OUR REPORT OF EVEN DATE ON THE FINANCIAL STATEMENTS OF ABBOTT INDIA LIMITED

In terms of the information and explanations sought by us and given by the Company and the books of account and records examined by us in the normal course of audit and to the best of our knowledge and belief, we state that :

- (i) (a) (A) The Company has maintained proper records showing full particulars, including quantitative details and situation of Property, Plant and Equipment.  
(B) The Company has maintained proper records showing full particulars of intangibles assets.
- (b) All Property, Plant and Equipment were not physically verified by the management but there is a planned programme of verifying them once in three years which is reasonable having regard to the size of the Company and the nature of its assets.
- (c) The title deeds of immovable properties (other than properties where the Company is the lessee and the lease agreements are duly executed in favour of the lessee) disclosed in Note 3 to the financial statements included in Property, Plant and Equipment are held in the name of the Company, except for the following :

Description of property	Gross carrying value (₹ in Crores)	Held in name of	Whether promoter, director of their relative or employee	Period held - indicate range, where appropriate	Reason for not being held in name of Company
Building – Chembur	6.35	Boots Pharmaceuticals Limited	No	1996	The property is held in the erstwhile name of the Company.
Building - Chennai	0.16	Duphar Interfan Limited	No	1989	The said property is held in the name of Duphar Interfran Limited, which was demerged into a new entity - Solvay Pharma India Limited (SPIL). SPIL was ultimately merged with the Company and the deed of merger was filed by the Company.
Building - Goregaon	30.34	Solvay Pharma India Limited	No	2009	The said property was acquired by the Company pursuant to the Scheme of Amalgamation of Solvay Pharma India Limited with the Company, approved by the Hon'ble High Court and the deed of merger has been filed by the Company.
Goa residential building	0.07	Knoll Pharmaceuticals Limited	No	1997	The property is held in the erstwhile name of the Company.

- (d) The Company has not revalued its Property, Plant and Equipment (including Right of use assets) or Intangible assets during the year ended March 31, 2024.
- (e) There are no proceedings initiated or are pending against the Company for holding any benami property under the Prohibition of Benami Property Transactions Act, 1988 and rules made thereunder.



## Independent Auditor's Report (Contd.)

- (ii) (a) The inventory has been physically verified by the management during the year except for inventories lying with third parties. In our opinion, the frequency of verification by the management is reasonable and the coverage and procedure for such verification is appropriate. Discrepancies of 10% or more in aggregate for each class of inventory were not noticed in respect of such physical verification. Inventories lying with third parties have been confirmed by them as at March 31, 2024 and discrepancies were not noticed in respect of such confirmations.
- (b) The Company has not been sanctioned working capital limits in excess of ₹ 5 crores in aggregate from banks or financial institutions during any point of time of the year on the basis of security of current assets. Accordingly, the requirement to report on clause 3(ii)(b) of the Order is not applicable to the Company.
- (iii) (a) During the year the Company has not provided loans, advances in the nature of loans, stood guarantee or provided security to companies, firms, Limited Liability Partnerships or any other parties. Accordingly, the requirement to report on clause 3(iii)(a) of the Order is not applicable to the Company.
- (b) During the year the Company has not made investments, provided guarantees, provided security and granted loans and advances in the nature of loans to companies, firms, Limited Liability Partnerships or any other parties. Accordingly, the requirement to report on clause 3(iii)(b) of the Order is not applicable to the Company.
- (c) The Company has not granted loans and advances in the nature of loans to companies, firms, Limited Liability Partnerships or any other parties. Accordingly, the requirement to report on clause 3(iii)(c), (d), (e) and (f) of the Order is not applicable to the Company.
- (iv) There are no loans, investments, guarantees, and security in respect of which provisions of Sections 185 and 186 of the Companies Act, 2013 are applicable and accordingly, the requirement to report on clause 3(iv) of the Order is not applicable to the Company.
- (v) The Company has neither accepted any deposits from the public nor accepted any amounts which are deemed to be deposits within the meaning of Sections 73 to 76 of the Companies Act and the rules made thereunder, to the extent applicable. Accordingly, the requirement to report on clause 3(v) of the Order is not applicable to the Company.
- (vi) We have broadly reviewed the books of account maintained by the Company pursuant to the rules made by the Central Government for the maintenance of cost records under Section 148 (1) of the Companies Act, 2013, related to the manufacture of pharmaceutical products, and are of the opinion that prima facie, the specified accounts and records have been made and maintained. We have not, however, made a detailed examination of the same.
- (vii) (a) Undisputed statutory dues including goods and services tax, provident fund, employees' state insurance, income-tax, customs duty, cess and other statutory dues have generally been regularly deposited with the appropriate authorities though there has been a slight delay in a few cases of provident fund dues. According to the information and explanations given to us and based on audit procedures performed by us, undisputed dues in respect of provident fund which were outstanding, at the year end, for a period of more than six months from the date they became payable, are as follows :

Name of the Statute	Nature of the Dues	(₹ in Crores)	Period to which the amount relates	Due Date	Date of Payment	Remarks, if any
Employees' Provident Funds & Miscellaneous Provisions Act, 1952	Provident Fund	0.03	April 22 to Sept 23	15 <sup>th</sup> of subsequent month	NA	

- (b) The dues of goods and services tax, provident fund, employees' state insurance, income-tax, customs duty, cess, and other statutory dues which have not been deposited on account of any dispute, are as follows :

Name of the statute	Nature of the dues	(₹ in Crores)	Period to which the amount relates	Forum where the dispute is pending
Income Tax Act, 1961	Income Tax	1.84	A.Y. 1998-99	Bombay High Court
Income Tax Act, 1961	Income Tax	32.05	A.Y. 2004-05, A.Y. 2016-17, A.Y. 2017-18 and A.Y. 2018-19	Commissioner of Income Tax (Appeals)
Central Excise Act, 1944	Excise Duty	0.03	1991-92	Commissioner (Appeals)
		0.04	1994-95	Commissioner
		0.03	1994 and 1997 to 2002	Assistant Commissioner
		0.26	2005-06	CESTAT
Customs Act, 1962	Customs Duty	0.04	1996	Commissioner (Appeals)
		0.75	2011 to 2013	CESTAT
The Bombay Sales Tax Act, 1959	Sales Tax	0.40	1999-2000	Deputy Commissioner of Sales Tax
Gujarat Value Added Tax	Value Added Tax	0.13	2017-18	Deputy Commissioner, Commercial Taxes, Gujarat
Kerala General Sales Tax Act, 1963	Sales Tax	0.13	2002-03	Sales Tax Appellate Tribunal, Additional Bench
Goa Value Added Tax Act, 2005	Value Added Tax	0.02	2006-07	Additional Commissioner of Commercial Taxes, Panaji, Goa
Central Sales Tax, 1956 (Goa)	Sales Tax	3.97	2006-07	Additional Commissioner of Commercial Taxes, Panaji, Goa
Central Sales Tax, 1956 (Goa)	Sales Tax	0.17	2009-10	Assistant Commissioner of Commercial Taxes, Panaji, Goa
Central Excise Act, 1944	Excise Duty	4.52	2014-15 to 2017-18	CESTAT, Mumbai
Central Goods & Services Tax Act, 2017	GST	4.07	2018-19 to 2020-21	The Additional Commissioner, Panaji, Goa
Central Goods & Services Tax Act, 2017	GST	4.37	2017-18 to 2019-20	The Joint Commissioner (Appeals)
Central Goods & Services Tax Act, 2017	GST	0.03	2018-19	NA
Customs Duty Act	Customs	12.60	2018-2021	Commissioner (Appeals)

- (viii) The Company has not surrendered or disclosed any transaction, previously unrecorded in the books of account, in the tax assessments under the Income Tax Act, 1961 as income during the year. Accordingly, the requirement to report on clause 3(viii) of the Order is not applicable to the Company.
- (ix) (a) The Company did not have any outstanding loans or borrowings or interest thereon due to any lender during the year. Accordingly, the requirement to report on clause 3(ix)(a) of the Order is not applicable to the Company.
- (b) The Company has not been declared wilful defaulter by any bank or financial institution or government or any government authority.



## Independent Auditor's Report (Contd.)

- (c) The Company did not have any term loans outstanding during the year hence, the requirement to report on clause 3(ix)(c) of the Order is not applicable to the Company.
- (d) The Company did not raise any funds during the year hence, the requirement to report on clause 3(ix)(d) of the Order is not applicable to the Company.
- (e) The Company does not have any subsidiary, associate or joint venture. Accordingly, the requirement to report on clause 3(ix)(e) of the Order is not applicable to the Company.
- (f) The Company does not have any subsidiary, associate or joint venture. Accordingly, the requirement to report on clause 3(ix)(f) of the Order is not applicable to the Company.
- (x) (a) The Company has not raised any money during the year by way of initial public offer / further public offer (including debt instruments) hence, the requirement to report on clause 3(x)(a) of the Order is not applicable to the Company.
- (b) The Company has not made any preferential allotment or private placement of shares /fully or partially or optionally convertible debentures during the year under audit and hence, the requirement to report on clause 3(x)(b) of the Order is not applicable to the Company.
- (xi) (a) No fraud by the Company or no material fraud on the Company has been noticed or reported during the year.
- (b) During the year, no report under Sub-Section (12) of Section 143 of the Companies Act, 2013 has been filed by cost auditor/ secretarial auditor or by us in Form ADT – 4 as prescribed under Rule 13 of Companies (Audit and Auditors) Rules, 2014 with the Central Government.
- (c) We have taken into consideration the whistle blower complaints received by the Company during the year while determining the nature, timing and extent of audit procedures.
- (xii) The Company is not a nidhi Company as per the provisions of Companies Act, 2013. Therefore, the requirement to report on clause 3(xii)(a), (b) and (c) of the Order is not applicable to the Company.
- (xiii) Transactions with the related parties are in compliance with Sections 177 and 188 of Companies Act, 2013 where applicable and the details have been disclosed in the notes to the financial statements, as required by the applicable accounting standards.
- (xiv) (a) The Company has an internal audit system commensurate with the size and nature of its business.
- (b) The internal audit reports of the Company issued till the date of the audit report, for the period under audit have been considered by us.
- (xv) The Company has not entered into any non-cash transactions with directors or persons connected with its directors and hence requirement to report on clause 3(xv) of the Order is not applicable to the Company.
- (xvi) (a) The provisions of Section 45-IA of the Reserve Bank of India Act, 1934 (2 of 1934) are not applicable to the Company. Accordingly, the requirement to report on clause 3(xvi)(a) of the Order is not applicable to the Company.
- (b) The Company is not engaged in any Non-Banking Financial or Housing Finance activities. Accordingly, the requirement to report on clause 3(xvi)(b) of the Order is not applicable to the Company.
- (c) The Company is not a Core Investment Company as defined in the regulations made by Reserve Bank of India. Accordingly, the requirement to report on clause 3(xvi)(c) of the Order is not applicable to the Company.
- (d) There is no Core Investment Company as a part of the Group, hence, the requirement to report on clause 3(xvi)(d) of the Order is not applicable to the Company.
- (xvii) The Company has not incurred cash losses in the current financial year and in the immediately preceding financial year.
- (xviii) There has been no resignation of the statutory auditors during the year and accordingly requirement to report on Clause 3(xviii) of the Order is not applicable to the Company.

(xix) On the basis of the financial ratios disclosed in Note 42 to the financial statements, ageing and expected dates of realization of financial assets and payment of financial liabilities, other information accompanying the financial statements, our knowledge of the Board of Directors and management plans and based on our examination of the evidence supporting the assumptions, nothing has come to our attention, which causes us to believe that any material uncertainty exists as on the date of the audit report that Company is not capable of meeting its liabilities existing at the date of balance sheet as and when they fall due within a period of one year from the balance sheet date. We, however, state that this is not an assurance as to the future viability of the Company. We further state that our reporting is based on the facts up to the date of the audit report and we neither give any guarantee nor any assurance that all liabilities falling due within a period of one year from the balance sheet date, will get discharged by the Company as and when they fall due.

(xx) (a) In respect of other than ongoing projects, there are no unspent amounts that are required to be transferred to a fund specified in Schedule VII of the Act, in compliance with second proviso to Sub-Section (5) of Section 135 of the Act. This matter has been disclosed in Note 30(b) to the financial statements.

(b) All amounts that are unspent under Section (5) of Section 135 of Companies Act, pursuant to any ongoing project, has been transferred to special account in compliance with provisions of Sub-Section (6) of Section 135 of the said Act. This matter has been disclosed in Note 30(b) to the financial statements.

For **S R B C & CO LLP**

Chartered Accountants

ICAI Firm Registration Number : 324982E/E300003

per **Aruna Kumaraswamy**

Partner

Membership Number : 219350

UDIN : 24219350BKCSUV9709

Place of Signature : Mumbai

Date : May 09, 2024



## ANNEXURE 2 - TO THE INDEPENDENT AUDITOR'S REPORT OF EVEN DATE ON THE FINANCIAL STATEMENTS OF ABBOTT INDIA LIMITED

### Report on the Internal Financial Controls under Clause (i) of Sub-Section 3 of Section 143 of the Companies Act, 2013 ("the Act")

We have audited the internal financial controls with reference to financial statements of Abbott India Ltd. ("the Company") as of March 31, 2024 in conjunction with our audit of the financial statements of the Company for the year ended on that date.

### MANAGEMENT'S RESPONSIBILITY FOR INTERNAL FINANCIAL CONTROLS

The Company's Management is responsible for establishing and maintaining internal financial controls based on the internal control over financial reporting criteria established by the Company considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting issued by the Institute of Chartered Accountants of India ("ICAI"). These responsibilities include the design, implementation and maintenance of adequate internal financial controls that were operating effectively for ensuring the orderly and efficient conduct of its business, including adherence to the Company's policies, the safeguarding of its assets, the prevention and detection of frauds and errors, the accuracy and completeness of the accounting records, and the timely preparation of reliable financial information, as required under the Companies Act, 2013.

### AUDITOR'S RESPONSIBILITY

Our responsibility is to express an opinion on the Company's internal financial controls with reference to these financial statements based on our audit. We conducted our audit in accordance with the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting (the "Guidance Note") and the Standards on Auditing, as specified under Section 143(10) of the Act, to the extent applicable to an audit of internal financial controls, both issued by ICAI. Those Standards and the Guidance Note require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether adequate internal financial controls with reference to these financial statements was established and maintained and if such controls operated effectively in all material respects.

Our audit involves performing procedures to obtain audit evidence about the adequacy of the internal financial controls with reference to these financial statements and

their operating effectiveness. Our audit of internal financial controls with reference to financial statements included obtaining an understanding of internal financial controls with reference to these financial statements, assessing the risk that a material weakness exists, and testing and evaluating the design and operating effectiveness of internal control based on the assessed risk. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the Company's internal financial controls with reference to these financial statements.

### MEANING OF INTERNAL FINANCIAL CONTROLS WITH REFERENCE TO THESE FINANCIAL STATEMENTS

A Company's internal financial controls with reference to financial statements is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles. A Company's internal financial controls with reference to financial statements includes those policies and procedures that (1) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the Company; (2) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the Company are being made only in accordance with authorisations of management and directors of the Company; and (3) provide reasonable assurance regarding prevention or timely detection of unauthorised acquisition, use, or disposition of the Company's assets that could have a material effect on the financial statements.

### INHERENT LIMITATIONS OF INTERNAL FINANCIAL CONTROLS WITH REFERENCE TO FINANCIAL STATEMENTS

Because of the inherent limitations of internal financial controls with reference to financial statements, including the possibility of collusion or improper management override of controls, material misstatements due to error or fraud may

occur and not be detected. Also, projections of any evaluation of the internal financial controls with reference to financial statements to future periods are subject to the risk that the internal financial control with reference to financial statements may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

### OPINION

In our opinion, the Company has, in all material respects, adequate internal financial controls with reference to financial statements and such internal financial controls with reference to financial statements were operating effectively as at March 31, 2024, based on the internal control over financial

reporting criteria established by the Company considering the essential components of internal control stated in the Guidance Note issued by the ICAI.

For **SRBC & CO LLP**  
Chartered Accountants

ICAI Firm Registration Number : 324982E/E300003

per **Aruna Kumaraswamy**  
Partner

Membership Number : 219350  
UDIN : 24219350BKCSUV9709

Place of Signature : Mumbai  
Date : May 09, 2024

## BALANCE SHEET

as at March 31, 2024

(All amounts in ₹ Crores, unless otherwise stated)

	Notes	As at March 31, 2024	As at March 31, 2023
<b>ASSETS</b>			
<b>Non-Current Assets</b>			
Property, Plant and Equipment	3	147.19	130.23
Capital Work-in-Progress	3	10.11	3.66
Intangible Assets	4	6.66	7.52
Right-of-Use Assets	5	71.09	99.16
Financial Assets			
Other Financial Assets	6	1,656.52	1,222.07
Deferred Tax Assets (net)	17A	15.85	16.93
Non-Current Tax Assets (net)	17B	39.22	49.28
Other Non-Current Assets	7	1.01	1.55
<b>Total Non-Current Assets</b>		<b>1,947.65</b>	<b>1,530.40</b>
<b>Current Assets</b>			
Inventories	8	619.58	648.85
Financial Assets			
Trade Receivables	9	319.11	318.80
Cash and Cash Equivalents	10	291.74	239.67
Bank Balances other than Cash and Cash Equivalents	11	1,842.75	1,697.39
Other Financial Assets	12	94.56	68.63
Other Current Assets	13	78.10	51.77
<b>Total Current Assets</b>		<b>3,245.84</b>	<b>3,025.11</b>
<b>TOTAL ASSETS</b>		<b>5,193.49</b>	<b>4,555.51</b>
<b>EQUITY AND LIABILITIES</b>			
<b>Equity</b>			
Equity Share Capital	14	21.25	21.25
Other Equity	15	3,677.64	3,167.29
<b>Total Equity</b>		<b>3,698.89</b>	<b>3,188.54</b>
<b>Non-Current Liabilities</b>			
Financial Liabilities			
Lease Liabilities	5	36.76	67.49
Provisions	16	115.12	93.46
<b>Total Non-Current Liabilities</b>		<b>151.88</b>	<b>160.95</b>
<b>Current Liabilities</b>			
Financial Liabilities			
Lease Liabilities	5	46.47	45.68
Trade Payables	18		
Total outstanding dues of Micro enterprises and Small enterprises		41.11	24.57
Total outstanding dues of creditors other than Micro enterprises and Small enterprises		961.58	867.42
Other Financial Liabilities	19	74.85	77.99
Other Current Liabilities	20	70.47	53.63
Provisions	21	136.78	126.19
Current Tax Liabilities (net)	17C	11.46	10.54
<b>Total Current Liabilities</b>		<b>1,342.72</b>	<b>1,206.02</b>
<b>TOTAL EQUITY AND LIABILITIES</b>		<b>5,193.49</b>	<b>4,555.51</b>
Material accounting policies	2		

The accompanying notes are an integral part of the financial statements.

As per our report of even date

For **S R B C & CO LLP**  
Chartered Accountants  
ICAI Firm Registration No. 324982E/E300003

per **ARUNA KUMARASWAMY**  
Partner  
Membership No. 219350

Place : Mumbai  
Date : May 9, 2024

For and on behalf of the Board of Directors

**SWATI DALAL**  
Managing Director  
DIN : 01513751

**SRIDHAR KADANGODE**  
Chief Financial Officer

Place : Srinagar  
Date : May 9, 2024

**SUDARSHAN JAIN**  
Director  
DIN : 00927487

**SANGEETA SHETTY**  
Company Secretary  
Membership No. ACS 18865

## STATEMENT OF PROFIT AND LOSS

for the year ended March 31, 2024

(All amounts in ₹ Crores, unless otherwise stated)

	Notes	For the year ended March 31, 2024	For the year ended March 31, 2023
<b>INCOME</b>			
Revenue from Operations	23	5,848.91	5,348.73
Other Income	24	248.27	154.15
<b>Total Income</b>		<b>6,097.18</b>	<b>5,502.88</b>
<b>EXPENSES</b>			
Cost of Materials Consumed	25	565.67	558.61
Purchases of Stock-in-Trade		2,647.21	2,350.36
Changes in Inventories of Finished Goods, Stock-in-Trade and Work-in-Progress	26	7.73	66.09
Employee Benefits Expense	27	576.58	563.59
Finance Costs	28	12.45	15.99
Depreciation and Amortisation Expense	29	71.17	69.97
Other Expenses	30	598.62	604.45
<b>Total Expenses</b>		<b>4,479.43</b>	<b>4,229.06</b>
<b>PROFIT BEFORE TAX</b>		<b>1,617.75</b>	<b>1,273.82</b>
<b>TAX EXPENSES</b>			
Current Tax Expense	17A	415.43	329.41
Tax Adjustment for Earlier Years	17A	0.03	(3.81)
Deferred Tax - charge/(credit)	17A	1.07	(1.19)
<b>Total Tax Expenses</b>		<b>416.53</b>	<b>324.41</b>
<b>PROFIT FOR THE YEAR</b>		<b>1,201.22</b>	<b>949.41</b>
<b>OTHER COMPREHENSIVE INCOME</b>			
Items that will not be reclassified subsequently to profit or loss :			
Remeasurement gains/(losses) of defined benefit plan	31	0.03	4.84
Income tax on above	17A	(0.01)	(1.22)
<b>Total Other Comprehensive Income, net of tax</b>		<b>0.02</b>	<b>3.62</b>
<b>TOTAL COMPREHENSIVE INCOME FOR THE YEAR, NET OF TAX</b>		<b>1,201.24</b>	<b>953.03</b>
<b>EARNINGS PER EQUITY SHARE</b>	32		
Basic and Diluted - ₹ (Face value of ₹10 each)		565.28	446.78
Material accounting policies	2		

The accompanying notes are an integral part of the financial statements.

As per our report of even date

For **S R B C & CO LLP**  
Chartered Accountants  
ICAI Firm Registration No. 324982E/E300003

per **ARUNA KUMARASWAMY**  
Partner  
Membership No. 219350

Place : Mumbai  
Date : May 9, 2024

For and on behalf of the Board of Directors

**SWATI DALAL**  
Managing Director  
DIN : 01513751

**SRIDHAR KADANGODE**  
Chief Financial Officer

Place : Srinagar  
Date : May 9, 2024

**SUDARSHAN JAIN**  
Director  
DIN : 00927487

**SANGEETA SHETTY**  
Company Secretary  
Membership No. ACS 18865



## STATEMENT OF CASH FLOWS

for the year ended March 31, 2024

(All amounts in ₹ Crores, unless otherwise stated)

	For the year ended March 31, 2024	For the year ended March 31, 2023
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
<b>Profit Before Tax</b>	<b>1,617.75</b>	<b>1,273.82</b>
<b>Adjustments to reconcile Profit Before Tax to net cash flows :</b>		
Depreciation and Amortisation Expense	71.17	69.97
Unrealised Exchange (gain)/loss (net)	0.29	(1.00)
(Gain)/Loss on sale/write off of Property, Plant and Equipment (net)	(0.16)	0.26
Gain on early Termination of Leases	(0.02)	(0.60)
Interest Income	(224.00)	(142.31)
Finance Costs	12.45	15.99
Allowance / (Write back) for Credit Impaired Debts	1.39	(0.09)
Allowance for Credit Impaired Deposits	(1.01)	-*
Provision/(Write back) for likely sales returns, date expiry and damaged products (net)	15.61	(10.06)
Liabilities / Provisions no longer required written back	(19.64)	(7.08)
Share Based Compensation Expense	14.07	12.22
<b>Operating Profit before Working capital changes</b>	<b>1,487.90</b>	<b>1,211.12</b>
<b>Working capital changes :</b>		
(Increase)/ decrease in Trade Receivables	(1.68)	(28.73)
(Increase)/ decrease in Inventories	29.26	38.97
(Increase)/ decrease in Other Current and Non-Current Assets	(8.84)	16.95
Increase/ (decrease) in Trade Payables	95.95	(1.41)
Increase/ (decrease) in Current and Non-Current Liabilities and Provisions	14.69	(2.65)
<b>Cash generated from Operations</b>	<b>1,617.28</b>	<b>1,234.25</b>
Income tax paid (net of refunds)	(404.47)	(340.86)
<b>Net cash flows from Operating Activities (A)</b>	<b>1,212.81</b>	<b>893.39</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Purchase of Property, Plant And Equipment (including Capital Work-in-progress, Capital Creditors and Capital Advances)	(48.33)	(34.11)
Proceeds from Sale of Property, Plant and Equipment	0.20	0.48
Investment in Fixed Deposits with original maturity of more than 3 months	(4,271.67)	(4,318.26)
Investment in Fixed Deposits with remaining maturity of more than twelve months	(369.00)	(1,137.00)
Redemption of Fixed Deposits with original maturity of more than 3 months	4,129.14	5,238.94
Interest received on Deposits (interest income)	143.63	102.24
<b>Net Cash Flows used in Investing Activities (B)</b>	<b>(416.03)</b>	<b>(147.71)</b>

\* below ₹ 50,000/-

## STATEMENT OF CASH FLOWS

for the year ended March 31, 2024

(All amounts in ₹ Crores, unless otherwise stated)

	For the year ended March 31, 2024	For the year ended March 31, 2023
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>		
Dividend paid	(690.60)	(584.36)
Payment of Lease Liabilities	(53.91)	(53.87)
Interest paid, other than on Lease Liabilities	(0.20)	(0.49)
<b>Net cash flows used in Financing Activities (C)</b>	<b>(744.71)</b>	<b>(638.72)</b>
<b>Net increase/(decrease) in Cash and Cash Equivalents (A+B+C)</b>	<b>52.07</b>	<b>106.96</b>
Cash and Cash Equivalents at the beginning of the year	239.67	132.71
<b>Cash and Cash Equivalents at the end of the year (Refer Note 10)</b>	<b>291.74</b>	<b>239.67</b>

Material accounting policies (Refer Note 2)

The accompanying notes are an integral part of the financial statements.

### Note :

- Cash Flow Statement has been prepared under the Indirect Method, as set out in Ind AS 7 'Statement of Cash Flows'.

As per our report of even date

For **S R B C & CO LLP**  
Chartered Accountants  
ICAI Firm Registration No. 324982E/E300003

per **ARUNA KUMARASWAMY**  
Partner  
Membership No. 219350

Place : Mumbai  
Date : May 9, 2024

For and on behalf of the Board of Directors

**SWATI DALAL**  
Managing Director  
DIN : 01513751

**SRIDHAR KADANGODE**  
Chief Financial Officer

Place : Srinagar  
Date : May 9, 2024

**SUDARSHAN JAIN**  
Director  
DIN : 00927487

**SANGEETA SHETTY**  
Company Secretary  
Membership No. ACS 18865

## STATEMENT OF CHANGES IN EQUITY

for the year ended March 31, 2024

(All amounts in ₹ Crores, unless otherwise stated)

	Number of shares	Amount
<b>A. EQUITY SHARE CAPITAL:</b>		
Equity shares of ₹ 10 each issued, subscribed and fully paid		
As at April 1, 2022	2,12,49,302	21.25
Increase/(decrease) during the year	-	-
As at March 31, 2023	2,12,49,302	21.25
Increase/(decrease) during the year	-	-
As at March 31, 2024	2,12,49,302	21.25

**B. OTHER EQUITY:**

	Reserves and Surplus (Refer Note 15)					Items of Other Comprehensive Income (OCI) (Refer Note 15) Remeasurement of defined benefit plan	Total Other Equity
	Amalgamation Reserve	Capital Reserve	Capital Redemption Reserve	Share based Compensation Reserves	General Reserve		
<b>Balances as at April 1, 2022</b>	0.38	5.23	2.52	44.16	594.68	2,158.40	2,798.54
Profit for the year ended March 31, 2023	-	-	-	-	-	949.41	949.41
Remeasurement of post employment benefits (net of tax)	-	-	-	-	-	-	-
<b>Total Comprehensive Income for the year</b>	-	-	-	-	-	949.41	3.62
Transfer from Profit and Loss to General Reserve	-	-	-	-	94.94	(94.94)	953.03
Dividend for the year ended March 31, 2022 (Refer Note 14)	-	-	-	-	-	(584.36)	(584.36)
Share based compensation to employees (Refer Note 27)	-	-	-	12.22	-	-	12.22
Payment towards RSU	-	-	-	(12.14)	-	-	(12.14)
Transfer from Share based Compensation Reserve to General Reserve*	-	-	-	(1.72)	1.72	-	-
<b>Balances as at March 31, 2023</b>	0.38	5.23	2.52	42.52	691.34	2,428.51	3,167.29
Profit for the year ended March 31, 2024	-	-	-	-	-	1,201.22	1,201.22
Remeasurement of post employment benefits (net of tax)	-	-	-	-	-	-	0.02
<b>Total Comprehensive Income for the year</b>	-	-	-	-	-	1,201.22	0.02
Transfer from Profit and Loss to General Reserve	-	-	-	-	120.12	(120.12)	-
Dividend for the year ended March 31, 2023 (Refer Note 14)	-	-	-	-	-	(690.60)	(690.60)
Share based compensation to employees (Refer Note 27)	-	-	-	14.07	-	-	14.07
Payment towards RSU	-	-	-	(14.36)	-	-	(14.36)
Transfer from Share based Compensation Reserve to General Reserve*	-	-	-	(2.07)	2.07	-	-
<b>Balances as at March 31, 2024</b>	0.38	5.23	2.52	40.16	813.53	2,819.01	3,677.64

\* On account of cancellation of share options awarded to employees

Material accounting policies (Refer Note 2)

The accompanying notes are an integral part of the financial statements.

As per our report of even date

For and on behalf of the Board of Directors

For **S R B C & CO LLP**  
Chartered Accountants  
ICAI Firm Registration No. 324982E/E300003

**SWATI DALAL**  
Managing Director  
DIN : 01513751

per **ARUNA KUMARASWAMY**  
Partner  
Membership No. 219350

**SUDARSHAN JAIN**  
Director  
DIN : 00927487

**SRIDHAR KADANGODE**  
Chief Financial Officer

Place : Srinagar  
Date : May 9, 2024

**SANGEETA SHETTY**  
Company Secretary  
Membership No. ACS 18865

## NOTES TO THE FINANCIAL STATEMENTS

for the year ended March 31, 2024

**1 COMPANY INFORMATION**

Abbott India Limited ("The Company") is a public limited Company domiciled and incorporated in India under the provisions of the Companies Act, 1913. The Company is listed and traded on the Bombay Stock Exchange. It is traded on the National Stock Exchange under the "permitted category". The registered office of the Company is 3, Corporate Park, Sion-Trombay road, Mumbai - 400 071, India.

The Company is one of the leading multinational pharmaceutical companies in India and operates with an owned manufacturing facility in Goa and various independent contract/third party manufacturers based across the country. The Company sells its products through independent distributors primarily within India.

**2 SUMMARY OF MATERIAL ACCOUNTING POLICIES****2.1 Statement of Compliance**

The financial statements are prepared in accordance with the Indian Accounting Standards (Ind AS) notified under the Companies (Indian Accounting Standards) Rules, 2015 (as amended from time to time) and presentation and disclosure requirements of division II of Schedule III of the Companies Act, 2013.

**2.2 Basis of preparation**

The financial statements have been prepared on a historical cost basis, except for certain financial assets and liabilities measured at fair value.

The financial statements are presented in INR and all values are rounded to the nearest Crores upto two decimal, except when otherwise indicated.

The financial statements are approved for issue by the Company's Board of Directors on May 9, 2024.

**2.3 Summary of material accounting policies****a) Current and non-current classification**

All assets and liabilities are presented in the Balance Sheet based on current or non-current classification as per the Company's normal operating cycle and other criteria set out in Schedule III of the Companies Act, 2013. Based on the nature of products and the time between the acquisition of assets for processing and their realisation into cash and cash equivalents, the Company has ascertained

its operating cycle as twelve months for the purpose of current/non-current classification of assets and liabilities. An asset is treated as current when it is :

- Expected to be realised or intended to be sold or consumed in normal operating cycle
- Held primarily for the purpose of trading
- Expected to be realised within twelve months after the reporting period
- Cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least twelve months after the reporting period

All other assets are classified as non-current.

A liability is current when :

- It is expected to be settled in normal operating cycle
- It is held primarily for the purpose of trading
- It is due to be settled within twelve months after the reporting period
- There is no unconditional right to defer the settlement of the liability for at least twelve months after the reporting period

All other liabilities are classified as non-current.

Deferred tax assets and liabilities are classified as non-current assets and liabilities.

**b) Foreign currency translation****Functional and presentation currency**

Items included in the financial statements of the Company are measured using the currency of the primary economic environment in which the Company operates ("the functional currency"). The financial statements are presented in Indian Rupee (INR), which is the Company's functional and presentation currency.

**Transactions and balances**

Transactions in foreign currencies are initially recorded at the foreign exchange rate on the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the reporting date are translated into the functional currency at the exchange rate at that date. Exchange differences arising on the settlement of monetary items or on



## NOTES TO THE FINANCIAL STATEMENTS

for the year ended March 31, 2024

translating monetary items at rates different from those at which they were translated on initial recognition during the period or in previous period are recognised in the Statement on Profit and loss in the period.

Non-monetary assets and liabilities denominated in a foreign currency and measured at historical cost are translated at the exchange rate prevalent at the date of the initial transaction.

### e) Fair value measurement

The Company measures financial instruments such as derivatives at fair value at each Balance Sheet date. Fair value is the price that would be received on sale of an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either :

- In the principal market for the asset or liability, or
- In the absence of a principal market, in the most advantageous market for the asset or liability

The principal or the most advantageous market must be accessible by the Company. The fair value of an asset or a liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their economic best interest.

A fair value measurement of a non-financial asset takes into account a market participant's ability to generate economic benefits by using the asset in its highest and best use or by selling it to another market participant that would use the asset in its highest and best use.

The Company uses valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, maximising the use of relevant observable inputs and minimising the use of unobservable inputs. Where required/appropriate, external valuers are involved.

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole :

- Level 1 – Quoted (unadjusted) prices in active markets for identical assets or liabilities.
- Level 2 (if level 1 feed is not available/appropriate) – Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable.
- Level 3 (if level 1 and 2 feed is not available/appropriate) – Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

For financial assets and liabilities maturing within one year from the Balance Sheet date and which are not carried at fair value, the carrying amount approximates fair value due to the short maturity of these instruments.

For assets and liabilities that are recognised in the financial statements on a recurring basis, the Company determines whether transfers have occurred between levels in the hierarchy by re-assessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

### d) Property, plant and equipment

Property, plant and equipment are stated at cost of acquisition less accumulated depreciation and accumulated impairment losses, if any. Cost for additions comprises the purchase price and any other attributable cost of bringing the asset to its working condition for its intended use.

The Company identifies and determines cost of each component/part of the Property, plant and equipment separately, if the component/part has a cost which is significant to the total cost of the plant and equipment and has useful life that is materially different from that of the remaining plant and equipment.

An item of Property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected to arise from the continued use of the asset. Gains or losses arising from derecognition of Property, plant and equipment are measured as the difference between the net disposal proceeds and the carrying amount of the asset and are recognised in the Statement of Profit and Loss.

Depreciation of these assets commences when the assets are ready for their intended use. Depreciation is recognised on the cost of assets (other than Capital work-in-progress) less their residual values on straight-line method over their useful lives as indicated in Part C of Schedule II of the Companies Act, 2013 and based on technical parameters/assessments. The management believes that useful lives currently used fairly reflect its estimate of the useful lives and residual values of Property, plant and equipment, though these lives in certain cases are different from lives prescribed under Schedule II.

Leasehold improvements are depreciated over period of the lease agreement or the useful life, whichever is shorter.

The estimated useful lives are as follows :

Type of assets	Useful life in years
<b>Buildings*</b>	
Factory Building	30 years
Other Buildings	50 years
<b>Plant and Equipment*</b>	
Anaesthetic Equipment	5 years
Others	5 to 20 years
Furniture and Fixtures	10 years
<b>Office Equipment</b>	
Computers*	2 to 5 years
Others	5 to 10 years
<b>Vehicles*</b>	5 years

\* In respect of these assets, the management estimate of useful lives, based on technical assessment is lower than the useful life prescribed under part C of Schedule II to the Companies Act, 2013.

The residual values, useful lives and methods of depreciation of Property, plant and equipment are reviewed at each financial year end and adjusted prospectively, if appropriate.

Capital work in progress is stated at cost, net of accumulated impairment loss, if any.

### e) Intangible assets

Intangible assets that are acquired by the Company and that have finite useful lives are measured at cost less accumulated amortisation and accumulated impairment losses, if any.

Amortisation is recognised on a straight-line basis over the estimated useful lives of intangible assets. Intangible assets that are not available for use are amortised from the date they are available for use.

Intangible assets are tested for impairment when there are indications that the carrying value may not be recoverable. Intangible assets are carried at cost, net of accumulated amortisation and accumulated impairment losses, if any.

Intangible assets are amortised over the useful economic life and intangible assets are assessed for impairment whenever there is an indication that the intangible asset may be impaired. The amortisation period and the amortisation method for an intangible asset are reviewed at least at the end of each reporting period with the effect of any changes in estimate being accounted for on a prospective basis. The amortisation expense on intangible assets is recognised in the Statement of Profit and Loss.

The estimated useful lives are as follows :

Type of assets	Useful life in years
Software	3 to 5 years
Trade Marks	5 years
Distribution Rights	10 years

Intangible assets are de-recognised either on their disposal or where no future economic benefits are expected from their use. Gains or losses arising from derecognition of such intangible assets are measured as the difference between the net disposal proceeds and the carrying amount of the asset and are recognised in the Statement of Profit and Loss.

### f) Financial instruments

A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity.



## NOTES TO THE FINANCIAL STATEMENTS

for the year ended March 31, 2024

### Financial assets

#### Recognition and measurement

All financial assets are recognised initially at fair value, except for trade receivables plus, in the case of financial assets not recorded at 'Fair value through profit or loss', transaction costs that are attributable to the acquisition of the financial asset. Financial assets are classified, at initial recognition, as financial assets measured at fair value or as 'Financial assets measured at amortised cost'. However trade receivables that do not contain a significant financing component are measured at transaction price determine under Ind AS 115.

For purposes of subsequent measurement, financial assets are classified in following categories :

- Financial assets at amortised cost
- Financial assets at fair value

A financial asset is measured at amortised cost net of impairment, if the objective of the Company's business model is to hold the financial asset to collect the contractual cash flows and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

All other financial assets are measured at fair value through Statement of Profit and Loss.

#### Derecognition

A financial asset (or, where applicable, a part of a financial asset or part of a group of similar financial assets) is primarily derecognised (i.e. removed from the Company's Balance Sheet) when :

- The contractual rights to receive cash flows from the asset have expired, or
- The Company has transferred its rights to receive contractual cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a 'pass-through' arrangement, and either (a) the Company has transferred substantially all the risks and rewards of the asset, or (b) the Company has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

On derecognition of a financial asset in its entirety, the difference between the asset's carrying amount and the sum of the consideration receives recognised in Statement of profit and loss.

### Financial liabilities

#### Recognition and measurement

All financial liabilities are recognised initially at fair value plus, in the case of financial liabilities not recorded at 'Fair value through profit or loss', transaction costs that are attributable to the acquisition of the financial liabilities. Financial liabilities are classified, at initial recognition, as either 'Financial liabilities at fair value through profit or loss' or 'Other Financial Liabilities'.

For purposes of subsequent measurement, financial liabilities are classified in following categories :

- Financial liabilities are classified as 'Financial liabilities at fair value through profit or loss', if they are held for trading or if they are designated as financial liabilities at fair value through profit or loss. These are measured initially at fair value with subsequent changes recognised in Statement of Profit and Loss.
- Other financial liabilities, are subsequently measured at amortised cost are determined based on the Effective Interest Rate (EIR) method. Interest expense that is not capitalised as part of costs of an asset is included in the 'Finance costs' line item in the Statement of Profit and Loss.

#### Derecognition

A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference between the carrying amount of the financial liability derecognised and the consideration paid and payable is recognised in profit or loss.

### Offsetting of financial instruments

Financial assets and financial liabilities are offset and the net amount is reported in the Balance Sheet if there is a legally enforceable right to offset the recognised amounts and there is an intention to settle on a net basis or realise the assets and settle the liabilities simultaneously.

### g) Impairment

#### Financial assets

A financial asset is assessed at each reporting date to determine whether there is any objective evidence that it is impaired. A financial asset is considered to be impaired, if objective evidence indicates that one or more events have had a negative effect on the estimated future cash flows of that asset.

In accordance with Ind AS 109, the Company applies Expected Credit Loss (ECL) model for measurement and recognition of impairment loss on the following financial assets and credit risk exposure :

- Trade receivables or any contractual right to receive cash or another financial asset that result from transactions that are within the scope of Ind AS 115.
- Other financial assets which are measured at amortised cost.

The Company follows simplified approach for recognition of impairment loss allowance on Trade receivables. The Company recognises impairment loss allowance based on lifetime ECLs at each reporting date, right from its initial recognition.

For recognition of impairment loss on other financial assets and risk exposure, the Company determines that whether there has been a significant increase in the credit risk since initial recognition. If credit risk has not increased significantly, twelve month ECL is used to provide for impairment loss. However, if credit risk has increased significantly, lifetime ECL is used. If, in a subsequent period, credit quality of the instrument improves such that there is no longer a significant increase in credit risk since initial recognition, then the entity reverts to recognising impairment loss allowance based on twelve month ECL.

ECL are measured in a manner that they reflect unbiased and probability weighted amounts determined by a range of outcomes, taking into account the time value of money and other reasonable information available as a result of past events, current conditions and forecasts of future economic conditions.

### Non-financial assets

The carrying amount of non-financial assets are assessed at each reporting date to ascertain whether there is any indication of impairment. If any such indication exists or when annual impairment testing for an asset is required, then the asset's recoverable amount is estimated. An impairment loss is recognised, as an expense in the Statement of Profit and Loss, for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less cost to sell and value in use. Value in use is ascertained through discounting of the estimated future cash flows using a discount rate that reflects the current market assessments of the time value of money and the risk specific to the assets. For the purpose of assessing impairment, assets are grouped at the lowest levels into cash generating units for which there are separately identifiable cash flows.

An impairment loss recognised in prior years are reversed if there has been a change in the estimates used to determine the recoverable amount. An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortisation, if no impairment had been recognised in previous years.

### h) Leases

The Company assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

#### Company as a lessee

The Company applies a single recognition and measurement approach for all leases, except for short-term leases. The Company recognises lease



## NOTES TO THE FINANCIAL STATEMENTS

for the year ended March 31, 2024

liabilities to make lease payments and Right-of-use assets representing the right to use the underlying assets.

### i) Right-of-use assets

The Company recognises Right-of-use assets at the commencement date of the lease (i.e., the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and accumulated impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of Right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets, as follows :

- Leasehold Land : Over lease period which is 95 years
- Buildings : 2 to 9 years
- Furniture and Fixtures : 5 years
- Vehicles : 2 to 5 years

If ownership of the leased asset transfers to the Company at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset.

The Right-of-use assets are also subject to impairment. Refer to the accounting policies in Note 2.3 (g) Impairment - non-financial assets.

### ii) Lease Liabilities

At the commencement date of the lease, the Company recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments (including in substance fixed payments) less any lease incentives receivable. The lease payments also include the exercise price of a purchase option reasonably certain to be exercised by the Company and payments of penalties for terminating the lease, if the lease term reflects the Company exercising the option to terminate.

In calculating the present value of lease payments, the Company uses its incremental borrowing rate at the lease commencement date because the interest rate implicit in the lease is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g., changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

The Company's lease liabilities are presented within the Balance Sheet under Financial Liabilities (Refer Note 5).

### iii) Short-term leases

The Company applies the short-term lease recognition exemption to its short-term leases (i.e. those leases that have a lease term of twelve months or less from the commencement date and do not contain a purchase option). Lease payments on short-term leases are recognised as expense on straight line basis over lease term.

### Company as a lessor

Leases in which the Company does not transfer substantially all the risks and rewards incidental to ownership of an asset are classified as operating leases. Rental income arising is accounted for over the lease terms. Initial direct costs incurred in negotiating and arranging an operating lease are added to the carrying amount of the leased asset and recognised over the lease term on the same basis as rental income.

### i) Inventories

Inventories consists of raw materials, packing materials, work-in-progress, stock-in-trade and finished goods. Inventories are valued at lower of cost and net realisable value. Cost is determined on First-In-First-Out basis.

Cost of raw materials and packing materials includes cost of purchase and other costs incurred in bringing the inventories to their present location and condition.

Cost of work-in-progress and finished goods includes direct materials, labour and proportion of manufacturing overheads based on the normal operating capacity, wherever applicable. Cost of finished goods further includes other costs incurred in bringing the inventories to their present location and condition.

Cost of stock-in-trade includes cost of purchase and other costs incurred in bringing the inventories to their present location and condition.

Net realisable value is the estimated selling price in the ordinary course of business, less estimated costs of completion and estimated costs necessary to make the sale. However, materials and other items held for use in the production of inventories are not written down below cost if the finished products in which they will be used are expected to be sold at or above cost.

### j) Cash and cash equivalents

Cash and cash equivalents in the Balance Sheet comprise cash at banks and on hand and short-term deposits with a maturity of three months or less, which are subject to an insignificant risk of changes in value.

For the purpose of the Statement of Cash Flows, cash and cash equivalents consist of cash and short-term deposits, as defined above, net of outstanding bank overdrafts, if any, as they are considered an integral part of the Company's cash management.

### k) Provisions and contingencies

#### Provisions

A provision is recognised if, as a result of a past event, the Company has a present legal or constructive obligation and it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation. Provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the liability. Where discounting is used, the increase in the provision due to the passage of time is recognised as a finance cost.

### Provision for sales return and date expiry

The Company as per trade practice accepts returns from market which are primarily in the nature of expired or near expiry products. Provisions for such returns are estimated on the basis of historical experience, market conditions and specific contractual terms and are provided for.

### Contingencies

A contingent liability is :

- a possible obligation that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Company; or
- a present obligation that arises from past events but is not recognised because :
  - it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligation; or
  - the amount of the obligation cannot be measured with sufficient reliability.

### l) Revenue

#### Revenue from contracts with customers

Revenue from contracts with customers is recognised when control of the goods or services are transferred to the customer at an amount that reflects the consideration to which the Company expects to be entitled in exchange for those goods or services. The Company has concluded that it is the principal in all of its revenue arrangements since it is the primary obligor in all the revenue arrangements as it has pricing latitude and is also exposed to inventory risks.

Goods and Services Tax (GST) is not received by the Company on its own account. Rather, it is tax collected on value added to the commodity by the seller on behalf of the government. Accordingly, it is excluded from revenue.

#### Sale of products

Revenue from sale of products is recognised at the point in time when control of the asset is transferred to the customer, generally on delivery of the products. Invoices are payable within contractually agreed credit period.

## NOTES TO THE FINANCIAL STATEMENTS

for the year ended March 31, 2024

The Company considers whether there are other promises in the contract that are separate performance obligations to which a portion of the transaction price needs to be allocated. In determining the transaction price for the sale of products, the Company considers the effects of variable consideration (if any).

Revenue from sale of products is stated exclusive of Goods and Services Tax (GST). Revenues are net of sales returns, discounts, provision for anticipated returns on expiry, made on the basis of management expectations.

### Sales returns

The Company accounts for sales returns accrual by recording an allowance for sales returns concurrent with the recognition of revenue at the time of a product sale. This allowance is based on the Company's estimate of expected sales returns.

With respect to established products, the Company considers its historical experience of sales returns, levels of inventory in the distribution channel, estimated shelf life, product discontinuances, price changes of competitive products, and the introduction of competitive new products, to the extent each of these factors impact the Company's business and markets. With respect to new products introduced by the Company, such products have historically been either extensions of an existing line of product where the Company has historical experience or in therapeutic categories where established products exist.

### Rendering of services

Service income is recognised as per the terms of the contracts/arrangements when related services are performed and is stated net of GST.

### Contract balances :

#### Trade receivables

A receivable represents the Company's right to an amount of consideration that is unconditional (i.e., only the passage of time is required before payment of the consideration is due).

#### Contract assets

A contract asset is the right to consideration in exchange for goods or services transferred to the customer. If the Company performs its obligation

by transferring goods or services to a customer before the customer pays consideration or before payment is due, a contract asset is recognised for the earned consideration that is conditional.

### Contract liabilities

A contract liability is the obligation to transfer goods or services to a customer for which the Company has received consideration (or an amount of consideration is due) from the customer. If a customer pays consideration before the Company transfers goods or services to the customer, a contract liability is recognised when the payment is received from customer or due, whichever is earlier. Contract liabilities are recognised as revenue when the Company performs under the contract.

### m) Interest income

Interest income from a financial asset is recognised when it is probable that the economic benefits will flow to the Company and the amount of income can be measured reliably. Interest income is accrued on a time basis, by reference to the principal outstanding and at the effective interest rate applicable, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to that asset's net carrying amount on initial recognition. Interest income is included in 'Other Income' in the Statement of Profit and Loss.

### n) Employee benefits

#### Short-term employment benefits :

All employee benefits payable within twelve months of service such as salaries, wages, bonus, ex-gratia, medical benefits, sick leave, casual leave etc. are recognised in the year in which the employees render the related service and are presented as current employee benefit obligation within the Balance Sheet. Termination benefits are recognised as an expense as and when incurred.

Short-term leave benefit is provided at undiscounted amount during the accounting period based on the service rendered by employees.

#### Defined contribution plan :

Contributions to defined contribution schemes such as State governed Provident Fund and Employee Pension Scheme, Employees' State Insurance

Scheme, Superannuation, Employees' Deposit Linked Insurance and Group Life Insurance are charged as an expense based on the amount of contribution required to be made as and when services are rendered by the employees. The above benefits are classified as defined contribution schemes and the Company has no further defined obligations beyond the contributions.

If the contribution payable to the scheme for service received before the Balance Sheet date exceeds the contribution already paid, the deficit payable to the scheme is recognised as a liability after deducting the contribution already paid. If the contribution already paid exceeds the contribution due for services received before the Balance Sheet date, then excess is recognised as an asset to the extent that the pre-payment will lead to a reduction in future payment or a cash refund.

#### Defined benefit plan :

The Company has defined benefit plan in the form of Gratuity, Long Service Benefits and Post Retirement Medical Benefits as per policies of the Company. The liability in respect of defined benefit plans is calculated using the projected unit credit method with actuarial valuations being carried out at the end of each annual reporting period. The Company's net obligation in respect of the defined benefit plan is calculated by estimating the amount of future benefit that employee has earned in exchange of their service in the current and prior periods and discounted back to the current valuation date to arrive at the present value of the defined benefit obligation. The present value of the defined benefit obligation is deducted from the fair value of plan assets, to arrive at the net asset/(liability), which need to be accounted for in the books of accounts of the Company.

The discount rate used to arrive at the present value of the defined benefit obligations is based on the Indian government security yields prevailing as at the Balance Sheet date that have maturity date equivalent to the tenure of the obligation.

The current service cost of the defined benefit plan, recognised in the Statement of Profit and Loss as employee benefits expense, reflects the increase in the defined benefit obligation resulting from employee service in the current year, benefit

changes, curtailments and settlements. Past service costs are recognised in statement of profit and loss in the period of a plan amendment. The net interest cost is calculated by applying the discount rate to the net balance of the defined benefit obligation and the fair value of plan assets. This cost is included in employee benefit expense in Statement of Profit and Loss. Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to OCI in the period in which they arise and is reflected immediately in retained earnings and is not reclassified to Statement of Profit and Loss.

When the benefits of the plan are changed or when a plan is curtailed or settlement occurs, the portion of the changed benefit related to past service by employees or the gain or loss on curtailment or settlement, is recognised immediately in the Statement of Profit and Loss when the plan amendment or when a curtailment or settlement occurs.

#### Other employee benefits :

Other employee benefits comprise of leave encashment which is provided for, based on the actuarial valuation carried out as at the end of the year.

Liabilities recognised in respect of other employee benefits are measured at the present value of the estimated future cash outflows expected to be made by the Company in respect of services provided by employees up to the reporting date.

### o) Income Tax

#### Current income tax

Income Tax expense comprises of current and deferred tax and includes any adjustments related to past periods in current and/or deferred tax adjustments that may become necessary due to certain developments or reviews during the relevant period. The provision for current tax is made at the rate of tax as applicable for the income of the previous year as defined under the Income tax Act, 1961.

Current income tax relating to items recognised, either in other comprehensive income or directly in equity, is also recognised in other comprehensive income or in equity, as appropriate and not in

## NOTES TO THE FINANCIAL STATEMENTS

for the year ended March 31, 2024

(All amounts in ₹ Crores, unless otherwise stated)

the Statement of Profit and Loss. Management periodically evaluates positions taken in the tax returns with respect to situations in which applicable tax regulations are subject to interpretation and establishes provisions where appropriate.

Current tax assets and current tax liabilities are offset when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle the asset and the liability on a net basis.

### Deferred tax

Deferred tax is recognised using the Balance Sheet approach on temporary differences at the reporting date between the tax bases of assets and liabilities and their carrying amounts for financial reporting purposes at the reporting date.

The carrying amount of deferred tax assets is reviewed at each reporting date and reduced to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred tax asset to be utilised. Unrecognised deferred tax assets are re-assessed at each reporting date and are recognised to the extent that it has become probable that future taxable profits will allow the deferred tax asset to be recovered.

Deferred tax assets and liabilities are measured at the tax rates that are expected to apply in the year when the asset is realised or the liability is expected to be settled, based on tax rates and tax laws that have been enacted or substantively enacted at the reporting date.

Deferred tax relating to items recognised, either in other comprehensive income or in equity, is also recognised in other comprehensive income or in equity, as appropriate and not in the Statement of Profit and Loss.

Deferred tax assets and deferred tax liabilities are offset, if a legally enforceable right exists to set-off current tax assets against current tax liabilities.

### p) Earnings per equity share

The Company presents basic and diluted earnings per share ('EPS') data for its equity shares.

The Basic EPS is computed by dividing the net profit after tax for the year attributable to the equity shareholders of the Company by weighted average number of equity shares outstanding during the year.

Diluted earnings per equity share are computed by dividing the net profit attributable to equity holders of the Company by the weighted average number of equity shares considered for deriving basic earnings per equity share and also the weighted average number of equity shares that could have been issued upon conversion of all dilutive potential equity shares. The dilutive potential equity shares are adjusted for the proceeds receivable had the equity shares been actually issued at fair value (i.e. the average market value of the equity shares). Dilutive potential equity shares are deemed converted as of the beginning of the period unless issued at a later date.

### q) Share based compensation

Abbott Laboratories, USA, being the Ultimate Holding Company, has given restricted stock option plan to the employees of the Company.

Pursuant to Ind AS 102 'Share-based Payment', the Company recognises an expense based on the fair value of the stock options as at grant date. The expenses are amortised over the vesting period. The corresponding credit is given to equity because the award represents in substance equity contribution by the Parent Company. The cumulative expense recognised for stock options at each reporting date until the vesting date reflects the extent to which the vesting period has expired and the Company's best estimate of the number of equity instruments that will ultimately vest.

The stock based compensation cost is recharged to the Company upon exercise, which is adjusted against share based compensation reserve.

## 3 PROPERTY, PLANT AND EQUIPMENT

	Leasehold Improvements	Buildings (Refer Note (b) and (c))	Plant and Equipment (Refer Note (a))	Furniture and fixtures	Office Equipment	Vehicles	Total
<b>At cost or deemed cost</b>							
<b>As at April 1, 2022</b>	0.85	54.29	120.31	5.98	45.40	0.16	226.99
Additions	-	1.17	21.41	0.29	9.27	-	32.14
Disposals	(0.12)	-	(2.24)	(0.70)	(4.27)	-	(7.33)
<b>As at March 31, 2023</b>	<b>0.73</b>	<b>55.46</b>	<b>139.48</b>	<b>5.57</b>	<b>50.40</b>	<b>0.16</b>	<b>251.80</b>
Additions	-	5.39	28.73	1.60	7.58	-	43.30
Disposals	-	-	(0.17)	(0.02)	(1.47)	-	(1.66)
<b>As at March 31, 2024</b>	<b>0.73</b>	<b>60.85</b>	<b>168.04</b>	<b>7.15</b>	<b>56.51</b>	<b>0.16</b>	<b>293.44</b>
<b>Accumulated depreciation</b>							
<b>As at April 1, 2022</b>	0.54	10.89	58.46	3.32	30.56	0.03	103.80
Depreciation charge for the year	0.11	1.71	12.51	0.45	9.55	0.03	24.36
Disposals	(0.12)	-	(1.68)	(0.53)	(4.26)	-	(6.59)
<b>As at March 31, 2023</b>	<b>0.53</b>	<b>12.60</b>	<b>69.29</b>	<b>3.24</b>	<b>35.85</b>	<b>0.06</b>	<b>121.57</b>
Depreciation charge for the year	0.08	1.78	14.60	0.48	9.34	0.03	26.31
Disposals	-	-	(0.16)	(0.02)	(1.45)	-	(1.63)
<b>As at March 31, 2024</b>	<b>0.61</b>	<b>14.38</b>	<b>83.73</b>	<b>3.70</b>	<b>43.74</b>	<b>0.09</b>	<b>146.25</b>
<b>Net carrying value</b>							
<b>As at March 31, 2024</b>	<b>0.12</b>	<b>46.47</b>	<b>84.31</b>	<b>3.45</b>	<b>12.77</b>	<b>0.07</b>	<b>147.19</b>
<b>As at March 31, 2023</b>	<b>0.20</b>	<b>42.86</b>	<b>70.19</b>	<b>2.33</b>	<b>14.55</b>	<b>0.10</b>	<b>130.23</b>

### Notes :

- a) Included in Plant and Equipment are anaesthetic equipments, installed at various hospitals free of cost with the intention of procuring business for the Company's products :

Class of Asset	Net carrying value	
	As at March 31, 2024	As at March 31, 2023
Plant and Equipment	4.57	4.12

- b) Included in Buildings is an amount of ₹ 0.00\* Crores (March 2023 : ₹ 0.00\* Crores) representing value of shares in co-operative housing society.

\* below ₹ 50,000/-

## NOTES TO THE FINANCIAL STATEMENTS

for the year ended March 31, 2024

(All amounts in ₹ Crores, unless otherwise stated)

c) Title deeds of Immovable Property not held in the name of the Company :

Relevant line item in the Balance sheet	Description of item of property	Gross carrying value as at March 31, 2024 (₹ in Crores)	Title deeds held in the name of	Whether title deed holder is a promoter, director or relative of promoter/director or employee of promoter/director	Property held since which date	Reason for not being held in the name of the Company
Property, Plant and Equipment	Building-Chembur	6.35	M/s Boots Pharmaceuticals Limited	No	July 1, 1996	The property is held in the erstwhile name of the Company.
Property, Plant and Equipment	Building-Chennai	0.16	M/s Duphar Interfan Ltd	No	May 15, 1989	The said property is held in the name of Duphar Interfran Limited, which was demerged into a new entity - Solvay Pharma India Limited (SPIL). SPIL was ultimately merged with the Company and the deed of merger was filed by the Company.
Property, Plant and Equipment	Building-Goregaon	30.34	M/s Solvay Pharma India Limited	No	May 19, 2009	The said property was acquired by the Company pursuant to the Scheme of Amalgamation of Solvay Pharma India Limited with the Company, approved by the Hon'ble High Court and the deed of merger has been filed by the Company.
Property, Plant and Equipment	Building-Goa	0.07	M/s Knoll Pharmaceuticals Ltd	No	October 15, 1997	The property is held in the erstwhile name of the Company.

d) The amount of contractual commitments for the acquisition of Property, plant and equipment is disclosed in Note 36 (a).  
**Capital Work-In-Progress (CWIP) Ageing Schedule**

As at March 31, 2024	Amount in CWIP for a period of				Total
	Less than 1 year	1-2 years	2-3 years	More than 3 years	
Projects in progress	10.11	-	-	-	10.11
Projects temporarily suspended	-	-	-	-	-
<b>Total</b>	<b>10.11</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>10.11</b>

As at March 31, 2023	Amount in CWIP for a period of				Total
	Less than 1 year	1-2 years	2-3 years	More than 3 years	
Projects in progress	3.66	-	-	-	3.66
Projects temporarily suspended	-	-	-	-	-
<b>Total</b>	<b>3.66</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>3.66</b>

(All amounts in ₹ Crores, unless otherwise stated)

## 4 INTANGIBLE ASSETS

	Software	Trade Marks	Distribution Rights	Total
<b>At Cost</b>				
<b>As at April 1, 2022</b>	6.43	0.86	8.52	15.81
Additions	0.17	-	-	0.17
Disposals	(0.01)	-	-	(0.01)
<b>As at March 31, 2023</b>	<b>6.59</b>	<b>0.86</b>	<b>8.52</b>	<b>15.97</b>
Additions	0.38	-	-	0.38
Disposals	-	-	-	-
<b>As at March 31, 2024</b>	<b>6.97</b>	<b>0.86</b>	<b>8.52</b>	<b>16.35</b>
<b>Accumulated Amortisation</b>				
<b>As at April 1, 2022</b>	5.74	0.80	0.64	7.18
Amortisation charge for the year	0.37	0.06	0.85	1.28
Disposals	(0.01)	-	-	(0.01)
<b>As at March 31, 2023</b>	<b>6.10</b>	<b>0.86</b>	<b>1.49</b>	<b>8.45</b>
Amortisation charge for the year	0.39	-	0.85	1.24
Disposals	-	-	-	-
<b>As at March 31, 2024</b>	<b>6.49</b>	<b>0.86</b>	<b>2.34</b>	<b>9.69</b>
<b>Net carrying value</b>				
<b>As at March 31, 2024</b>	<b>0.48</b>	<b>-</b>	<b>6.18</b>	<b>6.66</b>
<b>As at March 31, 2023</b>	<b>0.49</b>	<b>-</b>	<b>7.03</b>	<b>7.52</b>

## 5 LEASES

### A Right-of-use assets :

The Company has lease contracts for various items of Land, Buildings, Vehicles and Furniture & Fixtures used in its operations. Leases of Land have lease terms of 95 years, Buildings generally have lease terms between 2 to 9 years, Vehicles have lease terms between 2 to 5 years and Furniture & Fixtures have lease terms of 5 years. The Company's obligations under its leases are secured by the lessor's title to the leased assets.

Changes in net carrying value of Right-of-use assets for the year ended March 31, 2024 and March 31, 2023 are as follows :

	Land	Buildings	Vehicles	Furniture and Fixtures	Total
<b>Balance as at April 1, 2022</b>	0.33	128.05	3.00	7.80	139.18
Additions	-	5.59	1.45	-	7.04
Deletions	-	(2.57)	(0.16)	-	(2.73)
Depreciation	(0.01)	(40.36)	(1.29)	(2.67)	(44.33)
<b>Balance as at March 31, 2023*</b>	<b>0.32</b>	<b>90.71</b>	<b>3.00</b>	<b>5.13</b>	<b>99.16</b>
Additions	-	17.48	2.19	-	19.67
Deletions	-	(3.98)	(0.14)	-	(4.12)
Depreciation	(0.01)	(39.48)	(1.46)	(2.67)	(43.62)
<b>Balance as at March 31, 2024*</b>	<b>0.31</b>	<b>64.73</b>	<b>3.59</b>	<b>2.46</b>	<b>71.09</b>

\* Includes ₹ 1.26 Crores (March 31, 2023 : ₹ 2.07 Crores) towards deferred lease assets. Out of this deferred lease assets, ₹ 0.86 Crores (March 31, 2023 : ₹ 1.80 Crores) is towards deposit given to related party (Refer Note 38 (D)).



## NOTES TO THE FINANCIAL STATEMENTS

for the year ended March 31, 2024

(All amounts in ₹ Crores, unless otherwise stated)

### B Lease liabilities :

Set out below are the carrying amounts of lease liabilities and the movements during the period :

	As at March 31, 2024	As at March 31, 2023
<b>Opening balance*</b>	113.17	151.69
Additions	19.44	6.93
Accretion of interest	8.67	11.75
Termination	(4.14)	(3.33)
Payments	(53.91)	(53.87)
<b>Closing balance*</b>	<b>83.23</b>	<b>113.17</b>
<b>Current</b>	46.47	45.68
<b>Non-Current</b>	36.76	67.49

\* Includes ₹ 29.84 Crores (March 31, 2023 : ₹ 59.21 Crores) pertaining to lease liabilities towards related party (Refer Note 38 (D)).

The maturity analysis of lease liabilities are disclosed in Note 40.

### C Impact on Profit or Loss :

	For the year ended March 31, 2024	For the year ended March 31, 2023
Depreciation of Right-of-use assets (Refer Note 29)	43.62	44.33
Finance costs (Refer Note 28)	8.67	11.75
Expense relating to short-term leases (Refer Note 30)	0.30	0.26
Gain on early termination of leases (Refer Note 24)	(0.02)	(0.60)
<b>Total amount recognised in profit or loss</b>	<b>52.57</b>	<b>55.74</b>

### D Company as lessor :

The Company has recognised rent income from leasing of a property amounting to ₹ 1.15 Crores (March 31, 2023 : ₹ 1.15 Crores) in the Statement of Profit or Loss under 'Other Income' (Refer Note 24).

Future minimum rentals receivable under non-cancellable operating leases are as follows :

	As at March 31, 2024	As at March 31, 2023
Within one year	1.15	1.15
After one year but not more than five years	0.84	1.99
More than five years	-	-
	<b>1.99</b>	<b>3.14</b>

(All amounts in ₹ Crores, unless otherwise stated)

### 6 NON-CURRENT FINANCIAL ASSETS - OTHERS (UNSECURED, CONSIDERED GOOD)

	As at March 31, 2024	As at March 31, 2023
Deposits with body corporates and others :		
For premises with a Related party (Refer Note 38 (D))	-	12.96
For premises with others	1.35	0.90
Against tenders (Refer (a) below)	0.50	0.12
Margin deposit and deposit against guarantees and tenders	2.45	3.66
Term deposits with remaining maturity of more than twelve months	1,506.00	1,137.00
Interest accrued but not due on bank deposits	108.12	34.36
Expected reimbursement towards likely sales return - reimbursable (Refer Note 22)	38.10	33.07
	<b>1,656.52</b>	<b>1,222.07</b>
<b>(a) Deposits against tenders :</b>		
Secured, considered good	-	-
Unsecured, considered good	0.50	0.12
Credit impaired deposits	3.23	4.24
	<b>3.73</b>	<b>4.36</b>
Less : Allowance for credit impaired deposits	(3.23)	(4.24)
	<b>0.50</b>	<b>0.12</b>

### 7 OTHER NON-CURRENT ASSETS (UNSECURED, CONSIDERED GOOD)

	As at March 31, 2024	As at March 31, 2023
Capital advances	0.23	0.86
Balance with Government on account of VAT deposits	0.78	0.69
	<b>1.01</b>	<b>1.55</b>

### 8 INVENTORIES (AT LOWER OF COST OR NET REALISABLE VALUE)

	As at March 31, 2024	As at March 31, 2023
Raw materials and packing materials <sup>#</sup>	117.67	139.21
Work-in-progress	17.76	15.28
Finished goods	108.21	126.67
Stock-in-trade <sup>@</sup>	375.94	367.69
	<b>619.58</b>	<b>648.85</b>

<sup>#</sup> Includes Goods in Transit ₹ 19.41 Crores (March 31, 2023 : ₹ 45.97 Crores)

<sup>@</sup> Includes Goods in Transit ₹ 3.38 Crores (March 31, 2023 : ₹ 31.61 Crores)

During the year ended March 31, 2024, ₹ 18.57 Crores (March 31, 2023: ₹ 20.05 Crores) was charged to the statement of Profit and Loss on account of slow moving, expired and near expiry inventories.



## NOTES TO THE FINANCIAL STATEMENTS

for the year ended March 31, 2024

(All amounts in ₹ Crores, unless otherwise stated)

### 9 TRADE RECEIVABLES

	As at March 31, 2024	As at March 31, 2023
Trade receivables	300.47	308.70
Receivables from related parties (Refer Note 38 (D))	18.64	10.10
	<b>319.11</b>	<b>318.80</b>

#### Break-up for Trade receivables :

	As at March 31, 2024	As at March 31, 2023
<b>Trade receivables :</b>		
Secured, considered good	3.10	6.03
Unsecured, considered good	319.12	314.63
Credit impaired	10.66	10.57
	<b>332.88</b>	<b>331.23</b>
Less : Allowances for expected credit loss (Refer Note 40)	(13.77)	(12.43)
	<b>319.11</b>	<b>318.80</b>

#### Trade receivables Ageing Schedule

##### As at March 31, 2024

	Current but not due	Outstanding for following periods from due date of payment					Total
		Less than 6 Months	6 months – 1 year	1-2 years	2-3 years	More than 3 years	
Undisputed Trade Receivables – considered good	269.40	47.16	2.56	0.73	0.46	1.91	322.22
Undisputed Trade receivable – credit impaired	-	-	0.21	0.09	0.34	2.90	3.54
Disputed Trade receivable – credit impaired	-	0.10	0.74	0.20	1.33	4.75	7.12
<b>Total</b>	<b>269.40</b>	<b>47.26</b>	<b>3.51</b>	<b>1.02</b>	<b>2.13</b>	<b>9.56</b>	<b>332.88</b>

##### As at March 31, 2023

	Current but not due	Outstanding for following periods from due date of payment					Total
		Less than 6 Months	6 months – 1 year	1-2 years	2-3 years	More than 3 years	
Undisputed Trade Receivables – considered good	285.64	31.60	1.91	0.17	0.73	0.61	320.66
Undisputed Trade receivable – credit impaired	-	-	-	0.30	0.19	3.44	3.93
Disputed Trade receivable – credit impaired	-	0.09	0.15	1.78	1.38	3.24	6.64
<b>Total</b>	<b>285.64</b>	<b>31.69</b>	<b>2.06</b>	<b>2.25</b>	<b>2.30</b>	<b>7.29</b>	<b>331.23</b>

There are no trade or other receivables which are due from directors or other officers of the Company either severally or jointly with any other person. Also, there are no trade or other receivables which are due from firms or private companies, in which any director is a partner, a director or a member.

For terms and conditions relating to related party receivables, refer Note 38.

For information on financial risk management objectives and policies, refer Note 40.

(All amounts in ₹ Crores, unless otherwise stated)

### 10 CASH AND CASH EQUIVALENTS

	As at March 31, 2024	As at March 31, 2023
Balances with banks		
In current accounts	113.75	62.17
Deposits with original maturity of less than three months <sup>®</sup>	177.99	177.50
	<b>291.74</b>	<b>239.67</b>

<sup>®</sup> Represents time deposits at fixed rates maintained with various banks by the Company.

### 11 BANK BALANCES OTHER THAN CASH AND CASH EQUIVALENTS

	As at March 31, 2024	As at March 31, 2023
Margin deposit and deposit against guarantees and tenders	1.75	1.33
Earmarked bank balance towards dividend <sup>#</sup>	13.03	11.41
Term deposits with original maturity of more than three months but less than twelve months <sup>®*</sup>	1,827.97	1,684.65
	<b>1,842.75</b>	<b>1,697.39</b>

<sup>#</sup> These balances are available for use only towards settlement of corresponding unpaid dividend liabilities.

<sup>®</sup> Represents time deposits at fixed rates maintained with various banks by the Company.

<sup>\*</sup> Includes Fixed Deposit under lien of ₹ 1.72 Crores (March 31, 2023 : ₹ 1.92 Crores)

### 12 CURRENT FINANCIAL ASSETS - OTHERS (UNSECURED, CONSIDERED GOOD)

	As at March 31, 2024	As at March 31, 2023
Deposits with body corporates and others :		
For premises with a Related party (Refer Note 38 (D))	13.97	-
For premises with others	5.34	5.92
Interest accrued but not due on bank deposits	27.04	21.54
Receivables from related parties (Refer Note 38 (D))	5.04	4.22
Expected reimbursement towards likely sales return - reimbursable (Refer Note 22)	33.06	28.77
Other receivables	10.11	8.18
	<b>94.56</b>	<b>68.63</b>

### 13 OTHER CURRENT ASSETS

	As at March 31, 2024	As at March 31, 2023
Prepaid expenses	9.01	6.73
Advances to employees and suppliers	16.79	14.54
GST receivables	49.44	29.88
Others (Refer Note 30 (b))	2.86	0.62
	<b>78.10</b>	<b>51.77</b>



## NOTES TO THE FINANCIAL STATEMENTS

for the year ended March 31, 2024

(All amounts in ₹ Crores, unless otherwise stated)

### 14 EQUITY SHARE CAPITAL

#### Authorised share capital :

Equity shares of ₹ 10 each

	Number of shares	Amount
As at April 1, 2022	2,75,00,000	27.50
Changes during the year	-	-
As at March 31, 2023	2,75,00,000	27.50
Changes during the year	-	-
As at March 31, 2024	2,75,00,000	27.50

#### Terms/rights attached to equity shares

The Company has only one class of equity shares with voting rights having a par value of ₹ 10 per share. The Company declares and pays dividends in Indian Rupees (₹). The dividend proposed by the Board of Directors is subject to the approval of the shareholders in the ensuing Annual General Meeting except in case of interim dividend. The remittance of dividend outside India is governed by Indian law on foreign exchange and is subject to applicable distribution taxes.

In the event of liquidation of the Company, the shareholders of equity shares will be entitled to receive remaining assets of the Company after distribution of all preferential amounts. The distribution will be in proportion to the number of equity shares held by the shareholders.

#### Issued, Subscribed and Paid up Capital :

Equity shares of ₹ 10 each fully paid

	Number of shares	Amount
As at April 1, 2022	2,12,49,302	21.25
Changes during the year	-	-
As at March 31, 2023	2,12,49,302	21.25
Changes during the year	-	-
As at March 31, 2024	2,12,49,302	21.25

Details of Equity shares of ₹ 10 each fully paid held by the Holding Company and subsidiaries of the Ultimate Holding Company :	As at March 31, 2024	As at March 31, 2023
i) 1,07,19,097 (March 31, 2023 : 1,07,19,097) Abbott Capital India Ltd., U.K. (Holding Company)	10.72	10.72
ii) 37,44,951 (March 31, 2023 : 37,44,951) Abbott Healthcare Products Ltd., U.K. (Subsidiary of the Ultimate Holding Company)	3.75	3.75
iii) 14,70,000 (March 31, 2023 : 14,70,000) British Colloids Ltd., U.K. (Subsidiary of the Ultimate Holding Company)	1.47	1.47
The Ultimate Holding Company is Abbott Laboratories, USA.		

Details of shareholders holding more than 5% shares in the Company	As at March 31, 2024		As at March 31, 2023	
	Number of shares	% Holding	Number of shares	% Holding
i) Abbott Capital India Ltd., U.K.	1,07,19,097	50.45%	1,07,19,097	50.45%
ii) Abbott Healthcare Products Ltd., U.K.	37,44,951	17.62%	37,44,951	17.62%
iii) British Colloids Ltd., U.K.	14,70,000	6.92%	14,70,000	6.92%
	1,59,34,048	74.99%	1,59,34,048	74.99%

(All amounts in ₹ Crores, unless otherwise stated)

#### Details of shares held by promoters

As at March 31, 2024

	No. of shares at the beginning of the year	Change during the year	No. of shares at the end of the year	% of Total Shares	% change during the year
i) Abbott Capital India Ltd., U.K.	1,07,19,097	-	1,07,19,097	50.45%	-
ii) Abbott Healthcare Products Ltd., U.K.	37,44,951	-	37,44,951	17.62%	-
iii) British Colloids Ltd., U.K.	14,70,000	-	14,70,000	6.92%	-

As at March 31, 2023

	No. of shares at the beginning of the year	Change during the year	No. of shares at the end of the year	% of Total Shares	% change during the year
i) Abbott Capital India Ltd., U.K.	1,07,19,097	-	1,07,19,097	50.45%	-
ii) Abbott Healthcare Products Ltd., U.K.	37,44,951	-	37,44,951	17.62%	-
iii) British Colloids Ltd., U.K.	14,70,000	-	14,70,000	6.92%	-

#### Dividend paid and proposed

	For the year ended March 31, 2024	For the year ended March 31, 2023
<b>Dividend on equity shares declared and paid :</b>		
Date of approval (date of Annual General Meeting)	August 9, 2023	August 10, 2022
Final dividend for the year ended March 31, 2023 : ₹ 180 per share (March 31, 2022 : ₹ 145 per share)	382.49	308.11
Special dividend for the year ended March 31, 2023 : ₹ 145 per share (March 31, 2022 : ₹ 130 per share)	308.11	276.25
<b>Proposed dividend on equity shares :</b>		
Final dividend for the year ended March 31, 2024 : ₹ 410 per share (March 31, 2023 : ₹ 180 per share)	871.22	382.49
Special dividend for the year ended March 31, 2024 : ₹ NIL per share (March 31, 2023 : ₹ 145 per share)	-	308.11

Proposed dividends on equity shares are subject to approval at the Annual General Meeting and are not recognized as a liability as at March 31, 2023 and March 31, 2024.

## NOTES TO THE FINANCIAL STATEMENTS

for the year ended March 31, 2024

(All amounts in ₹ Crores, unless otherwise stated)

	Reserves and Surplus					Items of Other Comprehensive Income		Total Other Equity
	Amalgamation Reserve	Capital Reserve	Capital Redemption Reserve	Share based Compensation Reserve	General Reserve	Retained Earnings	Remeasurement of defined benefit plan	
<b>As at April 1, 2022</b>	0.38	5.23	2.52	44.16	594.68	2,158.40	(6.83)	2,798.54
Profit for the year	-	-	-	-	-	949.41	-	949.41
Remeasurement of defined benefit plan (net of tax)	-	-	-	-	-	-	3.62	3.62
Transfer from Profit and Loss to General Reserve	-	-	-	-	94.94	(94.94)	-	-
Dividend for the year ended March 31, 2022 (Refer Note 14)	-	-	-	-	-	(584.36)	-	(584.36)
Share based compensation to employees (Refer Note 27)	-	-	-	12.22	-	-	-	12.22
Payment towards RSU Charge	-	-	-	(12.14)	-	-	-	(12.14)
Transfer from Share based Compensation Reserve to General Reserve*	-	-	-	(1.72)	1.72	-	-	-
<b>As at March 31, 2023</b>	0.38	5.23	2.52	42.52	691.34	2,428.51	(3.21)	3,167.29
Profit for the year	-	-	-	-	-	1,201.22	-	1,201.22
Remeasurement of defined benefit plan (net of tax)	-	-	-	-	-	-	0.02	0.02
Transfer from Profit and Loss to General Reserve	-	-	-	-	120.12	(120.12)	-	-
Dividend for the year ended March 31, 2023 (Refer Note 14)	-	-	-	-	-	(690.60)	-	(690.60)
Share based compensation to employees (Refer Note 27)	-	-	-	14.07	-	-	-	14.07
Payment towards RSU Charge	-	-	-	(14.36)	-	-	-	(14.36)
Transfer from Share based Compensation Reserve to General Reserve*	-	-	-	(2.07)	2.07	-	-	-
<b>As at March 31, 2024</b>	0.38	5.23	2.52	40.16	813.53	2,819.01	(3.19)	3,677.64

\*On account of cancellation of share options awarded to employees

### Nature and purpose of components of other equity :

#### 1. Amalgamation Reserve

This was created on amalgamation of Beem Healthcare Limited and Valencia Pharmaceuticals Limited, wholly owned subsidiary of the Company with appointed date as July 1, 1998. All assets and liabilities of erstwhile Beem Healthcare Limited and Valencia Pharmaceuticals Limited were transferred to the Company and all shares held by the Company in erstwhile Beem Healthcare Limited and Valencia Pharmaceuticals Limited were cancelled. The amalgamation was accounted under 'Pooling of Interests method' as prescribed in then Accounting Standard 14 issued by the Institute of Chartered Accountants of India. The reserve can be utilised in accordance with the provisions of the Companies Act, 2013.

#### 2. Capital Reserve

This was created on amalgamation of Lenbrook Pharmaceuticals Limited, a wholly owned subsidiary of the Company with the appointed date as October 1, 2003. All the assets and liabilities of erstwhile Lenbrook Pharmaceuticals Limited were transferred to the Company and all shares held by the Company in the erstwhile Lenbrook Pharmaceuticals Limited were cancelled. The amalgamation was accounted under the 'Purchase Method' as prescribed in then applicable Accounting Standards 14 issued by the Institute of Chartered Accountants of India. The reserve can be utilised in accordance with the provisions of the Companies Act, 2013.

#### 3. Capital Redemption Reserve

This was created according to Section 77A of the Companies Act, 1956 by transferring the face value of shares bought back during the period 2003 to 2008 from free reserves. The reserve can be utilised in accordance with the provisions of the Companies Act, 2013.

#### 4. Share based Compensation Reserve

The Company's employees are awarded Restricted Stock Units (RSUs) of the Ultimate Holding Company, Abbott Laboratories, USA. The Share based Compensation Reserve is used to recognise the fair value of the RSUs awarded to the employees and reserves are used for payments towards RSU charge to the Ultimate Holding Company. The award represents in substance equity contributions by the Ultimate Holding Company.

#### 5. General Reserve

General Reserve is used from time to time to transfer profits from retained earnings for appropriation purposes. General Reserve is created by a transfer from one component of equity to another and is not an item of Other Comprehensive Income. The reserve can be utilised in accordance with the provisions of the Companies Act, 2013.

#### 6. Retained Earnings

Retained Earnings are the profits the Company has earned till date, less any transfer to General Reserve, dividends or other distributions paid to the shareholders. The reserve can be utilised in accordance with the provisions of the Companies Act, 2013.

#### 7. Other Comprehensive Income (Remeasurement of defined benefit plan)

Differences between the interest income on plan assets and the return actually achieved and any changes in the liabilities over the year due to changes in actuarial assumptions or experience adjustments within the plans, are recognised in 'Other Comprehensive Income' and subsequently not reclassified to the Statement of Profit and Loss.

### 16 NON-CURRENT PROVISIONS

	As at March 31, 2024	As at March 31, 2023
<b>Provision for employee benefits :</b>		
Post Retirement Medical Benefits (Refer Note 34)	0.78	0.61
Long Service Benefits	2.41	2.02
<b>Others :</b>		
For likely sales returns and date expiry (Refer Note 22)	73.83	57.76
For likely sales returns - reimbursable (Refer Note 22)	38.10	33.07
	<b>115.12</b>	<b>93.46</b>



## NOTES TO THE FINANCIAL STATEMENTS

for the year ended March 31, 2024

(All amounts in ₹ Crores, unless otherwise stated)

### 17A) INCOME TAXES

The major components of income tax expense for the years ended March 31, 2024 and March 31, 2023 are :

Extract of Statement of Profit and Loss :

Profit and Loss Section :

	For the year ended March 31, 2024	For the year ended March 31, 2023
<b>Current income tax :</b>		
Current tax expense	415.43	329.41
Tax adjustment for earlier years	0.03	(3.81)
<b>Deferred tax :</b>		
Relating to origination and reversal of temporary differences	1.07	(1.19)
<b>Income tax expense reported in the Statement of Profit and Loss</b>	<b>416.53</b>	<b>324.41</b>

Other Comprehensive Income (OCI) Section - Deferred tax related to items recognised in OCI during the year :

	For the year ended March 31, 2024	For the year ended March 31, 2023
Net loss/(gain) on remeasurement of defined benefit plans	(0.01)	(1.22)
<b>Income tax expense charged to OCI</b>	<b>(0.01)</b>	<b>(1.22)</b>

Reconciliation of tax expense and the accounting profit multiplied by India's domestic tax rate for March 31, 2024 and March 31, 2023 :

	For the year ended March 31, 2024	For the year ended March 31, 2023
<b>Accounting profit before income tax</b>	<b>1,617.75</b>	<b>1,273.82</b>
At India's statutory income tax rate of 25.168% (March 31, 2023 : 25.168%)	407.16	320.60
Adjustments in respect of current income tax of previous years	0.03	(3.81)
Tax impact on Non-deductible expenses for tax purposes	9.34	7.62
	<b>416.53</b>	<b>324.41</b>
<b>At the effective income tax rate of 25.747% (March 31, 2023 : 25.467%)</b>		
<b>Income tax expense reported in the Statement of Profit and Loss</b>	<b>416.53</b>	<b>324.41</b>

(All amounts in ₹ Crores, unless otherwise stated)

Deferred tax :

The tax effect of significant temporary differences that resulted in deferred income tax assets and liabilities are as follows :

	Balance Sheet		Statement of Profit and Loss	
	As at March 31, 2024	As at March 31, 2023	For the year ended March 31, 2024	For the year ended March 31, 2023
<b>Deferred tax assets</b>				
Provision for Compensated Absences	10.28	10.47	0.19	1.38
Gratuity and Other employee benefits	2.02	0.89	(1.13)	0.06
Allowance for credit impaired debts	3.46	3.13	(0.33)	0.03
Other items deductible under Income Tax Act on payment basis	6.42	5.27	(1.15)	0.03
Other items giving rise to temporary differences	1.72	5.32	3.60	(0.47)
<b>Deferred tax liabilities</b>				
Difference between written down value of Property, Plant and Equipment as per books of accounts and income tax	(5.66)	(5.99)	(0.33)	(0.59)
Other items giving rise to temporary differences	(2.39)	(2.16)	0.23	(0.41)
<b>Net deferred tax assets/(liabilities)</b>	<b>15.85</b>	<b>16.93</b>		
<b>Deferred tax charge/(income)</b>			1.08	0.03
Deferred tax charge/(income) recognised in Profit and Loss			1.07	(1.19)
Deferred tax charge/(income) recognised in OCI			0.01	1.22
			<b>1.08</b>	<b>0.03</b>

Reflected in the Balance Sheet as follows :

	As at March 31, 2024	As at March 31, 2023
Deferred tax assets	23.90	25.08
Deferred tax liabilities	(8.05)	(8.15)
<b>Deferred tax assets (net)</b>	<b>15.85</b>	<b>16.93</b>

Reconciliation of deferred tax assets (net) :

	For the year ended March 31, 2024	For the year ended March 31, 2023
<b>Opening balance as of April 1</b>	<b>16.93</b>	<b>16.96</b>
Tax income/(charge) during the period recognised in Profit and Loss	(1.07)	1.19
Tax income/(charge) during the period recognised in OCI	(0.01)	(1.22)
<b>Closing balance as at March 31</b>	<b>15.85</b>	<b>16.93</b>



## NOTES TO THE FINANCIAL STATEMENTS

for the year ended March 31, 2024

(All amounts in ₹ Crores, unless otherwise stated)

### 17B) NON-CURRENT TAX ASSETS (NET)

	As at March 31, 2024	As at March 31, 2023
Advance income tax (net of provisions)	39.22	49.28
	<b>39.22</b>	<b>49.28</b>

### 17C) CURRENT TAX LIABILITIES (NET)

	As at March 31, 2024	As at March 31, 2023
Provision for income tax (Net of advance income tax)	11.46	10.54
	<b>11.46</b>	<b>10.54</b>

### 18 TRADE PAYABLES

	As at March 31, 2024	As at March 31, 2023
Dues of micro and small enterprises (Refer (a) below)	41.11	24.57
Dues of creditors other than to micro enterprises and small enterprises		
- Due to related parties (Refer Note 38 (D))	90.17	134.44
- Due to others	871.41	732.98
	<b>961.58</b>	<b>867.42</b>
	<b>1,002.69</b>	<b>891.99</b>

#### Trade payables Ageing Schedule

As at March 31, 2024

	Unbilled	Current but not due	Outstanding for following periods from due date of payment				Total
			Less than 1 Year	1-2 years	2-3 years	More than 3 years	
Total outstanding dues of micro enterprises and small enterprises	-	31.27	9.74	0.06	0.04	-	41.11
Total outstanding dues of creditors other than micro enterprises and small enterprises	73.59	847.57	40.12	0.22	0.07	0.01	961.58
Disputed dues of micro enterprises and small enterprises	-	-	-	-	-	-	-
Disputed dues of creditors other than micro enterprises and small enterprises	-	-	-	-	-	-	-
	<b>73.59</b>	<b>878.84</b>	<b>49.86</b>	<b>0.28</b>	<b>0.11</b>	<b>0.01</b>	<b>1,002.69</b>

(All amounts in ₹ Crores, unless otherwise stated)

As at March 31, 2023

	Unbilled	Current but not due	Outstanding for following periods from due date of payment				Total
			Less than 1 Year	1-2 years	2-3 years	More than 3 years	
Total outstanding dues of micro enterprises and small enterprises	-	8.41	16.07	0.05	0.04	-	24.57
Total outstanding dues of creditors other than micro enterprises and small enterprises	90.01	738.90	38.06	0.22	0.13	0.10	867.42
Disputed dues of micro enterprises and small enterprises	-	-	-	-	-	-	-
Disputed dues of creditors other than micro enterprises and small enterprises	-	-	-	-	-	-	-
	<b>90.01</b>	<b>747.31</b>	<b>54.13</b>	<b>0.27</b>	<b>0.17</b>	<b>0.10</b>	<b>891.99</b>

For terms and conditions relating to related party payables, refer Note 38.

For information on financial risk management objectives and policies, refer Note 40.

#### (a) Details of dues to Micro and Small Enterprises under the Micro, Small and Medium Enterprises Development Act, 2006 (MSMED Act, 2006)\*

	As at March 31, 2024	As at March 31, 2023
(i) The principal amount remaining unpaid to any supplier (but within due date as per the MSMED Act, 2006)	41.11	24.57
(ii) Interest due on above remaining unpaid	0.14	0.11
(iii) Interest paid by the Company in terms of Section 16 of the Micro, Small and Medium Enterprises Development Act, 2006, alongwith the amount of the payment made to the supplier beyond the appointed day during the year	-	-
(iv) Interest due and payable for the period of delay in making payment (which have been paid but beyond the appointed day during the year) but without adding interest specified under the Micro, Small and Medium Enterprises Development Act, 2006	-	-
(v) Interest accrued and remaining unpaid	-	-
(vi) Interest remaining due and payable even in the succeeding years, until such date when the interest dues as above are actually paid to the small enterprises	-	-

\* The above information has been determined to the extent such parties have been identified on the basis of information available with the Company.

### 19 CURRENT FINANCIAL LIABILITIES - OTHERS

	As at March 31, 2024	As at March 31, 2023
Deposits from customer	0.64	0.64
Payables for capital expenditure	4.96	3.78
Unclaimed dividend*	13.03	11.41
Salaries, wages, incentives and bonus payable to employees	47.76	53.80
Deposit from a related party (Refer Note 38 (D))	0.45	0.45
Others	8.01	7.91
	<b>74.85</b>	<b>77.99</b>

\* In respect of the amounts as mentioned under Section 125 of the Companies Act, 2013, no dues are required to be credited to the Investor Education and Protection Fund as on March 31, 2024 and March 31, 2023.



## NOTES TO THE FINANCIAL STATEMENTS

for the year ended March 31, 2024

(All amounts in ₹ Crores, unless otherwise stated)

### 20 OTHER CURRENT LIABILITIES

	As at March 31, 2024	As at March 31, 2023
Statutory dues including provident fund and tax deducted at source	10.47	20.37
GST payable	20.38	2.75
Contract liabilities (Refer Note 23 (c))	7.40	4.71
Others	32.22	25.80
	<b>70.47</b>	<b>53.63</b>

### 21 CURRENT PROVISIONS

	As at March 31, 2024	As at March 31, 2023
Provision for employee benefits :		
Compensated Absences	40.83	41.62
Post Retirement Medical Benefits (Refer Note 34)	0.09	0.07
Long Service Benefits	0.27	0.43
Gratuity (Refer Note 34)	4.47	0.42
Superannuation	1.44	1.37
Provision for likely sales returns and date expiry (Refer Note 22)	56.62	53.51
Provision for likely sales returns - reimbursable (Refer Note 22)	33.06	28.77
	<b>136.78</b>	<b>126.19</b>

### 22 DISCLOSURE PURSUANT TO IND AS 37 'PROVISIONS, CONTINGENT LIABILITIES AND CONTINGENT ASSET' TOWARDS PROVISIONS FOR SALES RETURN, DATE EXPIRY AND DAMAGED PRODUCTS

	Likely sales returns & date expiry	Likely sales returns - reimbursable	Total
<b>Carrying Amount as at April 1, 2022</b>	<b>117.58</b>	<b>50.48</b>	<b>168.06</b>
Provision during the year <sup>@</sup>	52.52	36.53	89.05
Less : Utilisation/settlement/reversal	(58.83)	(25.17)	(84.00)
<b>Carrying Amount as at March 31, 2023*</b>	<b>111.27</b>	<b>61.84</b>	<b>173.11</b>
Provision during the year <sup>@</sup>	92.09	37.08	129.17
Less : Utilisation/settlement/reversal	(72.91)	(27.76)	(100.67)
<b>Carrying Amount as at March 31, 2024*</b>	<b>130.45</b>	<b>71.16</b>	<b>201.61</b>

<sup>@</sup> Includes unwinding of discount and effect of changes in discount rate on provision of ₹ 3.57 Crores (March 31, 2023 : ₹ 3.75 Crores) (Refer Note 28).

\* Carrying Amount comprises of :

	As at March 31, 2024	As at March 31, 2023
<b>Non-Current provision :</b>		
For likely sales returns and date expiry (Refer Note 16)	73.83	57.76
For likely sales returns - reimbursable (Refer Note 16)	38.10	33.07
<b>Current provision :</b>		
For likely sales returns and date expiry (Refer Note 21)	56.62	53.51
For likely sales returns - reimbursable (Refer Note 21)	33.06	28.77
	<b>201.61</b>	<b>173.11</b>

#### Nature of provision :

The provision is for anticipated returns on expiry which is made on the basis of management expectation taking into account historical experience and market conditions.

The expected timing of any resulting outflows of economic benefits ranges from 1 month to 40 months.

(All amounts in ₹ Crores, unless otherwise stated)

### 23 REVENUE FROM OPERATIONS

	For the year ended March 31, 2024	For the year ended March 31, 2023
Sale of products	5,779.83	5,284.86
Other operating revenue		
Rendering of services (Refer (a) below)	67.36	61.87
Sale of scrap	1.40	1.71
Export Incentive	0.32	0.29
<b>Total other operating revenue</b>	<b>69.08</b>	<b>63.87</b>
	<b>5,848.91</b>	<b>5,348.73</b>

#### (a) Rendering of services includes : (Refer Note 38 (C))

	For the year ended March 31, 2024	For the year ended March 31, 2023
Shared and support services rendered to Abbott Healthcare Private Limited, India	49.60	51.92
Shared and support services rendered to Abbott Products Operations AG., Switzerland	7.59	4.76
Shared and support services rendered to Abbott Laboratories GmbH, UAE (previously known as Abbott Laboratories S.A., Dubai)	2.22	1.86
Shared and support services rendered to Abbott Laboratories (Singapore) Pte Ltd., Singapore	2.22	1.86
Shared and support services rendered to St Jude Medical India Private Limited, India	1.23	1.23
Shared and support services rendered to Abbott Diagnostics Medical Private Limited, India	0.20	0.24
Shared and support services rendered to Abbott GmbH, Germany	0.21	-
Shared and support services rendered to Abbott Manufacturing Singapore Private Limited, Singapore	0.30	-
Shared and support services rendered to Abbott Operations Uruguay s.r.l.	1.52	-
Shared and support services rendered to Diversified Healthcare Solutions Operations Unlimited Company	1.89	-
Shared and support services rendered to Abbott Laboratories, Philippines	0.38	-
	<b>67.36</b>	<b>61.87</b>

#### (b) Revenue from contracts with customers :

	For the year ended March 31, 2024	For the year ended March 31, 2023
India (Goods)	5,701.56	5,214.57
Outside India (Goods)	78.27	70.29
<b>Total revenue from contracts with customers</b>	<b>5,779.83</b>	<b>5,284.86</b>
<b>Timing of revenue recognition</b>		
Goods transferred at a point in time	5,779.83	5,284.86
<b>Total revenue from contracts with customers</b>	<b>5,779.83</b>	<b>5,284.86</b>

## NOTES TO THE FINANCIAL STATEMENTS

for the year ended March 31, 2024

(All amounts in ₹ Crores, unless otherwise stated)

### (c) Contract Balances :

	For the year ended March 31, 2024	For the year ended March 31, 2023
Trade receivables (Refer Note 9)	319.11	318.80
Contract assets	-	-
Contract liabilities (Refer Note 20)	(7.40)	(4.71)

Contract liabilities include short-term advances received from customers for sale of products/services.

### (d) Reconciling the amount of revenue recognised in the Statement of Profit and Loss with the contracted price :

	For the year ended March 31, 2024	For the year ended March 31, 2023
Revenue as per contracted price	5,974.49	5,425.76
Add/(Less) : Adjustments		
- Sales Return	(168.31)	(110.55)
- Discounts	(26.35)	(30.35)
<b>Net revenue from sale of products and rendering of services</b>	<b>5,779.83</b>	<b>5,284.86</b>

Information about the Company's performance obligations are summarized below :

#### Sale of products :

The performance obligation is satisfied upon delivery of the product and payment is generally due within six months from delivery and are non-interest bearing.

#### Rendering of services :

The performance obligation is satisfied when related services are performed.

## 24 OTHER INCOME

	For the year ended March 31, 2024	For the year ended March 31, 2023
<b>Interest income on :</b>		
Fixed deposits at amortised cost	222.51	140.95
Income Tax refund	-	1.75
Security deposits at amortised cost	1.10	1.05
Others (from employees and other receivables) at amortised cost	0.39	0.31
<b>Other non-operating income :</b>		
Rental income from a related party (Refer Note 38 (C))	1.15	1.15
Liabilities / provisions no longer required written back	19.64	7.08
Gain on early termination of leases (Refer Note 5)	0.02	0.60
Gain on sale/write off of Property, plant and equipment (net)	0.16	-
Insurance, customs and carriers claims	2.82	0.64
Others	0.48	0.62
	<b>248.27</b>	<b>154.15</b>

(All amounts in ₹ Crores, unless otherwise stated)

## 25 COST OF MATERIALS CONSUMED

	For the year ended March 31, 2024	For the year ended March 31, 2023
Inventory at the beginning of the year	139.21	112.09
Add : Purchases during the year	544.13	585.73
Less : Inventory at the end of the year	(117.67)	(139.21)
	<b>565.67</b>	<b>558.61</b>

## 26 CHANGES IN INVENTORIES OF FINISHED GOODS, STOCK-IN-TRADE AND WORK-IN-PROGRESS

	For the year ended March 31, 2024	For the year ended March 31, 2023
Opening Stock		
Finished goods	126.67	97.14
Stock-in-trade	367.69	469.25
Work-in-progress	15.28	9.34
Less : Closing Stock		
Finished goods	(108.21)	(126.67)
Stock-in-trade	(375.94)	(367.69)
Work-in-progress	(17.76)	(15.28)
	<b>7.73</b>	<b>66.09</b>

## 27 EMPLOYEE BENEFITS EXPENSE

	For the year ended March 31, 2024	For the year ended March 31, 2023
Salaries, wages and bonus	520.28	507.53
Contribution to provident and other funds	29.87	31.06
Share based compensation to employees (Refer Note 35)	14.07	12.22
Staff welfare expenses	12.36	12.78
	<b>576.58</b>	<b>563.59</b>

## 28 FINANCE COSTS

	For the year ended March 31, 2024	For the year ended March 31, 2023
Interest expense on lease liabilities (Refer Note 5)	8.67	11.75
Interest expense, other than on lease liabilities	0.21	0.49
Unwinding of discount and effect of changes in discount rate on provisions (Refer Note 22)	3.57	3.75
	<b>12.45</b>	<b>15.99</b>

## 29 DEPRECIATION AND AMORTISATION EXPENSE

	For the year ended March 31, 2024	For the year ended March 31, 2023
Depreciation of Property, plant and equipment (Refer Note 3)	26.31	24.36
Amortisation of intangible assets (Refer Note 4)	1.24	1.28
Depreciation of Right-of-use assets (Refer Note 5)	43.62	44.33
	<b>71.17</b>	<b>69.97</b>



## NOTES TO THE FINANCIAL STATEMENTS

for the year ended March 31, 2024

(All amounts in ₹ Crores, unless otherwise stated)

### 30 OTHER EXPENSES

	For the year ended March 31, 2024	For the year ended March 31, 2023
Consumption of stores	11.74	8.91
Power and fuel	16.63	17.15
Rent (Refer Note 5)	0.30	0.26
Repairs to buildings	0.88	0.81
Repairs to plant and machinery	5.46	5.64
Repairs (others)	5.74	4.57
Insurance	3.94	4.14
Rates and taxes	25.37	27.37
Advertising, publicity and sales promotion	114.14	121.60
Processing Charges	62.25	20.78
Freight and forwarding charges	40.40	39.28
Travelling and business meetings	81.11	99.40
Commission to carrying and forwarding agents	55.93	57.09
Exchange loss (net)	2.53	4.31
Bad debts written off	0.05	0.05
Less : Adjusted against earlier year's provision	(0.05)	(0.05)
	-	-
Allowance for credit impaired debts	1.39	(0.09)
Professional fees and other services	120.86	125.73
Loss on sale/write off of Property, plant and equipment (net)	-	0.26
Payment to auditors (Refer (a) below)	1.89	1.80
CSR expenditure (Refer (b) below)	21.84	18.74
Miscellaneous expenses	26.22	46.70
	<b>598.62</b>	<b>604.45</b>

#### (a) Payment to auditors :

	For the year ended March 31, 2024	For the year ended March 31, 2023
<b>As auditor :</b>		
Audit fees	0.91	0.96
Tax audit fees	0.17	0.16
Limited review	0.38	0.36
<b>In other capacity :</b>		
Other services (including certification fees)	0.38	0.28
Reimbursement of expenses	0.05	0.04
	<b>1.89</b>	<b>1.80</b>

(All amounts in ₹ Crores, unless otherwise stated)

#### (b) Details of Corporate Social Responsibility (CSR) expenditure :

The Company believes that innovative, responsible and sustainable business plays an important role in building a healthy, thriving society. The CSR policy of the Company is focused on fostering economic, environmental and social well-being. Through CSR initiatives, the Company strives to enhance people's health and well-being and provide lasting solutions to development challenges.

As a part of its CSR obligations, the Company undertook following initiatives during the year :

- Improving Access to Healthcare through Health Clinics
- Quality and Affordable Healthcare Delivery Program with SEWA
- Building Access to Quality & Affordable Healthcare Infrastructure and Services with Americares
- Promoting STEM Education and Healthy Living Among Children – with Smile Foundation
- Building Access to Timely Diagnostic Services for Trauma Patients

	For the year ended March 31, 2024	For the year ended March 31, 2023
Gross amount required to be spent by the Company during the year as per Section 135 of the Companies Act, 2013	21.84	18.74
Amount approved by the Board to be spent during the year	21.84	18.74

Amount spent during the year ending on March 31, 2024 :	In cash	Yet to be paid in cash	Total
<b>i) Construction/ acquisition of any asset</b>	-	-	-
<b>ii) Others :</b>			
On Building Healthcare Infrastructure, Building Access to Timely Diagnostic Services for Trauma Patients, STEM Education, Contributions to SEWA (Self Employed Women's Association) and various programmes to expand awareness and access to healthcare	23.88	0.20	24.08
<b>iii) Amount unspent during the year</b>	-	-	-
	<b>23.88</b>	<b>0.20</b>	<b>24.08</b>

Amount spent during the year ending on March 31, 2023 :	In cash	Yet to be paid in cash	Total
<b>i) Construction/ acquisition of any asset</b>	-	-	-
<b>ii) Others :</b>			
On Building Healthcare Infrastructure, STEM Education, Contributions to SEWA (Self Employed Women's Association) and various programmes to expand awareness and access to healthcare	9.93	0.68	10.61
<b>iii) Amount unspent during the year</b>	8.75	-	8.75
	<b>18.68</b>	<b>0.68</b>	<b>19.36</b>



## NOTES TO THE FINANCIAL STATEMENTS

for the year ended March 31, 2024

(All amounts in ₹ Crores, unless otherwise stated)

	For the year ended March 31, 2024	For the year ended March 31, 2023
<b>Details related to spent / unspent obligations :</b>		
i) Contribution to Public Trust	-	-
ii) Contribution to Charitable Trust	24.08	10.61
iii) Unspent amount in relation to :		
- Ongoing project	-	8.75
- Other than Ongoing project	-	-
	<b>24.08</b>	<b>19.36</b>

	For the year ended March 31, 2024	For the year ended March 31, 2023
<b>Details of ongoing project</b>		
Opening Balance		
- With Company / In Separate CSR Unspent A/c*	14.05	8.86
Amount required to be spent during the year	24.08	19.36
Amount spent during the year		
- From Company's bank A/c	24.08	10.61
- From Separate CSR Unspent A/c	14.05	3.56
Closing Balance		
- With Company / In Separate CSR Unspent A/c*	-	<b>14.05</b>

\*Subsequently transferred to the CSR unspent account in Apr 2023 respectively

	For the year ended March 31, 2024	For the year ended March 31, 2023
<b>Details of Excess Amount Spent</b>		
Opening Balance	0.62	-
Amount required to be spent during the year	21.84	18.74
Amount spent during the year	24.08	19.36
Closing Balance	<b>2.86</b>	<b>0.62</b>

The excess spent in the current year is carried forward to next year and accordingly asset has been created in "Other Current assets" (Refer Note 13) in accordance with Section 135 of the Companies Act, 2013 read with relevant rules thereunder.

### 31 COMPONENTS OF OTHER COMPREHENSIVE INCOME (OCI)

	For the year ended March 31, 2024	For the year ended March 31, 2023
Remeasurements of defined benefit plan : (Refer Note 34)		
Gratuity	0.27	4.28
Post retirement medical benefit scheme	(0.24)	0.56
	<b>0.03</b>	<b>4.84</b>

The above has been aggregated in other equity of respective periods

(All amounts in ₹ Crores, unless otherwise stated)

### 32 EARNINGS PER EQUITY SHARE (EPS)

The following reflects the income and share data used in the Basic and Diluted EPS computations :

	For the year ended March 31, 2024	For the year ended March 31, 2023
Profit attributable to equity holders for Basic/Diluted earnings	1,201.22	949.41
Weighted average number of equity shares for Basic/Diluted EPS*	21,249,302	21,249,302
<b>Basic/Diluted EPS ₹ (Face value of ₹ 10 per share)</b>	<b>565.28</b>	<b>446.78</b>

\* There have been no transactions involving equity shares or potential equity shares between the reporting date and the date of authorisation of these financial statements.

### 33 SIGNIFICANT ACCOUNTING JUDGEMENTS, ESTIMATES AND ASSUMPTIONS

The preparation of the Company's financial statements in conformity with Ind AS requires management to make judgements, estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the accompanying disclosures, and the disclosure of contingent liabilities. Uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of assets or liabilities affected in future periods. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances existing when the financial statements were prepared. The estimates and underlying assumptions are reviewed on an ongoing basis. Revision to accounting estimates is recognised in the year in which the estimates are revised and in any future year affected.

In the process of applying the Company's accounting policies, management has made the following judgements, estimates and assumptions, which have the most significant effect on the amounts recognised in the financial statements :

#### Provision for sales return and date expiry

The Company as per trade practice accepts returns from market which are primarily in the nature of expired or near expiry products. Provisions for such returns are estimated on the basis of historical experience, shelf life of the product and market conditions and are provided for accordingly. Also refer Note 22.

#### Uncertainty over income tax treatment

The Company determines whether to consider each uncertain tax treatment separately or together with one or more other uncertain tax treatments and uses the approach that better predicts the resolution of the uncertainty. The Company applies significant judgement in identifying uncertainties over income tax treatments (Refer Note 36).

#### Determining the lease term of contracts

The Company determines the lease term as the non-cancellable term of the lease, together with any periods covered by an option to extend the lease if it is reasonably certain to be exercised, or any periods covered by an option to terminate the lease, if it is reasonably certain not to be exercised.

#### Leases - Estimating the incremental borrowing rate

The Company cannot readily determine the interest rate implicit in the lease, therefore, it uses its Incremental Borrowing Rate (IBR) to measure lease liabilities. IBR is the rate of interest that the Company would have to pay to borrow over a similar term, and with a similar security, the funds necessary to obtain an asset of a similar value to the right-of-use asset in a similar economic environment. The Company estimates the IBR using observable inputs i.e. bank borrowing interest rates on secured assets.

## NOTES TO THE FINANCIAL STATEMENTS

for the year ended March 31, 2024

(All amounts in ₹ Crores, unless otherwise stated)

### Useful lives of Property, plant and equipment

The Company reviews the useful life of Property, plant and equipment at the end of each reporting period. This reassessment may result in change in depreciation expense in future periods. Refer Note 2.3 (d) for management estimate of useful lives.

### Defined benefit plans

The cost of the defined benefit gratuity plan and other post employment medical benefits are determined using actuarial valuations. An actuarial valuation involves making various assumptions that may differ from actual developments in the future. These include the determination of the discount rate, future salary increases and mortality rates. Due to the complexities involved in the valuation and its long term nature, a defined benefit obligation is highly sensitive to changes in these assumptions. All assumptions are reviewed at each reporting date.

The parameter most subject to change is the discount rate. In determining the appropriate discount rate, the management considers the interest rates of government bonds in currencies consistent with the currencies of the post employment benefit obligation.

The mortality rate is based on publicly available mortality tables. Those mortality tables tend to change only at interval in response to demographic changes. Future salary increase and gratuity increase are based on expected future inflation rates in the country.

Further details about gratuity and other post employment medical benefits obligations are given in Note 34.

### Share based compensation to employees

The fair value of restricted stock units plan is measured at the date of grant using the Black Scholes option pricing model. The estimate also requires determination of the most appropriate inputs to the valuation model, including the volatility, dividend yield, risk free interest rates, expected life of share option etc., which are disclosed in the Note 35.

### Fair value measurement of financial instruments

When the fair values of financial assets and financial liabilities recorded in the Balance Sheet cannot be measured based on quoted prices in active markets, their fair value is measured using appropriate valuation techniques. The inputs for these valuations are taken from observable sources where possible, but where this is not feasible, a degree of judgement is required in establishing fair values. Judgements include considerations of various inputs including liquidity risk, credit risk, volatility etc. Changes in assumptions/judgements about these factors could affect the reported fair value of financial instruments. Also refer Note 39.

### Provision for inventories

Provision is made in the financial statements for slow and non-moving items based on estimates regarding their usability. Further for finished goods and stock-in-trade, all inventories expiring within six months and not expected to be sold, have been fully provided for. Also refer Note 8.

### Impairment of trade receivables

For the purpose of measuring lifetime expected credit loss allowance of trade receivables, the Company has used a practical expedient as permitted under Ind AS 109. This expected credit loss allowance is computed based on a provision matrix which takes into account historical credit loss experience and adjusted for forward-looking information. Refer Note 9.

(All amounts in ₹ Crores, unless otherwise stated)

### Impairment of other financial assets

The loss allowance for other financial assets are based on assumptions about risk of default. The Company uses judgments in making these assumptions based on its past history, existing market conditions and certainty of realisation. Also refer Note 6 and 12.

## 34 EMPLOYEE BENEFITS

### (a) Defined contribution plans

- i) Provident Fund/Employees' Pension Fund
- ii) Employees' State Insurance
- iii) Superannuation Fund
- iv) Employees' Deposit Linked Insurance Scheme
- v) Group Life Insurance Cover

The Company has recognised following amounts as expense in the Statement of Profit and Loss :

	For the year ended March 31, 2024	For the year ended March 31, 2023
<b>Included in contribution to Provident and Other Funds (Refer Note 27)</b>		
Employer's contribution to Provident Fund/Employees' Pension Fund	21.08	20.80
Employer's contribution to Superannuation Fund	2.77	2.91
<b>Included in staff welfare expenses (Refer Note 27)</b>		
Employer's contribution to Employees' Deposit Linked Insurance Scheme	0.64	0.60
Premium paid in respect of Group Life Insurance Cover	1.00	1.78
Premium paid in respect of Employees' State Insurance Scheme	-	0.03

### (b) Defined Benefit Plans

- i. **Gratuity** : (Included as part of contribution to provident and other funds in Note 27 - Employee benefits expense)
 

Gratuity is payable to all eligible employees of the Company on retirement, death, permanent disablement and resignation in terms of the provision of the Payment of Gratuity Act 1972, or Company's Scheme whichever is more beneficial. Benefits would be paid at the time of the separation based on employees' salary and tenure of employment with the Company.
- ii. **Post Retirement Medical Benefits (PRMB)** : (Included as part of staff welfare expenses in Note 27 - Employee benefits expense)
 

Under this scheme, select group of senior employees and their spouse are covered for hospitalisation benefits after the employee has retired from the Company. The cover is available to these beneficiaries until they are alive. The Company has procured a group hospitalisation cover from an insurance Company for providing these benefits to these beneficiaries.
- iii. **Long Service Benefits (LSB)** : (Included as part of salaries and wages in Note 27 - Employee benefits expense)
 

Under this scheme, long service benefits accrues to the employee, while in service and is payable upon completion of stipulated service with the Company.



## NOTES TO THE FINANCIAL STATEMENTS

for the year ended March 31, 2024

(All amounts in ₹ Crores, unless otherwise stated)

	Gratuity (Funded)		Post Retirement Medical Benefits (Non-funded)	
	For the year ended March 31, 2024	For the year ended March 31, 2023	For the year ended March 31, 2024	For the year ended March 31, 2023
<b>I) Change in present value of defined benefit obligation during the year</b>				
Present value of defined benefit obligation at the beginning of the year	81.92	83.59	0.68	1.23
Interest cost	5.64	5.32	0.05	0.08
Current service cost	6.58	7.04	-	-
Past service cost	(1.44)	-	-	-
Benefits paid	(6.47)	(10.27)	(0.10)	(0.07)
Actuarial changes arising from changes in demographic assumptions	(0.95)	-	-	-
Actuarial changes arising from changes in financial assumptions	2.06	(2.97)	0.01	(0.03)
Actuarial changes arising from changes in experience adjustments	(1.16)	(0.79)	0.23	(0.53)
<b>Present value of defined benefit obligation at the end of the year</b>	<b>86.18</b>	<b>81.92</b>	<b>0.87</b>	<b>0.68</b>
<b>II) Change in fair value of plan assets during the year</b>				
Fair value of plan assets at the beginning of the year	81.50	83.53	-	-
Interest income	5.87	5.56	-	-
Contributions paid by the employer	0.59	2.16	0.09	0.07
Benefits paid from the fund	(6.47)	(10.27)	(0.09)	(0.07)
Return on plan assets excluding interest income	0.22	0.52	-	-
<b>Fair value of plan assets at the end of the year</b>	<b>81.71</b>	<b>81.50</b>	<b>-</b>	<b>-</b>

	Gratuity (Funded)		Post Retirement Medical Benefits (Non-funded)	
	As at March 31, 2024	As at March 31, 2023	As at March 31, 2024	As at March 31, 2023
<b>III) Net (asset)/liability recognised in the Balance Sheet</b>				
Present value of defined benefit obligation at the end of the year	86.18	81.92	0.87	0.68
Fair value of plan assets at the end of the year (unquoted insurer managed funds)	(81.71)	(81.50)	-	-
<b>Amount recognised in the Balance Sheet/Net funded obligation</b>	<b>4.47</b>	<b>0.42</b>	<b>0.87</b>	<b>0.68</b>
<b>Net liability-current</b> (Refer Note 21)	4.47	0.42	0.09	0.07
<b>Net liability-non-current</b> (Refer Note 16)	-	-	0.78	0.61

(All amounts in ₹ Crores, unless otherwise stated)

	Gratuity (Funded)		Post Retirement Medical Benefits (Non-funded)	
	For the year ended March 31, 2024	For the year ended March 31, 2023	For the year ended March 31, 2024	For the year ended March 31, 2023
<b>IV) Expenses recognised in the Statement of Profit and Loss for the year</b>				
Current service cost	6.58	7.04	-	-
Past service cost	(1.44)	-	-	-
Interest cost on benefit obligation (net)	(0.23)	(0.24)	0.05	0.08
One Year Renewable Term Assurance (OYRTA) Premium	0.32	0.54	-	-
<b>Total expenses included in Employee benefits expense</b>	<b>5.23</b>	<b>7.34</b>	<b>0.05</b>	<b>0.08</b>
<b>V) Recognised in other comprehensive income for the year</b>				
Actuarial changes arising from changes in demographic assumptions	(0.95)	-	-	-
Actuarial changes arising from changes in financial assumptions	2.06	(2.97)	0.01	(0.03)
Actuarial changes arising from changes in experience adjustments	(1.16)	(0.79)	0.23	(0.53)
Return on plan assets excluding interest income	(0.22)	(0.52)	-	-
<b>Recognised in other comprehensive income for the year</b> (Refer Note 31)	<b>(0.27)</b>	<b>(4.28)</b>	<b>0.24</b>	<b>(0.56)</b>
<b>VI) Maturity profile of defined benefit obligation</b>				
Within the next 12 months (next annual reporting period)	7.37	11.37	0.09	0.07
Between 2 and 5 years	29.44	33.74	0.36	0.27
Between 6 and 9 years	32.56	32.11	0.32	0.25
For 10 years and above	114.68	77.74	0.75	0.63

	Gratuity (Funded)		Post Retirement Medical Benefits (Non-funded)	
	As at March 31, 2024	As at March 31, 2023	As at March 31, 2024	As at March 31, 2023
<b>VII) Sensitivity analysis for significant assumption is as below :</b>				
<b>1. Increase/(decrease) on present value of defined benefits obligation at the end of the year</b>				
Impact of 50 bps increase in discount rate	(4.19%)	(3.41%)	(3.00%)	(3.08%)
Impact of 50 bps decrease in discount rate	4.50%	3.63%	3.18%	3.27%
Impact of 100 bps increase in healthcare cost	-	-	6.57%	6.78%
Impact of 100 bps decrease in healthcare cost	-	-	(5.95%)	(6.12%)
Impact of increase by 1 year in life expectancy	-	-	5.01%	4.88%
Impact of decrease by 1 year in life expectancy	-	-	(4.92%)	(4.80%)
Impact of 50 bps increase in rate of salary increase	3.44%	3.07%	-	-
Impact of 50 bps decrease in rate of salary increase	(3.43%)	(3.02%)	-	-



## NOTES TO THE FINANCIAL STATEMENTS

for the year ended March 31, 2024

(All amounts in ₹ Crores, unless otherwise stated)

### 2. Sensitivity analysis method

The Sensitivity analyses above have been determined based on a method that extrapolates the impact on defined benefit obligation as a result of reasonable changes in key assumptions occurring at the end of the reporting period.

	Gratuity (Funded)		Post Retirement Medical Benefits (Non-funded)	
	As at March 31, 2024	As at March 31, 2023	As at March 31, 2024	As at March 31, 2023
<b>VIII) The major categories of plan assets as a percentage of total</b>				
Insurer managed funds	100%	100%	-	-

The Trustees have taken Policy from Life Insurance Corporation of India (LIC) and pays premium. LIC in turn manages the assets which is within the permissible limits prescribed in the insurance regulations. The Company does not foresee any material risk from these investments.

	Gratuity (Funded)		Post Retirement Medical Benefits (Non-funded)	
	As at March 31, 2024	As at March 31, 2023	As at March 31, 2024	As at March 31, 2023
<b>IX) Actuarial assumptions</b>				
Discount rate	7.20%	7.40%	7.20%	7.40%
Salary escalation	7.5% until year 2 inclusive, and 7% thereafter	7.5% until year 1 inclusive, and 7% thereafter	-	-
Mortality rate during employment	Indian Assured Lives Mortality (2012-14) Ult table	Indian Assured Lives Mortality (2012-14) Ult table	-	-
Rate of leaving service	Age related	Age related	-	-
Mortality post retirement rate	-	-	SIPA (90) Mortality table	SIPA (90) Mortality table
Annual increase in healthcare costs	-	-	6%	6%
Expected retirement age of employees (years)	58 years / 60 years	58 years	58 years	58 years

Expected contribution to the defined benefit plan (Gratuity) for the next annual reporting period is ₹ 4.50 Crores (March 31, 2023 : ₹ 0.50 Crores)

The average duration of the defined benefit plan obligation at the end of the reporting period for Gratuity is 8.68 years (March 31, 2023 : 7.03 years) and for PRMB is 6.18 years (March 31, 2023 : 6.35 years).

#### Notes :

- The actuarial valuation of plan assets and the present value of the defined benefit obligation were carried out as at March 31, 2024. The present value of the defined benefit obligation and the related current service cost and past service cost, were measured using the Projected Unit Credit Method.
- Discount rate is based on the prevailing market yields of Indian Government securities as at the Balance Sheet date for the estimated term of the obligations.
- The salary escalation rate is arrived after taking into consideration the seniority, the promotion and other relevant factors, such as, demand and supply in employment market.

(All amounts in ₹ Crores, unless otherwise stated)

### 35 SHARE BASED COMPENSATION TO EMPLOYEES

#### a) International Stock Ownership Plan (Stocks of Abbott Laboratories, USA, being Ultimate Holding Company)

Abbott Laboratories, USA has an 'Affiliate Employee Stock Purchase Plan' (employee share purchase plan) whereby specified employees of its subsidiaries have been given a right to purchase shares of Abbott Laboratories, USA. Every employee who opts for the scheme contributes, by way of payroll deductions, up to 10% of his cash remuneration (i.e. basic salary for officers and basic salary and dearness allowance for staff category) towards purchase of shares on a monthly basis over the purchase cycle of six months.

The maximum that an employee can contribute to the plan is USD 12,500 per purchase cycle or USD 25,000 per calendar year. At the end of the cycle, accumulated payroll deductions are used to purchase shares at a discounted price. The purchase price of the share is 85% of the lesser of fair market value either on the first or last day of the purchase cycle. The shares of Abbott Laboratories, USA are listed with the New York Stock Exchange, USA and are purchased on behalf of the employees at market price less discount, allocated to participants as of last day of the purchase cycle. The concession in the price of the shares is entirely borne by Abbott Laboratories, USA.

During the year ended March 31, 2024, 19,831 shares (March 31, 2023 : 20,943 shares) were purchased by employees at weighted average fair value of US \$ 94.29 (March 31, 2023 : US \$ 93.64) per share.

#### b) Employees Restricted Stock Options Plan (Stocks of Abbott Laboratories, USA, being Ultimate Holding Company)

Abbott Laboratories, USA as part of the 'Long Term Incentive Program' has offered Restricted Stock Units (RSUs) to specified employees of its subsidiaries, whereby the employees covered by the plan are granted units. The units when vested, become shares of Abbott Laboratories, USA at a NIL Cost. The shares of Abbott Laboratories, USA are listed with the New York Stock Exchange, USA. The grants issued are vested in one third instalments over a three year period. Pursuant to Ind AS 102 'Share-based Payment', the fair value of the RSUs have been recorded by the Company. The fair value of the RSUs is estimated at the grant date using Black Scholes Option Pricing Model, taking into account the terms and conditions upon which such RSUs were granted.

	For the year ended March 31, 2024		For the year ended March 31, 2023	
	Number of options	Weighted Average Exercise Price US \$	Number of options	Weighted Average Exercise Price US \$
Outstanding at the beginning of the year	35,981	NA	34,705	NA
Add : Granted during the year	16,947	NA	20,129	NA
Add : Transfers in during the year	1,618	NA	1,289	NA
Less : Exercised during the year	(15,028)	NA	(13,889)	NA
Less : Cancelled/Expired during the year	(3,358)	NA	(5,624)	NA
Less : Transfers out during the year	(559)	NA	(629)	NA
<b>Outstanding at the end of the year</b>	<b>35,601</b>	<b>NA</b>	<b>35,981</b>	<b>NA</b>

The weighted average share price at the date of exercise for stock options exercised during the year was US \$ 113.89 (March 31, 2023 : US \$ 106.42).

The weighted average remaining contractual life for the share options outstanding as at 31 March 2024 was 2.74 years (31 March 2023: 2.47 years).



## NOTES TO THE FINANCIAL STATEMENTS

for the year ended March 31, 2024

(All amounts in ₹ Crores, unless otherwise stated)

The following tables list the inputs to the models used for the Restricted Stock Option plan for the years ended March 31, 2024 and March 31, 2023, respectively :

	As at March 31, 2024	As at March 31, 2023
Dividend yield (%)	0%	0%
Expected volatility (%)	22.50%	25.93%
Risk-free interest rate (%)	4.82%	3.78%
Expected life of Restricted Stock Units (years)	3 years	3 years
Weighted average share price (₹)	₹ 9,740.90	₹ 8,791.01
Model used	Black Scholes	Black Scholes

The expected life of the RSUs is based on historical data and current expectations and is not necessarily indicative of exercise patterns that may occur. The expected volatility reflects the assumption that the historical volatility over a period similar to the life of the options is indicative of future trends, which may not necessarily be the actual outcome.

During the year, ₹ 5.11 Crores (March 31, 2023 : ₹ 4.94 Crores) withholding taxes has been deposited with tax authorities against exercised options.

### 36 COMMITMENTS AND CONTINGENCIES

#### a. Commitments :

	As at March 31, 2024	As at March 31, 2023
Estimated amount of contracts remaining to be executed on capital account and not provided for (net of advances)	9.51	7.48

#### b. Contingent liabilities :

##### Claims against Company not acknowledged as debts

- (i) In February 1996, the Government had made a tentative claim for a sum of ₹ 11.12 Crores to be paid into the Drugs Prices Equalisation Account (DPEA) on account of unintended benefit allegedly enjoyed by the Company during the period May 1, 1981 to August 25, 1987. This was contested by the Company and subsequently during the year ended November 30, 2005, a final demand was received for ₹ 3.47 Crores (including interest of ₹ 1.90 Crores upto March 31, 2004). The Company, being aggrieved of the said demand and based on legal advice obtained in this regard, contested the above final demand of ₹ 3.47 Crores and filed a writ petition before the Bombay High Court to restrain the government from recovering the said amount. The Bombay High Court has admitted the writ petition and granted stay of the recovery of the amount subject to the Company furnishing a bank guarantee in respect of the principal amount of ₹ 1.56 Crores. The said bank guarantee has been furnished. The Company however, out of abundant caution and based on its understanding of the facts and circumstances of the case provided for a sum of ₹ 1.35 Crores (March 31, 2023 : ₹ 1.31 Crores) including interest liability till date.

	As at March 31, 2024	As at March 31, 2023
(ii) Income Tax	74.10	80.81
(iii) Sales Tax	7.53	6.65
(iv) Custom Duty	10.35	-

It is not practicable for the Company to estimate the timings of cash outflows, if any, in respect of the above and other pending litigations of the respective proceedings as it is determinable only on receipt of judgements/decisions pending with various forums/authorities.

(All amounts in ₹ Crores, unless otherwise stated)

### 37 SEGMENT REPORTING

The Managing Director of the Company takes decision in respect of allocation of resources and assesses the performance basis information provided by functional heads and are thus considered to be Chief Operating Decision Maker.

The Company operates under the principal business segment viz. "Pharmaceuticals". The Chief Operating Decision Maker (CODM) views and monitors the operating results of its single business segment for the purpose of making decisions about resource allocation and performance assessment. Also, sales of Company is substantially in domestic market. Accordingly, there are no separate reportable segments in accordance with the requirements of Ind AS 108 'Operating segment' and hence, there are no additional disclosures to be provided other than those already provided in the financial statements. There are no individual customer contributing more than 10% of Company's total revenue.

### 38 RELATED PARTY DISCLOSURE

#### A) Parties where control exists :

**Ultimate Holding Company :** Abbott Laboratories, USA

**Holding Company :** Abbott Capital India Ltd., UK

#### B) Other related parties with whom transactions have taken place during the year :

##### I) Fellow subsidiaries :

British Colloids Ltd., U.K.

Abbott Healthcare Products Ltd., U.K

Abbott Healthcare Private Ltd., India

Abbott International LLC, USA

Abbott Products Operations AG., Switzerland

Abbott Laboratories (Singapore) Pte Ltd., Singapore

Abbott GmbH, Germany

Abbott Diagnostics Medical Private Limited, India

Abbott Manufacturing Singapore Private Limited, Singapore

Abbott Laboratories GmbH, UAE (previously known as Abbott Laboratories S.A., Dubai)

Diversified Healthcare Solutions Operations Unlimited Company (Erstwhile Abbott Laboratories Vascular Enterprises Limited Partnership)

Abbott Laboratories, Philippines

Abbott Operations Uruguay s.r.l.

St Jude Medical India Private Limited, India

Abbott Laboratuarlari Ithalat Ve Ihracat Tic.Ltd.Sti., Turkiye

##### II) Key Management personnel and Independent directors :

Ms. Swati Dalal, Managing Director (appointed as Managing Director effective April 1, 2024)

Mr. Vivek Kamath, Managing Director (ceased to be the Managing Director effective close of business hours on March 18, 2024)

Mr. Munir Shaikh, Chairman

Mr. Rajiv Sonalker, Whole-Time Director (ceased to be the Whole-Time Director and CFO effective close of business hours on June 30, 2023)

Mr. Sridhar Kadangode, Chief Financial Officer (appointed as Chief Financial Officer effective July 1, 2023)

Mr. Kaiyomarz Marfatia, Non-Executive Director

Ms. Anisha Motwani, Independent Director

Mr. Sudarshan Jain, Independent Director

Ms. Shalini Kamath, Independent Director



## NOTES TO THE FINANCIAL STATEMENTS

for the year ended March 31, 2024

(All amounts in ₹ Crores, unless otherwise stated)

### C) Transactions during the year :

#### I) Transactions with the Ultimate Holding Company during the year

	For the year ended March 31, 2024	For the year ended March 31, 2023
<b>Abbott Laboratories, USA</b>		
Payment towards RSU (Refer Note 15)	14.36	12.14
Reimbursement towards issue of parent Company shares to employees at discounted price under Employee Stock Purchase Plan (ESPP)	2.95	2.91

#### II) Transactions with the Holding Company during the year

	For the year ended March 31, 2024	For the year ended March 31, 2023
<b>Abbott Capital India Ltd., UK</b>		
Remittance of dividend	348.37	294.78

#### III) Transactions with fellow subsidiaries during the year

##### i) Remittance of dividend :

	For the year ended March 31, 2024	For the year ended March 31, 2023
<b>British Colloids Ltd., U.K.</b>		
Remittance of dividend	47.78	40.43
<b>Abbott Healthcare Products Ltd., U.K.</b>		
Remittance of dividend	121.71	102.99

##### ii) Sales to fellow subsidiaries :

	For the year ended March 31, 2024	For the year ended March 31, 2023
<b>Abbott Healthcare Private Ltd., India</b>		
Sale of stock-in-trade	75.60	60.01
Sale of raw materials	18.40	4.04
<b>Abbott Products Operations AG., Switzerland</b>		
Sale of stock-in-trade	0.39	0.92

##### iii) Purchases from fellow subsidiaries :

	For the year ended March 31, 2024	For the year ended March 31, 2023
<b>Abbott Healthcare Private Ltd., India</b>		
Purchase of raw materials	5.74	0.02
Purchase of stock-in-trade	67.88	53.14
<b>Abbott Products Operations AG., Switzerland</b>		
Purchase of raw materials	270.20	335.82
Purchase of stock-in-trade	103.57	112.58

(All amounts in ₹ Crores, unless otherwise stated)

### iv) Other expenses to fellow subsidiaries :

	For the year ended March 31, 2024	For the year ended March 31, 2023
<b>Abbott Healthcare Private Ltd., India</b>		
Shared and support services	54.15	57.78
Promotional expenses	1.92	1.19
Conversion charges	54.65	11.82
Payment of lease liabilities	33.21	33.21
Finance costs	3.85	6.33
Electricity and communication expenses	0.96	0.96
<b>Abbott Diagnostics Medical Private Limited, India</b>		
Promotional expenses	0.13	0.05

### v) Reimbursements to and from fellow subsidiaries :

	Reimbursement to		Reimbursement from	
	For the year ended March 31, 2024	For the year ended March 31, 2023	For the year ended March 31, 2024	For the year ended March 31, 2023
<b>Abbott Healthcare Private Ltd., India</b>				
Market research and other expenses	-	0.11	-	-
<b>Abbott International LLC, USA</b>				
Employee benefits expense, travel and other expenses	0.19	0.11	-	-
<b>Abbott Laboratories (Singapore) Pte Ltd., Singapore</b>				
Employee benefits expense, travel and other expenses	0.08	0.49	-	-
<b>Abbott Diagnostics Medical Private Ltd.</b>				
Employee benefits expense, travel and other expenses	-	-	0.01	-
<b>Abbott Laboratories Limited, Thailand</b>				
Employee benefits expense, travel and other expenses	-	-	-	0.24
<b>Abbott GmbH, Germany</b>				
Employee benefits expense, travel and other expenses	-	-	-	0.14
<b>Abbott Laboratuarlari Ithalat Ve Ihracat Tic.Ltd.Sti., Turkiye</b>				
Honorarium to HCP for Training & Education Support	-	0.01	-	-



## NOTES TO THE FINANCIAL STATEMENTS

for the year ended March 31, 2024

(All amounts in ₹ Crores, unless otherwise stated)

### vi) Income from fellow subsidiaries :

	For the year ended March 31, 2024	For the year ended March 31, 2023
<b>Abbott Healthcare Private Ltd., India</b>		
Shared and support services (Refer Note 23 (a))	49.60	51.92
Rent income (Refer Note 24)	1.15	1.15
<b>Abbott Products Operations AG., Switzerland</b>		
Shared and support services (Refer Note 23 (a))	7.59	4.76
<b>Abbott Laboratories (Singapore) Pte Ltd., Singapore</b>		
Shared and support services (Refer Note 23 (a))	2.22	1.86
<b>Abbott Laboratories GmbH, UAE</b>		
Shared and support services (Refer Note 23 (a))	2.22	1.86
<b>St Jude Medical India Private Limited, India</b>		
Shared and support services (Refer Note 23 (a))	1.23	1.23
<b>Abbott Diagnostics Medical Private Limited, India</b>		
Shared and support services (Refer Note 23 (a))	0.20	0.24
<b>Abbott GmbH, Germany</b>		
Shared and support services (Refer Note 23 (a))	0.21	-
<b>Abbott Manufacturing Singapore Private Limited, Singapore</b>		
Shared and support services (Refer Note 23 (a))	0.30	-
<b>Abbott Operations Uruguay s.r.l.</b>		
Shared and support services (Refer Note 23 (a))	1.52	-
<b>Diversified Healthcare Solutions Operations Unlimited Company</b>		
Shared and support services (Refer Note 23 (a))	1.89	-
<b>Abbott Laboratories, Philippines</b>		
Shared and support services (Refer Note 23 (a))	0.38	-

### vii) Key management personnel remuneration<sup>#</sup> :

	For the year ended March 31, 2024	For the year ended March 31, 2023
Mr. Vivek Kamath, Managing Director (ceased to be the Managing Director effective close of business hours on March 18, 2024)	6.58	6.43
Mr. Sridhar Kadangode, Chief Financial Officer (appointed as Chief Financial Officer effective July 1, 2023)	2.39	-
Mr. Rajiv Sonalker, Whole-Time Director (ceased to be the Whole-Time Director and CFO effective close of business hours on June 30, 2023)	2.83	3.69

<sup>#</sup>During the year, as a part of the 'Long-term Incentive Program', Restricted Stock Units of Abbott Laboratories, USA carrying perquisite value of ₹ 2.33 Crores (March 31, 2023 : ₹ 2.30 Crores) have been granted to the above employees. Also refer Note 35 (b).

(All amounts in ₹ Crores, unless otherwise stated)

Also, provision for post employment benefits as gratuity, leave encashment on retirement and other defined benefits which are made based on actuarial valuation on an overall Company basis are not included in remuneration to key management personnel.

### viii) Non-Executive, Other Directors' sitting fees and Annual Commission :

	For the year ended March 31, 2024	For the year ended March 31, 2023
Mr. Munir Shaikh, Chairman	0.32	0.31
Ms. Anisha Motwani, Independent Director	0.31	0.30
Mr. Sudarshan Jain, Independent Director	0.30	0.28
Ms. Shalini Kamath, Independent Director	0.31	0.30
Mr. Kaiyomarz Marfatia, Non-Executive Director	0.23	0.23

### D) Outstanding :

	As at March 31, 2024	As at March 31, 2023
<b>Trade payable to fellow subsidiaries</b> (Refer Note 18)		
Abbott Products Operations AG., Switzerland	68.13	124.09
Abbott Healthcare Private Limited, India	21.96	8.72
Abbott Laboratories (Singapore) Pte Ltd., Singapore	0.08	0.05
Abbott International LLC, USA	-	0.10
Abbott Laboratories, USA	-	1.48
	<b>90.17</b>	<b>134.44</b>
<b>Lease Liabilities to fellow subsidiary</b> (Refer Note 5)		
Abbott Healthcare Private Limited, India	29.84	59.21
	<b>29.84</b>	<b>59.21</b>
<b>Deposit from fellow subsidiary</b> (Refer Note 19)		
Abbott Healthcare Private Limited, India	0.45	0.45
	<b>0.45</b>	<b>0.45</b>
<b>Trade receivables from fellow subsidiaries</b> (Refer Note 9)		
Abbott Healthcare Private Limited, India	15.60	8.29
Abbott Products Operations AG., Switzerland	1.11	1.02
Abbott Laboratories (Singapore) Pte Ltd., Singapore	0.43	0.30
Abbott Laboratories GmbH, UAE	0.43	0.29
St Jude Medical India Private Limited, India	0.11	0.11
Abbott Diagnostics Medical Private Limited	0.19	0.09
Abbott Manufacturing Singapore Private Limited, Singapore	0.05	-
Abbott Operations Uruguay s.r.l.	0.31	-
Diversified Healthcare Solutions Operations Unlimited Company (Erstwhile Abbott Laboratories Vascular Enterprises Limited Partnership)	0.34	-
Abbott GmbH, Germany	0.04	-
Abbott Laboratories, USA	0.03	-
	<b>18.64</b>	<b>10.10</b>



## NOTES TO THE FINANCIAL STATEMENTS

for the year ended March 31, 2024

(All amounts in ₹ Crores, unless otherwise stated)

	As at March 31, 2024	As at March 31, 2023
<b>Other receivables from fellow subsidiaries</b> (Refer Note 12)		
Abbott Healthcare Private Limited, India	-	0.03
Abbott International LLC, USA	-	4.19
Abbott Laboratories, USA	5.04	-
	<b>5.04</b>	<b>4.22</b>
<b>Deposit to fellow subsidiary</b>		
Abbott Healthcare Private Limited., India (Refer Note 5, 6 and 12)	14.83	14.76

### Terms and conditions of transactions with related parties :

All transactions with related parties are made in the ordinary course of business and the same is at arm's length. Outstanding balances at the year end are unsecured and interest free and settlement occurs in cash. The Company has not recorded any impairment for receivables. This assessment is undertaken each financial year through examining the financial position of the related parties and the market in which related parties operate.

## 39 FAIR VALUE DISCLOSURE

### A. The carrying value and fair value of financial assets/liabilities by categories are as follows :

Particulars	Carrying value of the financial assets/liabilities		Fair value of the financial assets/liabilities	
	As at March 31, 2024	As at March 31, 2023	As at March 31, 2024	As at March 31, 2023
<b>Financial assets/liabilities at amortised cost</b>				
<b>Financial assets at amortised cost (non-current) :</b>				
Other financial assets (Refer Note 6)	1,656.52	1,222.07	1,656.52	1,222.07
<b>Financial assets at amortised cost (current) :</b>				
Trade and other receivables (Refer Note 9)	319.11	318.80	319.11	318.80
Cash and cash equivalents (Refer Note 10)	291.74	239.67	291.74	239.67
Bank balances other than cash and cash equivalents (Refer Note 11)	1,842.75	1,697.39	1,842.75	1,697.39
Other financial assets (Refer Note 12)	94.35	68.63	94.35	68.63
<b>Financial liabilities at amortised cost (non-current) :</b>				
Lease liabilities (Refer Note 5)	36.76	67.49	36.76	67.49
<b>Financial liabilities at amortised cost (current) :</b>				
Lease liabilities (Refer Note 5)	46.47	45.68	46.47	45.68
Trade payables (Refer Note 18)	1,002.69	891.99	1,002.69	891.99
Other financial liabilities (Refer Note 19)	74.85	77.38	74.85	77.38
<b>Financial assets/liabilities at fair value through Profit or Loss</b>				
<b>Financial assets at fair value through Profit or Loss (current) :</b>				
Forward contract receivable	0.21	-	0.21	-
<b>Financial liabilities at fair value through Profit or Loss (current) :</b>				
Forward contract payable	-	0.61	-	0.61

(All amounts in ₹ Crores, unless otherwise stated)

### B. Set out below, is a comparison by class of the carrying amounts and fair value of the Company's financial assets/liabilities, other than those with the carrying amounts that are reasonable approximations of fair values :

Particulars	Carrying amount	Fair value	Fair value hierarchy		
			Quoted prices in active markets Level 1	Significant observable inputs Level 2	Significant unobservable inputs Level 3
<b>Financial assets at amortised cost</b>					
Other financial assets (Refer Note 6) (non-current)					
Deposits given to fellow subsidiary	-	-	-	-	-
Deposits for premises	1.35	1.35	-	-	1.35
Against tenders	0.50	0.50	-	-	0.50
Term deposits with remaining maturity of more than 12 months	1,506.00	1,506.00	-	-	1,506.00
Others	148.67	148.67	-	-	148.67
<b>Total</b>	<b>1,656.52</b>	<b>1,656.52</b>	<b>-</b>	<b>-</b>	<b>1,656.52</b>
<b>Financial liabilities at amortised cost</b>					
Lease liabilities (Refer Note 5)	83.23	83.23	-	-	83.23
<b>Total</b>	<b>83.23</b>	<b>83.23</b>	<b>-</b>	<b>-</b>	<b>83.23</b>
<b>Financial Liabilities at fair value through Profit or Loss</b>					
Forward contract receivable	0.21	0.21	-	0.21	-
<b>Total</b>	<b>0.21</b>	<b>0.21</b>	<b>-</b>	<b>0.21</b>	<b>-</b>

Particulars	Carrying amount	Fair value	Fair value hierarchy		
			Quoted prices in active markets Level 1	Significant observable inputs Level 2	Significant unobservable inputs Level 3
<b>Financial assets at amortised cost</b>					
Other financial assets (Refer Note 6) (non-current)					
Deposits given to fellow subsidiary	12.96	12.96	-	-	12.96
Deposits for premises	0.90	0.90	-	-	0.90
Against tenders	0.12	0.12	-	-	0.12
Term deposits with original maturity of more than 12 months	1,137.00	1,137.00	-	-	1,137.00
Others	71.09	71.09	-	-	71.09
<b>Total</b>	<b>1,222.07</b>	<b>1,222.07</b>	<b>-</b>	<b>-</b>	<b>1,222.07</b>



## NOTES TO THE FINANCIAL STATEMENTS

for the year ended March 31, 2024

(All amounts in ₹ Crores, unless otherwise stated)

Particulars	Carrying amount As at March 31, 2023	Fair value As at March 31, 2023	Fair value hierarchy		
			Quoted prices in active markets Level 1	Significant observable inputs Level 2	Significant unobservable inputs Level 3
<b>Financial liabilities at amortised cost</b>					
Lease liabilities (Refer Note 5)	113.17	113.17	-	-	113.17
<b>Total</b>	<b>113.17</b>	<b>113.17</b>	<b>-</b>	<b>-</b>	<b>113.17</b>
<b>Financial assets at fair value through Profit or Loss</b>					
Forward contract payable	0.61	0.61	-	0.61	-
<b>Total</b>	<b>0.61</b>	<b>0.61</b>	<b>-</b>	<b>0.61</b>	<b>-</b>

The following methods and assumptions were used to estimate the fair values :

Fair value of cash and bank balances, trade and other financial current assets, trade payables, other financial current liabilities approximate their carrying amounts largely due to the short-term maturities of these instruments. Methods and assumptions used to estimate the fair values are consistent with those used for the year ended March 31, 2024.

During the reporting period ending March 31, 2024 and March 31, 2023, there were no transfers between Level 1 and Level 2 fair value measurements.

The Company uses the following hierarchy for determining and disclosing the fair value of financial instruments by valuation technique :

Level 1 : Quoted (unadjusted) prices in active markets for identical assets or liabilities

Level 2 : Other techniques for which all inputs which have a significant effect on the recorded fair value are observable, either directly or indirectly

Level 3 : Techniques which use inputs that have a significant effect on the recorded fair value that are based on unobservable market data

The fair values of the foreign exchange forward contract has been determined using valuation techniques with adequate observable inputs. This model incorporate various inputs including the credit quality of counter parties and foreign exchange forward rates.

**Description of significant unobservable inputs to valuation (Level 3) :**

The following table shows the valuation techniques and inputs used for financial instruments that are not carried at fair value :

	As at March 31, 2024	As at March 31, 2023
a) Deposits for premises	Discounted cashflow method using interest rate for similar financial instrument	Discounted cashflow method using interest rate for similar financial instrument
b) Lease liabilities	Discounted cashflow method using incremental borrowing rate	Discounted cashflow method using incremental borrowing rate
c) Financial assets/liabilities other than above	Expected cashflows for the financial instruments	Expected cashflows for the financial instruments

A one percentage point change in the unobservable inputs used in fair valuation of level 3 assets or liabilities does not have significant impact in its value.

(All amounts in ₹ Crores, unless otherwise stated)

### 40 FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

The Company's activities expose it to variety of financial risks namely market risk, credit risk and liquidity risk. The Company has various financial assets such as deposits, trade and other receivables and cash and bank balances directly related to their business operations. The Company's principal financial liabilities comprise of trade and other payables.

The Company's senior management's focus is to foresee the unpredictability and minimize potential adverse effects on the Company's financial performance. The Company's overall risk management procedures to minimise the potential adverse effects of financial market on the Company's performance are as follows :

#### a) Market risk

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risks namely interest rate risk, currency risk and other price risk, such as commodity risk. The Company is not exposed to other price risk whereas the exposure to currency risk and interest risk is given below :

##### (i) Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Company's exposure to the risk of changes in market interest rates relates primarily to the Company's deposit accounts with banks.

Particulars	Carrying Amount	
	As at March 31, 2024	As at March 31, 2023
<b>Fixed rate instruments</b>		
Financial assets	3,511.96	2,999.15

##### Interest Rate sensitivity

The Company's investments are primarily in fixed rate interest bearing investments. Hence, the Company is not significantly exposed to interest rate risk.

##### (ii) Foreign currency risk

Foreign currency risk is the risk that the fair value or future cash flows of an exposure will fluctuate because of changes in foreign exchange rates and arises where transactions are done in foreign currency. It arises mainly where receivables and payables exist due to transactions entered in foreign currencies.

The Company evaluates exchange rate exposure arising from foreign currency transactions and follows established risk management policies including use of derivatives like foreign exchange forward contracts to hedge foreign currency risk. The Company does not enter into financial instrument transactions for trading or speculative purposes. Unhedged exposure at any point of time during the year is not material.

The Company's exposure to foreign currency risk is as follows :

Particulars	As at March 31, 2024				As at March 31, 2023		
	USD	EURO	GBP	CHF	USD	EURO	GBP
Trade receivables	4.81	0.34	-	-	6.05	-	-
Other financial assets	5.34	-	0.01	-	5.13	-	-
Trade payables	80.01	0.05	0.01	-*	162.93	1.63	0.05

\*below ₹ 50,000



## NOTES TO THE FINANCIAL STATEMENTS

for the year ended March 31, 2024

(All amounts in ₹ Crores, unless otherwise stated)

### Foreign currency sensitivity

The following table demonstrate the sensitivity to a reasonably possible change in foreign exchange rates, being the most transacted currencies with all other variables held constant. The exchange rate between Rupee and other foreign currencies have changed substantially in the recent years and may fluctuate substantially in the future. Consequently the results of the Company's operations could be affected as the Rupee appreciates/depreciates against these currencies.

Currency	As at March 31, 2024		As at March 31, 2023	
	1% Increase	1% Decrease	1% Increase	1% Decrease
USD	(0.70)	0.70	(1.52)	1.52
EURO	_*	_*	(0.02)	0.02
GBP	-	-	_*	_*
CHF	_*	_*	-	-
<b>Increase/(Decrease) in Profit or Loss</b>	<b>(0.70)</b>	<b>0.70</b>	<b>(1.54)</b>	<b>1.54</b>

\* below ₹ 50,000/-

### b) Credit risk

Credit risk is the risk that counterparty will not meet its obligations under a financial instrument or customer contract, leading to a financial loss. Concentration of credit risk arises when counter parties are engaged in similar business activities or have similar economic features that would cause the ability to meet contractual obligations to be similarly affected by changes in economical, political or other conditions. Concentration of credit risk indicate the relative sensitivity of the Company's performance to developments affecting a particular industry.

Credit risk of Company arises principally from the trade debts, loans and advances, trade deposits, other receivables and balance with banks. The carrying amount of financial assets represents the maximum credit exposure. The maximum exposure to credit risk was ₹ **4,204.67 Crores** as at March 31, 2024 (March 31, 2023 : ₹ 3,546.56 Crores). Customer credit risk is managed for each business unit subject to the Company's established policy, procedures and control relating to customer credit risk management. Credit quality of a customer is assessed based on an extensive credit rating scorecard and individual credit limits are defined in accordance with this assessment. Further, significant sales of the Company are against advance payment/collection on delivery terms. Outstanding customer receivables are regularly monitored and any shipments to new overseas customers are generally covered by letters of credit or other forms of credit insurance. The management continuously monitors the credit exposure towards the customers and makes provision against those balances considered doubtful of recovery.

Refer Note 9 for ageing of trade receivables.

Movement in allowance for credit loss :

Particulars	As at March 31, 2024	As at March 31, 2023
<b>Balance at the beginning of the year</b>	16.67	17.21
Allowance for credit impaired debts	1.39	(0.09)
Allowance for credit impaired deposits	(1.01)	(0.40)
Bad debts written off	(0.05)	(0.05)
<b>Balance at the end of the year</b>	<b>17.00</b>	<b>16.67</b>

The management believes that no further provision is necessary in respect of trade receivables based on historical trends of these customers. Further, the Company's exposure to customers is diversified and no single customer has significant contribution to trade receivables balances.

The credit risk on liquid funds such as balances with banks in current and deposit accounts is limited because the counter parties are banks with reasonably high credit ratings.

Financial assets other than trade receivables and bank balances are not exposed to any material credit risk.

(All amounts in ₹ Crores, unless otherwise stated)

### c) Liquidity risk

Liquidity risk is the risk that Company will not be able to meet its financial obligations as they fall due. Liquidity risk arises because of the possibility that the Company could be required to pay its liabilities earlier than expected or encounters difficulty in raising funds to meet commitments associated with financial liabilities as they fall due. The Company's approach to managing liquidity is to ensure, as far as possible, that it will always have sufficient liquidity to meet its liabilities when due. The Company manages liquidity risk by maintaining sufficient cash and bank balance and availability of funding through adequate amount of committed credit facilities.

The details of the contractual maturities of significant liabilities as at March 31, 2024 are as follows :

Particulars	Carrying Amount	Less than 1 year	1-3 years	3-5 years	More than 5 years	Total
Trade payables (Refer Note 18)	1,002.69	1,002.69	-	-	-	1,002.69
Other current financial liabilities (Refer Note 19)	74.85	74.85	-	-	-	74.85
Lease Liabilities (Refer Note 5)	83.23	51.65	25.99	10.46	8.65	96.75
	<b>1,160.77</b>	<b>1,129.19</b>	<b>25.99</b>	<b>10.46</b>	<b>8.65</b>	<b>1,174.29</b>

The details of the contractual maturities of significant liabilities as at March 31, 2023 are as follows :

Particulars	Carrying Amount	Less than 1 year	1-3 years	3-5 years	More than 5 years	Total
Trade payables (Refer Note 18)	891.99	891.99	-	-	-	891.99
Other current financial liabilities (Refer Note 19)	77.99	77.99	-	-	-	77.99
Lease Liabilities (Refer Note 5)	113.17	53.26	64.21	6.02	4.89	128.38
	<b>1,083.15</b>	<b>1,023.24</b>	<b>64.21</b>	<b>6.02</b>	<b>4.89</b>	<b>1,098.36</b>

## 41 CAPITAL MANAGEMENT

For the purpose of the Company's capital management, capital includes issued equity capital and all other equity reserves attributable to the equity holders of the Company. The primary objective of the Company's capital management is to safeguard the Company's ability to remain as a going concern and maximise the shareholder value.

The Company manages its capital structure and makes adjustments in light of changes in economic conditions, annual operating plans and long-term and other strategic investment plans. In order to maintain or adjust the capital structure, the Company may adjust the amount of dividends paid to shareholders, return capital to shareholders or issue new shares. The current capital structure of the Company is equity based with no financing through borrowings except through leasing. The Company is not subject to any externally imposed capital requirements.

No changes were made in the objectives, policies or processes for managing capital during the year ended March 31, 2024 and March 31, 2023.



## NOTES TO THE FINANCIAL STATEMENTS

for the year ended March 31, 2024

(All amounts in ₹ Crores, unless otherwise stated)

### 42 ADDITIONAL REGULATORY INFORMATION

#### i) Financial Ratios :

The following are analytical ratios for the year ended March 31, 2024 and March 31, 2023:

Ratio	Numerator	Denominator	As at March 31, 2024	As at March 31, 2023	Change (in %)
Current ratio (in times)	Current Assets	Current Liabilities	2.42	2.51	(3.59)%
Debt- Equity Ratio (in times)	Total Debt <sup>1</sup>	Shareholder's Equity	0.02	0.04	(50.00)%*
Debt Service Coverage ratio (in times)	Earnings available for debt service <sup>2</sup>	Debt service <sup>3</sup>	19.87	16.46	20.72%
Return on Equity ratio (in %)	Net Profit after taxes	Average Shareholder's Equity	34.88%	31.60%	10.38%
Inventory Turnover ratio (in times)	Cost of goods sold	Average Inventory	5.08	4.45	14.16%
Trade Receivable Turnover Ratio (in times)	Revenue from Operations	Average Trade Receivable	18.34	17.62	4.09%
Trade Payable Turnover Ratio (in times)	Total Purchases and Other Expenses	Average Trade Payables	4.00	3.97	0.76%
Net Capital Turnover Ratio (in times)	Revenue from Operations	Working Capital <sup>4</sup>	3.07	2.94	4.42%
Net Profit ratio (in %)	Net Profit	Revenue from Operations	20.54%	17.75%	15.72%
Return on Capital Employed (in %)	Earnings before interest and taxes	Capital Employed <sup>5</sup>	43.10%	39.06%	10.34%
Return on Investment (in %)	Interest Income	Average Fixed Deposit Investment	6.83%	4.97%	37.42%**

\* Interest Coverage Ratio has increased because of accounting impact of Ind AS 116-Leases.

\*\* Due to increase in Fixed Deposit rates

(1) Debt represents only lease liabilities

(2) Net Profit after Taxes + Non-Cash Operating Expenses + Interest + Other Adjustment like gain & loss on sale/write off of Property, plant and equipment etc.

(3) Lease Payment for the current year

(4) Current Assets - Current Liabilities

(5) Tangible Networth + lease liabilities

#### ii) Relationship with Struck off Companies :

The Company does not have any transaction with companies struck off under Section 248 of the Companies Act, 2013 or Section 560 of Companies Act, 1956, during the current year and in the previous year.

- 43 The Company appears in the breach list displayed on the website of the Depositories and BSE limited as the total foreign investment in the Company exceeded the sectoral cap in the past. In this connection, the Company has received post-facto approval from the Department of Pharmaceuticals permitting foreign shareholding in excess of the sectoral cap, up to 80% of the paid-up share capital of the Company, subject to compounding with the Reserve Bank of India (RBI). The Company had filed a compounding application with the Reserve Bank of India in this regard. However, the RBI vide its letter dated March 19, 2024, has informed the Company that the compounding application requires further examination in consultation with the Government. Further, RBI has informed the Company that since compounding was a time-bound process, the application was being returned for the time being along with the compounding fees. RBI has advised the Company to await further communication/advice from RBI in this regard, on further course of action, if any. The Company does not expect the impact on financial statements to be material.

(All amounts in ₹ Crores, unless otherwise stated)

- 44 i) The Company does not have any Benami property, where any proceeding has been initiated or pending against the Company for holding any Benami property.
- ii) The Company does not have any charges or satisfaction which is yet to be registered with ROC beyond the statutory period.
- iii) The Company has not advanced or loaned or invested funds to any other person(s) or entity(ies), including foreign entities (Intermediaries) with the understanding that the Intermediary shall :
- (a) directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Company (Ultimate Beneficiaries) or
- (b) provide any guarantee, security or the like to or on behalf of the Ultimate Beneficiaries.
- iv) The Company has not received any fund from any person(s) or entity(ies), including foreign entities (Funding Party) with the understanding (whether recorded in writing or otherwise) that the Company shall :
- (a) directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Funding Party(Ultimate Beneficiaries) or
- (b) provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries.
- v) The Company has not entered into any transaction which is not recorded in the books of accounts that has been surrendered or disclosed as income during the year in the tax assessments under the Income Tax Act, 1961 (such as, search or survey or any other relevant provisions of the Income Tax Act, 1961).
- vi) The Company has not traded or invested in Crypto currency or Virtual Currency during the financial year.
- 45 (i) The Company has maintained proper books of account as prescribed under Section 128(1) of the Companies Act, 2013 (as amended). The books of accounts are maintained in electronic mode as required under Section 128 (1) of the Companies Act, 2013 read with the Companies (Accounts) Rules, 2014 (as amended). The back-up of books of account and other relevant books and papers maintained in electronic mode were taken on a server physically located in India on daily basis except for an application used for processing expenses of field employees where backups on a daily basis were taken on a server physically located outside India.
- (ii) The Company has used accounting software for maintaining its books of account which has a feature of recording audit trail (edit log) facility and the same has operated throughout the year for all relevant transactions recorded in the software except that, audit trail feature was not enabled for changes made using privileged/ administrative access rights to the application and the underlying Oracle database. Further, there were no instances of audit trail feature being tampered with in respect of the said software.

- 46 Previous year's figures have been regrouped/reclassified to confirm to the current year's classification.

As per our report of even date

For **SRBC & CO LLP**  
Chartered Accountants  
ICAI Firm Registration No. 324982E/E300003

per **ARUNA KUMARASWAMY**  
Partner  
Membership No. 219350

Place : Mumbai  
Date : May 9, 2024

For and on behalf of the Board of Directors

**SWATI DALAL**  
Managing Director  
DIN : 01513751

**SRIDHAR KADANGODE**  
Chief Financial Officer

Place : Srinagar  
Date : May 9, 2024

**SUDARSHAN JAIN**  
Director  
DIN : 00927487

**SANGEETA SHETTY**  
Company Secretary  
Membership No. ACS 18865



## NOTICE

Notice is hereby given that the Eightieth Annual General Meeting of Abbott India Limited will be held through Video-Conferencing (“VC”)/ Other Audio-Visual Means (“OAVM”) on Thursday, August 8, 2024 at 10.00 a.m. to transact the following business :

### ORDINARY BUSINESS :

- To receive, consider and adopt the Audited Financial Statements of the Company for the financial year ended March 31, 2024 together with the Reports of Directors and Auditors thereon.
- To declare a final dividend of ₹ 410/- per Equity Share for the financial year ended March 31, 2024.
- To appoint a Director in place of Mr Ambati Venu (DIN : 07614849), who retires by rotation and being eligible, offers himself for re-appointment.
- To appoint a Director in place of Mr Munir Shaikh (DIN : 00096273), who has attained the age of seventy-five years and who retires by rotation and being eligible, offers himself for re-appointment.

In this matter, to consider and if thought fit, to pass with or without modification(s), the following resolution as a Special Resolution :

**RESOLVED That** pursuant to the provisions of Section 152 and all other applicable provisions, if any, of the Companies Act, 2013 and Rules framed thereunder (including any statutory modification(s) or re-enactment(s) thereof for the time being in force) and the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time, Mr Munir Shaikh (DIN : 00096273), who has attained the age of seventy-five years and who retires by rotation at this Annual General Meeting and being eligible for re-appointment, be and is hereby re-appointed as Director of the Company, liable to retire by rotation.

### 5. Appointment of M/s Walker Chandio & Co LLP as the Statutory Auditors of the Company.

To consider and if thought fit, to pass with or without modification(s), the following resolution as an Ordinary Resolution :

**RESOLVED That** pursuant to the provisions of Section 139, 142 and all other applicable provisions, if any, of the Companies Act, 2013 and Rules framed thereunder (including any statutory modification(s) or re-enactment thereof for the time being in force),

the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and upon recommendation of the Audit Committee, M/s Walker Chandio & Co LLP, Chartered Accountants (Firm Registration No. 001076N/N500013), be and are hereby appointed as the Statutory Auditors of the Company for a term of 5 (five) years i.e. from the conclusion of this Annual General Meeting till the conclusion of Eighty-fifth Annual General Meeting of the Company, at such remuneration as may be approved by the Audit Committee/ Board of Directors of the Company from time to time.

**RESOLVED Further That** the Audit Committee/ Board of Directors of the Company, be and are hereby authorized to revise/ alter/ modify/ amend the terms and conditions and/ or remuneration, from time to time, as may be mutually agreed with the Auditors, during the tenure of their appointment.

### SPECIAL BUSINESS :

### 6. Ratification of remuneration payable to M/s Joshi Apte & Associates, Cost Auditors, for the financial year 2024-25

To consider and if thought fit, to pass with or without modification(s), the following resolution as an Ordinary Resolution :

**RESOLVED That** pursuant to the provisions of Section 148 and all other applicable provisions, if any, of the Companies Act, 2013 and the Rules framed thereunder (including any statutory modification(s) or re-enactment(s) thereof for the time being in force), and as approved by the Audit Committee and the Board of Directors of the Company, remuneration of ₹ 0.09 Crores plus taxes as applicable and reimbursement of reasonable out-of-pocket expenses, payable to M/s Joshi Apte & Associates, Cost Accountants (Firm Registration No. 000240), for conducting the Cost Audit of the Company for the financial year 2024-25, be and is hereby ratified.

### 7. Appointment of Ms Alison Davies (DIN : 10658884) as Director, liable to retire by rotation

To consider and if thought fit, to pass with or without modification(s), the following resolution as an Ordinary Resolution :

**RESOLVED That** pursuant to the provisions of Section 152 and other applicable provisions of the Companies Act, 2013 and the Rules framed thereunder (including

any statutory modification or re-enactment thereof for the time being in force) read with Article 113 of the Articles of Association of the Company, Ms Alison Davies (DIN : 10658884), who was appointed as an Additional Director of the Company with effect from June 13, 2024 and who holds office till the date of this Annual General Meeting in terms of Section 161 of the Companies Act, 2013, and in respect of whom the Company has received a notice in writing from a Member proposing her candidature for the office of Director pursuant to Section 160 of the Companies Act, 2013, be and is hereby appointed as a Director of the Company, liable to retire by rotation.

**RESOLVED Further That** the Board of Directors be and is hereby authorized to take such steps and do all such acts, deeds, matters and things as may be considered necessary, proper and expedient to give effect to this Resolution.

### By Order of the Board

**Sangeeta Shetty**

Company Secretary

Membership No. : ACS 18865

Mumbai  
June 12, 2024

### Registered Office :

Abbott India Limited

CIN : L24239MH1944PLC007330

3, Corporate Park, Sion-Trombay Road, Mumbai - 400 071

Telephone No. : +91-22-5046 1000/2000

E-mail : [investorrelations.india@abbott.com](mailto:investorrelations.india@abbott.com)

Website : [www.abbott.co.in](http://www.abbott.co.in)

### NOTES :

- In accordance with the Ministry of Corporate Affairs, (“MCA”) General Circular Nos. 14/2020 dated April 8, 2020, 17/2020 dated April 13, 2020 and 20/2020 dated May 5, 2020 read with other relevant circulars, including General Circular No. 09/2023 dated September 25, 2023, issued by the Ministry of Corporate Affairs (“MCA Circulars”), the Annual General Meeting (“AGM”) will be held without the physical presence of the Members at a common venue and Members can attend and participate in the AGM through VC/ OAVM.
- Pursuant to the provisions of the Companies Act, 2013 (“the Act”), a Member entitled to attend and vote at the Meeting is entitled to appoint a proxy to attend and vote on his/ her behalf and the proxy need not be a Member of the Company. Since this Meeting will be held through VC/ OAVM, in accordance with the MCA Circulars and Securities and Exchange Board of India (“SEBI”) Circular No. SEBI/HO/CFD/CFD-PoD-2/P/CIR/2023/167 dated October 7, 2023, physical attendance of Members has been dispensed with. Accordingly, the facility for appointment of proxies by the Members will not be available for the Meeting and hence the Proxy Form and Attendance Slip are not annexed to this Notice. The attendance of the Members attending the AGM through VC/ OAVM will be counted for the purpose of reckoning the quorum under Section 103 of the Act.

- Corporate Members intending to have their representatives attend the Meeting through VC/ OAVM pursuant to Section 113 of the Act, are requested to send to the Company, a certified copy of the relevant Board Resolution together with the specimen signature of the representative(s) authorized to attend and vote on their behalf at the Meeting.
  - A statement pursuant to Section 102(1) of the Act, relating to the Businesses to be transacted at Item Nos. 4 to 7 is annexed hereto.
  - The additional details of Directors retiring by rotation/ seeking appointment, pursuant to Regulation 36(3) of the Securities and Exchange Board of India (“SEBI”) (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time (“the SEBI Listing Regulations”) and the Secretarial Standards issued by the Institute of Company Secretaries of India, is annexed as Annexure I and forms part of this Notice.
  - Final dividend of ₹ 410/- per Equity Share of ₹ 10/- each, as recommended by the Board of Directors, if approved by the Members at the Annual General Meeting, will be paid on and after August 13, 2024 to the Members whose names appear on the Register of Members and to the Beneficial Owners of the Shares as on July 19, 2024 (“Record date”), as per the details furnished by the Depositories for this purpose.
  - In accordance with the provisions of the Income Tax Act, 1961 (“IT Act”) as amended by and read with the provisions of the Finance Act, 2020, with effect from April 1, 2020, dividend declared and paid by the Company is taxable in the hands of its Shareholders and the Company is required to deduct Tax at Source (“TDS”) from dividend paid to the Shareholders at the applicable rates. Section 206AB of the Act mandates special provisions for TDS in respect of taxpayers who have not filed their income-tax return for the previous year.
- A separate communication has been sent to the Members describing the detailed provisions regarding this and process to submit the documents/ declarations



## Notice (Contd.)

along with the formats, in respect of deduction of TDS on the dividend payout. The intimation is also available on the website of the Company at <https://www.abbott.co.in/investor-relations.html>.

viii. SEBI vide its Master Circular No. SEBI/HO/MIRSD/POD-1/P/CIR/2024/37 dated May 7, 2024 has mandated that dividend to security holders (holding securities in physical form), shall be paid only through electronic mode. Such payment shall be made only after furnishing the PAN, choice of nomination, contact details including mobile number, bank account details and specimen signature. Further, relevant FAQs published by SEBI on its website can be viewed at the following link : [https://www.sebi.gov.in/sebi\\_data/faqfiles/jan-2024/1704433843359.pdf](https://www.sebi.gov.in/sebi_data/faqfiles/jan-2024/1704433843359.pdf).

ix. The Dividend will be paid electronically in the bank accounts of the Members whose bank details are available with the Company/ Registrar and Share Transfer Agent/ Depositories. Members holding shares in electronic form are requested to intimate change, if any, in their bank details to their Depository Participants with whom they have Demat accounts. The Company or Registrar and Share Transfer Agent cannot act on any request received directly from such Members. Members holding shares in physical form are requested to intimate change, if any, in their bank details by sending duly signed Form ISR-1 alongwith required documents to the Registrar and Share Transfer Agent/ Company.

x. SEBI, vide its Circular dated November 3, 2021, as amended from time to time, had made it mandatory for holders of physical securities to furnish PAN, KYC and Nomination/ Opt-out of Nomination details to avail any investor service. The timeline provided by SEBI to furnish/ update the above details was September 30, 2023, which was extended till December 31, 2023. Members who are yet to update their KYC details are therefore urged to furnish PAN, KYC and Nomination/ Opt-out of Nomination by submitting the prescribed forms duly filled, by e-mail from their registered e-mail ID to [einward.ris@kfintech.com](mailto:einward.ris@kfintech.com) or by sending a physical copy of the prescribed forms duly filled and signed by the registered holders to KFin Technologies Limited, Registrar and Transfer Agent of the Company ("KFin"), at Selenium Building, Tower B, Plot No. 31-32, Financial District, Nanakramguda, Serilingampally,

Hyderabad - 500 032. Further effective April 1, 2024, all the holders of physical securities shall be eligible for any dividend payment in respect of their folios, only through electronic mode after updation of all the above required details.

In accordance with the SEBI Circular dated March 16, 2023, the Company has sent out intimations to those Members, holding shares in physical form, whose folios are incomplete with PAN, KYC and/ or Nomination details, requesting them to update their details with the RTA/ Company.

xi. Members may please note that SEBI vide its Circular No. SEBI/HO/MIRSD/MIRSD\_RTAMB/P/CIR/2022/8 dated January 25, 2022 has mandated the listed Companies to issue securities in dematerialized form only while processing service requests viz. issue of duplicate share certificate; claim from unclaimed suspense account; renewal/ exchange of share certificate; endorsement; sub-division/ splitting of share certificate; consolidation of share certificates/ folios; transmission and transposition. Accordingly, Members are requested to make service requests by submitting a duly filled and signed Form ISR-4, the format of which is available on the Company's website at <https://www.abbott.co.in/investor-relations.html> and on the website of the KFin at <https://www.kfintech.com>. It may be noted that any service request can be processed only after the Folio is KYC Compliant.

xii. To eliminate all risks associated with physical shares and avail various benefits of dematerialization, Members are advised to dematerialize the shares held by them in physical form. Members can contact the Company or KFin for assistance in this regard.

xiii. Members holding shares in physical form, in identical order of names, in more than one folio are requested to send to KFin, the details of such folios together with the share certificates along with the requisite KYC documents for consolidating their holdings in one folio. Requests for consolidation of share certificates shall be processed in dematerialized form.

xiv. In terms of requirements of Regulation 39(4) and Schedule VI of the SEBI Listing Regulations, shares which remained unclaimed in the custody of the Company are required to be transferred to the Unclaimed Suspense Account opened by the Company.

Accordingly, details of the unclaimed shares lying in the Company's Unclaimed Suspense Account are as follows :

Particular	No. of Shareholders	No. of Shares
No. of shares as on April 1, 2023	33	3,958
No. of shares claimed and transferred from the Unclaimed Suspense Account during the year	-	-
No. of shares transferred to Investor Education and Protection Fund (IEPF)	-	-
<b>No. of shares as on March 31, 2024</b>	<b>33</b>	<b>3,958</b>

All benefits accruing on such shares shall be credited to Unclaimed Suspense Account for a period of 7 (seven) years. Thereafter, the said shares including all benefits accrued thereon shall be transferred by the Company to IEPF Authority in accordance with the provisions of Section 124(5) and (6) of the Act.

xv. Members who have not encashed their dividend warrants from the year 2016-17 or thereafter, are requested to write to the Registrar and Transfer Agent/ Company. Members are requested to note that the unclaimed dividends will be transferred to the Investor Education and Protection Fund (IEPF) after the below mentioned due dates :

Dividend and Year	Dividend per Share	Due Date for Transfer to IEPF
59 <sup>th</sup> Dividend 2016-17	40	16/08/2024
60 <sup>th</sup> Dividend 2017-18	55	16/08/2025
61 <sup>st</sup> Dividend 2018-19	65	20/09/2026
62 <sup>nd</sup> Dividend 2019-20	250	05/10/2027
63 <sup>rd</sup> Dividend 2020-21	275	25/08/2028
64 <sup>th</sup> Dividend 2021-22	275	08/09/2029
65 <sup>th</sup> Dividend 2022-23	325	07/09/2030

In terms of the IEPF (Uploading of information regarding unpaid and unclaimed amounts lying with Companies) Rules, 2012, the Company has uploaded the required information in respect of unpaid/ unclaimed dividend (as on date of the last Annual General Meeting held on August 9, 2023) on the Company's website under the Investor Section at <https://www.abbott.co.in/investor-relations.html>.

xvi. In terms of requirements of Section 124 and 125 of the Act, read with the Investor Education and Protection Fund Authority (Accounting, Audit, Transfer and Refund) Rules, 2016, all shares in respect of which dividend has not been paid or claimed for 7 (seven) consecutive years or more are required to be transferred to the IEPF Authority.

The details of shares so transferred are available on the Company's website under the Investor Section at <https://www.abbott.co.in/investor-relations.html>.

The Members whose shares and unclaimed dividend have been transferred to IEPF, may claim the shares and unclaimed dividends by making an application to IEPF Authority in Form IEPF-5 (available on [www.iepf.gov.in](http://www.iepf.gov.in)) along with requisite fee as decided by the Authority from time to time. The process for claiming the shares and unclaimed dividend from IEPF is available on the website of the Company at <https://www.abbott.co.in/investor-relations.html>.

The details of shares lying in the IEPF Account are given below :

Particular	No. of Shareholders	No. of Shares
No. of shares in IEPF Account as on April 1, 2023	684	98,049
No. of shares transferred to IEPF Account during the year 2023-24	57	8,157
No. of shares claimed and transferred to the Shareholders from IEPF Account during the year 2023-24	(9)	(1,805)
<b>No. of shares in IEPF Account as on March 31, 2024</b>	<b>732</b>	<b>1,04,401</b>

xvii. Members seeking any information or clarifications on the Annual Report are requested to send their queries to the Company on [investorrelations.india@abbott.com](mailto:investorrelations.india@abbott.com) at least one week prior to the Meeting to enable the Company to compile the information and provide replies at the Meeting.

xviii. In line with the MCA Circulars and the SEBI Circulars, Annual Report for the financial year 2023-24 along with the Notice of Eightieth Annual General Meeting *inter alia*, indicating the process and manner of e-voting, is being sent through electronic mode to the Members whose e-mail addresses are available with the Company/ Depositories/ Depository Participants.



## Notice (Contd.)

The aforesaid documents are also available on the Company' website at <https://www.abbott.co.in/investor-relations.html> and on the websites of the BSE Limited at [www.bseindia.com](http://www.bseindia.com) and NSDL at [www.evoting.nsdl.com](http://www.evoting.nsdl.com).

The Members whose e-mail addresses are not registered with the Company are requested to register the same by following the instructions given under Part D of Annexure II to this Notice.

- xix. The relevant documents referred to in the accompanying Notice and Explanatory Statement will be provided upon request, in electronic mode upto the date of the Meeting. The Members are required to write to [investorrelations.india@abbott.com](mailto:investorrelations.india@abbott.com) with a subject "Inspection of Documents".

### xx. Speaker Registration/ Questions for the Meeting

Members, who would like to express their views/ have questions are requested to send registrations along with the questions in advance mentioning their name, demat account number/ folio number, e-mail id, mobile number at [investorrelations.india@abbott.com](mailto:investorrelations.india@abbott.com) from Thursday, July 25, 2024 to Thursday, August 1, 2024. Those Members who have registered themselves as a speaker will only be allowed to express their views/ ask questions during the Meeting. The Company reserves the right to restrict the number of questions/ speakers depending on the availability of time for the Meeting.

### xxi. Voting through Electronic Means

Pursuant to the provisions of Section 108 and other applicable provisions, if any, of the Act read with Rule 20 of the Companies (Management and Administration) Rules, 2014, Regulation 44 of the SEBI Listing Regulations and in line with the MCA Circulars, the Company is pleased to provide to its Members the facility to exercise their vote through electronic means i.e., "remote e-voting" on resolutions proposed to be passed at the Meeting. The Company has engaged the services of National Securities Depository Limited ("NSDL") for providing e-voting facility to enable the Members to cast their votes electronically as well as for e-voting during the AGM.

In line with the MCA Circulars, Members are required to communicate their assent or dissent through the remote e-voting system only.

In terms of SEBI Circular dated December 9, 2020 on e-voting facility provided by listed companies, individual Members holding securities in demat mode

are allowed to vote through their demat account maintained with Depositories and Depository Participants. Members are required to update their Mobile No. and E-mail ID correctly in their demat account in order to access e-voting facility.

- a) The facility for remote e-voting shall be provided at the Meeting. Members attending the Meeting who have not cast their vote earlier by remote e-voting shall be entitled to vote at the Meeting. A Member can participate in the Meeting even after exercising his right to vote through remote e-voting but shall not be allowed to vote again at the Meeting.
- b) The remote e-voting facility will be available during the following voting period :

Commencement of remote e-voting	From 9 a.m. (IST) on Monday, August 5, 2024
End of remote e-voting	Upto 5 p.m. (IST) on Wednesday, August 7, 2024

- c) Mr Taizoon M. Khumri, Practicing Company Secretary (Membership No. FCS 993 and Certificate of Practice No. 88) has been appointed as the Scrutinizer to scrutinize the voting process in a fair and transparent manner.
- d) A person, whose name is recorded in the Register of Members or in the Register of Beneficial Owners maintained by the Depositories as on the Cut-off date i.e., August 1, 2024 ("Cut-off date") only shall be entitled to avail the facility of remote e-voting or voting at the Meeting, as the case may be, in proportion to the shares held by them as on the Cut-off date.
- e) In case all the joint holders are attending the Meeting, the Member whose name appears as first holder in the order of names as per Register of Members of the Company will be entitled to vote at the Meeting.
- f) Any person holding shares in physical form and non-individual Shareholders, who acquires shares of the Company and becomes Member of the Company after the Notice is sent through e-mail and holding shares as of the Cut-off date i.e., August 1, 2024, may obtain the login ID and password by sending a request at [evoting@nsdl.com](mailto:evoting@nsdl.com). However, if you are already registered with NSDL for remote e-voting, then you can use your existing User ID and Password for casting

your vote. If you forgot your password, you can reset your password by using "Forgot User Details/ Password" or "Physical User Reset Password" option available on [www.evoting.nsdl.com](http://www.evoting.nsdl.com) or call on toll free no. 022-4886 7000.

In case of Individual Shareholders holding securities in demat mode who acquires shares of the Company and becomes a Member of the Company after sending of the Notice and holding shares as on the Cut-off date i.e., August 1, 2024, may follow steps mentioned in the Notice of the AGM under "Access to NSDL e-voting system".

- g) Once the Member has confirmed his voting on the resolution, he will not be allowed to modify his vote or cast the vote again.
- h) The Scrutinizer shall, after the conclusion of voting at the Meeting, first count the votes cast at the Meeting and thereafter unblock the votes cast through remote e-voting and shall submit, not later than forty-eight hours of the conclusion of the Annual General Meeting, a consolidated Scrutinizer's Report of the total votes cast in favor or against, if any, to the Chairman or any other person authorized by him in writing, who shall countersign the same and declare the result of the voting forthwith.
- i) The Results shall be declared by the Chairman or any other person authorized by him in writing within forty-eight hours from the conclusion of the Meeting. The results declared shall alongwith the consolidated Report of the Scrutinizer be placed on the website of the Company i.e., [www.abbott.co.in](http://www.abbott.co.in) and on the website of NSDL at [www.evoting.nsdl.com](http://www.evoting.nsdl.com) immediately after the declaration of results. The results shall simultaneously be forwarded to the BSE Limited, Mumbai and also be displayed on the Notice Board of the Registered Office of the Company.

xxii. Instructions for e-voting and attending the Annual General Meeting is annexed as Annexure II and forms part of this Notice.

xxiii. Considering the Meeting would be held through VC/OAVM, the route Map for the venue is not annexed to the Notice. The deemed venue for the AGM shall be the Registered Office of the Company.

## STATEMENT PURSUANT TO SECTION 102(1) OF THE COMPANIES ACT, 2013

### Item No. 4

Mr Munir Shaikh (DIN : 00096273), Non-Executive Director of the Board retires by rotation at this Annual General Meeting of the Company in terms of provisions of Section 152 of the Companies Act, 2013 and being eligible, offers himself for re-appointment.

In terms of the provisions of Regulation 17(1A) of the SEBI Listing Regulations, no person who has attained the age of seventy-five years shall be appointed or continued as a Director unless a special resolution is passed by the Members approving such appointment or continuation. In accordance with these provisions, re-appointment of Mr Munir Shaikh (age 81 years) as Director, liable to retire by rotation, is subject to approval of Members through Special Resolution.

Mr Shaikh has held several management and leadership positions with Abbott since 1968 in different geographies across various businesses. In his last role, from June 2005 until his retirement in 2010, he was the Divisional Vice President, Southeast Asia/ Middle East/ Africa, Abbott Nutrition International based in Singapore.

Mr Shaikh is the Chairman of the Board since March 2001. He has an extensive leadership and industry experience of over five decades, including a deep knowledge and understanding of the Company's business operations, strategies, the opportunities and risks faced by the Company. His significant contribution and guidance to the Board in governance matters and strategic direction to the Management have helped the Company achieve several milestones year-after-year.

The Board, based on recommendation of the Nomination and Remuneration Committee, is of the view that his immense knowledge, independent perspective and continued association with the Company, will immensely benefit the Company. In view of this, the Board recommends his re-appointment in the interest of the Company. Mr Shaikh is not related to the promoter companies. He does not hold any shares in the Company.

None of the Directors and/ or Key Managerial Personnel of the Company and their relatives, except Mr Shaikh, is concerned or interested, financially or otherwise, in the resolution set out at Item No. 4.

The Board recommends the resolution set forth in Item No. 4 for the approval of Members as a Special Resolution.



## Notice (Contd.)

### Item No. 5

S R B C & CO LLP, Chartered Accountants (ICAI Firm Registration No. : 324982E/E300003), were re-appointed as the Statutory Auditors at the Seventy-fifth Annual General Meeting of the Company held on August 22, 2019, for a period of five years i.e., from financial year 2019-20 to financial year 2023-24, to hold office till the conclusion of the Eightieth Annual General Meeting of the Company.

Accordingly, S R B C & CO LLP would be completing their second term as the Statutory Auditors of the Company at this Annual General Meeting. Upon recommendation of the Audit Committee, the Board of Directors of the Company at their Meeting held on May 9, 2024, have recommended, the appointment of M/s Walker Chandiook & Co LLP, Chartered Accountants (Firm Registration No. 001076N/N500013), as the Statutory Auditors of the Company. M/s Walker Chandiook & Co LLP have confirmed their eligibility for appointment under Section 139 read with Section 141 of the Companies Act, 2013. M/s Walker Chandiook & Co LLP will hold office for a period of 5 (five) consecutive years from the conclusion of the ensuing Eightieth Annual General Meeting of the Company till the conclusion of the Eighty-fifth Annual General Meeting subject to the approval by the Shareholders at the ensuing Annual General Meeting.

M/s Walker Chandiook & Co LLP was established on January 1, 1935 and converted to a Limited Liability Partnership Firm on March 25, 2014 and has a registered office at L-41, Connaught Circus, New Delhi - 110 001. The firm is registered with the Institute of Chartered Accountants of India ("ICAI") and empaneled on the Public Company Accounting Oversight Board ("PCAOB") and Comptroller & Auditor General of India ("CAG"). The firm provides professional services like auditing, taxation and management consultancy services to clients in India. The firm has 70 Partners and over 2,215 personnel operating from 15 cities [Bengaluru, Chandigarh, Chennai, Delhi (2 offices including head office), Goa, Gurgaon, Hyderabad, Kolkata, Mumbai, Noida, Pune, Kochi, Dehradun and Ahmedabad]. The firm is one of the 4<sup>th</sup> largest audit firms in India with many marquee names as audit clients and many of them in the NSE Top 250.

The proposed remuneration to be paid to M/s Walker Chandiook & Co LLP for audit services for the financial year ending March 31, 2025, is ₹ 1.20 Crores plus applicable taxes and out-of-pocket expenses.

Besides the audit services, the Company would also obtain certifications from the statutory auditors under various statutory regulations and certifications required by banks, statutory authorities, audit related services and other permissible non-audit services as required from time to time, for which they will be remunerated separately on mutually agreed terms, as approved by the Board of Directors in consultation with the Audit Committee.

The Audit Committee and the Board of Directors shall consider approval of revisions to the remuneration of the Statutory Auditors for the remaining part of the tenure. The Board of Directors, in consultation with the Audit Committee, may alter and vary the terms and conditions of appointment, including remuneration, in such manner and to such extent as may be mutually agreed with the Statutory Auditors.

None of the Directors and/ or Key Managerial Personnel of the Company and their relatives is concerned or interested, financially or otherwise, in the resolution set out at Item No. 5.

The Board recommends the resolution set forth in Item No. 5 for the approval of Members as an Ordinary Resolution.

### Item No. 6

The Board, based on the recommendation of the Audit Committee at its Meeting held on May 9, 2024, approved the appointment of M/s Joshi Apte & Associates, Cost Accountants (Firm Registration No. 000240), as the Cost Auditors for conducting the Cost Audit of the Company for the financial year 2024-25 at a remuneration of ₹ 0.09 Crores plus taxes as applicable and reimbursement of reasonable out-of-pocket expenses.

The overall remuneration proposed to be paid to the Cost Auditors for the financial year 2024-25 is commensurate to the scope of the audit to be carried out by the Cost Auditors and is in line with the guidelines issued by the Institute of Cost Accountants of India. M/s Joshi Apte & Associates, Cost Accountants, have confirmed that they hold a valid certificate of practice under Section 6(1) of the Cost and Works Accountants Act, 1959.

M/s Joshi Apte and Associates is a leading Cost Accounting Firm in India. It has offices in Mumbai, Pune, Surat, Indore and Delhi. M/s Joshi Apte and Associates has a total of 9 partners. It employs more than 35 employees including trainees and associates. They have varied experience in Cost Audit, Costing system implementation, ERP implementation and reimplementation including popular ERPs like SAP, Stock Audits, Income Tax certifications and many other regulatory affairs.

M/s Joshi Apte and Associates has more than 100 satisfied clients all across the country and they are trend setting in various matters related to profession. They provide valuable insights to clients with their team of professionals and have a proven track record of integrity and independence.

Pursuant to the provisions of Section 148 and all other applicable provisions, if any, of the Companies Act, 2013 read with the Companies (Cost Records and Audit) Rules, 2014, as amended from time to time, remuneration payable to M/s Joshi Apte & Associates, Cost Auditors, as stated above, is subject to ratification by the Members.

None of the Directors and/ or Key Managerial Personnel of the Company and their relatives is concerned or interested, financially or otherwise, in the resolution set out at Item No. 6.

The Board recommends the resolution set forth in Item No. 6 for the approval of Members as an Ordinary Resolution.

### Item No. 7

The Board, based on recommendation of the Nomination and Remuneration Committee, appointed Ms Alison Davies (DIN : 10658884) as Additional (Non-Executive) Director of the Company effective June 13, 2024 as per the provisions of Section 161 of the Companies Act, 2013 and Rules framed thereunder ("the Act") read with Article 113 of the Articles of Association of the Company. She holds office upto the date of this Annual General Meeting.

Ms Davies has provided her consent to act as a Director of the Company and also a confirmation that she is not disqualified from being appointed as a Director in terms of Section 164 of the Act.

The Company has received a notice in writing under Section 160 of the Act from a Member proposing the candidature of Ms Davies for the office of Director of the Company.

Ms Davies is Vice President, Treasurer for Abbott Laboratories, USA.

Ms Davies was appointed to her current role in September 2023. She joined Abbott in 1999 and has served in various finance leadership roles, including Divisional Vice President and Controller for Medical Devices and DVP and Controller for Diagnostics, as well as a number of other finance positions in Abbott Diagnostics.

Prior to joining Abbott, Ms Davies worked for Telspec PLC and Coopers and Lybrand.

She earned her Bachelor's of Science in Business Economics and Accounting from the University of Southampton and is a Member of the Institute of Chartered Accountants in England and Wales.

The additional details of Ms Davies as required under Regulation 36(3) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and the Secretarial Standards issued by the Institute of Company Secretaries of India are set out in the Annexure I forming part of this Notice. She does not hold any shares in the Company.

None of the Directors and/ or Key Managerial Personnel of the Company and their relatives, except Ms Davies is concerned or interested, financially or otherwise, in the resolution set out at Item No. 7

The Board recommends the resolution set forth in Item No. 7 for the approval of Members as an Ordinary Resolution.

### By Order of the Board

**Sangeeta Shetty**

Mumbai  
June 12, 2024  
Company Secretary  
Membership No. : ACS 18865

### Registered Office :

Abbott India Limited  
CIN : L24239MH1944PLC007330  
3, Corporate Park, Sion-Trombay Road, Mumbai - 400 071  
Telephone No. : +91-22-5046 1000/2000  
E-mail : [investorrelations.india@abbott.com](mailto:investorrelations.india@abbott.com)  
Website : [www.abbott.co.in](http://www.abbott.co.in)

## Notice (Contd.)

## ANNEXURE I

**Details of Directors retiring by rotation/ seeking appointment at the Eightieth Annual General Meeting pursuant to Regulation 36(3) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and the Secretarial Standards issued by the Institute of Company Secretaries of India**

Name of Director	Ambati Venu	Munir Shaikh	Alison Davies
Date of Birth	May 26, 1969	March 1, 1943	April 7, 1968
Age	54	81	56
Date of Appointment	March 1, 2020*	March 2, 2001	June 13, 2024
Expertise in Specific Functional Area	Mr Venu has over 30 years of diversified experience in handling International business operations with an excellent track record of success in building and leading high performing teams.	Mr Shaikh possesses vast knowledge of the industry and is a consummate team player with an entrepreneurial flair.	Ms Davies has over 25 years of rich experience in various finance leadership roles.
Qualifications	Alumnus of the Indian Institute of Management, Ahmedabad and Bachelor's degree in Engineering (Mechanical) from the University of Bhopal.	Fellow of the Institute of Chartered Accountants in England and Wales.	Bachelor's of Science in Business Economics and Accounting from the University of Southampton and a Member of the Institute of Chartered Accountants in England and Wales
Terms and conditions of Appointment	Appointed as Non-Executive Director, liable to retire by rotation.	Appointed as Non-Executive Director, liable to retire by rotation.	Appointed as Non-Executive Director, liable to retire by rotation.
Remuneration last drawn (including sitting fees, if any)	NA	0.32 Crores#	NA
Remuneration proposed to be paid	NA	Entitled for commission and sitting fees for attending Meetings of the Board and its Committees and reimbursement of expenses for participation in the Board/ Committees Meetings	NA
Number of Meetings of the Board attended during the financial year 2023-24	5	5	NA
No. of shares held in the Company	NIL	NIL	NIL
Directorships in other Indian Companies	None	None	None
Membership/ Chairmanship of Committees in other Indian Companies	None	None	None
Relationship between Directors <i>inter-se</i>	None	None	None

\* Date of appointment as Non-Executive Director.

# Commission and sitting fees paid for the financial year 2023-24.

## ANNEXURE II

**Part A : Access to NSDL e-voting system****A. Individual Shareholders holding securities in demat mode-Steps to Login for e-voting and for joining the virtual Annual General Meeting (“the Meeting”)**

Type of Shareholders	Login Method
Individual Shareholders holding securities in demat mode with NSDL	<ol style="list-style-type: none"> <li>Existing IDeAS User can visit the e-services website of NSDL viz. <a href="https://eservices.nsdl.com">https://eservices.nsdl.com</a> either on a personal computer or on a mobile. On the e-services home page, click on the “Beneficial Owner” icon under “Login” which is available under ‘IDeAS’ section, this will prompt you to enter your existing User ID and Password. After successful authentication, you will be able to see e-voting services under value added services. Click on “Access to e-voting” under e-voting services and you will be able to see e-voting page. Click on Company name or e-voting service provider i.e., NSDL and you will be re-directed to e-voting website of NSDL for casting your vote during the remote e-voting period or joining virtual Meeting and voting during the Meeting.</li> <li>If you are not registered for IDeAS e-services, option to register is available at <a href="https://eservices.nsdl.com">https://eservices.nsdl.com</a>. Select “<b>Register Online for IDeAS Portal</b>” or click at <a href="https://eservices.nsdl.com/SecureWeb/IdeasDirectReg.jsp">https://eservices.nsdl.com/SecureWeb/IdeasDirectReg.jsp</a></li> <li>Visit the e-voting website of NSDL. Open web browser by typing the following URL : <a href="https://www.evoting.nsdl.com/">https://www.evoting.nsdl.com/</a> either on a personal computer or on a mobile. Once the home page of e-voting system is launched, click on the icon “Login” which is available under “Shareholder/ Member” section. A new screen will open. You will have to enter your User ID (i.e., your sixteen-digit demat account number hold with NSDL), Password/OTP and a verification code as shown on the screen. After successful authentication, you will be redirected to NSDL depository site wherein you can see e-voting page. Click on Company name or e-voting service provider i.e., NSDL and you will be redirected to e-voting website of NSDL for casting your vote during the remote e-voting period or joining virtual Meeting and voting during the Meeting.</li> <li>Shareholders/ Members can also download NSDL Mobile App “<b>NSDL Speede</b>” facility by scanning the QR code mentioned below for seamless voting experience.</li> </ol>
Individual Shareholders holding securities in demat mode with CDSL	<p>NSDL Mobile App is available on</p> <p> App Store  Google Play</p> <p> </p> <ol style="list-style-type: none"> <li>Users who have opted for CDSL Easi/ Easiest facility, can login through their existing User ID and Password. Option will be made available to reach e-voting page without any further authentication. The users to login Easi/ Easiest are requested to visit CDSL website <a href="http://www.cdslindia.com">www.cdslindia.com</a> and click on login icon and New System Myeasi tab and then use your existing my easi Username and Password.</li> <li>After successful login the Easi/ Easiest User will be able to see the e-voting option for eligible companies where the e-voting is in progress as per the information provided by the Company. On clicking the e-voting option, the User will be able to see e-voting page of the e-voting service provider for casting your vote during the remote e-voting period or joining virtual Meeting and voting during the Meeting. Additionally, there is also links provided to access the system of all e-voting service providers, so that the User can visit the e-voting service providers’ website directly.</li> <li>If the User is not registered for Easi/ Easiest, option to register is available at CDSL website <a href="http://www.cdslindia.com">www.cdslindia.com</a> and click on login and New System Myeasi tab and then click on registration option.</li> </ol>



## Notice (Contd.)

Type of Shareholders	Login Method
	4. Alternatively, the User can directly access e-voting page by providing Demat Account Number and PAN No. from a e-voting link available on <a href="http://www.cdslindia.com">www.cdslindia.com</a> home page. The system will authenticate the User by sending OTP on registered mobile no. and email ID as recorded in the Demat Account. After successful authentication, User will be able to see the e-voting option where the e-voting is in progress and also able to directly access the system of all e-voting service providers.
Individual Shareholders (holding securities in demat mode) login through their depository participants	You can also login using the login credentials of your demat account through your Depository Participant registered with NSDL/ CDSL for e-voting facility. Upon logging in, you will be able to see e-voting option. Click on e-voting option, you will be redirected to NSDL/ CDSL Depository site after successful authentication, wherein you can see e-voting feature. Click on Company name or e-voting service provider i.e., NSDL and you will be redirected to e-voting website of NSDL for casting your vote during the remote e-voting period or joining virtual Meeting and voting during the Meeting.

**Important Note :** Members who are unable to retrieve User ID/ Password are advised to use Forget User ID and Forget Password option available at abovementioned website.

### Helpdesk for Individual Shareholders holding securities in demat mode for any technical issues related to login through Depository i.e., NSDL and CDSL

Login type	Helpdesk details
Individual Shareholders holding securities in demat mode with NSDL	Members facing any technical issue in login can contact NSDL helpdesk by sending a request at <a href="mailto:evoting@nsdl.com">evoting@nsdl.com</a> or call at 022-4886 7000
Individual Shareholders holding securities in demat mode with CDSL	Members facing any technical issue in login can contact CDSL helpdesk by sending a request at <a href="mailto:helpdesk.evoting@cdslindia.com">helpdesk.evoting@cdslindia.com</a> or contact at toll free no. 1800 22 55 33

### B. Shareholders other than Individual Shareholders holding securities in demat mode and Shareholders holding securities in physical mode

#### Steps to Login for e-voting and for joining the virtual Meeting

1. Visit the e-voting website of NSDL. Open web browser by typing the following URL : <https://www.evoting.nsdl.com/> either on a personal computer or on a mobile.
2. Once the home page of e-voting system is launched, click on the icon “Login” which is available under “Shareholder/ Member” section.
3. A new screen will open. You will have to enter your User ID, your Password/ OTP and a Verification Code as shown on the screen.

Alternatively, if you are registered for NSDL e-services i.e., IDeAS, you can login at <https://eservices.nsdl.com/> with your existing IDeAS login. Once you login to NSDL e-services after using your login credentials, click on e-voting and you can proceed to Step 2 i.e., Cast your vote electronically.

4. Your User ID details are given below :

Manner of holding shares i.e., Demat (NSDL or CDSL) or Physical	Your User ID is
For Members who hold shares in demat account with NSDL	8 Character DP ID followed by 8 Digit Client ID For example, if your DP ID is IN300*** and Client ID is 12***** then your User ID is IN300***12*****
For Members who hold shares in demat account with CDSL	16 Digit Beneficiary ID For example, if your Beneficiary ID is 12***** then your User ID is 12*****
For Members holding shares in Physical Form.	EVEN Number followed by Folio Number registered with the Company. For example, if Folio Number is 001*** and EVEN is 101456 then User ID is 101456001***

5. Password details for Shareholders other than Individual Shareholders are given below :

- a) If you are already registered for e-voting, then you can use your existing password to login and cast your vote.
- b) If you are using NSDL e-voting system for the first time, you will need to retrieve the “initial password” which was communicated to you. Once you retrieve your “initial password”, you need to enter the “initial password” and the system will force you to change your password.
- c) How to retrieve your “initial password”?
  - (i) If your email ID is registered in your demat account or with the Company, your “initial password” is communicated to you on your email ID. Trace the email sent to you from NSDL from your mailbox. Open the email and open the attachment i.e., a .pdf file. Open the .pdf file. The password to open the .pdf file is your 8-digit Client ID for NSDL account, last 8 digit of Client ID for CDSL account or Folio Number for shares held in physical form. The .pdf file contains your “User ID” and your “initial password”.
  - (ii) If your email ID is not registered, please follow the steps mentioned in Part D.

6. If you are unable to retrieve or have not received the “initial password” or have forgotten your password :

- a) Click on “**Forgot User Details/ Password?**” (If you are holding shares in your demat account with NSDL or CDSL) option available on [www.evoting.nsdl.com](http://www.evoting.nsdl.com).
- b) Click on “**Physical User Reset Password?**” (If you are holding shares in physical mode) option available on [www.evoting.nsdl.com](http://www.evoting.nsdl.com).
- c) If you are still unable to get the password by aforesaid two options, you can send a request at [evoting@nsdl.com](mailto:evoting@nsdl.com) mentioning your demat account number/ folio number, PAN, name and registered address etc.
- d) Members can also use the OTP (One Time Password) based login for casting the votes on the e-voting system of NSDL.

7. After entering your password, tick on “Agree to Terms and Conditions” by selecting on the check box.

8. Now, you will have to click on “Login” button.

9. After you click on the “Login” button, home page of e-voting will open.

### Part B : Cast your vote electronically and join the Meeting on NSDL e-voting system

1. After successful login at Step 1, you will be able to see all the companies “EVEN” in which you are holding shares and whose voting cycle and General Meeting is in active status.
2. Select “EVEN” of the Company for which you wish to cast your vote during the remote e-voting period and casting your vote during the General Meeting. For joining virtual Meeting, you need to click on “VC/ OAVM” link placed under “Join Meeting”.
3. Now you are ready for e-voting as the voting page opens.
4. Cast your vote by selecting appropriate options i.e., assent or dissent, verify/ modify the number of shares for which you wish to cast your vote and click on “Submit” and also “Confirm” when prompted.
5. Upon confirmation, the message “Vote cast successfully” will be displayed.
6. You can also take the printout of the votes cast by you by clicking on the print option on the confirmation page.
7. Once you confirm your vote on the resolution, you will not be allowed to modify your vote.

### Part C : Instructions for voting by the Members at the Meeting attended through VC/ OAVM

1. The procedure for e-voting on the day of the Meeting is same as the instructions mentioned above for remote e-voting.
2. Only those Members, who will be present in the Meeting through VC/ OAVM facility and have not casted their vote on the Resolutions through remote e-voting and are otherwise not barred from doing so, shall be eligible to vote through e-voting system in the Meeting.

## Notice (Contd.)

- Members who have voted through remote e-voting will be eligible to attend the Meeting. However, they will not be eligible to vote at the Meeting.
- The Members may connect with Ms Pallavi Mhatre - Senior Manager, NSDL at [evoting@nsdl.com](mailto:evoting@nsdl.com) for any grievances/ concerns relating to e-voting during the Meeting.

**Part D : Instructions for Shareholders whose email addresses are not registered with the Depositories/ Company for procuring User ID and Password for e-voting for the resolutions set out in this Notice**

Shareholders/ Members may send a request to [evoting@nsdl.com](mailto:evoting@nsdl.com) for procuring User ID and Password for e-voting by providing below mentioned documents :

- Members whose shares are held in physical mode, are requested to provide folio no., name, scanned copy of the share certificate (front and back), PAN (self-attested scanned copy of PAN card) and Aadhaar (self-attested scanned copy of Aadhaar Card).
- Members whose shares are held in demat mode, are requested to provide DP ID Client ID (16 digit DP ID + Client ID for NSDL demat accounts or 16 digit Beneficiary ID for CDSL demat accounts), name, client master or copy of consolidated account statement, PAN (self-attested scanned copy of PAN card), and Aadhaar (self-attested scanned copy of Aadhaar Card). If you are an individual Shareholder holding securities in demat mode, you are requested to refer to the login method explained in Step 1 (A) i.e., Login method for e-voting for Individual Shareholders holding securities in demat mode.

**Part E : Instructions for Members for attending the Meeting through VC/ OAVM**

- Members will be provided with a facility to attend the Meeting through VC/ OAVM through the NSDL e-voting system. Members may access by following the steps mentioned above for “Access to NSDL e-voting system”. After successful login, you can see link of “VC/ OAVM” placed under “Join Meeting” menu against Company name. You are requested to click on VC/ OAVM link placed under Join Meeting menu. The link for VC/ OAVM will be available in Shareholder/ Member login where the EVEN of Company will be displayed. Please note that the Members who do not have the User ID and Password for e-voting or have forgotten the User ID and Password, may retrieve the same by following the remote e-voting instructions mentioned in the Notice to avoid last minute rush.
- Facility of joining the Meeting through VC/ OAVM shall open 30 minutes before the time scheduled for the Meeting and will be available for Members on first-come-first-served basis.
- Members are encouraged to join the Meeting through Laptops for better experience. Further, Members will be required to allow Camera and use Internet with a good speed to avoid any disturbance during the Meeting.
- Please note, that the Participants connecting from Mobile Devices or Tablets or through Laptop connecting via Mobile Hotspot may experience Audio/ Video loss due to fluctuation in their respective network. It is therefore recommended to use Stable Wi-Fi or LAN connection to mitigate any kind of aforesaid glitches.

**Part F : General Instructions**

- Institutional Shareholders (i.e. other than individuals, HUF, NRI etc.) are required to send scanned copy (PDF/ JPG format) of the relevant Board Resolution/ Authority letter etc. with attested specimen signature of the duly authorized signatory(ies) who are authorized to vote, to the Scrutinizer by e-mail to [cstaizoonkhumri@gmail.com](mailto:cstaizoonkhumri@gmail.com) with a copy marked to [evoting@nsdl.com](mailto:evoting@nsdl.com). Institutional Shareholders (i.e., other than individuals, HUF, NRI etc.) can also upload their Board Resolution/ Power of Attorney/ Authority Letter etc. by clicking on “Upload Board Resolution/ Authority Letter” displayed under “e-voting” tab in their login.
- It is strongly recommended not to share your password with any other person and take utmost care to keep your password confidential. Login to the e-voting website will be disabled upon five unsuccessful attempts to key in the correct password. In such an event, you will need to go through the “Forgot User Details/ Password?” or “Physical User Reset Password?” option available on [www.evoting.nsdl.com](http://www.evoting.nsdl.com) to reset the password.
- In case of any queries, you may refer the Frequently Asked Questions (FAQs) for Shareholders and e-voting User manual for Shareholders available at the download section of [www.evoting.nsdl.com](http://www.evoting.nsdl.com) or call on 022-4886 7000 or send a request to Ms Pallavi Mhatre - Senior Manager at [evoting@nsdl.com](mailto:evoting@nsdl.com).

## CORPORATE INFORMATION

## Board of Directors

<b>Munir Shaikh</b>	Chairman
<b>Swati Dalal</b>	Managing Director
<b>Ambati Venu</b>	Non-Executive Director
<b>Sudarshan Jain</b>	Independent Director
<b>Anisha Motwani</b>	Independent Director
<b>Shalini Kamath</b>	Independent Director
<b>Sabina Ewing</b>	Non-Executive Director
<b>Kaiyomarz Marfatia</b>	Non-Executive Director
<b>Mahadeo Karnik</b>	Non-Executive Director

## Senior Leadership Team

<b>Swati Dalal</b>	Managing Director
<b>Kunal Chowdhury</b>	Commercial Director – GI Businesses
<b>Ashok Saini</b>	Commercial Director – GenNext, Vaccines and Neurolife
<b>Murari Ranganathan</b>	Commercial Director – Women’s Health, Metabolics and International Business
<b>Dr. Jejee Karankumar</b>	Director – Medical Affairs
<b>Jyoti Saraph</b>	Director – Finance
<b>Rajan Kalantre</b>	Director – Business Human Resources
<b>Namita Shah</b>	Associate Director – New Product Introductions and Therapy Area Strategy
<b>Richa Tripathi</b>	Associate Director – Sales Force Effectiveness and Project Management Office

## Chief Financial Officer

Sridhar Kadangode

## Company Secretary

Sangeeta Shetty

## For the FY 2023-24

## Statutory Auditors

S R B C & CO LLP  
Chartered Accountants

## Internal Auditors

KPMG Assurance and Consulting  
Services LLP  
Limited Liability Partnership

## Cost Auditors

Kishore Bhatia & Associates  
Cost Accountants

## Secretarial Auditor

Neena Bhatia  
Practicing Company Secretary

## Registered Office

Abbott India Limited  
CIN: L24239MH1944PLC007330  
3, Corporate Park, Sion-Trombay Road,  
Mumbai – 400 071, India

## Corporate Office

15th-16th Floor, Godrej BKC, Plot C-68,  
“G” Block, Bandra-Kurla Complex,  
Bandra (East), Mumbai – 400 051, India

## Contact Us

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Email: [investorrelations.india@abbott.com](mailto:investorrelations.india@abbott.com)  
Website: [www.abbott.co.in](http://www.abbott.co.in)

## Factory

L-18/19, Verna Industrial Estate,  
Verna Salcette, Goa – 403 722, IndiaRegistrar and Share  
Transfer AgentKFin Technologies Limited  
Selenium Building, Tower B,  
Plot No. 31-32, Financial District,  
Nanakramguda, Serilingampally,  
Hyderabad – 500 032, India  
Tel No.: +91-40-6716 2222  
Email: [einward.ris@kfintech.com](mailto:einward.ris@kfintech.com)

**ABBOTT INDIA LIMITED**

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