August 29, 2025

**To,**
**Dy. General Manager**
**Department of Corporate Services,**
**BSE Ltd.,**
**P. J. Towers, Dalal Street,**
**Fort, Mumbai – 400 001.**

**Ref: Scrip Code: 532296**

**To,**
**The Manager – Listing**
**National Stock Exchange of India Ltd.,**
**Plot No. C/1, G Block,**
**Bandra Kurla Complex,**
**Bandra (E), Mumbai – 400 051.**

**Ref: Scrip Name: GLENMARK**

Dear Sirs,

**Sub: Submission of Annual Report under Regulation 34 (1) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

Pursuant to Regulation 34(1) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find attached the Integrated Annual Report for the Financial Year 2024-25.

The Annual Report is being sent through electronic mode to all those members whose e-mail ids have been registered with the Company/ Depository Participant/ Registrar and Transfer Agent and the same is also being made available on the website of the Company, at: www.glenmarkpharma.com

Request you to kindly take the same on record.

Thanking you,

Yours Faithfully,
**For Glenmark Pharmaceuticals Limited**

HARISH VINAYAK KUBER
Digitally signed by HARISH VINAYAK KUBER
Date: 2025.08.29 18:55:54 +05'30'

**Harish Kuber**
**Company Secretary & Compliance Officer**

Encl: As above

Glenmark

A new way for a new world

# Reimagining Possibilities



Integrated Annual Report FY 2025

# Reimagining Possibilities

The world of healthcare is being rewritten. Science is moving faster than ever. Technology is redrawing boundaries. Patients are demanding more: better access, improved outcomes, and faster innovation. In this environment of relentless change, Glenmark is reimagining what's possible and what's next.

Transformation has always defined us. From our origins in generics to building strongholds in branded markets, from emerging markets to establishing a global presence, our journey has been one of constant evolution. This moment marks a sharper pivot. We are moving beyond business as usual to building a future-ready organization that is agile, disciplined, and designed for impact.

We have articulated this decisive next step in our evolution as Glenmark 3.0. It is a bold, strategic reset that repositions us as a focused, science-led innovator, committed to creating long-term stakeholder value, and driving impact across diverse markets.

Our strategic focus remains anchored in our core therapy areas: Respiratory, Dermatology, and Oncology. Through Ichnos Glenmark Innovation (IGI), we are advancing next-generation science in immunology and oncology. And, through deep partnerships and differentiated platforms, we are bringing breakthrough science closer to patients across the globe. The foundation is laid, the momentum is real, and the opportunity is now.

This Integrated Annual Report captures the mindset that powers us. It is a mindset of reinvention, responsibility, and relentless pursuit of impact.

This is the story of how Glenmark is reimagining possibilities: boldly, purposefully, and globally.



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# About the Report

We are pleased to present the fourth Integrated Annual Report of Glenmark Pharmaceuticals Limited (GPL) for the financial year ended March 31, 2025. Developed in alignment with the International <IR> Framework, this Report reflects our ongoing commitment to integrated thinking, transparency, and long-term value creation.

Structured around the six capitals: Financial, Manufactured, Intellectual, Human, Social and Relationship, and Natural, we offer a holistic view of how our strategy, governance, and performance are interlinked to drive sustainable outcomes in a dynamic global environment.

## Reporting Scope and Boundary

This Report covers the operations and performance of Glenmark Pharmaceuticals Limited and our Indian and overseas subsidiaries at the group level, unless indicated otherwise in specific sections.

### Reporting Period

This report provides information on our financial and non-financial performance for the period 1st April 2024 to 31st March 2025.

## Reporting Standards and Frameworks

This Integrated Annual Report has been prepared in alignment with globally accepted reporting frameworks, regulatory guidelines and standards:

- The Report is structured in accordance with the principles and content elements of the <IR> Framework developed by the International Integrated Reporting Council (IIRC), promoting integrated thinking and long-term value creation.
- It has been prepared with reference to the Global Reporting Initiative (GRI) Standards (2021), ensuring that disclosures on material sustainability topics are consistent with global best practices and responsive to stakeholder expectations.
- The Report complies with the mandatory Business Responsibility and Sustainability Reporting (BRSR) requirements introduced by SEBI and is aligned with the nine principles of the National Guidelines on Responsible Business Conduct (NGRBC).
- We have also referred to the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) to strengthen our climate-related risk and opportunity disclosures and Taskforce on Nature-related Financial Disclosures (TNFD) to enhance our approach to nature-related risks and dependencies.
- Furthermore, the Report reflects our alignment with the United Nations Sustainable Development Goals (UN SDGs) and National Voluntary Guidelines (NVGs) on the Social, Environmental, and Economic Responsibilities of Business.
- The financial and statutory disclosures presented in this Report, including the Directors' Report, Corporate Governance Report, and Management Discussion and Analysis, are prepared in accordance with the applicable provisions of the Companies Act, 2013, the Indian Accounting Standards (Ind AS), and the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, along with other relevant regulatory requirements.

## Restatements of Information

Any restatements of information, where applicable, have been explicitly disclosed in the relevant sections of this report, along with appropriate explanations to provide clarity and context.

## External Assurance

Our statutory auditor, Suresh Surana & Associates LLP, has provided assurance on the financial statements included in this Report. These audited financial statements can be found on pages 260 to 403. In addition, the non-financial disclosures have been independently assured by DNV Business Assurance India Private Limited. The corresponding assurance statement for the non-financial information is available on page 154 of this Report.

## Responsibility Statement

The Board of Directors hereby acknowledges and accepts responsibility for the contents of this Integrated Annual Report. The Report provides a true and fair representation of the Company's financial, non-financial, operational, and sustainability performance for FY 2025. The disclosures made herein demonstrate the Company's continued commitment to accountability, transparency, and the creation of long-term stakeholder value through integrated and responsible business practices.

## Forward-looking Statements

This Report may contain forward-looking statements, which can be identified by the use of words such as "believes," "expects," "may," "will," "could," "should," "intends," "estimates," "plans," "assumes," and "anticipates," as well as their negative forms or similar expressions. These statements are based on current expectations, assumptions, and projections about future events and trends, which are subject to known and unknown risks and uncertainties, many of which are beyond the Company's control.

As a result, actual outcomes and results may differ materially from those expressed or implied in such forward-looking statements. Given the evolving nature of risks and opportunities inherent in the business environment, no assurance can be given that these expectations will prove accurate or that the Company and its subsidiaries will achieve the results implied in this Report.

## Point of Contact for Queries

For queries, please contact
**complianceofficer@glenmarkpharma.com**



# Highlights of FY 2025



## Strong Financial Performance

**INR 1,33,217 Mn**
Revenue from operations

**INR 23,514 Mn**
EBITDA

**INR 10,471 Mn**
Profit after tax

**INR 4,34,866 Mn**
Market capitalization



## Enhancing Access to Healthcare

**4**
ANDAs filed with the U.S. FDA

**7**
Active partnerships for innovative molecules (3 out-licensing and 4 in-licensing)

**3**
Innovative assets in clinical development (1 in Oncology and 2 in Immunology [Out-licensed])

**1,343+**
Patents granted

**4.5 Mn**
Lives positively impacted



## Advancing Eco-Conscious Practices

**INR 43 Mn**
Total capital invested in energy efficiency & conservation in FY 2025

**1,75,463 KL**
Wastewater recycled

**B Rating**
CDP Climate change and CDP Water security

**Bronze**
Medal in sustainability by EcoVadis score for 2024



## Investing in Our People

**15,800**
Global employees

**9.9%**
Women in management roles

**44%**
Women on the Board

**6,05,971**
Training hours delivered

About Glenmark

# A New Way for A New World

Glenmark Pharmaceuticals Limited is a global pharmaceutical company headquartered in Mumbai, India, with a presence in over 80 countries. With science, speed, and impact at the core, Glenmark 3.0 marks our bold transformation into a more focused, innovation-led, and resilient enterprise, built to shape the future of global health.

Our portfolio spans branded generics, speciality, generics, and OTC products, built on deep therapeutic expertise and a strong commercial presence across India, the U.S., Europe, Latin America, Asia Pacific, the Middle East and Africa. With 11 world-class manufacturing sites and 4 cutting-edge R&D centres, we deliver high-quality, accessible medicines across categories and geographies, consistently upholding the highest standards of quality, compliance, and supply reliability.

At the heart of our portfolio is a clear therapeutic focus on Oncology, Dermatology, and Respiratory, where we bring scientific depth and commercial agility to address unmet patient needs at scale. This focused strategy strengthens our ability to move decisively up the value chain and lead in complex, high-value segments while addressing some of the most pressing healthcare challenges of our time.

Through our biotech arm, Ichnos Glenmark Innovation (IGI), and a robust network of global in-licensing partnerships, we are expanding a pipeline of differentiated, accessible, and globally relevant therapies. At Glenmark, innovation is embedded across our value chain, from discovery to delivery.

We are equally defined by purpose. Aligned with the UN Sustainable Development Goals (UN SDGs), we are proud to be a water-positive organization, among the first pharmaceutical companies globally to align with the Taskforce on Nature-related Financial Disclosures (TNFD) framework, and validated by the Science Based Targets initiative (SBTi) for our climate goals. Through our social responsibility efforts, we have positively impacted 4.5 Mn lives, focusing on maternal and child health, livelihood, education, promotion of swimming as a sport and other priority areas of sustainable development.

At Glenmark, we are building a company that is future-ready, anchored in science, and powered by impact.

**This is Glenmark 3.0 - A New Way For A New World.**

## Our Vision

To emerge as a leading, research-led, global pharmaceutical Company.

## Our Values

**Achievement**

We value the achievement of objectives and consistently strive towards our vision with perseverance.

**Respect**

We respect all our stakeholders.

**Knowledge**

We place importance on knowledge such that it empowers our people to find innovative solutions to manage change.

# Operational Highlights

**>60%**
Contribution to revenue from branded markets

**80+**
Countries - Global commercial footprint

**75**
Products launched globally

**11**
Manufacturing sites globally across dosage forms

**4**
R&D centers covering the entire value chain

**10**
Out-licensing deals executed since 2004



Milestones

# Our Journey So Far

## 1970-2000

**1977**
Mr. Gracias Saldanha (Founder Emeritus) laid the foundation stone of Glenmark

**1979**
Forayed into Dermatology therapy with the launch of 'Candid Cream'

**1980**
Commenced operations in Russia and CIS

**1983**
Commissioned first manufacturing unit in Nashik

**1987**
Entered the Respiratory segment with the launch of Ascoril®, a cough expectorant

**1999**
Set up our first Research and Development center at Sinnar

**2000**
Went public with a market capitalization of USD 40 Mn on the Indian bourses, NSE & BSE

Set up a second R&D center at Mahape, Navi Mumbai, to focus on Novel Chemical Entities

## 2001-2010

**2001**
Commenced production of APIs at the Kurkumbh API manufacturing facility in Maharashtra

**2002**
Acquired API manufacturing plants at Ankleshwar, Gujarat

**2003**
Established North American subsidiary, Glenmark Pharmaceuticals, Inc.

**2004**
Entered the European market through Glenmark Pharmaceuticals Europe Limited

Signed our first out-licensing agreement for Oglemilast (GRC 3886) with Forest Laboratories for USD 35 Mn (upfront and milestone payments)

**2005**
Launched front-end commercial sales with first generic product in the U.S.

Set up our first manufacturing facility built to the U.S. FDA specifications in Goa, India

Struck our second out-licensing deal for Oglemilast (GRC 3886) with Teijin Pharma, Japan for USD 6 Mn (upfront payment)

**2006**
Made our debut in the Oncology segment with the launch of Aprecap® (Aprepitant capsules) in India

Established our first R&D Center for New Biological Entities research in Switzerland

Signed our third out-licensing deal for Melogliptin with Merck KGaA for USD 31 Mn (total payment)

**2007**
Entered the Central Eastern Europe market with the acquisition of Medicamenta, a Czech-based pharmaceutical Company

**2009**
Commissioned the third R&D center in Taloja, Maharashtra, India

**2010**
Out-licensed GRC 15300, a first-in-class TRPV3 antagonist, to Sanofi-Aventis for USD 25 Mn (upfront payment)

## 2011-2019

**2011**
Out-licensed our first New Biological Entity, GBR 500, to Sanofi-Aventis for USD 55 Mn (upfront and milestone payments)

**2012**
Out-licensed mPEGS-1 Inhibitor to Forest Labs for USD 15 Mn (upfront payment)

**2014**
Commissioned a new manufacturing facility for injectables and oral solids in Monroe, North Carolina, U.S.

Established a new antibody manufacturing facility to provide clinical GMP-grade biologics for clinical trials in La Chaux-de-Fonds, Switzerland

**2015**
Grew Respiratory portfolio, entered into an agreement with Celon, Poland for generic Seretide Accuhaler in Europe and received approval for our generic version in Russia

**2016**
Launched differentiated generics, and introduced Ezetimibe, the generic version of Zetia in the U.S.

**2018**
Signed an exclusive licensing agreement with Harbour Biomed in Greater China to develop, manufacture and commercialize GBR 1302

**2019**
Spun out its API arm, Glenmark Life Sciences (GLS)

Created an innovation subsidiary focusing on immuno-oncology, Ichnos Sciences, Inc. (Ichnos)

## 2020-2022

**2020**
Launched FabiFlu® (Favipiravir) for mild to moderate COVID-19; exported to 24 countries by June 2021

**2021**
Ichnos out-licensed its IL-1RAP antagonist, ISB 880, to Almirall SA for an upfront payment of EUR 20.8 Mn

GLS got listed on the Indian bourses, BSE and NSE

**2022**
The U.S. FDA approved Ryaltris®, our first global branded specialty drug for treating symptoms of seasonal allergic rhinitis

Became the first Indian pharmaceutical Company to raise a Sustainability-Linked Loan (SLL)

Continued to expand our Over-The-Counter Portfolio in the U.S. with the acquisition of approved ANDAs from Wockhardt Limited

## 2023

**2023**
Partnered asset of Ichnos in immunology, ISB 880 progressed to Phase 1 studies initiated by our partner Almirall

Became the second Indian pharmaceutical Company to have Green House Gas (GHG) emission reduction targets approved by the SBTi initiative

Announced proposed divestment of majority stake in GLS. Agreed to divest 75% stake in GLS to Nirma Limited

Announced partnership with Cosmo for Winlevi® in Europe and South Africa

Ichnos received 'orphan drug designation' (ODD) from the U.S. FDA for ISB 1442, a first-in-class biparatopic 2+1 BEAT® bispecific antibody and first-in-class Trispecific Antibody, ISB 2001

Ichnos entered into a licensing agreement for OX40 portfolio (ISB 830) with Astria Therapeutics

## 2024

**2024**
Became the first to launch a biosimilar of the popular anti-diabetic drug, Liraglutide, in India

Announced the partnership with Jiangsu Alphamab Biopharmaceuticals and 3D Medicines for KN035 (Envafolimab) for multiple geographies around the world

Glenmark and Ichnos announced 'Ichnos Glenmark Innovation' (IGI) alliance to accelerate new drug discovery in cancer treatment

Partnered with Pfizer to launch Abrocitinib in India under the brand name Jabryus®

Completed divestment of our 75% stake in GLS to Nirma Limited

IGI presented first-time safety and efficacy data for 20 heavily pre-treated patients, from its Phase 1 (Part 1) study of ISB 2001 in an oral presentation at the 66th ASH Annual Meeting

## 2025

**2025**
IGI presented promising full dose-escalation results from its Phase 1 TRIgnite-1 study of ISB 2001, a first-in-class trispecific antibody for the treatment of patients with RRMM at ASCO Annual Meeting

Ichnos Glenmark Innovation (IGI) and AbbVie announced exclusive Global Licensing Agreement for ISB 2001, a First-in-Class Trispecific Antibody for Multiple Myeloma

Launched TEVIMBRA®and Brukinsa® in India for treatment of NSCLC and hematological malignancies respectively

Ryaltris® was launched in more than 11 markets in FY 2025 and is now commercialized in 44 markets globally

Winlevi® received approval from the Medicines and Healthcare products Regulatory Agency (MHRA) in the UK

Geographical Footprint

# Global Presence, Local Relevance




### Formulation Facilities

- Goa
  - Baddi
- Indore
  - Nalagarh
  - Sikkim
  - Nashik
  - Nashik (GHL)
- Chhatrapati Sambhajinagar
- Monroe
  - Vysoke Myto
  - Pilar

### R&D Centers

- Sinnar
- Mahape
- Taloja
- Lausanne

**U.S. FDA Approved**

## FY 2025 Revenue Distribution

**34%** India

**23%** North America

**22%** Europe

**21%** **Emerging Markets**
[ASIA (Asia-Pacific), MEA (The Middle East and Africa), RCIS (Russia + Commonwealth of Independent States), and LATAM (Latin America)]




All maps in this report are for representational purpose only.
Depiction of boundaries is not authoritative.

**4***
Continents

**80+**
Countries

**50+**
Offices

**11**
State-of-the-art manufacturing facilities

**4**
Manufacturing facilities approved by the U.S. FDA

**4**
R&D Centres

**66%**
Revenue contribution from international markets

**50+**
Nationalities represented by our employees

*State-of-the-art Manufacturing Facilities

5 Years Performance Scorecard

# Delivering Growth with Discipline

| Consolidated Financial Highlights | FY 2025 | FY 2024** | FY 2023* | FY 2022 | FY 2021 |
|---|---|---|---|---|---|
| **Operating Performance (in INR Mn)** | | | | | |
| Total Income | 1,34,355 | 1,26,531 | 1,18,721 | 1,24,716 | 1,09,941 |
| Revenue from Operations | 1,33,217 | 1,18,131 | 1,15,832 | 1,23,049 | 1,09,439 |
| Earnings Before Interest, Taxes, Depreciation, and Amortization (EBITDA) | 23,514 | 11,953 | 16,350 | 23,203 | 20,844 |
| Profit/(loss) before exceptional items and tax | 17,720 | 9,375 | 10,057 | 17,022 | 13,379 |
| Exceptional items | 3,728 | 9,010 | 7,659 | 2,609 | (445) |
| Profit Before Tax | 13,992 | 365 | 2,398 | 14,412 | 13,825 |
| Profit for the year | 10,471 | (18,308) | (896) | 9,936 | 9,701 |
| **Financial Position (in INR Mn)** | | | | | |
| Equity Share Capital | 282 | 282 | 282 | 282 | 282 |
| Reserves and Surplus | 88,212 | 78,197 | 94,457 | 90,584 | 70,364 |
| Net Worth | 88,491 | 78,475 | 98,393 | 94,381 | 70,643 |
| Net Debt (Cash) | 4,890 | (6,677) | 31,885 | 22,598 | 35,493 |
| Net PPE & Intangible Assets | 50,082 | 46,056 | 63,212 | 65,880 | 61,873 |
| Total Assets | 1,60,496 | 1,43,586 | 1,93,717 | 1,70,833 | 1,56,036 |
| **Key Indicators** | | | | | |
| Dividend (INR) | 2.50 | 2.50 | 2.50 | 2.50 | 2.50 |
| Basic Earnings Per Share (INR) | 37.11 | (67.30) | (6.01) | 33.37 | 34.38 |

**Read more in the financial statements**

*Restated information
**Continued operations
The profit and loss statement for the period ended FY 2024 represents continuing operations of the business and FY 2023 have been recasted to reflect the same in accordance with the requirements of Ind-AS 105 "Asset Held for Sale and Discontinued Operations" consequent to the successful divestment of a majority stake in Glenmark Life Sciences. Hence, they are not comparable with prior years.
^EBITDA = Profit before tax + Finance Cost + Depreciation – Other Income.
^^Net Worth = Equity + Reserves + Non-controlling interest.
The figures above have been rounded to the nearest decimal.

Innovation Pipeline

# Reimagining Science, Delivering Impact

At Glenmark, innovation is the very architecture of our future. True to our vision, our pipeline is a strategic bridge between cutting-edge science and real-world impact – built to deliver bold, differentiated, and globally relevant healthcare solutions.

Through our biotech innovation engine, Ichnos Glenmark Innovation (IGI) or deep global partnerships, we are focused on addressing some of the most critical unmet needs to ensure these solutions remain accessible to patients who need them the most.

## Diversity of Immune Cell Engagement and Indications Across Hematologic and Solid Tumors

| Asset | Description | Indication | Discovery | Preclinical | Phase 1 | Phase 2 | Phase 3 | Global Rights |
|---|---|---|---|---|---|---|---|---|
| **ISB 2001** | CD38 x BCMA x CD3 TREAT™ trispecific T cell engager | Multiple Myeloma | | | | | | abbvie / Glenmark |
| **ISB 880 / ALM27134** | IL-1RAP antagonist mAb | Hidradenitis Suppurativa | | | | | | almirall |
| **- Telazorlimab**<br>**- ISB 830-X8 / (STAR-0310)** | OX40 antagonist mAb | Atopic Dermatitis | | | | | | astria |
| **ISB 2301** | IMMUNITE™ NK-cell engager | Solid Tumors | | | | | | IGI |
| **GRC 65327** | Cbl-b Inhibitor | Solid Tumors | | | | | | IGI |

**Oncology** **Immunology**

Message from the Chairman and Managing Director's Desk

# Reimagining Science - Our Strategy in Motion



"FY 2025 has been the launchpad of Glenmark 3.0, our repositioning as a focused global, innovation-led pharmaceutical company. A bold shift from legacy to leadership and a decisive step into the future - globally, strategically, and scientifically. The year was defined by strategic execution, disciplined growth, and structural resets that are shaping a more resilient, future-ready organization. The decisions we took over the last few years to streamline our portfolio, sharpen our therapeutic focus, build innovation capabilities, and deepen our presence in branded markets have started delivering visible results."

Dear Stakeholders,

I am pleased to present to you Glenmark's Integrated Annual Report, a comprehensive account of a pivotal year in our transformation journey.

This year's Integrated Annual Report, themed, **'Reimagining Possibilities,'** is a deliberate articulation of our strategy and a mindset that guides how we operate. It reflects the choices we have made to scale innovation, drive portfolio transformation, strengthen execution across geographies, and build a company on science, quality, and long-term value creation. This is reinvention and what Glenmark 3.0 stands for: A New Way For A New World.

## A New Glenmark is Taking Shape

From our beginnings in generics, to our expansion into branded markets, to now building global innovation engines, Glenmark 3.0 is about continuing to move up the value chain. It's about transforming to a science-powered, purpose-led organization.

In FY 2025, we crossed INR 133 Bn in consolidated revenues, growing at 12.8% YoY with over 60% of the revenues now coming from branded markets. EBITDA margins strengthened to 17.7%, supported by disciplined execution and better working capital management.

**More importantly, we put in place the foundation for sustainable, long-term value creation anchored in three high-potential, therapeutic areas: Oncology, Dermatology and Respiratory, where we have differentiation and strong future momentum. We advanced innovation partnerships, strengthened scientific and commercial execution, and rebalanced our portfolio toward high-growth, high-value markets.**

## Bold Vision, Global Execution

Our global transformation is grounded in execution. India continues to anchor our growth, with a market-beating performance in our key segments.

We are now ranked

| 2nd | 3rd | 3rd |
|---|---|---|
| in Dermatology | in Respiratory | in Cardiac |

This is a testament to our sharp brand portfolio, deep connect, and robust sales engine. The launch of Lirafit™, a biosimilar of liraglutide, marked our entry into GLP-1s. Consumer health continues to grow in double digits, with brands like La Shield™, Candid™, Bontress™ and Scalpe™ leading the way.

Our European business grew nearly 20% in FY 2025, driven by strong launches and tender wins. Ryaltris® expanded across new markets especially in Central & Eastern Europe. The approval and subsequent launch of Winlevi® in the UK marks a breakthrough in dermatology; with launches across select European markets planned for FY 2026.

In Emerging Markets, we saw double-digit growth across key regions. We are Top-10 Respiratory player in Brazil and Mexico, #1 in Kenya's Covered Markets, and scaling fast as a recognized leader in South Africa and Southeast Asia.

Even in the U.S., despite a subdued generics market, we launched 13 new products, received eight ANDA approvals, and continued investing in complex segments like injectables and respiratory products. The groundwork laid in FY 2025 is expected to translate into renewed momentum from FY 2026 onwards.

We operate with a globally balanced portfolio, empowered by a commercial model built on local agility, therapeutic focus, and compliance excellence.

## Innovation at the Core

Glenmark's transformation is anchored in innovation. It's accelerating Innovation across R&D, partnerships, and platforms.

We are proud of the evolution of Ichnos Glenmark Innovation (IGI) into a globally respected and credible biotech platform. With three out-licensing deals in the last five years including the landmark ISB 2001 deal with AbbVie, - the deal that validates our science and makes IGI financially self-sustaining.

ISB 2001's first-in-human data was presented at American Society of Hematology (ASH) 2024, followed by updated dose escalation results at American Society of Clinical Oncology (ASCO) 2025, reinforcing its potential in relapsed/refractory multiple myeloma and positioning IGI on a global innovation map.

Simultaneously, we deepened our commercial business model through global in-licensing and strategic partnerships. This year, we launched BeOne Medicine's TEVIMBRA® (tislelizumab) and Brukinsa® (zanubrutinib), Pfizer's Jabryus® for atopic dermatitis, and 3D Medicines and Alphamab's Envafolimab to our growing specialty pipeline.

These partnerships significantly strengthen our oncology and dermatology portfolio across India and emerging markets and help us to bring differentiated science that we want to bring to patients across the world.

At the same time, we continue to invest in complex generics, biosimilars, and respiratory innovation and accelerate filings, regulatory approvals, and global supply readiness.

## Manufacturing and Supply Chain

At Glenmark, we have invested ahead of the curve in operational excellence, automation, and quality-first systems across our 11 global world-class manufacturing facilities, with relentless commitment to quality, reliability, and regulatory excellence.

Over the last two years, we have made targeted investments in automation, lean systems, and real-time quality monitoring, resulting in greater operational efficiency, shorter lead times, and better margins. These capabilities have directly supported

the successful launch of complex generics, injectables, respiratory devices, and topicals in key markets.

Across injectables, oral solids, and respiratory dosage forms, we have consistently enhanced capacity, productivity, and quality metrics. These efforts are now translating into faster launches, better margins, and a more agile response to global market dynamics.

We have also made significant strides in digitizing key aspects of our supply chain, enabling smarter demand forecasting, better inventory planning, and cost efficiency to ensure every product reaches the right patient, at the right time, with the highest quality standards.

For Glenmark 3.0, manufacturing and supply chain are strategic levers of value creation, speed, and trust.

## People, Culture and Leadership

At Glenmark, we believe that the transformation is powered by people and driven by structure. The cultural foundation of Glenmark 3.0 is performance-led, science-driven, values-led, and globally minded.

We are proud to be recognized as a Great Place to Work® in 20 countries. This certification is a reflection of our ongoing efforts to build a workplace where talent thrives, innovation accelerates, and purpose inspires. We are deeply investing in the next generation of leadership through focused programs in digital capability building, scientific excellence, and cross-functional mobility. Today, global collaboration, borderless roles, and diverse perspectives are central to how we operate.

Our people are the engine behind Glenmark 3.0. Their belief, skill, and ambition are what continue to turn bold strategy into real outcomes.

## Responsible Growth, Purposeful Impact

As a global, innovation-led pharmaceutical company, Glenmark's commitment to sustainability, ethics, access to healthcare and meaningful community outreach is deeply embedded in how we operate and grow. These are foundational to how we define success and create long-term value.

We are proud to be among the first global pharma companies to align with the Taskforce on Nature-related Financial Disclosures (TNFD), building nature into how we assess risk and resilience. Our SBTi-approved climate targets guide our transition to a low-carbon future. Today, Glenmark marks the achievement of becoming water positive across its India operations, ahead of the target timeline for water neutrality. We have also achieved our zero waste to landfill target significantly ahead of schedule, marking key milestones in our sustainability journey.

Through our CSR initiatives, we have touched over 4.5 Mn lives while working with some of the most underserved communities to improve maternal and child health, nutrition, primary care, disaster response, and community-based interventions. This year, we have strengthened our global social impact efforts through pioneering programs to address malnutrition in the Philippines and Kenya.

Responsible growth at Glenmark 3.0 is how we build trust, resilience and lasting impact.

**What Glenmark 3.0 Stands for:**

**Glenmark 3.0 is a fundamental reset. One that is global in ambition, science-first in execution, and deeply human at its core. It stands for:**

- A branded-first portfolio, with over 70% revenue expected from branded markets by FY 2030
- A sharper therapeutic focus in Dermatology, Respiratory and Oncology, where we have clear leadership today in a few markets and growing momentum globally
- A resilient global business model, with no overdependence on any one region, market or product
- A differentiated innovation strategy, powered by IGI, global in-licensing, and scientifically differentiated product development
- A deep commitment to ESG, ethics, and equitable healthcare access

Above all, Glenmark 3.0 is our commitment to push boundaries in science, rethink access, and better outcomes for patients worldwide.

FY 2025 was a year of reset. A bold pivot into a future we are actively building: more focused, more innovative, and more global than ever before. As Glenmark 3.0 is our strategy in motion. A shift from scale to value. From generic to differentiated. From legacy to leadership.

To our investors, partners, regulators, thank you for your trust. We are committed to delivering stronger margins, sharper execution, and sustained, long-term growth.

We are clear on where we are headed and clearer on how we will get there - with science, speed, and relentless execution. The next era is here and we are ready to lead it.

Let's keep reimagining what's possible, together.

Warm regards,

**Glenn Saldanha**
Chairman & Managing Director

Forward-Looking Strategy

# Transforming Ambitions into Reality:

Our strategy reflects Glenmark 3.0 in action. Every decision we make is guided by a single ambition: to build a company that is future-ready, science-powered, and purpose-led.

With a strong focus on performance, innovation, and access, we are executing our operations with discipline and clarity to create long-term value for all our stakeholders. In a fast-evolving healthcare landscape, we are sharpening our focus across six core strategic priorities, each aligned with our vision.

## Our Vision

**To emerge as a leading, research-led, global pharmaceutical Company**

## Our Forward-Looking Business Strategy




## Strategic Partnerships and Collaborations



# Our Focus Areas Propelling Business Growth

## Value Chain Advancement

We are accelerating our move up the value chain by strengthening our core therapeutic areas: Respiratory, Dermatology, and Oncology:

### Respiratory

- Scaling Ryaltris® globally with 15 launches in next 12 months.
- Strengthening our chronic respiratory portfolio with new launches across Europe and the U.S., including complex MDIs and nasal sprays.

### Dermatology

- Sustaining leadership position in India and Emerging Markets.
- Expanding our presence in branded Dermatology in Europe, the UK and South Africa with Winlevi® (clascoterone cream 1%).
- Scaling up our novel launch Jabryus® (Abrocitinib), a first-of-its-kind advanced oral systemic treatment for moderate-to-severe atopic dermatitis (AD) in India.
- Strengthening our OTC/DTC offerings in select markets.

### Oncology Segment: Building a Niche Presence

- Building a differentiated portfolio with launches of QiNHAYO™ (Envafolimab) in select markets from FY 2026 onwards.
- Scaling up the innovative products TEVIMBRA® (tislelizumab) and Brukinsa® (zanubrutinib) in India.
- Advancing novel assets within the IGI pipeline focused on hematological cancers and solid tumors.

## Investing in Innovation

We are embedding innovation across every dimension of our business:

- Advancing IGI's pipeline with focused capital allocation to maximize pipeline value.
- ISB 2301 expected to enter clinical development in CY 2027.
- Leverage partnerships to launch innovative products across our global key markets.
- Maintaining R&D spend at around 7-7.5% of sales to fuel sustainable pipeline growth.

## Shareholder Value Creation

Our financial strategy is focused on capital efficiency and sustained value:

- Committed to enhancing free cash flow generation by boosting revenue and profitability, while carefully controlling capital expenditures (both tangible and intangible) and R&D expenses in the coming years.
- Maintaining a net cash-positive position post-capital expenditures and dividend payout.
- Targeting improved shareholder value creation.





## Increasing Footprint

Elevating our presence and expanding in high-growth global branded markets:

- Launching differentiated products in our core therapeutic areas, expanding our market share through these products.
- Building strong regional brands and in-licensing strategic products.
- Targeting over 70% revenue contribution from branded markets by FY 2030 (currently >60% in FY 2025).

## Operational Excellence

We continue to drive efficiency, agility, and resilience across our operations:

- Optimizing end-to-end supply chains and manufacturing processes.
- Scaling green chemistry, solvent recovery, waste reduction, and sustainable batch practices.
- Integrating digital technologies to improve yield, productivity and reduce costs.

## Nurturing Sustainability

Sustainability is embedded into how we operate and grow

- Committed to exceeding Environment, Health, and Safety (EHS) standards across all global sites.
- Targeting a 35% reduction in absolute Scope 1 and 2 emissions and 28% reduction in Scope 3 intensity by 2035.
- Our Environmental Roadmap includes Carbon Neutrality by 2030.

**Become Carbon Neutral by 2030**

**Ensure Water Neutral Operations by 2025**

**Attained Zero Waste Landfill by 2025**

We are proud to share that we are progressing ahead of schedule towards our goal of achieving Water Neutral (now Water Positive) operations by 2025 and have attained Zero Waste to Landfill in 2025, significantly ahead of our target of 2027. We are among the first global pharma companies to align with the Taskforce on Nature-related Financial Disclosures (TNFD).

Governance Framework

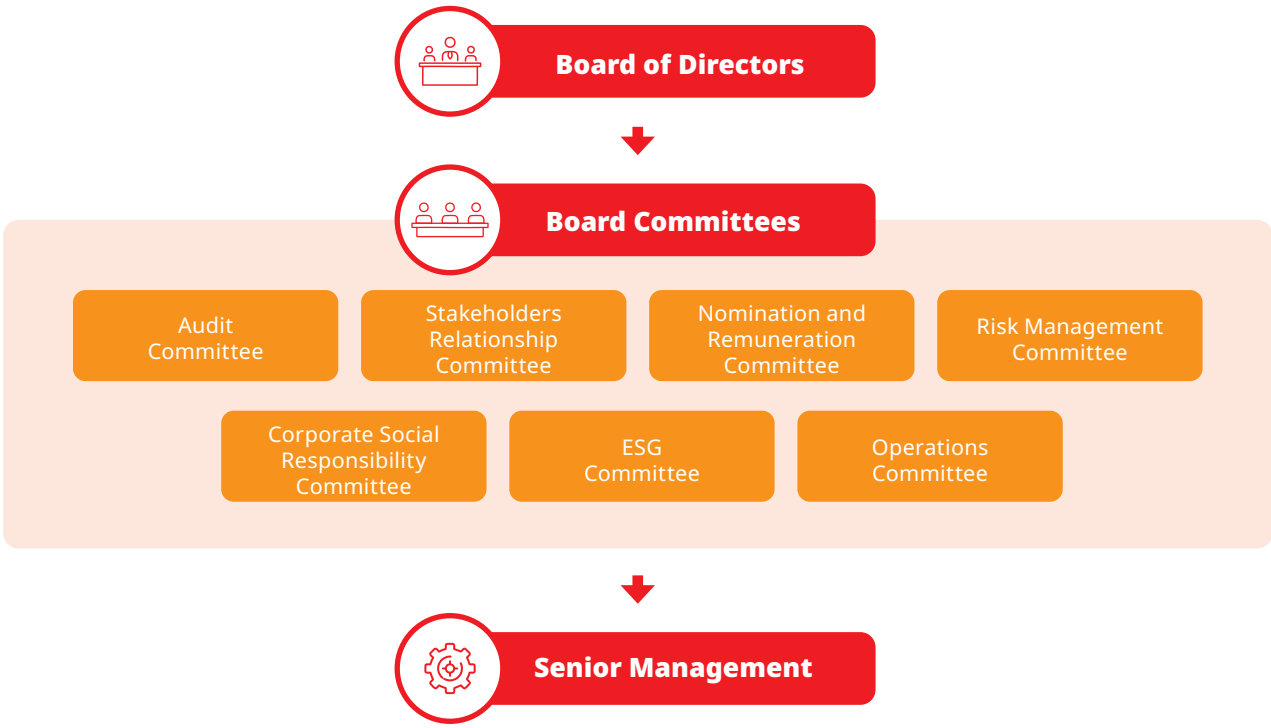
# Upholding the Highest Standards of Governance

Our robust governance framework is fundamental to our institution, providing resilience and adaptability as we undergo strategic realignment. As we transition from generic drugs to branded generics and expand our focus on specialty and innovative medicines, effective governance is essential to navigate this evolution while maintaining excellence across all aspects of our operations.

**Our Board Philosophy**

The fundamental principle of Governance is achieving sustained growth ethically and in the best interest of all stakeholders. It is not a mere compliance of laws, rules and regulations but a commitment to values, best management practices and adherence to the highest ethical principles in all its dealings to achieve the objects of the Company, enhance stakeholder value and discharge its social responsibility.

We maintain and ensure ethical, fair, and transparent governance practices. Aligned with international standards, the Board and its committees follow transparency and independence in all decisions, reflecting our commitment to sound corporate governance.




**Overview of Glenmark's Policies**

Operating in a highly regulated environment, we adhere to stringent compliance frameworks encompassing Good Manufacturing Practices (GMP), Good Clinical Practices (GCP), and Good Pharmacovigilance Practices (GVP), among others.

Ethical considerations underpin our decision-making processes at every stage of drug development and commercialization. We uphold the principles of patient autonomy, beneficence, and justice, ensuring that our products contribute positively to healthcare outcomes. Our interactions with healthcare professionals, patients, and other stakeholders are governed by ethical guidelines that prioritize patient welfare and scientific integrity over commercial interests.

We continuously refine our Compliance Framework to uphold robust governance practices that deliver lasting value to stakeholders. Over the years, we have strengthened our Compliance Program through targeted interventions. This includes enhancing written guidelines, refining training structures, reassessing compliance communication strategies, reinforcing our EthicsLine for confidential reporting, and bolstering risk assessment, monitoring, and mitigation efforts.

At Glenmark, adherence to ethical standards is paramount. Our employees undergo mandatory compliance training covering crucial areas such as our Code of Conduct, Anti-Bribery & Anti-Corruption measures, Conflict of Interest guidelines. Induction training provided at onboarding and annually thereafter, includes role and risk-specific sessions. Our communication strategy reinforces policy awareness through various channels, including videos, posters, and emails.

**Glenmark is a member of OECD's Galvanizing the Private Sector (GPS) initiative**

## Code of Conduct

Our globally applicable Code embodies our core values and principles, guiding behaviors for all individuals associated with Glenmark, spanning employees, officers, and our Board of Directors.

Upholding integrity and ethical standards, our Code serves as a roadmap for sound decision-making, reinforced through comprehensive training and regular sessions.

**Our Code directs us in:**

- **The way we conduct ourselves**
- **The way we treat each other**
- **The way we care for our patients**
- **The way we engage with our communities**
- **The way we make our business compliant and sustainable**

## Policies

Our global policies, including Anti-Bribery and Anti-Corruption, Conflict of Interest, and Whistleblowing, underscore our commitment to ethical business conduct and legal compliance.

We continuously strengthen our Compliance framework through interventions and improvements, ensuring value creation for all stakeholders.

**Global Anti-Bribery and Anti-Corruption ("ABAC") Policy** sets out our commitment to zero tolerance towards bribery and corruption. It ensures Glenmark conducts business in a legally compliant and socially responsible manner, aligning with all relevant international and local ABAC laws.

**Global Conflict of Interest Policy** is designed to prevent actual, potential or perceived conflicts of interest. Our policy provides clear guidance for day-to-day business conduct. We have bolstered our disclosure mechanisms to swiftly identify and mitigate conflicts, ensuring integrity and transparency across all operations.

**Global Whistleblowing Policy** encourages the reporting of misconduct or unethical behaviour through proper channels for prompt investigation and resolution. This policy underscores our commitment to accountability and ethical conduct at every level.

**For more details, read our publicly available policies on our website.**

# Board of Directors



## Mr. Glenn Saldanha

Chairman & Managing Director

Mr. Glenn Saldanha is the Chairman and Managing Director of Glenmark Pharmaceuticals, a USD 1.6 Bn company with growing presence across more than 80 countries. A visionary leader, he has been instrumental in transforming Glenmark into a diversified, innovation-led pharmaceutical company recognized on the global stage.

Under his leadership, Glenmark has built strong capabilities in R&D, biologics, and specialty therapies, becoming one of the few Indian pharma companies with novel molecules in global clinical development. Through the company's biotech arm, Ichnos Glenmark Innovation (IGI), he has enabled breakthrough research in oncology and immunology to reach patients worldwide, shaping India's position on the global pharmaceutical innovation map.

## Mr. Anurag Mantri

Executive Director & Global Chief Financial Officer
(With effect from 27th May, 2025)



Mr. Mantri leads the global finance, corporate affairs and governance function at Glenmark Pharmaceuticals. With over three decades of multifaceted experience across leading Indian and global organizations, he brings deep expertise in strategic leadership, enterprise transformation, and financial excellence. Anurag's career spans both multinationals and high-growth Indian enterprises, having held senior leadership roles at Schneider Electric, Cairn plc, HCL Tech, SRF, and L&T. Prior to joining Glenmark, he served on the Board of Jindal Stainless as Executive Director & Group CFO, where he led one of India's most recognized corporate transformations. A recipient of the Forbes India New Age CFO recognition, he is also a respected voice at leading forums on business transformation, automation & digitization, ESG, and corporate governance.

## Ms. Saira Ramasastry

Non-Executive
Independent Director



Ms. Ramasastry is a Non-Executive Independent Director at Glenmark Pharmaceuticals Limited. She has close to three decades of experience in the Life Sciences industry, successfully building companies as an advisor, board member and operational executive. Ms. Ramasastry is the Founder and Managing Partner of Life Sciences Advisory, LLC.

## Mrs. Cherylann Pinto

Executive Director –
Corporate Services



Mrs. Pinto has been Director of Corporate Services at Glenmark since October 1999 and is an Executive Member of the Board. With over three decades of experience in the pharmaceutical field, she currently heads the Company's corporate services which comprises Human Resources (HR), Administration, Insurance, Information Technology (IT), Corporate Communications, and Corporate Social Responsibility (CSR) functions. Prior to Glenmark, she was an entrepreneur, establishing a pharmaceutical Company where she served as Managing Director for ten years.

## Mr. Dipankar Bhattacharjee

Non-Executive
Independent Director



Mr. Bhattacharjee is a Non-Executive Independent Director at Glenmark Pharmaceuticals Limited. He has over three decades of global experience leading healthcare businesses across North America, Europe, APAC and MEA. Mr. Bhattacharjee was President & CEO – Global Generics Medicines at Teva Pharmaceutical Industries, and prior to that, he held senior leadership roles at Bausch & Lomb, Bank of America, and Nestlé. He currently advises investors on mergers and acquisitions in the European pharmaceutical space.

## Mr. Pradeep Kumar Sinha

Non-Executive
Independent Director



Mr. Sinha is a Non-Executive Independent Director at Glenmark Pharmaceuticals Limited. He joined the Indian Administrative Service in 1977. In the formative years, he served in the State of Uttar Pradesh, thereafter he served mostly in the Government of India and rose to the highest position of Cabinet Secretary, the head of civil services. He served as the Cabinet Secretary for more than 4 years before moving to the Prime Minister's Office. He retired from there in March 2021 after 44 years of continuous service to the nation. In the Government of India, he worked mostly in the Power and Oil & Gas (Petroleum) Ministries for about 15 years. Notable positions held in Government of India include: Financial Advisor and Special Secretary, Petroleum and Natural Gas; Secretary, Ports and Shipping; and Secretary, Power. He has been a Government Nominee Director in numerous major Public Sector Undertakings and is therefore well versed with the principles of healthy corporate governance. These include ONGC, IOCL, HPCL, BPCL, GAIL, etc. In particular, he was on the Board of Indian Oil Corporation (IOCL) for about 7 years at a stretch and similarly on the Boards of BPCL and HPCL for about 6 years each.

## Mrs. Vijayalakshmi Iyer

Non-Executive
Independent Director



Mrs. Iyer is a Non-Executive Independent Director at Glenmark Pharmaceuticals Limited. She has nearly four decades of experience in the banking and finance sector in India. She retired as the Chairman and Managing Director of Bank of India in May 2015 where she played an instrumental role in structuring it as an umbrella institution offering a diverse range of banking and financial services. She also served as a member (finance and investment) at IRDAI from 2015 to 2017 where she played a significant role in the introduction and amendment of various regulations related to, inter alia, finance and accounts, corporate governance, mergers and acquisition, registration of new insurance companies and exposure of management.

## Mrs. B. E. Saldanha

Non-Executive Director



Mrs. Saldanha is a Non-Executive Director and a member of the promoter group of Glenmark Pharmaceuticals Limited. Prior to this, she was the Director for Exports and managed Glenmark's international operations from 1982 to 2005. During her 23-year tenure with the organization, she was responsible for developing and growing the Company's export business.

## Mr. V. S. Mani

Executive Director & Global Chief Financial Officer
(Till end of 26th May, 2025)



Mr. Mani led the organization's worldwide Finance Operations, as well as Legal and Secretarial functions. He had over thirty years of rich industry experience across treasury, taxation, accounting, financial planning and analysis, secretarial, legal, risk management, and investor relations. Mr. Mani also played a key role in mergers, acquisitions and spinouts of various companies in emerging and mature markets. Prior to joining Glenmark in 2017, he was the President-Finance at the Bhartiya Group. He has also held the position of Chief Financial Officer at Cipla.

## Mr. Rajesh V. Desai

Non-Executive
Independent Director
(Till end of 25th June, 2025)



Mr. Desai was a Non-Executive Independent Director at Glenmark Pharmaceuticals Limited. He had 38 years of rich experience and was the Executive Director and Chief Financial Officer of Glenmark until 2016. Mr. Desai led the Finance, Legal and IT functions at Glenmark, and contributed significantly to its growth story.

Our Offerings

# Targeted Therapies, Measurable Impact



## Dosage Forms

| Complex Injectables and Biologics | Oral Solids | Liquids | Topical Products | Respiratory – Metered Dose Inhaler, Dry Powder Inhaler and Nasal Sprays |
|---|---|---|---|---|

## Key Market Highlights

### India



**Ranked[1] 2nd** in Dermatology

**10 Brands[3]** have crossed **INR 1,000 Mn**

**Ranked[1] 3rd** in Respiratory

**10 Brands[3]** in IPM Top 300

**Ranked[2] 5th** in Cardiac Health Care

**12 Products** launched

### North America



**Ranked[4] 1st** in 28% of the portfolio

**Ranked 3rd** in 18% of the portfolio

**Ranked 2nd** in 27% of the portfolio

**Top 3 rank[4]** in more than 74% products

### Europe

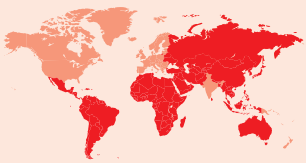


Direct presence in **5 of 6** markets

**30% share[5]** of revenue from branded products

**Fastest** growing region for Glenmark

### Emerging Markets



**2nd** largest Indian company in Russia[6]

**Leading Respiratory company** in South Africa

Amongst the **Top 10** companies in the Respiratory Covered Markets of Brazil, Mexico[7]

**2nd** largest company overall[7] and **1st** in Covered Markets in Kenya[7]

Leadership position in Dermatology; **1st rank**[7] in Covered Markets in the APAC region

[1]As per IQVIA May FY 2025 data
[2]As per IQVIA month March 25
[3]As per monthly IQVIA data from April 2023 to May 2025
[4]Ranking based on Market Share using Extended Units for Preciseness; IQVIA National Sales Perspective – March 2025
[5]Internal Estimates
[6]As of FY 2025 consolidated revenue
[7]As per IQVIA MAT March 2025

# Dermatology



## Global Therapy Leadership, Powered by Innovation and Trust

Dermatology is one of our most established and strategically critical therapeutic areas. With over four decades of therapy leadership and innovation, we have built a high-performing global franchise that spans more than 120 brands addressing 15+ skin conditions, from fungal infections and eczema to acne, vitiligo, psoriasis, and hair care.

As a core pillar of Glenmark 3.0, dermatology continues to drive growth, deepen trust with patients and practitioners, and expand access to advanced, differentiated treatments across the globe.

# Market Updates and New Product Launches

Ranked 2nd in India and 9th in Russia for our branded dermatology products

No.1 Player in the Dermatology market in Malaysia, the Philippines and Sri Lanka

Secured UK MHRA approval in Q4 FY 2025 for the launch of Winlevi® (a topical acne treatment) in the UK

## India

### Sustaining Leadership, Driving Innovation

In FY 2025, our dermatology business in India outpaced the market, growing 2x faster, driven by strong momentum across flagship brands including Candid-B®, Candid® Powder, Canditral SB®, Syntran SB®, Lulican®, Momate™, Episoft®, Deriva®, Tacroz® and more.




Jabryus®

## Key Highlights

**Jabryus® (abrocitinib) scaled significantly as India's first oral systemic treatment for moderate-to-severe atopic dermatitis**

**Scalpe+ led the anti-fungal shampoo market with 3.3x category growth**

**Tacroz® and Momate™ continued to lead their categories, growing faster than the market**

**Candid Powder® reached a record 56.3% market share, while Candid-B® hit a four-year high at 26.9%**




Candid Powder®

## Segment Highlights

### Clinical Dermatology

- Momate™, used for treatment of inflammatory and itchy skin diseases, delivered growth nearly 1.3 times faster than the market, strengthening its leadership position.




Momate™

### Immunomodulator

- Tacroz® achieved a market-leading share of 51.45% and grew 2 times faster than the market.




Tacroz®

### Anti-Fungal

- Candid Powder® has registered its highest-ever market share at 56.28%.
- Candid-B® our anti-fungal cream, reached a significant market share of 26.9%, the highest in the past four years.
- Scalpe+ strengthened its leadership in the anti-fungal shampoo market, increasing its share from 12.62% to 15.82% and growing 3.3 times faster than the overall market.




Candid-B®

## Glenmark Consumer Care




### Dermatology-led consumer brands built on clinical credibility

Glenmark Consumer Care is rapidly emerging as a force in India's dermatology-led self-care space. In FY 2025, we launched Episoft AC 50+, a cutting-edge sunscreen that blends high-performance UV protection with deep hydration, designed for the Indian climate and skin profile. We followed this with La Shield Kids, a 100% mineral-based sunscreen developed to offer safe, dermatologist-recommended sun care for children. Additionally, Scalpe Pro, our clinically backed anti-dandruff shampoo, rose to become the #1 bestseller on Amazon India, underscoring growing consumer trust in our formulations. Together, these launches signal our intent to build a differentiated, high-science dermatology portfolio, from prescription to personal care.

## Global Markets: Enhancing Reach, Broadening Impact

### North America

In the U.S., we expanded our dermatology portfolio with the:

- Introduction of Clindamycin Phosphate Foam, 1%, for the topical treatment of acne vulgaris in patients aged 12 and older.
- Launched Adapalene Gel, 0.1% - paraben-free, as an over-the-counter treatment for acne, providing patients with increased access to effective skincare solutions.

These new products underscore our commitment to offering a wide range of treatments for dermatological conditions.

### Europe

Marking a pivotal step in expanding our dermatology portfolio, we secured Medicines and Healthcare Products Regulatory Agency (MHRA) approval in the UK for Winlevi® (clascoterone cream 1%), a topical treatment for acne vulgaris in patients aged 12 years and older. The launch is planned in the UK in FY 2026, with additional rollouts across 15 European markets and South Africa under our distribution and license agreements with Cosmo Pharmaceuticals N.V.






**Winlevi®**



# Emerging Markets

## Russia

We are ranked #9 in the dermatology segment. Recording a 19.3% growth in value during the year, we outperformed the overall market growth of 16.6% (MAT March 2025).

## Middle East and Africa (MEA)

We strengthened our footprint with launches across Saudi Arabia, UAE, Kenya, Uganda, Tanzania, and Nigeria.

- New launches: Zupricin™ (for impetigo), Demelan® cream (for pigmentation disorders), and Supirocin™ (for skin infections like impetigo and boils). In the anti-fungal segment, we introduced the Candid® and Canditral™ ranges, along with G-warts™, Kozamod™, and Tacroz®.
- Nigeria recorded a significant 67% market growth, while Kenya and Tanzania grew by 19%, and 16% respectively and Uganda reached record sales.
- Introduced Aprezo New© in Kenya and conducted masterclass programs for 35 physicians and 15 leading dermatologists.
- Launched Scarease® gel for scars and Tacroz® (30gm) for atopic dermatitis in Saudi Arabia.




Zupricin™




Supirocin™




Canditral™

## Latin America (LATAM)

In Mexico, Arnaltem® for treatment of moderate-to-severe atopic dermatitis, grew by 75.8% YoY and overtook Elidel® to emerge as the #1 prescribed brand in its category. Its market share rose from 20.7% to 35.3%. Overall, we are ranked #7 in Mexico's dermatology market.

## Asia-Pacific (APAC)

We continue to lead the dermatology market at the #1 position in Malaysia, the Philippines, and Sri Lanka. Our presence has been further strengthened in the Cosmetic OTX space with the launch of Bontress and La Shield. To augment the ethical portfolio, novel formulation brands Aprezo©, Dispotrex B, and Oflomil® have been launched in major markets to further strengthen our market domination.

In Australia, the launch of Supirocin™ marks our entry into the branded dermatology space, further reinforcing our commitment to expanding our regional footprint.

**Dermatology at Glenmark is a strategic growth engine that combines deep scientific know-how, strong execution, and meaningful patient impact across markets. Under Glenmark 3.0, we are building on this strength to bring advanced skin health solutions to more people, more efficiently, and with greater precision than ever before.**

**This is dermatology. Redefined and reimagined.**




OFLOMIL®




Bontress PRO®

# Respiratory



## Building on Legacy, Strengthening Global Engines of Growth

Respiratory health is one of our deepest areas of legacy, innovation, and global leadership. For decades, we have pioneered differentiated respiratory care solutions built on deep clinical science, access-first thinking, and a relentless commitment to address unmet patient needs.

Today, our portfolio spans the full continuum of care: from chronic conditions like asthma, COPD, and interstitial lung disease (ILD), to common ailments such as cough, rhinitis, and allergies.

With Glenmark 3.0, we are scaling this legacy into a global engine of growth, grounded in innovation, powered by execution, and guided by patient impact.

A flagship product of this portfolio is Ryaltris®, our globally launched, fixed-dose combination nasal spray for allergic rhinitis. It continues to gain regulatory approvals, new market entries, and sustained commercial momentum across geographies. Refer to the Ryaltris® section for more details.

# Market Updates and New Product Launches

## India

### Category Leadership, Innovation-driven Growth

We hold the #3 position in India's respiratory market, led by a balanced mix of legacy dominance and innovation-led disruption. Our respiratory portfolio grew ahead of the market, with standout performances from Ascoril® LS, Alex®, Ascoril®-D, Milibact™, Nebzmart®-G, and nindanib™.

- #1 in cough: Ascoril® LS remained India's largest cough brand, growing 8.2x faster than the market and achieving a 1.64% gain in market share.
- #2 in nebulization: Nebzmart® range (G, FB, GF, B/BL) expanded our footprint in this fast-evolving segment.
- nindanib™ maintained leadership position in the Nintedanib market for the management of interstitial lung diseases (ILD).
- VILOR-F™ and the new launch VILOR®-FG strengthened our lead in the Ultra LABA+ICS category, including, a triple combination therapy.

**nindanib™ has emerged as the top-ranked brand in the Nintedanib**

### Innovation in India: Market-defining Launches

We are focused on innovation and patient-centric solutions which is reflected in several key product introductions:

- VILOR®-FG DPI and pMDI [Vilanterol + Fluticasone + Glycopyrronium] are redefining COPD management with superior efficacy and an improved cardiac safety profile.
- Ascoril® LD [Chlorpheniramine Maleate + Levodropropizine] created an entirely new category of care for persistent dry cough, catalyzing market expansion with fast competitor entries uptake.




nindanib™

**Four respiratory brands**
**Ascoril®-LS, Alex®, Ascoril®+, and Ascoril®-D**
**are ranked in the Top 300 in the Indian Pharma Market (IPM) as per IQVIA MAT March 2025, reinforcing our depth and brand equity.**





# Emerging Markets

## Russia

We continue to hold a leadership position in the Russian market and have further enhanced our reach in the year with additional product launches.

- Expanded OTC respiratory and ENT portfolios with successful launches of Inflasinusans®, a unique herbal and vitamin complex targeting prolonged cold symptoms, LunfreyLS™ MDI, an innovative levosalbutamol-based inhalation therapy addressing asthma and COPD exacerbations, and VibroxDuo®, a combination of dimetindene and phenylephrine, to provide effective relief from runny nose and nasal congestion.
- Introduced pediatric and ENT formulations including Phelisans® and Fenismart®.
- Held #2 position in respiratory expectorants, anchored by Ascoril® LS.

**#2 position[11] in the dimetindene gel market with Fenismart® Gel.**

**Strengthened ENT and pediatric segments with Phelisans® Ear Drops and Fenismart® Oral Drops.**

**#2 position[12] in the commercial respiratory expectorants market.**

**ASCORIL® LS remains a key product for managing productive cough.**




LunfreyLS™




VibroxDuo®




Inflasinusans®

## Latin America (LATAM)

We continue to stand out in the Respiratory Covered Markets of Brazil and Mexico through strong execution and portfolio growth.

- #1 in chronic respiratory care in Brazil, following launches of generic Salmeterol + Fluticasone MDI and branded Combiwave®.
- In Mexico, Ryaltris® and Dirnelid AZ® drove us to #1 in nasal sprays with 29% market share.
- Secured regulatory clearance for Duaklir® (aclidinium bromide, formoterol fumarate) and Eklira® (aclidinium bromide) from AstraZeneca, enabling our foray into the COPD segment in Brazil.

## APAC

In the APAC region, our respiratory health portfolio continues to grow, ensuring robust responses to patient needs.

- Enhanced presence with Glencet® M, QuazziISO® (Malaysia), and Pecof Dry® (Philippines).
- Launched Airlevo®, the region's first Levosalbutamol formulation, redefining asthma care accessibility.




PECOF® Syrup




Glencet® M

[11]IQVIA MAT March 2025
[12]MAT March 2025



## North America

We advanced our respiratory self-care portfolio with the launch of Cetirizine Hydrochloride Tablets USP (OTC) in the U.S., addressing seasonal allergies and supporting our vision of delivering accessible, effective, and high-quality treatments for chronic and recurring respiratory symptoms.




**Cetirizine Hydrochloride Tablets**



## Europe

Our respiratory performance in Europe continued to grow in FY 2025, with strong market shares of existing products and new launches.

- Launched Marimer® (Meerwasser Nasenspray isotonisch), a clinically proven nasal spray range in Germany, targeting daily respiratory hygiene and allergy relief. The Marimer® Isotonic range (100ml format, for both adults and babies) has been positioned for low-intensity respiratory needs, complementing our existing Rx portfolio.
- Ryaltris®, Salmex®, Asthmex® maintained strong market shares across the region.
- Soprobec® and Tiogiva in the UK recorded high market shares of 19% and 18% respectively.

Several respiratory launches are scheduled over the next 12–18 months to further accelerate regional momentum.




**Marimer®**




**Asthmex®**



**Soprobec®**




**Tiogiva**

**These milestones highlight our ongoing dedication to enhance respiratory health globally through accessible treatments and targeted market expansion in the region.**

**Our respiratory franchise continues to be a strategic growth driver under Glenmark 3.0 with science-first launches, global portfolio localization, and commercial agility at its core. We are actively building next-generation platforms for inhalation therapies, triple combinations, and novel formulations across delivery systems.**

**From cough to COPD, from India to LATAM, we are redefining what scale and science can achieve when purpose meets execution.**

# About Ryaltris®

Ryaltris® is a first-of-its-kind fixed-dose nasal spray combining Mometasone Furoate and Olopatadine Hydrochloride. It was our first globally launched branded specialty product. Since its debut, it has not only demonstrated robust efficacy in allergic rhinitis but also signalled our ability to develop, scale, and commercialize high-impact medicines for global markets.

In FY 2025, Ryaltris® was launched in 11 new markets, bringing its total footprint to 44 countries. As we continue our commercial expansion and regulatory approvals across key geographies, Ryaltris® remains a symbol of our vision to bring differentiated science to patients across the globe.




Ryaltris®

## Strategic Global Partnerships

Our success with Ryaltris® is built on strong alliances with leading regional partners.

**Part of Europe**
Menarini Group

**United States of America**
Hikma
Pharmaceuticals PLC.

**South Korea**
Yuhan
Corporation

**China**
Grand Pharmaceutical
(China) Co. Ltd.

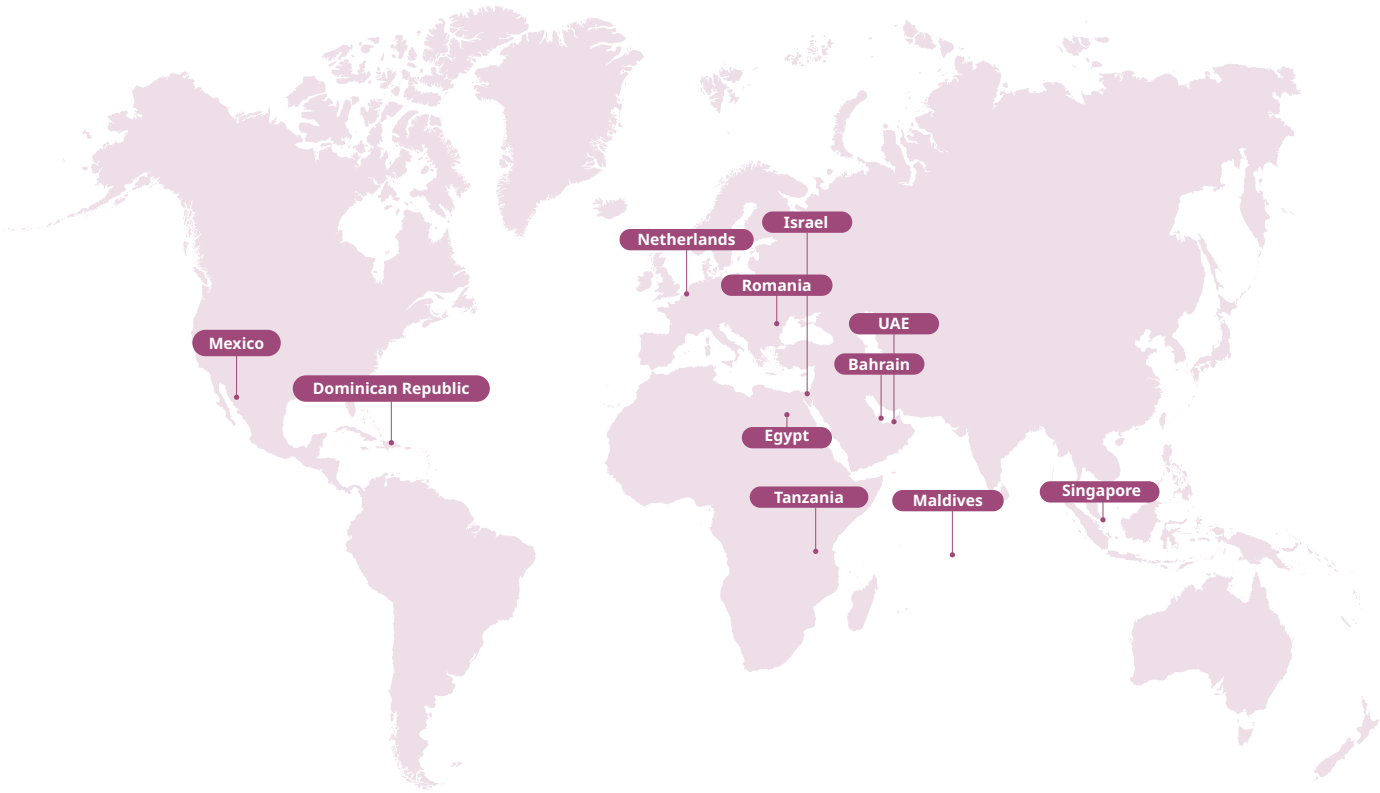
**Canada**
Bausch Health,
Canada

**Australia**
Seqirus Pty Ltd.

**Thailand**
Organon
GmbH

**Republic of Chile**
Saval

**Ryaltris® was launched in 11 markets in FY 2025 and is now commercialized in 44 markets globally.**




Map is only for representation purpose.

Planned to launch in **15** markets globally in next 12 months.

## Regional Momentum: Ryaltris® Performance highlights

### North America

Ryaltris® growth in both new and repeat prescriptions, particularly during allergy season, underscores our commitment to addressing unmet needs in respiratory care and improving patient outcomes through an expanding portfolio.

- In the U.S., our partner Hikma deepened the presence in the pharmacies.
- In Canada, Ryaltris® achieved a 10% value market share within a year of launch, gaining a solid foothold in a competitive market and building strong brand equity and repeat prescriptions.



## Europe

Ryaltris® continued to perform strongly across European markets in FY 2025.

- Our partnership with Menarini saw strong growth across France, Italy, and Spain, leading in overall performance.
- France led in share of voice; Italy recorded strong and consistent sales momentum.
- Glenmark-led markets like Czech Republic secured leadership position in the FDC market, surpassing a 25% market share in value. Poland exceeded 20% value share milestone and Slovakia demonstrated exceptional performance, and reaching 17% within a year of launch.
- Menarini participated in the EAACI Congress 2025 in Glasgow, hosting a symposium titled "The Hidden Burden of Allergic Rhinitis: from systems to solutions for a better quality of life". Scientific communication was enhanced through the inclusion of the University of Parma's Patterlini Study.

### Dr. Kamil Janeczek,

**Professor at the Medical University of Lublin, Clinic of Allergology and Pediatrics**



Ryaltris® is the first-line treatment for patients with chronic allergic rhinitis.

In my observation, the efficacy of the drug is very good in controlling both nasal and ocular symptoms, the time to achieve a therapeutic effect is clearly shorter than with steroid monotherapy, and the drug tolerance is high. Furthermore, patients report high satisfaction with the sensory attributes of Ryaltris®. Based on my experience, I consider Ryaltris to be a valuable therapeutic option that significantly facilitates the control of allergic rhinitis and improves the quality of life for patients.

## Asia-Pacific (APAC)

In FY 2025, Ryaltris® demonstrated continued growth and leadership across the APAC region.

- Reached a historic milestone with an all-time high market share of 60.8% in the prescription FDC market in November 2024 in Australia.
- Ryaltris® is ranked #3 in the Philippines nasal spray market.
- In South Korea, our partner Yuhan held a 7.7% share in the INS combo market.

We convened the first global Ryaltris® partner summit, aligning 15 markets on cross-functional strategy and best practices.

## Middle East and Africa (MEA)

Ryaltris® gained significant traction in the MEA region in FY 2025.

In South Africa, Ryaltris® solidified leadership with nearly 20% market share in allergic rhinitis category.

- In Saudi Arabia, it reached a 9% retail value share, with 45,000 units sold at peak season: making it the 6th largest nasal brand.
- First-to-market combination product launched in Israel, marking rapid adoption.

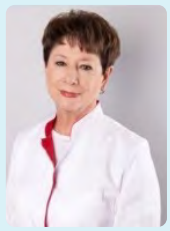
## Russia

Ryaltris® saw strong growth in Russia through FY 2025.

- Ryaltris® advanced to Top 8 in nasal corticosteroids by value.
- Captured 4.84% share in the Covered Markets and 7% share in allergic rhinitis prescriptions, marking a 69% YoY growth in volume with DDS performance of 83% in value and 87% in volume.

### Demko I.V.,

**Doctor of Medical Sciences, Professor of the Department of Hospital Therapy and Immunology, Krasnoyarsk State Medical University**



Ryaltris® with a dual-action mechanism effectively eliminates nasal and ocular symptoms, improves patients' quality of life and increases confidence in the HCPs attending. The safety and efficacy of the FDC olopatadine+mometasone (Ryaltris), as well as the pronounced and persistent effect on nasal and ocular symptoms, make it suitable for the treatment of patients with SAR and PAR in a startup therapy.

## Latin America (LATAM)

In Latin America, Ryaltris® continued to accelerate its growth with a successful launch in Mexico, where it has rapidly emerged as the #3 player in the nasal spray market, reinforcing its leadership in the allergy segment.

Further strengthening our regional footprint, Ryaltris® received regulatory approval in Chile in July 2024 and was successfully launched in February 2025 through Saval, our trusted partner. These milestones reflect our continued commitment to broadening access to Ryaltris® across key markets in the region.

We are actively preparing to launch Ryaltris® in 15 new markets in the next 12 months, accelerating its presence in allergy care and reinforcing our leadership in respiratory innovation.

> **Dr. Isabel Rojo Gutierrez**
>
> **Ale, President elect of SLAAI (Latin American Society of Allergy, Asthma and Immunology)**
>
> 
>
> I am getting excellent results with Ryaltris® in patients with allergic rhinitis. Its combination of antihistamine and corticosteroid provides rapid and sustained relief of nasal and ocular symptoms, markedly improving my patients' quality of life.

**Ryaltris® is a proven global model of specialty innovation, partnership-led execution, and science with purpose.**



# Oncology



## Advancing Science, Expanding Partnerships

Oncology represents one of our most strategically significant pillars, where science, partnerships, and purpose converge to create a meaningful difference in the lives of patients worldwide. For over two decades, we have made targeted, deliberate advancements in cancer care, beginning with the introduction of Aprepitant in India; transforming supportive care for chemotherapy-induced nausea and vomiting.

Today, our oncology portfolio spans supportive therapies, solid tumors, and hematological malignancies, addressing areas with high unmet need and a growing disease burden. Our current branded and in-licensed portfolio includes TEVIMBRA® (Tislelizumab), Brukinsa® (Zanubrutinib), Glenza® (Enzalutamide), Abirapro™ (Abiraterone), Aprecap® (Aprepitant), Akynzeo® (I.V. and capsules), and QiNHAYO™ (Envafolimab). These therapies demonstrate not only our leadership in the field but also our strategic shift toward more differentiated, specialty-driven patient impact.

**Pipeline Development Strategy:**

Our commitment to oncology R&D is evident in our investment in Ichnos, the formation of IGI, and its strategic collaborations to bring innovative cancer therapies to patients. IGI will explore these modalities to treat cancer, leveraging our BEAT® (Bispecific Engagement by Antibodies based on the T cell receptor) platform. IGI's pipeline includes three oncology molecules in clinical trials, targeting multiple myeloma, acute myeloid leukemia, and solid tumors, with two receiving orphan drug designation from the U.S. FDA.

## Spotlight: QiNHAYO™ (Envafolimab)

### Redefining Access in Immuno-oncology

Driven by our commitment to expand access to innovative care, FY 2025 marked a milestone with the in-licensing of QiNHAYO™ (Envafolimab) from Jiangsu Alphamab and 3D Medicines, covering India, Asia-Pacific, Middle East, Africa, Russia/CIS, and Latin America.

This first-in-class subcutaneous PD-L1 inhibitor, approved in China for MSI-H/dMMR advanced solid tumors and included in 12 clinical guidelines, represents a differentiated, patient-friendly model of care. With over 30,000 patients treated in China, QiNHAYO™ is also under development for additional indications, including NSCLC adjuvant and neo-adjuvant settings.

In FY 2025, we completed regulatory filings across 13 markets, with Saudi Arabia granting Priority Review, and the first launch expected in FY 2026. We also secured a special import license in Kenya and Mauritius through an early access program, underscoring our purpose-driven approach to accelerate availability of life-transforming therapies in high-burden regions.




QiNHAYO™ (ENVAFOLIMAB)

## Market Updates and New Product Launches

### India

We reinforced our leadership in introducing novel oncology therapies in India, delivering 22.4% year-over-year revenue growth, ranking 17th overall and 9th among Indian companies. Our sales volume of 1.45 Mn units (up 19.3% YoY) demonstrates our accelerating momentum and deepening access.




TEVIMBRA®




Brukinsa®

**FY 2025 marked a breakthrough year for India:**

- Received Indian regulatory approval and began commercialization of TEVIMBRA® (Tislelizumab) and Brukinsa® (Zanubrutinib), two globally recognized targeted therapies.
- Expanded our precision oncology portfolio with products like Olaparib® (for ovarian/breast cancers with BRCA mutations) and Tripty® (Triptorelin Pamoate for prostate cancer).

We continue to invest in capability building, KOL engagement, and access expansion to bring cutting-edge immunotherapy and hematology solutions to Indian patients.



## Europe

In Europe, we are reinforcing our relevance through consistent product performance and strategic launches:

- In Germany and Italy, we saw strong uptake of Abiraterone, a first-line therapy in advanced prostate cancer.
- Atanto (Aprepitant®) and Azacitidine™ address high-need indications to support Chemotherapy-induced Nausea and Vomiting, and Chronic Myelomonocytic Leukaemia (CMML) and Acute Myeloid Leukaemia (AML).
- In FY 2025, we launched Eribulin, a key treatment for metastatic breast cancer in patients, previously treated with two lines of chemotherapy regimens.

These therapies, aligned with treatment guidelines, reinforce our ability to commercialize impactful oncology solutions across highly regulated markets.



## Emerging Markets

### LATAM

In Latin America, we have strengthened our Oncology footprint through strategic market-relevant product launches and institutional engagements.

- In Brazil, Gemcitabine was launched to address multiple indications including pancreatic, breast, ovarian, and non-small cell lung cancer (NSCLC).
- The launch of Abiraterone in Brazil and Argentina for metastatic castration-resistant prostate cancer (mCRPC).

### Australia

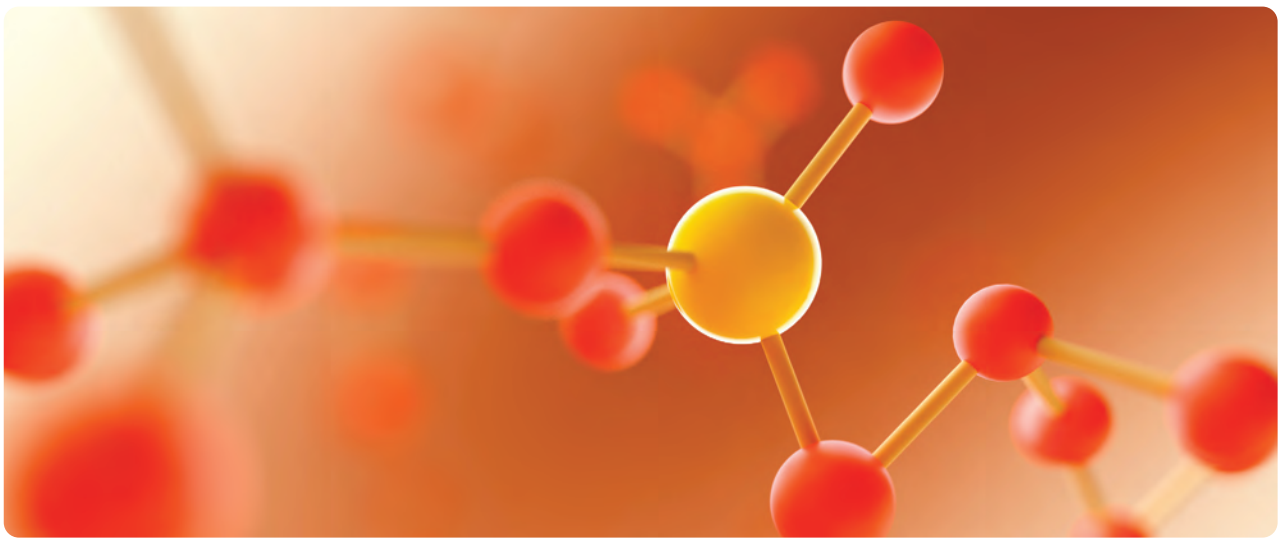
In Australia, we are advancing our oncology presence through the out-licensing of Abiraterone tablets to Viatris. This partnership reflects our commitment to expanding access to cutting-edge therapies and addressing unmet medical needs in the country.

**These launches have not only enhanced our therapeutic breadth but also reflect our commitment to broadening access to effective cancer therapies across the region.**

**Oncology is core to our global transformation. This therapeutic area combines innovation from our biotech platform, Ichnos Glenmark Innovation (IGI), with smart in-licensing and robust regional execution.**

**With a pipeline of globally recognized immuno-oncology assets, biologics, and precision medicines, we are building a differentiated, specialty-first model of care. As we look to FY 2026 and beyond, we will continue to deepen institutional and oncology expert partnerships across the regions.**

**This is oncology at Glenmark - science that heals, partnerships that scale, and a purpose that drives us.**







ICHNOS GLENMARK INNOVATION

*Collaboration propels innovation*

# Reimagining the Future of Oncology

IGI is a global, clinical-stage biotech company with a singular mission: to deliver curative therapies for hematological malignancies and solid tumors. Powered by the proprietary BEAT® Multispecifics™ platform, IGI is purpose-built to convert scientific breakthroughs into transformative treatments. For more information, visit www.IGInnovate.com.

With its leadership anchored in New York and innovation spread across Lausanne (Switzerland) and Mahape (Mumbai, India), IGI brings together world-leading talent in biologics and small molecules.

**Key Milestones:**

**Clinical Promise:**
At ASCO 2025, ISB 2001 demonstrated an impressive 79% overall response rate, with a 30% complete/stringent complete response rate, at tolerable doses affirming its therapeutic potential.

**Fast Track Status:**
The FDA granted Fast Track Designation to ISB 2001 in May 2025, accelerating its pathway towards patients.

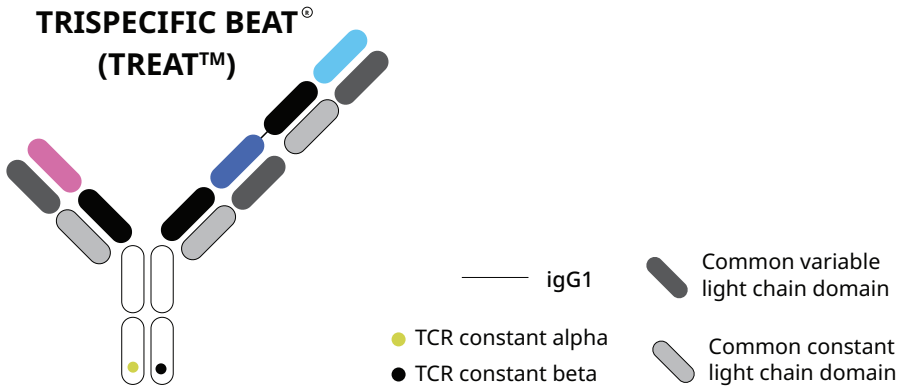
**Partnership with AbbVie:**
IGI's lead asset ISB 2001 entered into an exclusive global licensing agreement with AbbVie, featuring USD 700 Mn upfront and USD 1.225 Bn in milestones.

### The BEAT® Platform

IGI's proprietary BEAT® (Bispecific Engagement by Antibodies based on the TCR) platform goes beyond traditional bispecific antibody approaches, addressing key engineering bottlenecks that have historically limited large-scale bispecific production. By leveraging a proprietary common light chain library and TCR interface-based heavy chain pairing, BEAT® enables the development of next-generation immune cell engagers with strong therapeutic potential in oncology. Unlike many engineered formats, BEAT® mirrors the architecture of natural antibodies utilizing both light and heavy chains to enhance stability and function. Key attributes of the BEAT® platform include its multispecific versatility, enabling the design of antibodies that engage diverse immune cell types such as T cells, myeloid cells, and NK cells against multiple antigens. The platform also features optimized engineering through high-fidelity heavy chain pairing with a common light chain, allowing for precise Fc modulation and access to a broad structural design space. Additionally, BEAT® supports robust manufacturability, producing correctly assembled multispecific antibodies with favorable stability, extended half-lives, low immunogenicity and high titer yields through standardized process development and manufacturing operations.

**Trispecific BEAT® (TREAT™) enables next-generation immune cell engagers that combine precision with potency. This platform is a cornerstone of IGI's competitive advantage in immuno-oncology.**






Enables design and development of multispecific antibodies that unlock new biology (e.g., T cell, NK cells, macrophage engagers) by optimizing.

| Affinity | Epitope | Architecture | Fc function | Improved Drugability & Developability |
|---|---|---|---|---|
| Low-medium-High Combinations | Identify best Epitopes to target | Avidity, Immune Synapse length | Silent Active Enhanced Half-Life extended | Rapid Engineering |

## Pipeline Built for Impact

With various oncology programs targeting different immune cell types, IGI has developed a robust pipeline aimed at treating hematologic malignancies and solid tumors. Our advanced products are currently at different stages of preclinical and clinical development (table below) as well as several in the Discovery Stage (not shown below).

| Molecule* | Mechanism / Class | Indication | Stage |
|---|---|---|---|
| ISB 2001 | CD38 x BCMA x CD3 TREAT™ trispecific T cell engager | Relapsed/Refractory Multiple Myeloma | Phase 1 – Orphan Drug & Fast Track Designations by the U.S. FDA |
| ISB 2301 | NK cell engager | Solid Tumors | Preclinical |
| GRC 65327 | Cbl-b Inhibitor small molecule | Solid Tumors | IND |

*Read more in the Intellectual Capital section





## Key Programs in Development

- **ISB 2301, which is a NK cell engager, is in preclinical development for Solid Tumors.**

- **GRC 65327 (Cbl-b inhibitor) is a small molecule immune modulator for which an IND has been submitted to DCGI with FIH expected to start in 2026 for Solid Tumors.**

## Enhancing Efficiency Through Innovation and Awareness

IGI has consistently innovated and expanded its product portfolio to address evolving needs. Initially focused on first-generation 1+1 T cell bispecific engagers, IGI has since incorporated T cell and myeloid multispecific engagers (ISB 2001 and ISB 2301, respectively). This demonstrates IGI's ongoing commitment to innovation and dedication to remaining at the forefront of scientific advancements.

## Global Talent, Scientific Leadership

IGI's integrated team operates across the United States, Switzerland, and India, combining deep expertise in cancer immunology, protein engineering, and drug development.

To raise awareness in the field of oncology and reach more patients, we share our latest scientific advancements through publications in peer-reviewed journals, including Nature Communications and Nature Cancer, reflecting the depth of its scientific capabilities and presentations at medical congresses, including:

**American Association for Cancer Research (AACR)**

**American Society of Hematology (ASH)**

**American Society of Clinical Oncology (ASCO)**

Through these channels, we aim to showcase our research on potentially transformative biologic and small molecule treatments in immuno-oncology.

Visit us at https://iginnovate.com/publication/ for more information on our science.

## Autoimmune Diseases

IGI previously developed two monoclonal antibody drug candidates for autoimmune and inflammatory conditions. To sharpen its focus on oncology, the company out-licensed both assets to experienced development partners.

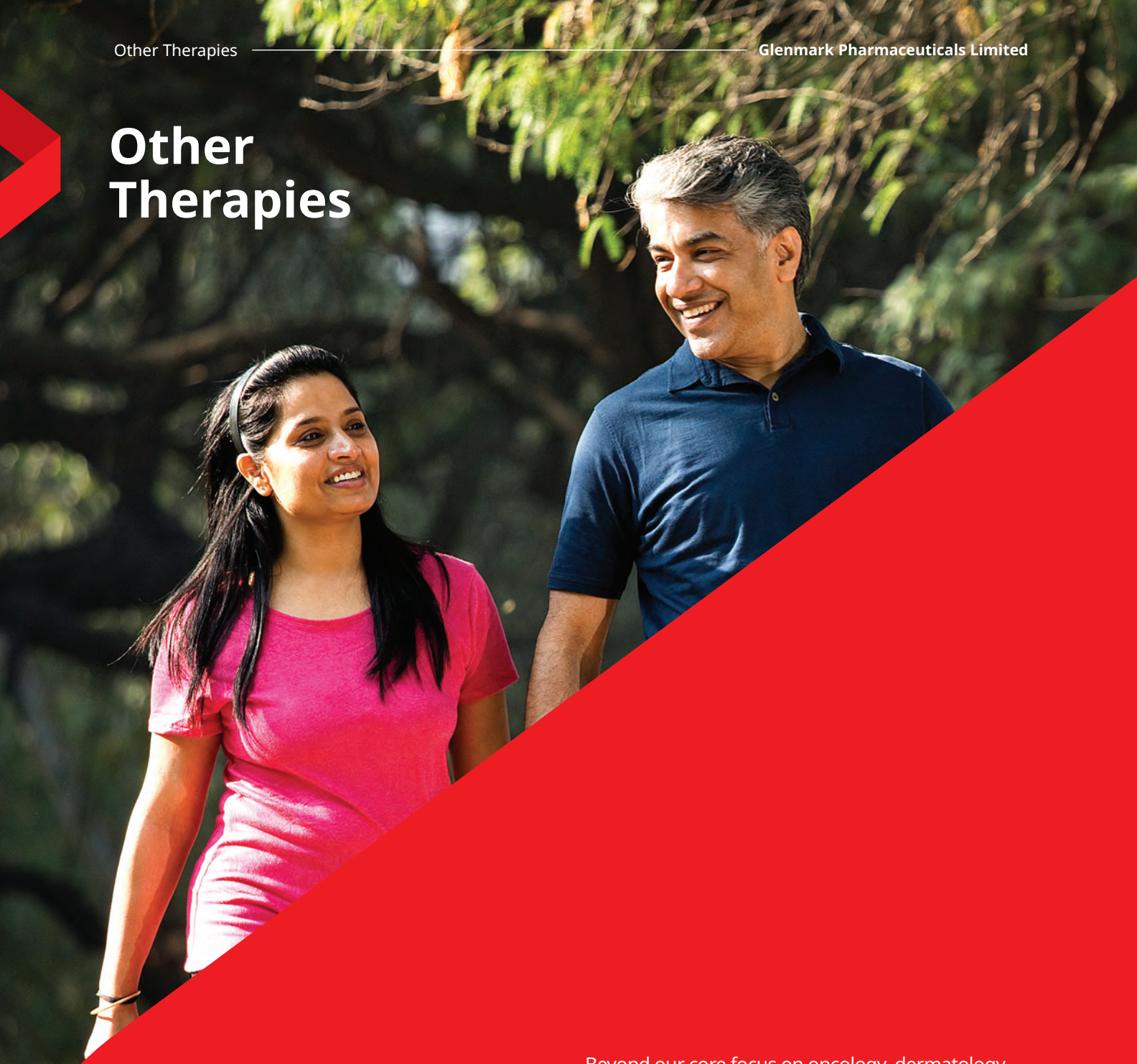
| Molecule* | Mechanism / Class | Indication | Stage |
|---|---|---|---|
| ISB 880 (ALM 27134) | IL-1RAP Antagonist Monoclonal Antibody | Autoimmune Diseases | Phase 1 Licensed to Almirall S.A. |
| ISB 830-X8 (STAR-0310) | OX40 Antagonist Antibody | Atopic Dermatitis | Phase 1 Licensed to Astria Therapeutics, Inc. |
| | | Rheumatoid Arthritis and other Autoimmune Diseases | Active U.S. IND |

*Read more in the Intellectual Capital section

The first candidate, ISB 880, an anti-IL-1RAP antagonist, was licensed to Almirall, S.A. in December 2021. Almirall announced the initiation of dosing in a Phase 1 study of ISB 880/ALM27134 in September 2022.

The second antibody, ISB 830, along with its follow-on molecule ISB 830-X8 (STAR-0310), was licensed to Astria Therapeutics in October 2023. The original ISB 830, an OX40 antagonist, successfully completed a Phase 2b study for moderate to severe atopic dermatitis in 2021. Both compounds exhibit potential across a spectrum of autoimmune diseases.

# Other Therapies



## Expanding Access in Cardiovascular, Diabetes, and Women's Health

Beyond our core focus on oncology, dermatology, and respiratory, we continue to invest in therapy areas that have deep societal relevance and strong growth potential including cardiovascular health, diabetes, and women's health. These therapies are part of our broader responsibility to bring science-backed, accessible treatments to the patients who need them most.

# Cardiovascular Health

## Market Updates and New Product Launches

By providing for a comprehensive range of affordable, high-quality medications, we cater to serious cardiovascular conditions such as:

- Myocardial Infarction
- Angina
- Heart Failure
- Hypertension
- Lipid Abnormalities

We are the 5th largest cardiovascular company in India, offering a portfolio that combines proven outcomes with continuous innovation:

- The Telma™ franchise (including Telma™-H, Telma™-AM, and Telma™-Beta) continues to drive volume and brand trust.
- The launch of Telma™ BS brings a novel Beta Blocker + ARB combo for young hypertensive patients with coronary artery disease.
- Advanced therapies like SACU-V® (ARNI) and EPTUS® (MRA) support our expansion into heart failure.
- We are also scaling these therapies in Tier 2 and Tier 3 towns.

In FY 2025, our cardiology segment significantly outperformed the overall market.

- Our Telma franchise is the **No. 1 brand** franchise in the Indian Pharmaceutical Market (IPM), as per IQVIA MAT March 2025.
- Telma™-H and Telma™-AM made their mark among the **top 40 brands.**
- Telma™-AM crossed **INR 3,500 Mn revenues.**
- Telma™ Beta grew **3.2x faster** than the overall market.
- Our cardiology portfolio grew at **16.1%**, ahead of the market growth of **11.9%.**

**Our ambition is to build a full-spectrum of cardiovascular care portfolio while expanding rural and semi-urban markets access.**




Telma™-H



# Diabetes

## Market Updates and New Product Launches

As diabetes grows into a global public health emergency, we are responding with purpose, performance, and affordability. Over the years, we have steadily built a strong foundation rooted in research, innovation, and patient focus.

- Enhanced our entry into the GLP-1 segment with Lirafit™ (Liraglutide), offering an effective solution for glycemic control and weight management. In FY 2025, it has emerged as one of our top 10 products, capturing a 10% patient share.
- Launched Glempa™ (Empagliflozin) through Loss of Exclusivity (LOE) opportunity. It is among the first generic SGLT2 inhibitors in the market, helping reduce blood glucose and cardiovascular risks while expanding our footprint in the cardio-diabetic space.
- Sitazit-Trio™, a fixed-dose combination of Sitagliptin, Metformin, and Pioglitazone, further strengthened our Sitazit franchise by providing an effective triple therapy option for improved glycemic control.

**Our focus remains on continuous strengthening of our product portfolio by exploring multiple innovative treatments targeting diabetes and related conditions such as obesity, through both in-licensing and our own in-house development. We are prioritizing market penetration and expanding our distribution network, while actively building a strong pipeline to support future growth.**




**Lirafit™**




**Glempa 25**



## Women's Health

Advancing women's health has a direct and lasting impact on families, communities, and society at large. In the U.S., our portfolio continues to include key offerings such as oral contraceptives (OCs), vaginal gels and inserts, emergency contraceptives, and hormone therapies each playing a critical role in meeting the needs of women across various life stages.

- Continued strong performance of Estradiol Vaginal Inserts USP, 10 mcg, addressing menopausal health.
- Launched a new oral contraceptive in FY 2025.

**Looking forward, we are:**

- **Strengthening and diversifying our U.S. Women's Health portfolio through in-house development, strategic business development, and in-licensing.**
- **Committed to ensuring equitable, effective, and affordable care for women across life stages.**

**These therapeutic expansions represent our broader philosophy: science with purpose, execution with empathy, and access with equity.**



Awards and Recognitions

# Celebrating Achievements Across Innovation, Growth and Sustainability

## Corporate Awards

We are proud to be recognized as a **Great Place to Work** in 20 countries, celebrating our people-first culture across Colombia, Germany, Ecuador, Egypt, Spain, UK, India, Kenya, Kazakhstan, Myanmar, Mexico, Malaysia, Nepal, Peru, Philippines, Poland, Saudi Arabia, USA, Uzbekistan, and South Africa.

Glenmark was awarded **"Pharma Company of the Year" under Large category at the FE Pharma Summit and Awards 2025.**

Glenmark was recognized as the **Enterprise Healthcare Winner in APAC** at the **Navex Awards for excellence in ethics and compliance.**

Glenmark received **recognition from the Russian Society of Dermatovenerologists and Cosmetologists**, for the significant contributions to the field of dermatology in Russia.

Glenmark Pharmaceuticals Sp. z o.o. was awarded the **HR Quality Award** by the Polish HR Association as part of the HR Quality Certification 2025 program.

Glenmark Ukraine was honoured with the **TOP 100 BEST COMPANY AWARD**.

## Business Awards (Therapy Areas)

**Asia Book of Records & India Book of Records –** Glenmark honored for the largest diabetes awareness initiative by engaging maximum healthcare professionals.

**Economic Times Pharma Health Awareness Campaign of the Year** to Tacroz's 'Embrace Your Innerself' campaign awarded for impactful health awareness.

**6th Cancer Summit, Delhi –** Glenmark's collaboration with UE Life Sciences (iBreast cancer screening) recognized for innovation in oncology and tproactive screening.

**Rx Club Award of Excellence 2024 (New York) –** Awarded to our brand campaign for creativity in pharmaceutical communication.

**India Health & Wellness Awards 2024 –** nindanib recognized for proactive therapy shaping during COVID-19 and successful scale-up efforts.

**Rural Marketing Association of India Awards** presented us with Gold in Best Visibility & Visual Merchandising and Silver in Health & Hygiene category.

## CSR

Won the **Best Employee Volunteering Initiative of the Year at the Global CSR**, Sustainability and ESG Awards 2024.

Awarded the **Silver Award for Employee Volunteering: Impact@45** Initiative by the Honourable Chief Minister of Goa, Dr. Pramod Sawant, at the 11th National CSR Summit 2024, CSR Times Awards.

Awarded the **Best Rural Children's Healthcare Initiative of the Year–2024** at the Global CSR, Sustainability and ESG Awards 2024.

We emerged as the **Winner for Excellence in CSR** at The Economic Times RE-Pharma Awards 2025.

Glenmark Foundation was recognized as the **Corporate Foundation of the Year** at the 12th Edition Corporate Social Responsibility Summit and Awards 2024 by UBS Forums.

## Business Awards (Products)

**Marksmen Daily's Most Preferred Brands Award FY 2024-25 –** Candid Powder acknowledged as a top consumer brand in its category.

Candid Dusting Powder was recognized as an **Iconic Brand of India** by **The Economic Times.**

**Power Brand Awards by Times of India –** Momate won the 'Building Legacy Brand of the Year' for sustained performance and trust.

**Episoft** won the 'Marksmen Daily Brand of the year' Award & the Most Impactful Healthcare Brand' Award.

**E4M Health & Wellness Marketing Award 2024 –** Scalpe Pro honored for performance in the health & wellness segment.

**CMO Asia Award at Singapore –** awarded to Ryaltris for excellence in brand marketing.

**Financial Express Pharma Summit & Awards –** Nebzmart G won the Excellence in Marketing Award.

**ET Now Marketing Excellence Award –** Syntran SB recognized for marketing leadership and brand strategy.

**BW Businessworld Merit Award on Marketing Excellence –** Scalpe Pro awarded for creative and effective marketing excellence.

**E4M Health & Wellness Marketing Award 2024 –** La Shield recognized for best use of brand awareness in marketing.

**OOH Advertising Convention Awards recognized us with a Bronze** for excellence in activation and on-ground brand engagement.

## ESG

We were recognized as **one of the best organizations for women in India, receiving the ET NOW award for its commitment to diversity and inclusion.**

**Platinum Award in Occupational Health & Safety** at the 17th EXCEED OHS & Security Award FY 2025.

**International Safety Award 2024 – Distinction** (For demonstrating a strong commitment to good health and safety management).

**"Best in Sector Award - Manufacturing" at the International Safety Award 2024** for overall excellence in safety submissions.

**Sanrakshan 2.0-Plastic Sustainability Award in the Winner Category** for outstanding sustainability initiatives.

ESG Excellence: **Net Zero Commitment Award in Future Ready Leaders in Viksit Bharat summit organized by Credible & Enqube.**

**Envirocare Green Award 2024** (Public Sector/Large Corporates) to our Chhatrapati Sambhajinagar Facility.



Risk Management

# Risk as a Strategic Enabler of Resilience

At Glenmark, risk management is a strategic enabler of resilience, agility, and long-term value creation. As we operate in an increasingly volatile global environment shaped by regulatory shifts, geopolitical complexity, and scientific advancements, our Enterprise Risk Management (ERM) framework is designed to stay ahead of the curve.

Our Risk Management Policy, developed in accordance with Regulation 21 and Part D of Schedule II of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 guides how we identify, assess, mitigate, and govern risks across the organization.

We maintain a dynamic risk intelligence process, continuously monitoring internal and external developments to ensure our risk lens remains sharp and responsive. This proactive approach empowers us to make informed decisions, protect enterprise value, and adapt to emerging realities, ensuring Glenmark remains future-ready in an evolving global healthcare landscape.

## Our Risk Governance

The Board of Directors holds overarching accountability for our risk governance. It reviews and approves the overall risk framework, ensuring that the structure, policies, and processes align with our strategic direction and regulatory expectations. To support this mandate, risk oversight is delegated to a dedicated Risk Management Committee (RMC) of the Board, comprising two independent directors during the financial year and chaired by Mr. Dipankar Bhattacharjee, who assumed this role following his appointment on the Risk Management Committee at the Board meeting held on 14th February 2025. The Committee regularly engages with senior management to review key risks, assess mitigation effectiveness, and escalate material issues to the Board for consideration.



This governance structure is supported by well-defined three lines of defence model that is both strategic and operationally grounded.

### Operational Risk Ownership

Risks are owned and managed at the functional level by our frontline employees, business unit heads, and designated risk managers. They are responsible for identifying and mitigating risks within their operations.

### Risk and Compliance Oversight

Senior management and the Audit Committee oversee our risk framework, set control standards, and monitor compliance. This layer ensures consistency in risk management practices and provides oversight, distinct from day-to-day operations.

### Independent Audit Function

Our internal audit team provides independent assurance to the Audit Committee and the Board on the effectiveness of risk controls, compliance processes, and the overall integrity of the risk management system.

## Our Risk Management Process

01 **Risk Identification**

02 **Risk Analysis**

03 **Risk Evaluation**

04 **Risk Treatment**

We have implemented a structured and comprehensive ERM framework that enables a systematic approach to identifying, evaluating, and mitigating risks across all levels of the organization. This allows us to assess both current and emerging risks, strengthens management's understanding of the evolving risk landscape and supports well-informed decision-making. In high-risk areas, targeted structures and controls are in place, and specific risk considerations are embedded early in product development, expansion, and investment decisions. We have articulated a defined risk appetite that sets clear boundaries for risk-taking, ensuring alignment with our long-term strategy. This risk appetite is embedded into strategic planning and operational decision-making across business functions. It is monitored by the Board, its committees, and our senior management to ensure that actual exposures remain within acceptable thresholds.

Our risk appetite is shaped by a mix of strategic intent and operating realities. It reflects shareholder and investor expectations, balanced against our performance targets and long-term growth objectives. Capital availability and the level of investment required to take on specific risks also play a role. Internally, our appetite is influenced by the maturity of our risk culture, the organization's historical risk tolerance, and management's experience in maintaining effective controls. Ultimately, it is aligned with Glenmark's broader strategic priorities and positioning in a competitive global market.

Risk exposure is reviewed regularly and formally assessed on a quarterly basis by management and the RMC of the Board. Market shifts, regulatory changes, and global developments are factored into these reviews.

**We conduct:**

- **Ongoing internal reviews of risk registers and control effectiveness**
- **Annual external audits to meet statutory and regulatory requirements**
- **Periodic recalibration of risk treatment strategies in response to material changes**
- **Scenario planning and stress testing,where applicable**



## Embedding Risk Awareness Culture

Building a strong risk awareness culture is central to how we operate. Risk awareness is actively promoted across levels through structured training and ongoing engagement programs. In addition, employees in high-risk roles or regions receive targeted, role-specific training at regular intervals. We also integrate risk thinking early in the development of new products and services, ensuring that risk awareness is a part of how decisions are made, and strategies are executed.



## Key Risks

### Risks with Decreasing Y-O-Y Movement

#### Uncertain Commercial Success of R&D Efforts

As we continue to expand our portfolio with differentiated and innovation-led products, the inherent uncertainty of pharmaceutical R&D poses a strategic challenge. The journey from molecule to market is long and complex with scientific, regulatory, and commercial risks at each stage. While a strong pipeline is critical for sustaining global growth, not all programs will translate into successful products or predictable revenues.

**Risk Impact**

Unsuccessful R&D outcomes can lead to delays in portfolio advancement and impact our return on investment. As we scale our global presence, our ability to consistently deliver commercially viable products is key to maintaining competitiveness, sustaining revenue growth, and meeting long-term strategic goals.

**Mitigation**

- We follow a stringent product selection process. Every R&D initiative is assessed for scientific and market relevance, and financial potential before moving forward.
- Additionally, we operate with a more agile R&D model built around smaller, focused teams that makes the system more flexible and responsive to challenges.
- We collaborate with other pharmaceutical firms which helps us share risk, tap into specialized expertise, and speed up product development timelines.

**Risk Category**

- Financial Risk
- Strategic Risk

#### Product Quality

Maintaining product safety is fundamental to preserving consumer trust and confidence in our brand. Enforcing rigorous quality control measures throughout the manufacturing, labeling, and distribution stages is critical especially as we launch new offerings and penetrate additional markets.

**Risk Impact**

Any lapses in product quality could result in serious regulatory and legal repercussions, affecting our brand reputation and ultimately adversely affecting our financial outcomes.

**Mitigation**

- We have established a centralized Quality Management System accredited with ISO standards to maintain high-quality benchmarks across research, manufacturing, and distribution.
- We conduct rigorous audits of our third-party suppliers and our pharmacovigilance activities help monitor and swiftly address product safety and quality issues, enhancing our overall assurance framework.

**Risk Category**

- Quality Risk

### Suboptimal Product Pricing

Diverse pricing regulations and government policies across various regions necessitate the adaptation of our pricing strategies to maintain global profitability and consistency.

**Risk Impact**

Suboptimal pricing strategies can significantly hinder our product pipeline's profitability. Discrepancies in regional price regulations may affect the financial performance of our products and diminish their competitiveness.

**Mitigation**

- We conduct regular pricing reviews to set competitive yet profitable prices.
- We implement targeted pricing strategies and monitor regulatory price controls to adapt quickly and protect margins.
- We develop and launch value-added products to capture market value.

**Risk Category**

- Financial Risk

### Exposure to Product Liability Litigation

When our products reach the market, their real-world use can reveal side effects or interactions not evident during clinical trials. This is an inherent risk given the sector we operate in, as patient outcomes can vary across populations and geographies, even when all required testing and approvals are met.

**Risk Impact**

A single liability case can trigger a chain of consequences from legal proceedings and product recalls to reputational harm that affects patient confidence. In more litigious markets, lawsuits may also prompt regulatory investigations driving up compliance costs and slowing down approvals.

**Mitigation**

- We invest in quality by design, embedding robust safety checks into each stage of product development and manufacturing.
- Beyond this, we proactively minimize misuse risk through precise labelling, comprehensive warning and clear usage instructions which not only help protect patients but also strengthen our legal position if challenged.

**Risk Category**

- Financial Risk

### Revenue Concentration

This refers to a scenario where a significant portion of our income is dependent on a limited number of products, therapeutic segments, or markets. This dependence increases vulnerability to external changes such as competitive activity, policy shifts, or product-specific challenges.

**Risk Impact**

High revenue reliance on a narrow therapeutic portfolio can lead to earnings volatility if our brand's key products face patent expiry, pricing pressure, or declining demand. It may also limit our flexibility to absorb market shocks or invest confidently in new growth areas.

**Mitigation**

- Our pipeline strategy is designed to anticipate product transition points, ensuring timely market entry of new offerings before key products decline. By aligning product development with local market dynamics, we reduce over-reliance and support more stable, diversified growth over time.
- In parallel, our diversified global presence ensures that we are not dependent on any single market or geography for revenue growth, providing an additional layer of resilience against region-specific risks.

**Risk Category**

- Financial Risk
- Business Risk

### Capital/Credit Risk

Capital and credit risk relates to the need for reliable access to funding to support our Company's growth and operations. It reflects exposure to external financing conditions, such as interest rate movements, currency volatility, or tightening credit markets.

**Risk Impact**

Inadequate access to capital can delay essential investments in R&D, infrastructure, or market expansion. It may also raise borrowing costs, limit financial flexibility, and increase our exposure to liquidity or solvency pressures, especially during periods of economic or regulatory uncertainty.

**Mitigation**

- Our capital strategy focuses on maintaining a strong balance sheet, managing interest rate risks, and ensuring adequate liquidity to fund operations and future growth.
- We have reduced our gross debt and improved our capital return ratios, resulting in a strong balance sheet.

**Risk Category**

- Financial Risk
- Business Risk

## Risks with Constant Y-O-Y Movement

### Political Instability and Regulatory Changes

Political and regulatory uncertainty across global markets can affect how our Company operates, delivers products, and manages compliance. Shifts in government policy, trade regulations, or local laws may introduce new restrictions or disrupt planned activities.

**Risk Impact**

Unexpected regulatory shifts, trade barriers, or geopolitical events can delay product approvals, disrupt supply chains, and increase our compliance costs. These challenges may restrict market access or affect our Company's profitability in key regions.

**Mitigation**

- We embed political and regulatory risk into our strategic planning by actively monitoring developments in our key markets. Diversifying our product mix and geographic exposure helps reduce overdependence on any single region.
- We engage regularly with local authorities and industry associations, ensuring early visibility on policy changes. In parallel, we maintain a flexible supply chain and contingency frameworks to allow swift operational responses where required.

**Risk Category**

- Financial Risk
- Legal/Regulatory Risk

### Internal Controls and Ethics

Internal controls and ethical standards form the foundation for compliant and transparent operations. Any gaps in these systems, whether in financial reporting, governance, or employee conduct pose a risk to the integrity of our business.

**Risk Impact**

Weaknesses in our internal controls can lead to financial misstatements, compliance failures, fraud, or reputational damage. This will undermine stakeholder trust and expose us to legal and regulatory action.

**Mitigation**

- We maintain a strong control framework supported by periodic risk assessments, internal audits, independent reviews by external auditors with direct reporting to the Audit Committee.
- Our Code of Conduct and Anti-Bribery & Anti-Corruption (ABAC) policy set clear expectations for ethical behavior. Targeted training reinforces this across high-risk functions.

**Risk Category**

- Business Risk
- Legal/Regulatory Risk

### Economic Fluctuations and Currency Volatility

Macroeconomic shifts and exchange rate volatility can influence our financial performance, especially given the Company's global revenue footprint and cost structure across multiple currencies.

**Risk Impact**

Currency swings and economic slowdowns can compress margins, reduce demand, and complicate pricing strategies. For a company like ours with global presence, this may impact profitability and cash flow planning.

**Mitigation**

- We manage currency exposure through optimized natural hedges by balancing our revenue, cost and debt currency profiles.
- Scenario planning and regular financial reviews prepare us to respond to shifts in the external environment with agility.

**Risk Category**

- Financial Risk
- Foreign Exchange Risk

### Non-Compliance with Laws and Regulations

Operating across multiple jurisdictions exposes us to a wide range of legal and regulatory requirements. These can be related to quality standards, financial reporting, tax, anti-corruption laws, etc.

**Risk Impact**

Non-compliance can result in legal penalties, product recalls, delays in market access, and reputational harm, affecting business continuity, investor confidence, and long-term credibility.

**Mitigation**

- Oversight of compliance is led by senior leaders across legal, regulatory affairs, quality, and technical operations, who ensure that emerging regulatory changes are appropriately interpreted and embedded into operational practices.
- Our financial reporting processes are governed by strict adherence to standards, supported by ongoing review and audit, helping safeguard the accuracy and integrity of our disclosures.
- On the tax front, we work closely with external advisors to stay ahead of regulatory changes and engage proactively with authorities to resolve emerging issues.
- We have reinforced our internal control environment through revised governance policies such as the ABAC policy and Code of Conduct that align with global best practices. This is supported by targeted training programs, especially for employees in functions and geographies deemed high-risk.

**Risk Category**

- Legal/Regulatory Risk
- Financial Risk

### Talent Attraction and Retention

Sustaining a high-performing pharmaceutical business such as ours depends on our brand's ability to attract, retain, and develop skilled professionals across key functions such as R&D, regulatory, and manufacturing.

**Risk Impact**

A shortage of skilled talent can affect the pace and quality of innovation, particularly in R&D, medical affairs, and regulatory functions. In competitive and compliance-intensive markets, sustained talent gaps may limit our ability to scale operations, engage with regulators, or drive long-term growth.

**Mitigation**

- Inclusion, employee well-being, and career progression are key pillars of our retention strategy, reinforced by policies that promote long-term engagement.
- We invest in early talent through our campus initiatives and ensure high-potential employees are prepared for future leadership roles.

**Risk Category**

- Human Resource Risk

## Risks with Increasing Y-O-Y Movement

### Biodiversity Risks

The importance of aligning our growth with biodiversity safeguards is rising, both from a regulatory and stakeholder expectation standpoint. As our operations expand to meet growing healthcare demands, our facilities near ecologically sensitive areas will require careful management to ensure continued compliance with environmental standards.

**Risk Impact**

Disturbances to biodiversity can trigger legal action, damage our social license to operate, and impact regulatory approvals, particularly in jurisdictions with strict environmental oversight.

**Mitigation**

- As part of TNFD, we conduct site-specific biodiversity assessments, evaluate ecosystem dependencies, and have Biodiversity Management Plans for priority locations. Proactive risk mapping and local engagement help minimize ecological impact and align with global sustainability expectations. To further institutionalize our approach, the ESG Committee of the Board approved a formal Biodiversity Policy and Water Policy during the year strengthening our governance framework and ensuring consistent, accountable decision-making on environmental risks across sites.

**Risk Category**

- ESG Risk

### Climate-Related Events and Natural Disasters

With global operations, our exposure to extreme weather and natural events is a known variable. However, the accelerating pace of climate change has increased the need for resilient operations.

**Risk Impact**

The rising frequency of extreme weather events such as floods, storms, and extreme temperatures can impact critical activities like maintaining cold-chain logistics, uninterrupted drug manufacturing, and site-level safety, raising the stakes for continuity and regulatory compliance in our operations.

**Mitigation**

- We conduct facility-level climate risk assessments and have implemented structural safety audits, supplier diversification, and emergency response systems.
- Our investments in renewable energy, low-impact technologies and resilient infrastructure are aligned with long-term climate risk mitigation.

**Risk Category**

- ESG Risk

### Supply Chain and Geopolitical Disruptions

Global pharmaceutical supply chains are inherently complex and subject to regulatory, logistical, and geopolitical pressures. Rising geopolitical tensions and concentrated supplier geographies have made sourcing more vulnerable to shocks. Maintaining continuity under these conditions demands an agile and compliance-assured supply chain architecture.

**Risk Impact**

Any delay or disruption can impact production timelines, regulatory submissions, or patient access in key markets.

**Mitigation**

- We maintain diversified sourcing, hold safety stocks, and monitor supplier compliance.
- We register multiple manufacturing sites and track global political developments to prepare contingency plans.

**Risk Category**

- Business Risk
- Operational Risk
- Financial Risk
- Emerging Risk

### Non-Compliance with Evolving EHS and ESG Regulations

Regulatory frameworks for EHS and ESG are becoming more dynamic and granular across jurisdictions with growing focus on pharma-specific risks like effluent management and hazardous waste disposal. Staying ahead of this evolving landscape is essential to protecting our license to operate.

**Risk Impact**

As regulatory expectations rise across markets, lapses can result in penalties, halted operations, or reputational damage, especially in jurisdictions with zero-tolerance policies.

**Mitigation**

- We maintain ISO-certified EHS management systems and have embedded ESG oversight at the senior management level.
- Our governance structure tracks emerging regulatory requirements and ensures alignment across our sites.
- Oversight is further reinforced by an ESG Committee of the Board, comprising a majority of Independent Directors as well as the Chairman and Managing Director, ensuring that ESG compliance remains a strategic priority at the highest level.

**Risk Category**

- ESG Risk
- Legal/Regulatory Risk

### Cybersecurity Breaches and Data Privacy Non-Compliance

Cybersecurity and data governance have become strategic imperatives as we manage high volumes of sensitive data from clinical trial results and patient records to intellectual property and regulatory filings. The ongoing digitalization of operations and increasing regulatory stringency have elevated the need for robust, adaptive cybersecurity protocols that safeguard critical data and business continuity.

**Risk Impact**

As cyber threats grow more advanced and data privacy laws tighten, any breach could disrupt operations, compromise proprietary science, and expose us to legal action, fines or loss of market trust.

**Mitigation**

- Our compliance programs cover global data privacy laws, backed by regular audits, defined incident response plans, and cyber insurance.
- We are integrating climate-related resilience into IT infrastructure to address emerging threat vectors.
- We are strengthening our cybersecurity architecture with threat detection tools, secure access protocols, and employee training.
- A dedicated presentation on cybersecurity risks and mitigation strategies is made to the Risk Management Committee at least once every financial year, ensuring Board-level visibility and alignment on this critical area.

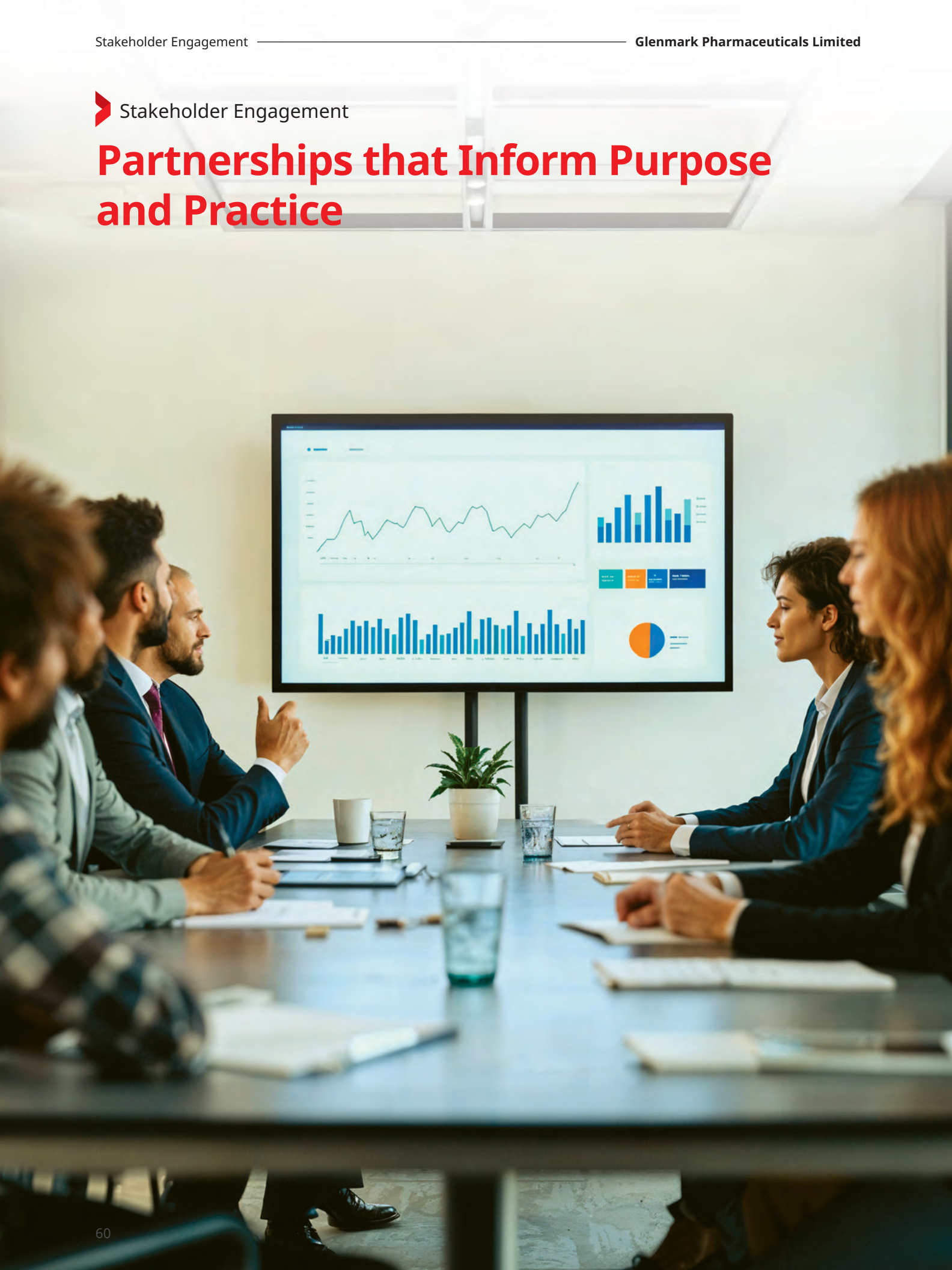
**Risk Category**

- Technological and Emerging Risk



Stakeholder Engagement

# Partnerships that Inform Purpose and Practice



At Glenmark, meaningful stakeholder engagement is integral to how we create sustainable value and drive healthcare innovation. We actively engage a diverse set of stakeholders across regions and markets to understand their evolving needs and expectations. Through transparent dialogue and structured engagement, we integrate these insights into our decision-making processes. This approach helps us strengthen relationships, align priorities, and co-create impactful solutions that expand access, improve outcomes, and build a more resilient healthcare ecosystem.

## Stakeholder Identification and Prioritization

This exercise involves defining our stakeholder universe which focuses on groups that both impact and are impacted by our business. We assess their interest and influence to identify key stakeholders and prioritize engagement.

## Establishing Dialogue and Engagement Channels

We then develop tailored engagement strategies for each stakeholder group based on their influence and relevance, using appropriate channels to understand their interests and needs.




## Capturing Stakeholder Expectations and Key Material Issues

Listening to our stakeholders helps us gather meaningful feedback, understand what matters to them, and respond in a timely, focused way.

## Aligning Strategy with Stakeholder Expectations

Here our focus is on closing the loop between engagement and action. We use the insights gathered to inform our understanding of emerging priorities and risks for our Company. These inputs help shape our planning and ensure our actions remain aligned with broader stakeholder expectations.

**The following table provides an overview of our key stakeholder groups and methods and purpose of engagement.**

## Patients

**Purpose of engagement**

We engage proactively with patients and advocacy groups to understand their needs, monitor product experiences, address adverse events, and build trust in our brand. These interactions help improve therapy outcomes and support informed, safe use of our medicines.

**Value created**

We improve access to healthcare and support patients through our Patient Assistance Programs (PAP). By offering medicines on easy monthly installments, we have helped patients continue their treatments without compromising their financial stability and have raised awareness and combat misinformation about diseases and treatments.

**How we engage with them**

Awareness campaigns, patient assistance programs, various pharmacovigilance touch points, website

**Material Issues**

- Access and Affordability of Medicines
- Product Quality, Safety and Recall Management

**Frequency of engagement:** Frequent/Need-basis

**Capital linkage:**



**Risks:**

Business risk, quality risk, legal/regulatory risk

## Healthcare Professionals

**Purpose of engagement**

Engaging with healthcare professionals is critical for exchanging ideas and expertise on medicines, diseases, and healthcare solutions. These interactions provide us with insights into real-world patient needs, emerging therapy trends, and gaps in care delivery. We also collaborate with HCPs on education and awareness initiatives that drive early diagnosis and better outcomes for patients.

**Value created**

Through platforms like Glenmark Science Registration, we continue to provide a comprehensive hub of medical resources and updates, empowering HCPs with the knowledge needed to deliver better patient care. Our provider education programs like 'Unsuppressed Life', 'Pledge for Respiratory Relief' and 'Peer Exchange Project' equip HCPs with insights and tools to enhance decision-making and improve patient outcomes. By partnering with HCPs, we not only improve the impact of existing solutions but also co-create innovative approaches that respond to evolving healthcare needs.

**How we engage with them**

Glenmark Science Registration Platform, in-person meetings, conferences, electronic and print media

**Material Issues**

- Access and Affordability of Medicines
- Product Quality, Safety and Recall Management

**Frequency of engagement:** Frequent/Need-basis

**Capital linkage:**



**Risks:**

Business risk, quality risk, legal/regulatory risk

## Investors & Shareholders

**Purpose of engagement**

This is to maintain transparent and regular communication on our corporate strategy, financial performance, and long-term growth plans. These interactions also provide clarity on our ESG commitments, reinforcing confidence in the Company's direction.

**Value created**

Our periodic engagement builds investor confidence through clear updates on strategy, performance, and ESG progress, nurturing strong relationships and supporting long-term capital access. Our enterprise value as of FY 2025 was INR 4,39,756 Mn.

**How we engage with them**

Annual general meetings, investor meetings/ conferences annual report, financial reports, earnings calls, issuing specific event related press releases, grievance mechanism

**Material Issues**

- Corporate Governance and Business Ethics
- Innovation and R&D

**Frequency of engagement:** Frequent/Need-basis

**Capital linkage:**

**Risks:**

Business risk, quality risk, legal/regulatory risk

## Government & Regulators

**Purpose of engagement**

Regular engagement, collaboration, and advocacy with governments and regulators is vital to ensure compliance and address public health priorities, including timely access to quality medicines and rigorous action against counterfeit and substandard drugs. This helps us navigate evolving regulations, foster innovation, and maintain trust in our medicines.

**Value created**

Through proactive engagement, we support in shaping a favourable and compliant industry ecosystem, expand market access, and build thought leadership around innovation and quality of drugs.

**How we engage with them**

In-person meetings, conferences, industry associations, facility visits, official communication, statutory publication

**Material Issues**

- Corporate Governance and Business Ethics
- Innovation and R&D
- Access and Affordability of Medicines

**Frequency of engagement:** Need-basis

**Capital linkage:**

**Risks:**

Legal/regulatory risk, foreign exchange risk, financial risk

## Employees

**Purpose of engagement**

This helps align our people with our vision and values, while also creating a shared sense of purpose. Periodic engagement helps keep them informed about key developments and creates space for dialogue, feedback, and recognition. It also supports rebuilding a safe, inclusive workplace, and empowering them to contribute fully to sustained growth.

**Value created**

Our employee engagement programs drive measurable gains such as cultivating a highly skilled, committed workforce that drives innovation and embodies our brand, along with positive engagement scores. Our ESAT score in FY 2025 is 79% and we covered over 6 lakh+ hours of training.

**How we engage with them**

Senior management interactions, town hall meetings, HR communication, employee connects, employee engagement survey, employee engagement activities, reward and recognitions, employee focused intranet, learning portal for employees, in-person meetings, email communication

**Material Issues**

- Human Capital Management
- Occupational Health, Safety and Wellbeing

**Frequency of engagement:** Frequent / Need-basis

**Capital linkage:**



**Risks:**

Human resource risk, business risk

## Channel Partners

**Purpose of engagement**

Our channel partners are key in creating accessibility of our products across geographies and ensuring seamless distribution. Engaging them helps align on quality, strengthen our market reach and drive mutual growth through shared product distribution strategies.

**Value created**

Our strong partnerships support patient access to quality healthcare, drive better supply chain management and improve market penetration each year.

**How we engage with them**

In-Person meetings, field visits, digital communication

**Material Issues**

- Product Quality, Safety and Recall Management
- Access and Affordability of Medicines
- Sustainable Supply Chain Management

**Frequency of engagement:** Frequent/Need-basis

**Capital linkage:**



**Risks:**

Business risk, quality risk, legal/regulatory risk

## Suppliers

**Purpose of engagement**

Involving our suppliers by actively listening to their challenges, incorporating their feedback and aligning on ethical standards is essential to building a resilient and responsible supply chain. This ensures a reliable flow of materials and allows us to address risks as they arise.

**Value created**

The support we extend to our suppliers helps them build their capabilities and meet higher ethical and operational standards. We are thereby creating more reliable and efficient partners who can scale with us.

**How we engage with them**

Vendor meetings, supplier audit, ftacility visits

**Material issues**

- Product Quality, Safety and Recall Management
- Access and Affordability of Medicines
- Sustainable Supply Chain Management

**Frequency of engagement:** Frequent/Need-basis

**Capital linkage:**

**Risks:**

Business risk, quality risk, legal/regulatory risk, commodity risk, operational risk, financial risk

## Communities

**Purpose of engagement**

Our community engagement initiatives are designed to co-create development programs for well-being, ensuring the communities where we operate thrive with us.

**Value created**

Our engagement delivers direct impact for the communities we work with, in terms of improved health outcomes, water access, increased employability – all elevating their quality of life. Our CSR investment for the year was INR 307 Mn and we reached over 4.5 Mn individuals through our programs.

**How we engage with them**

Interaction with NGO partners for CSR initiatives, CSR impact assessment, employee volunteering during CSR initiatives, social media and website

**Material Issues**

- Access and Affordability of Medicines
- Natural Resource Management

**Frequency of engagement:** Frequent/Need-basis

**Capital linkage:**

**Risks:**

Operational risk, ESG risk

Social & Relationship Capital | Natural Capital | Intellectual Capital | Human Capital | Financial Capital | Manufactured Capital

Double Materiality Assessment

# Prioritizing What Matters - for Business and Society

At Glenmark, materiality is a strategic compass that ensures our ESG priorities are rooted in what matters most to our stakeholders and to our long-term business performance. In an era where environmental and social risks are increasingly linked to financial outcomes, our commitment to double materiality reflects our sharpened focus on sustainable value creation.

In FY 2023, we conducted a robust Impact Materiality Assessment, gathering detailed inputs from several internal and external stakeholders. This process laid the foundation for aligning our sustainability agenda with the expectations of those who matter most: patients, employees, regulators, investors, and communities.

Building on this, in FY 2025, we transitioned to a Double Materiality approach, in line with emerging global standards and best practices. This assessment evaluates each material issue both in terms of:

- **Impact materiality:** how we affect society and the environment.
- **Financial materiality:** how sustainability issues affect our long-term performance and enterprise value.

By reassessing and prioritizing issues through both lenses, we ensure a more future-ready and resilient ESG strategy, integrated with our broader business objectives.

## Our Approach to Double Materiality

### Identify

Targeted research has been conducted to identify from a universe of 50+ sustainability issues, which were further narrowed down to 22 high-priority topics relevant across our value chain, guided by frameworks such as Sustainability Accounting Standards Board (SASB), MSCI ESG Ratings Methodology, peer benchmarking and megatrends shaping the pharmaceutical sector.

### Engage

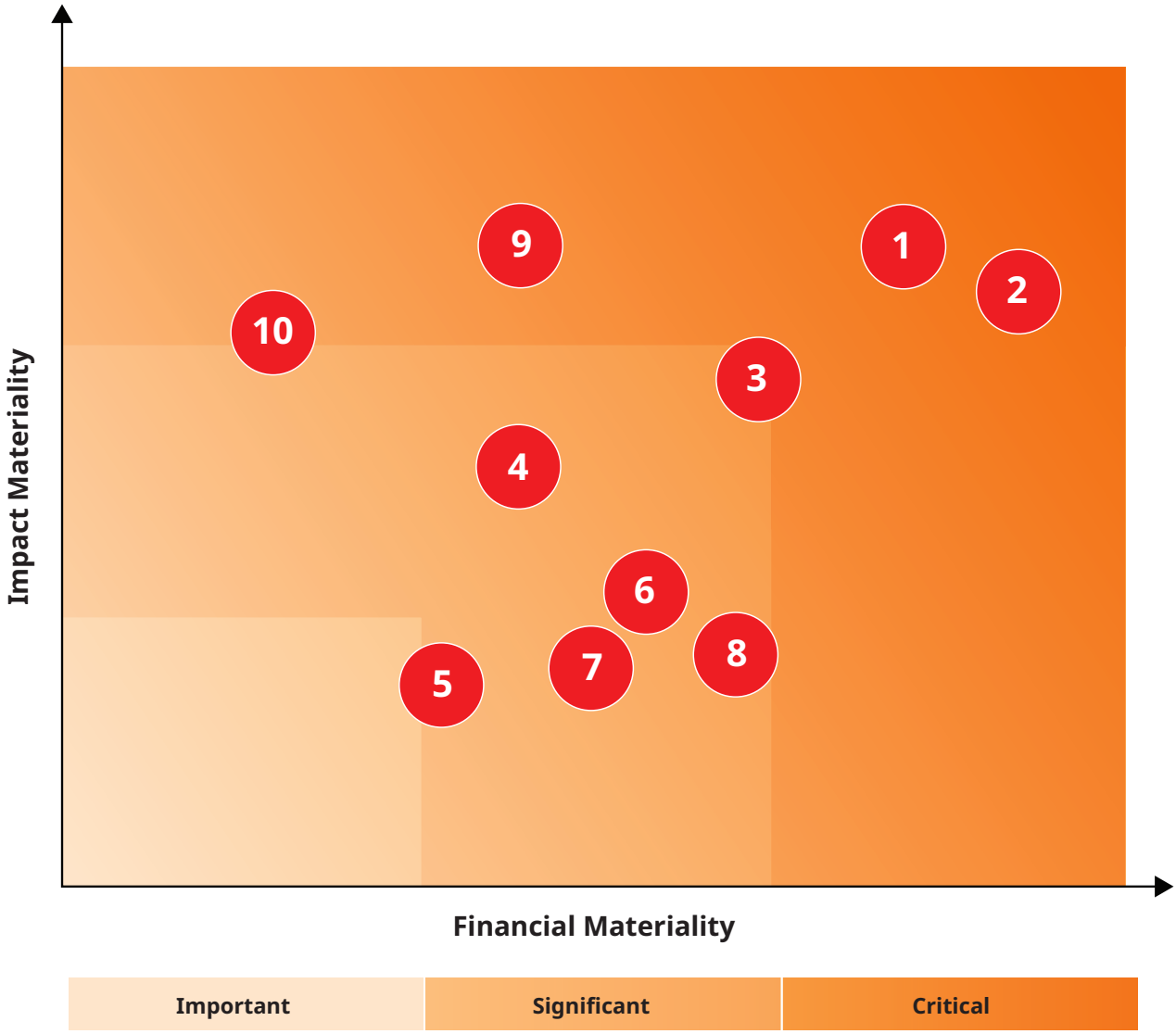
Online questionnaires were circulated through structured survey with our senior leadership to assess financial materiality. External stakeholders were engaged in a robust manner in FY 2023 and continued to inform our understanding of impact materiality.

### Evaluate

A comprehensive analysis of the results was refined into a materiality matrix, categorizing each issue as 'Important', 'Significant' and 'Critical' based on the dual materiality rating scale from an impact and financial materiality lens.



## Materiality Matrix – FY 2025




## Material Topics

1. Innovation and R&D
2. Product Quality, Safety, and Recall Management
3. Occupational Health, Safety, and Wellbeing
4. Sustainable Supply Chain
5. Access and Affordability of Medicines
6. Corporate Governance and Business Ethics
7. Human Capital Management
8. Data Privacy and Cybersecurity
9. Climate Action
10. Natural Resource Management

**Note:** The numbering above corresponds to the serial order of material issues as presented in the materiality matrix and does not indicate their financial or impact materiality ranking.

As a responsible corporate, we are committed to using this assessment as a strategic tool, guiding decisions, mitigating risks, and delivering impact at scale.

The management approach for our key material issues has been provided below:

## Innovation and Research and Development

Governance

| | |
|---|---|
| **Indicate whether risk or opportunity (R/O)** | Opportunity |
| **Rationale for identifying the risk / opportunity** | **Opportunity:** Innovation fuels competitive advantage, enabling market expansion and addressing unmet medical need globally, reinforcing our position as an innovation-led company. Strategic R&D investments in high-value therapies, IP-led research and strategic partnerships extend market reach and secure exclusivity. Focused on long-term pipeline strength and global relevance. |
| **Financial implications of the risk or opportunity (Indicate Positive or Negative implications)** | **Positive:** Drives revenue growth, long-term growth through patents, market exclusivity, and strategic opportunities through licensing, and partnerships. |

## Product Quality, Safety and Recall Management

Governance

| | | | |
|---|---|---|---|
| **Indicate whether risk or opportunity (R/O)** | Risk | | |
| **Rationale for identifying the risk / opportunity** | **Risk:** Product quality and safety are central to our credibility and long-term success. Any lapse risks patient health, regulatory action, and significant reputational damage, while counterfeit medicines undermine trust in our brand and the wider healthcare system. | | |
| **In case of risk, approach to adapt or mitigate** | We have an ISO-accredited, centralized Quality Management System and ensure strict adherence to Good Manufacturing Practices (GMP), across all our research, manufacturing, and distribution facilities. | Conduct rigorous supplier and pharmacovigilance audits to monitor and swiftly address product safety and quality issues, enhancing our overall assurance framework. | Regular pre-dispatch testing to ensure zero-compromise standards. |
| **Financial implications of the risk or opportunity (Indicate Positive or Negative implications)** | **Negative:** Non-compliance can result in product recalls, legal liabilities, and reputational harm. | | |

## Occupational Health, Safety and Wellbeing

Social

| | |
|---|---|
| **Indicate whether risk or opportunity (R/O)** | Risk |
| **Rationale for identifying the risk / opportunity** | **Risk:** Workplace safety incidents and ergonomic risks can lead to financial penalties, downtime, and reputational loss. |
| **In case of risk, approach to adapt or mitigate** | Ensure strict compliance with health and safety laws, regulations, and guidelines through various proactive measures including implementation of ISO 45001 and the British Safety Council's 5-Star Safety System, along with alignment to global safety programs.<br><br>Regular EHS audits to identify and mitigate risks.<br><br>Monthly reviews of EHS performance metrics, safety campaigns, and initiatives like the Safety Champion Program further strengthen safety culture.<br><br>Mandatory enforcement of PPE for all personnel entering plant premises. |
| **Financial implications of the risk or opportunity (Indicate Positive or Negative implications)** | **Negative:** Health and safety incidents drive operational disruption, financial implications, regulatory fines, legal liabilities, increased insurance premiums, costs related to medical treatment and compensation, and reputational damage. |

## Sustainable Supply Chain

Governance

| | |
|---|---|
| **Indicate whether risk or opportunity (R/O)** | Risk and Opportunity |
| **Rationale for identifying the risk / opportunity** | **Risk:** Supply chain disruptions significantly impact the timely supply and sales of products, leading to delays in delivery to patients and HCPs. Disruptions can impact revenues, brand trust and stall growth.<br><br>**Opportunity:** An efficient supply chain management system streamlines operations, reduces redundancies, and ensures effective logistics and inventory management. Strategic collaborations strengthen relationships with logistics partners, suppliers, distributors, and other stakeholders. Additionally, optimizing resources within the supply chain helps minimize operational expenditure and conserve company resources. |
| **In case of risk, approach to adapt or mitigate** | Implement risk mitigation plans for the identified potential risks and vulnerabilities across our supply chain.<br><br>Prioritize local sourcing.<br><br>ESG-screened supplier onboarding and periodic audits.<br><br>Diversified vendor base with contingency plans to ensure business continuity.<br><br>Leverage advanced digital inventory tools and analytics for real-time monitoring and improve forecasting capabilities to anticipate and respond to potential disruptions swiftly. |
| **Financial implications of the risk or opportunity (Indicate Positive or Negative implications)** | **Negative:** Supply chain disruptions may significantly impact operational continuity, leading to reduced productivity and potentially diminishing revenue generation capabilities.<br><br>**Positive:** Sustainable supply chain management enhances efficiency and ensures the consistent and timely delivery of products and services, reinforcing customer trust and business continuity. |

Social & Relationship Capital | Natural Capital | Intellectual Capital | Human Capital | Financial Capital | Manufactured Capital

## Access and Affordability of Medicines

Social

| | |
|---|---|
| **Indicate whether risk or opportunity (R/O)** | Opportunity |
| **Rationale for identifying the risk / opportunity** | **Opportunity:** Enhancing the availability and affordability of medicines expands market share, strengthens brand equity, aligns with global public health priorities, enabling public-private partnerships, government tenders, and inclusion in national health programs, further driving business growth. |
| **Financial implications of the risk or opportunity (Indicate Positive or Negative implications)** | **Positive:** Focused efforts for access to affordable medicines expands customer base, enhances competitive advantage, and fuels sustainable growth. |

## Corporate Governance and Business Ethics

Governance

| | |
|---|---|
| **Indicate whether risk or opportunity (R/O)** | Risk |
| **Rationale for identifying the risk / opportunity** | **Risk:** Non-compliance with local laws and regulatory requirements may result in hefty fines, penalties, or legal action. Undermining relationships with key stakeholders, including healthcare providers and regulatory bodies can impact the company's credibility and long-term brand value.<br>**Opportunity:** Ethical leadership builds stakeholder trust and strengthens reputation. Consistently maintaining ethical business practices fosters a positive corporate culture, mitigates business risks, and supports long-term sustainable growth. |
| **In case of risk, approach to adapt or mitigate** | Establish a robust corporate governance structure, ensuring compliance with all statutory and regulatory requirements.<br>Ensure a well-balanced board composition with a diverse skill set, including adequate representation of Independent Directors to safeguard stakeholder interests.<br>Ensure transparency in critical business areas to prevent conflict of interest.<br>Promote transparency through timely and accurate disclosures aligned with global reporting frameworks.<br>Enforce strict compliance with the Glenmark Code of Conduct by providing regular training to all employees.<br>Conduct regular internal and external audits to evaluate governance practices, financial controls, and adherence to applicable laws and ethical standards.<br>Maintain strong ethical business culture by implementing comprehensive policies and procedures addressing ethical conduct and compliance obligations. |
| **Financial implications of the risk or opportunity (Indicate Positive or Negative implications)** | **Negative:** Non-compliance with Code of Conduct and violation of local laws could lead to imposition of penalties by regulatory agencies, business disruption, revenue loss and reputational risks.<br>**Positive:** A strong, ethical and legally compliant corporate governance framework fosters stakeholder trust and strengthens our reputation – builds trust, mitigates legal/financial risks and support sustainable growth. |

## Human Capital Management

Social

| | |
|---|---|
| **Indicate whether risk or opportunity (R/O)** | Opportunity |
| **Rationale for identifying the risk / opportunity** | **Opportunity:** Investing in a diverse and inclusive workforce, while fostering continuous employee growth, builds a resilient and high-performing organization capable of delivering on its mission effectively. |
| **Financial implications of the risk or opportunity (Indicate Positive or Negative implications)** | **Positive:** Enhances productivity, reduce turnover, lowering recruitment and training costs. A high-performing workforce contributes directly to business growth, profitability, and sustained market leadership. |

## Data Privacy and Cyber Security

Governance

| | | | |
|---|---|---|---|
| **Indicate whether risk or opportunity (R/O)** | Risk | | |
| **Rationale for identifying the risk / opportunity** | **Risk:** Cyberattacks can lead to the theft of sensitive data such as patient records, clinical results, proprietary research, and intellectual property, causing financial losses, operational disruptions, and damage to brand reputation. Inadequate security measures weaken competitive advantage and expose the company to significant risks, both financial and reputational. | | |
| **In case of risk, approach to adapt or mitigate** | Established a multi-layered control, including multi-factor authentication, antivirus software, and firewalls to safeguard data. | Enforce strict access control mechanisms to ensure only authorized personnel can access confidential information. | Ensure compliance with relevant data protection regulations such as GDPR and HIPAA. |
| | Developed a comprehensive incident response plan with clear procedures for managing cybersecurity incidents. | Conducting regular employee awareness and training sessions. | Continuously monitor and analyze systems for new vulnerabilities through regular network and system scans. |
| **Financial implications of the risk or opportunity (Indicate Positive or Negative implications)** | **Negative:** Failure to comply may result in regulatory penalties, operational disruptions, financial losses, and significant reputational damage. | | |

## Climate Action

Environment

| | |
|---|---|
| **Indicate whether risk or opportunity (R/O)** | Risk and Opportunity |
| **Rationale for identifying the risk / opportunity** | **Risk:** Climate risks can directly disrupt operations, supply chains, drive up additional costs, posing a threat to profitability and long-term growth.<br>**Opportunity:** By adopting sustainable and environmentally responsible practices, we can improve operational efficiency, reduce energy and resource consumption, and ultimately lower costs over the long term. In addition, a strong sustainability strategy enhances our appeal to environmentally conscious stakeholders, including consumers, investors, and strategic partners. This growing interest in sustainable business practices can lead to increased brand value, market share, and long-term growth potential. |

| | | | |
|---|---|---|---|
| **In case of risk, approach to adapt or mitigate** | Develop and implement a climate resilience strategy by identifying and addressing potential vulnerabilities within our operations and supply chain which will help ensure business continuity in the face of climate-related disruptions. | Reduction of greenhouse gas (GHG) emissions through adoption of energy-efficient practices, transitioning to cleaner fuels, and increasing the share of renewable energy in the overall energy mix. These measures will contribute to a lower carbon footprint and long-term sustainability. | Strengthening supply chain resilience to maintain operational stability. |

| | |
|---|---|
| **Financial implications of the risk or opportunity (Indicate Positive or Negative implications)** | **Negative:** Disruption in operations and supply chain can affect efficiency, customer satisfaction, and overall business performance.<br>**Positive:** Long-term stability and sustainable growth of our business and ESG leadership. |



Glenmark Foundation's Project Jal Kavach in Dhar, Madhya Pradesh

Social & Relationship Capital | Natural Capital | Intellectual Capital | Human Capital | Financial Capital | Manufactured Capital

## Natural Resource Management

Environment

**Indicate whether risk or opportunity (R/O)** Risk and Opportunity

**Rationale for identifying the risk / opportunity**

**Risk:** Improper disposal of wastewater and waste, along with excessive air pollutant emissions, can lead to legal penalties and damage reputation. Moreover, high water consumption and poor air quality management pose risks to productivity and the well-being of workers and surrounding communities.

**Opportunity:** Responsible management of natural resources ensure environmental compliance, protect public health, and maintain operational efficiency. By improving water efficiency, adopting sustainable waste management practices like the 3Rs (Reduce, Reuse, Recycle), and implementing advanced air pollution control technologies, we can conserve resources and reduce operational costs. Embracing renewable energy and innovative solutions mitigate environmental risks and opens avenues for regulatory incentives, carbon credits, and enhanced corporate reputation. These initiatives support long-term sustainability while driving operational excellence and stakeholder trust. By adhering to environmental regulations and adopting sustainable practices in water, waste, and air pollution management, we can mitigate these risks and promote long-term operational resilience.

**In case of risk, approach to adapt or mitigate**

| | | | | |
|---|---|---|---|---|
| Implement water conservation measures by deploying water-efficient equipment and optimizing processes to reduce consumption. | Ensure proper treatment and reuse of wastewater across all operations to minimize dependency on freshwater resources. | Long-term plan is to install Zero Liquid Discharge systems across all our manufacturing sites. | Maintain comprehensive water inventory and regularly monitor our performance on water conservation initiatives. | Promote waste recycling to lower our reliance on virgin natural resources and reduce environmental impact. |
| Adopt co-processing methods for waste and minimize landfill disposal. | Ensure full compliance with all applicable waste management regulations and hazardous waste rules. | Advanced emission controls to ensure compliance with environmental standards. | Foster a culture of sustainability and environmental responsibility across all levels of the organization. | 3R waste strategy. |

**Financial implications of the risk or opportunity (Indicate Positive or Negative implications)**

**Negative:** Mismanagement of natural resources drives penalties, may lead to supply shortages and costly operational disruptions. Similarly, improper waste disposal practices increase the likelihood of legal action, fines, and higher compliance costs, while also damaging our reputation and customer trust. Additionally, failing to adequately control air emissions risks incurring regulatory penalties, may negatively impact brand value and restrict future growth opportunities.

**Positive:** Effective natural resource management across water, waste, and air pollution plays a vital role in reducing costs and enhancing profitability. Conserving and reusing water can significantly lower procurement expenses while also minimizing operational risks. Recycling waste helps conserve resources and creates additional revenue streams and reduces the costs associated with waste disposal. Furthermore, investing in air pollution controls ensures compliance with environmental regulations, helping avoid costly fines and operational disruptions.

ESG at Glenmark

# ESG Strategy

Our approach to ESG is embedded into how we drive responsible growth and long-term resilience. It is a core enabler of trust, sustainability and value creation. Guided by a clear strategy and a strong commitment to science, ethics and access, we are integrating environmental responsibility, social impact and robust governance across every part of our value chain. Our structured, three-pronged ESG approach enables us to deliver meaningful outcomes at scale for patients, partners, communities and the planet.

## Plan

Create actionable plans that integrate sustainability principles to support business growth and sustainability targets.

## Promulgate

Share ESG outcomes to enhance stakeholder engagement and reinforce alignment with strategic priorities.

## Publish

Present documented evidence of initiatives in line with global frameworks, including Integrated Reporting (IR), Global Reporting Initiative (GRI), Dow Jones Sustainability Index (DJSI), CDP, Business Responsibility and Sustainability Report (BRSR), Science Based Targets initiative (SBTi), UNGC and EcoVadis.



## Pillars of our ESG Strategy

### Environmental Consciousness

We are committed to reducing our environmental footprint through sustainable practices embedded across our value chain, from research and manufacturing to distribution. Our focus is on lowering emissions, conserving water, reducing waste, and improving energy efficiency to support ecological balance.

### Social Inclusion

We champion better health outcomes and well-being by advancing access to affordable medicines, promoting inclusive talent practices, and supporting community initiatives. Our approach is rooted in equity, impact, and shared progress.

### Ethical Governance

We uphold the highest standards of corporate governance with a framework focused on transparency, integrity, and accountability. It guides ethical conduct and enables sustainable value creation for all stakeholders.



## Our ESG Targets

As a responsible corporate committed to sustainability and delivering positive outcomes for all stakeholders, we recognize the critical importance of strategic target setting. It enables robust monitoring of our sustainability performance and serves as a benchmark for continuous improvement. We have defined key targets aligned with our sustainability priorities and are making focused efforts to achieve them.

| Dimension | Targets | FY 2025 Performance |
|---|---|---|
| **Environmental** | • Carbon neutrality (Scope 1 and 2 emissions) by 2030.<br>• Water neutrality by 2025.<br>• Zero Waste to Landfill at all plant locations by 2027. | • Scope 1 emissions -17,284 tCO2e & Scope 2 emissions – 76,559 tCO2e.<br>• Exceeded our target of being Water Neutral to Water Positive.<br>• 100% sites in India have achieved Zero Waste to Landfill. |
| **Social** | • Impact 5 Mn lives by 2030.<br>• Deepen global presence and deliver high-quality and affordable medicines in new markets.<br>• Continue focus on gender equality and diversification.<br>• Zero accidents at workplace. | • Impacted 4.5 Mn lives.<br>• Global presence in 80+ countries.<br>• 14% women in workforce.<br>• 205 women in STEM roles.<br>• 44% Board Diversity. |
| **Governance** | • Maintain an ethical business culture to drive robust governance practices beyond compliance.<br>• Continue maintaining high quality products and product transparency. | • Adherence to the highest standards of business ethics and strict regulatory compliance.<br>• Continued to provide safe and high-quality products. |

## ESG Governance

Our ESG governance framework is led by the ESG Committee, chaired by the Chairman and Managing Director (CMD). The CMD regularly reviews our decarbonization and climate initiatives, including strategies, targets, and quarterly performance. The President of Operations and Supply Chain monitors monthly progress on climate-related initiatives to ensure effective implementation. The committee evaluates advancements in our ESG strategy, focusing on goals that benefit the economy, environment, and society. We also provide regular updates on ESG activities to our Executive Leadership team at least three times a year to ensure senior-level oversight and accountability.

## Responsibilities

**Board of Directors**

### ESG Committee

- Establishes and reviews ESG policies and strategies
- Monitors ESG performance and compliance with relevant standards and regulations
- Engages with stakeholders to understand their concerns and expectations
- Reports ESG performance to the Board of Directors and shareholders

### ESG Management Committee

- Implements the ESG strategy and integrates it into business operations
- Identifies and manages ESG risks and opportunities
- Coordinates with cross-functional teams to achieve ESG targets
- Reports ESG performance to the ESG Committee

**Environment Team**

Manages environmental sustainability initiatives, including water management, energy efficiency, waste reduction, and carbon emissions control.

**Social Impact Team**

Focuses on community engagement, employee health, safety and welfare, and product accessibility programs.

**Governance Team**

Ensures compliance with corporate governance standards and ethical guidelines.

Value Creation Model

# From Science to Stakeholder Value

## Inputs

**Financial Capital**

Investing in growth areas and premium products to improve margins and build long-term sustainable value.

- Capital Expenditure: INR 7,150 Mn.
- Employee Expenditure: INR 30,221 Mn.
- Debt Equity Ratio: 0.25.

**Manufactured Capital**

Driving productivity through technology and digital solutions, we remain steadfast in our commitment to operational safety and reliability.

- 11 manufacturing facilities.
- 36 internal audits.
- 91.12% pharmacovigilance training compliance.

**Intellectual Capital**

With innovation at its core, Glenmark is redefining healthcare and setting new standards for the industry.

- INR 9,183 Mn R&D expenditure.
- 887 skilled R&D personnel and 04 R&D Centres.
- Initiated 03 clinical studies, involving ~300 individuals.

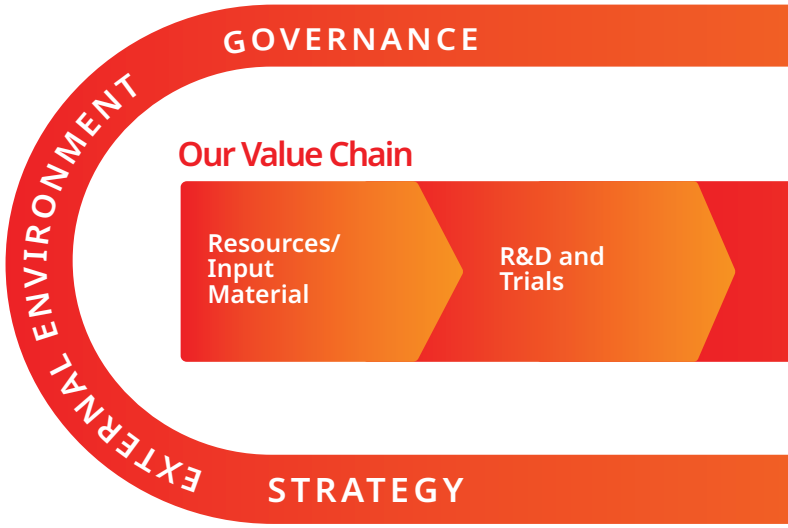
## Value Creation Approach

### Vision

To emerge as a leading, research-led, global pharmaceutical Company.

### Our Business

Formulations and Specialty and Innovative Products




## Outputs

- Revenue: INR 133,217 Mn.
- EBITDA: INR 23,514 Mn.
- >60% contribution from branded markets.
- Enterprise Value INR 439,756 Mn.

- 4 sites certified by the U.S. FDA.
- 10,745 Mn Formulation Units Manufactured.
- 30 regulatory inspections successfully completed.

- 1,343+ patents as on 31st March 2025
- 4 cumulative ANDAs filed.
- 75 new products launched.
- 175+ Emerging Markets Filings.

## Outcomes

- Enhanced financial position through strategic investments driving innovation and long-term growth.
- Improved ability to invest in new opportunities while effectively managing risks and supporting long-term objectives.
- Stable and continuous returns to shareholders.

- Optimized infrastructure, efficient production processes and enhanced operational reliability.
- Robust IT infrastructure and improved quality culture.

- Investments in R&D have led to continuous improvements in operational efficiency and enhanced our research capabilities.
- Increased number of product launches during the year.

## SDG Alignment

**Human Capital**

Our focus on upskilling, health, and holistic well-being ensures a resilient workforce, driving retention and long-term engagement.

- 15,800 global employee strength.
- 605,971 total training hours.

**Social & Relationship Capital**

Collaborating with stakeholders across the value chain, we build enduring relationships that reinforce our reputation and long-term success

- 307 Mn CSR spend.
- 185 vendor quality audits.
- 195 critical suppliers.

**Natural Capital**

Optimizing resource use to deliver social and economic value, while reducing our environmental footprint.

- INR 43 Mn investment in energy efficiency.
- 513,337 KL water consumed.
- 3,713 MT waste generated (hazardous & non-hazardous).

RISK MANAGEMENT

Manufacturing and Logistics

Marketing and Distribution

Patients – They are at the core of what we do

PERFORMANCE

OUTLOOK

**Supported by our values**

Achievement

Respect

Knowledge

- 14% women employees.
- GPTW certified.
- 100% return to work rate.
- Zero Fatalities.
- Employee Well-being Framework.

- 75% local sourcing. 75 critical suppliers assessed for ESG.
- Affordable access to essential and specialty medicines.
- Collaborative programs with healthcare providers and advocacy groups.
- 4.5 Mn beneficiaries impacted through CSR.

- 10,110 GJ saved through energy efficiency initiatives.
- Achieved Water Positivity.
- Achieved Zero Waste to Landfill.

- Skilled and motivated workforce contributing to higher productivity and employee satisfaction resulting in reduction in attrition rates.
- Development of talent pipelines and succession planning for long-term organisational resilience.
- Safe, inclusive and diverse ecosystem within the Company.

- Improved patient health outcomes and quality of life.
- Greater market penetration, driven by trusted partnerships.
- Strengthened community resilience and social wellbeing.

- Committed to sustainable business practices that promote environmental stewardship and positively impact nature and climate.









# Financial Capital

SDG's in Focus







## Powering Business Transformation and Future-Ready Growth

Our Financial Capital is a strategic enabler of innovation, focus, and sustained value creation. Through disciplined capital allocation, prudent cost management, and sharper execution, we are supporting the transformation of our business and unlocking opportunities across high-potential therapeutic areas.

A robust financial framework allows us to strengthen innovation partnerships, invest in differentiated science, and navigate complex global markets with agility. By aligning financial decisions with long-term priorities, we are building a future-ready organization that is designed to deliver resilient growth, better outcomes, and lasting impact.

## Material Issues

- Innovation and R&D
- Access and Affordability of Medicines
- Corporate Governance and Business Ethics

# Key Highlights for FY 2025

| INR 133,217 Mn | INR 23,514 Mn | INR 10,471 Mn |
|---|---|---|
| Revenue from operations | EBITDA | PAT |

## We Value

- **Operational performance:** Generating revenues and EBITDA through efficient operations.
- **Strategic investment:** Directing funds to innovation (R&D), capacity expansion, and market entry.
- **Returns to investors:** Optimizing capital structure, managing cash, and dividends/share buybacks, etc.
- **Financial flexibility:** Maintaining liquidity buffers and prudent risk management.

## Strategic Overview

Financial Capital underpins our ability to drive and deliver sustainable value creation for all stakeholders. It is both an outcome and an enabler of our business model. Through responsible capital allocation, value creation, and risk management, we ensure financial sustainability while investing in innovation, talent, and sustainability.

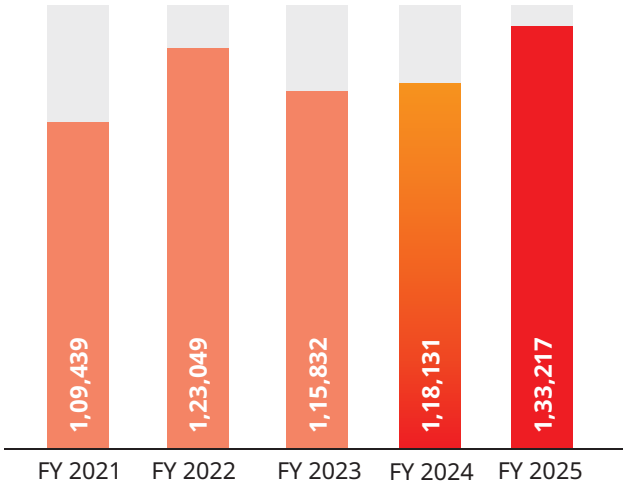
## Economic Value Generated and Distributed

We report our economic value generated and distributed on an accrual basis, aligned with our audited consolidated financial statements.

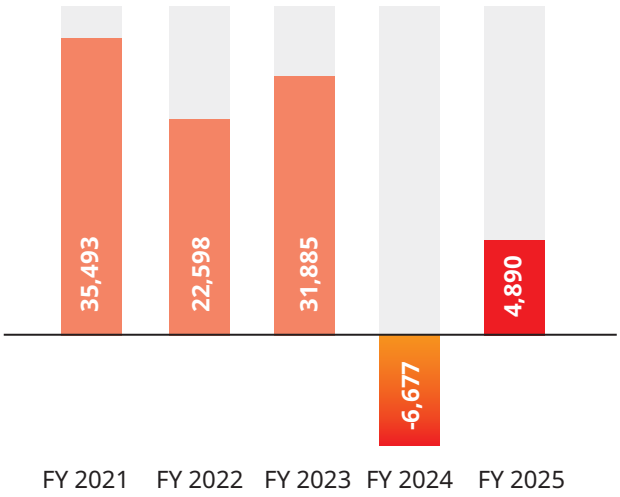
| Ratio | FY 2025 |
|---|---|
| Debtors Turnover | 5.12 |
| Current Ratio | 1.56 |
| Debt Equity Ratio | 0.25 |
| Net Profit Margin (%) | 7.9% |
| Return on Net Worth (%) | 15.5% |
| Return on Capital Employed (%) | 18.5% |
| EBITDA Margin (%) | 17.6% |



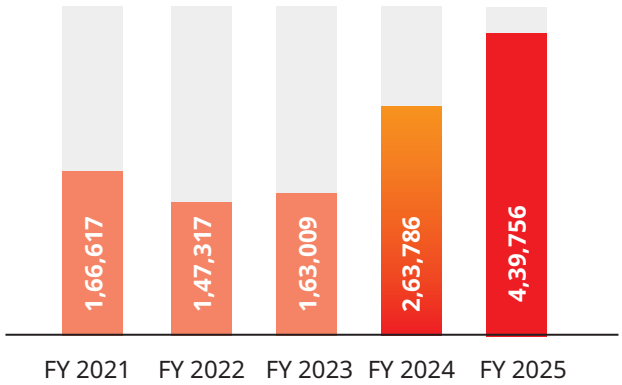
## Revenue from Operations




## Net Debt (Cash)

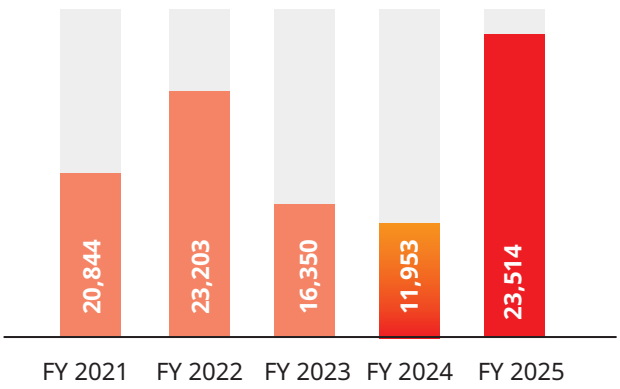



## Enterprise Value*

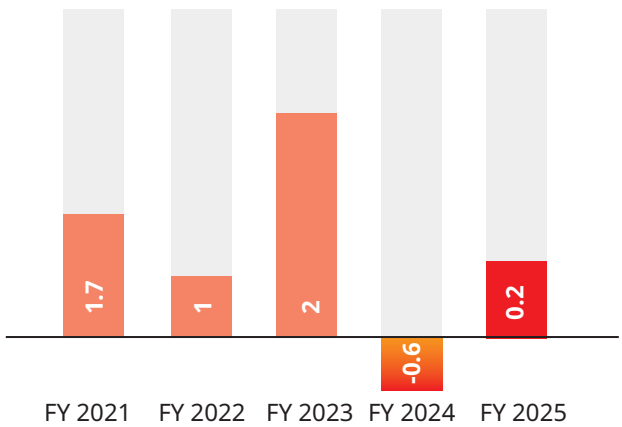



* The market cap calculation is based on the closing price on NSE as of the last trading day of the financial year.

## EBITDA




## Net Debt/EBITDA




**Earnings before Interest, Tax, Depreciation and Amortisation ("EBITDA")**
In FY 2025, we reported an EBITDA of INR 23,514 Mn (FY 2024: INR 11,953 Mn) with EBITDA margins of 17.6% (FY 2024: 10.1%). This increase was primarily driven by an improved gross margin over the previous year.

## Strengthening Our Financial Position

Strategic investments in both tangible and intangible opportunities that bolster our innovative capabilities and drive long-term impact drive our efforts for enhanced financial performance. These investments align with our dedication to generating value for shareholders while consistently upholding ethical business practices and fulfilling regulatory obligations.

We understand the diverse effects of wealth distribution on our various stakeholder groups. In fulfilling our responsibilities, we contribute significantly to societal development through tax payments in the regions where we operate. Moreover, we aim to deliver substantial financial returns to our investors, recognizing their trust and ongoing support in our business.

Our financial capital represents the funds we generate and deploy to propel strategic initiatives, foster innovation, and create sustainable value for stakeholders. This capital includes equity, debt, and retained earnings, which empower us to invest in new opportunities, effectively manage risks, and support our long-term objectives. By maintaining a robust financial position, we enhance our ability to meet current obligations and seize future opportunities, further solidifying our commitment to generating lasting economic value.

## Income from Continuing Operations

With over four decades of organic growth, we have established a commercial presence in more than 80 countries. Our India business is currently ranked 13th and remains one of the fastest-growing companies in the Indian Pharmaceutical Market. Additionally, we are recognized as the 15th largest generic company by prescriptions filed in the U.S. Our strong performance in the reporting period can be attributed to our robust capabilities in R&D and manufacturing.

**Our consolidated revenue from operations for the year ending March 31, 2025, stood at INR 133,217 Mn, compared to INR 118,131 Mn for the financial year ending March 31, 2024.**

The Indian pharmaceutical sector recorded single-digit growth during this period due to factors such as a high base effect, sluggish volume growth, and external pressures including global economic slowdowns and geopolitical tensions in Asia and Europe. In contrast, our revenue has continued to rise steadily. This growth can be linked to our strategic product launches, commitment to R&D, expanding market presence, and partnerships.

This approach will continue to reinforce our position as a leader in the pharmaceutical industry while delivering substantial benefits to our stakeholders.

**Geographical Revenue: FY 2025 Contribution**

| INR Mn | FY 2025 | FY 2024 | Growth % |
|---|---|---|---|
| **India** | 44,845 | 33,994 | 31.9% |
| **North America** | 30,172 | 30,943 | -2.5% |
| **Europe** | 28,463 | 24,205 | 17.6% |
| **Emerging Markets** | 28,138 | 27,666 | 1.7% |
| **Total** | **1,31,618** | **1,16,807** | **12.7%** |
| **Other Revenue** | 1,599 | 1,324 | 20.8% |
| **Consolidated Revenue** | **1,33,217** | **1,18,131** | **12.8%** |

## Other Key Financial Highlights

**Employee expenses:**

Our employee expenses for the year stood at INR 30,221 Mn, an increase of 5.4% over FY 2024. The increase was largely due to annual increments, performance-linked components and addition of manpower for expanding the field force.

### Elevated Financial Health Rating

A steadfast commitment to maintaining low leverage has reinforced our credit profile, in line with its conservative financial policy. This strong performance has been acknowledged by global credit rating agencies, enabling the continuation of last year's robust ratings.

This consistency reflects our robust research pipeline, innovative products, and strategic partnerships. By maintaining this credit rating, we continue to reduce borrowing costs and enhance our credibility for future collaborations and acquisitions and symbolizing financial health and stability. This strongly supports our position as an attractive investment option for stakeholders worldwide.

| AA-, Positive | BB+, Stable | AA, Stable |
|---|---|---|
| India Rating | S&P | CRISIL |

### R&D Investments

Research and development (R&D) are vital to our growth, facilitating the discovery and development of new therapies that meet unmet medical needs. Our investments in R&D allow us to stay at the forefront of scientific advancements, enhance our product pipeline, and maintain a competitive advantage in the market. We continuously improve our existing products and create innovative therapies that enhance the quality of life for patients globally. This commitment to innovation not only drives our business growth but also highlights our dedication to advancing global healthcare. Our R&D expenditure for FY 2025 stood at INR 9,183 Mn*[4].

### Dividends

We are pleased to announce that our Board of Directors has recommended a dividend for the reporting period, reflecting our commitment to enhancing shareholder value. The Board has proposed a final dividend of 250%, totalling INR 2.50 per equity share with a face value of INR 1, to be allocated from profits for FY 2025, pending approval at the upcoming Annual General Meeting (AGM). This proposed dividend will result in a total outflow of INR 705.50 Mn.

### Promoting Tax Transparency and Accountable Reporting

We maintain the highest standards of accountability and transparency in our tax practices, ensuring compliance with all relevant laws and regulations. Our approach to taxation reflects a sense of responsibility, recognizing that tax practices impact not only our business but also society. Strict alignment and adherence to applicable tax laws and regulations is mandated by our Tax Policy, further enhancing our commitment to transparency.

Our commitment to accountability goes beyond legal compliance; we actively engage with tax authorities to address any potential discrepancies or disputes promptly and amicably. Through open communication, we aim to foster a relationship of mutual respect and cooperation with tax authorities, grounded in a shared commitment to tax integrity. By embracing accountability and transparency in our practices, we reaffirm our commitment to responsible corporate citizenship and sustainable business practices.

For further details refer to our Tax Transparency Report for FY 2025.

### Capital Expenditure

In FY 2025, our capital expenditure amounted to INR 7,150 Mn, representing strategic investments essential for achieving our organizational objectives, including market expansion and optimized capacity utilization. These investments promote innovation, sustainable practices, and a value chain with a minimal carbon footprint. Furthermore, they prioritize stakeholder well-being, underpinning our sustainable growth and long-term prosperity.

### Creating Sustainable Value for Long-Term Success

In the evolving global pharmaceutical landscape, our strong presence is marked by significant growth and innovation, driven by cutting-edge R&D initiatives and rising demand from shifting demographics and increasing healthcare needs. We capitalize on these opportunities by prioritizing innovation and leading breakthroughs in healthcare solutions globally.

### De-risking the Business in a Challenging Global Environment

As the industry evolves with rapid technological advancements and regulatory changes, we remain committed to maintaining the highest standards of integrity and accountability. Our extensive achievements in R&D, along with transformative initiatives to enhance operational efficiency and sustainability, position us to confidently and resiliently navigate the complexities of the pharmaceutical landscape.

[4] INR 5,170 Mn pertains to IGI





# Manufactured Capital

## Strengthening Capabilities to Deliver with Speed and Quality

Our manufacturing capabilities are evolving to support our transformation into a focused, innovation-led organization. With a global footprint and robust quality systems, our facilities are integral to how we bring science to life and deliver high-quality medicines to patients worldwide.

All our sites are designed for agility, compliance, and scalability. This enables us to respond to dynamic market needs, support differentiated portfolios and enhance supply reliability. As we sharpen our therapeutic focus and expand our global reach, our manufacturing capital continues to play a vital role in driving operational excellence and long-term value.

SDG's in Focus




## Material Issues

Product Quality, Safety and Recall Management

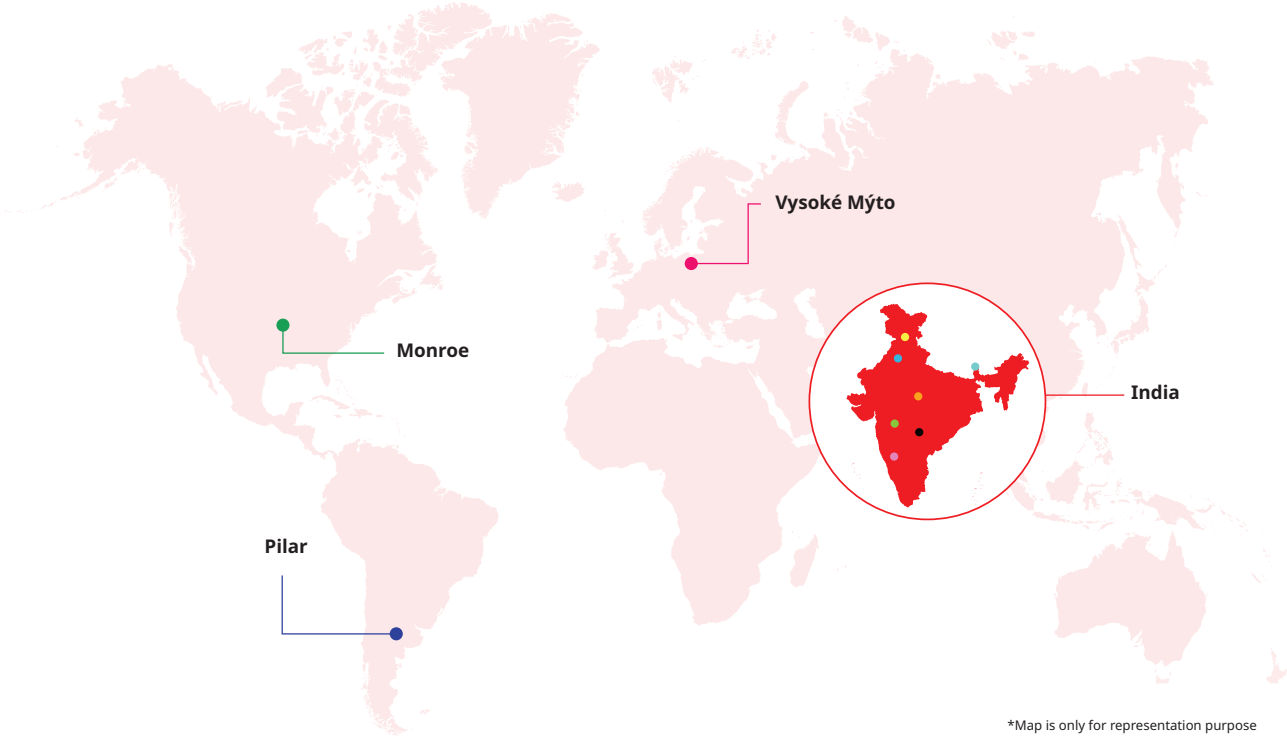
# Key Highlights for FY 2025

| | | |
|---|---|---|
| **11**<br>Global manufacturing sites | **4**<br>U.S. FDA approved sites | **INR 7,150 Mn**<br>CAPEX |
| **10,745 Mn**<br>Units manufactured | **36**<br>Quality audits | **30**<br>Regulatory inspections |

## Our Manufacturing Capabilities

Our manufacturing footprint spans 11 sites globally, equipped with advanced technologies to support the production of oral solids, semi-solids, liquids, nasal sprays, and injectables. These capabilities enable us to maintain high standards of quality, regulatory compliance, and supply continuity across diverse markets.

We continue to invest in automation, digitization, and process innovation to increase flexibility, improve time-to-market, and support a differentiated product portfolio. These enhancements are critical to ensuring that our manufacturing remains agile, efficient, and well-positioned to meet current and future healthcare needs.




*Map is only for representation purpose

- **Nashik**
  - Oral Solids
  - Oral Liquids
  - Semi Solids (Lotion & Ointment)
  - Shampoo
  - Powder
- **Baddi**
  - Oral Solids
  - Oral Liquids
  - Semi Solids
  - Inhaler
  - Nasal Spray
- **Chhatrapati Sambhajinagar**
  - Oral Solids
  - Inhaler (MDI)
  - Nasal Spray
  - Topical Foam
- **Indore**
  - Oral Solids
  - Semi Solids
  - Immuno Suppressant Block
- **Goa**
  - Oral Solids
  - Semi Solids
  - Sachet
- **Nalagarh**
  - Oral Liquids
  - Semi Solids (Ointments, Creams and Cosmetics)
- **Nashik** (Glenmark Healthcare Limited)
  - Oral Liquids
- **Sikkim**
  - Oral Solids

**International Sites**

| | |
|---|---|
| **Monroe, USA** | Injectables |
| **Pilar, Argentina** | Liquid and Lyophilized Injections |
| **Vysoké Mýto, Czech Republic** | Oral Solids |

## Building the Backbone of Future Growth

To meet the needs of patients worldwide, we are strengthening our Manufactured Capital through a three-pronged approach: scaling capacity for growth , digitizing for excellence and embedding sustainability into all operations.

**02**

**Digitization and Operational Excellence**

We are systematically upgrading our manufacturing lines with modern, automated technologies to improve output and minimize human error. These initiatives contribute to greater consistency, reduced cycle times, and lower our operational costs without compromising quality.

**01**

**Scaling for Growth**

Upgrading our manufacturing lines with automated technologies and digital systems are contributing to greater consistency, reducing cycle times, and lowering our operational costs without compromising quality.



**03**

**Embedding Sustainability**

Renewable energy solutions, resource efficient and circular economy practices are integral to our operations, reducing environmental impact while strengthening long-term resilience.

### Scaling for Growth

In FY 2025, we invested strategically across key sites to ensure supply security and operational agility.

- Respiratory leadership: New nasal spray and Metered Dose Inhaler (MDI) lines commissioned in Baddi and Chhatrapati Sambhajinagar, expand our speciality portfolio and strengthen our respiratory offerings.
- Formulation diversity: Goa and Indore sites added advanced compression, coating, and semi-solid manufacturing capabilities to support new formulations and technology transfers.
- International reach: Capacity expansions and packaging upgrades in Europe and Latin America enhance supply reliability for key markets.

### Digitization and Operational Excellence

We are embedding Industry 4.0 practices to deliver consistent quality, improve productivity, and ensure regulatory compliance.

- Advanced digital systems: Electronic batch manufacturing records (eBMR), RM/PM Barcode automation, and SAP-enabled production planning are now operational at multiple sites.
- Advanced quality systems: Upgrades to Trackwise EQMS and Laboratory Information Management Systems (LIMS) enable real-time process monitoring and greater automation.
- Operational excellence: From batch size optimization to total productive maintenance (TPM), our operational excellence programs are reducing cycle times and maximizing resource utilization.

### Embedding Sustainability

We are aligning growth with environmental responsibility.

- Zero waste-to-landfill achieved across India manufacturing sites.
- Renewable energy shift with solar power installations in Nalagarh, Nashik, and Chhatrapati Sambhajinagar (through PPA) and a briquette-based boiler in Baddi using biogenic fuel instead of fossil fuels.
- Circular economy practices with resource-efficient operations, water reuse, and energy-saving equipment are standardized across facilities.
- We have achieved Water Positivity for our operations through focused initiatives.

## During the year, we made significant investments to shape a stronger manufacturing network across India and key international sites:

| Site | Key Initiatives |
|---|---|
| **Baddi** | • Commissioned new nasal and MDI lines, upgraded QC labs, installed a 4 Ton Briquette Boiler, and expanded SSD capacity.<br>• Implemented several upgrades including the MDI Auto top-up facility, Electronic Signature Solution (MSB documents), Trackwise EQMS application upgrade, an automated dose delivery system along with operational excellence initiatives such as batch size enhancements and in-process frequency reduction. |
| **Goa** | • Added a high-capacity tablet press and capsule filling machine.<br>• Introduced LIMS, e-logbooks, barcoding systems, foil detection sensors on ACG wallet packing and operational excellence initiatives such as cleaning & line clearance crews, TPM, Manager Model Line Industry 4.0. |
| **Indore** | • Commissioned advanced compression and coating machines.<br>• Implementations included Trackwise for QMS, Aspire training learning management system, Open Text for document management, PiSCADA system extension, computerized system upgrades (Cadmach Compression Machine, purified water system), and the eBMR project.<br>• Facility modifications supported QC enhancements and future plans for a centralized quality control lab. |
| **Chhatrapati Sambhajinagar** | • Commissioned additional nasal and MDI lines, HVAC upgrades (550 TR Chiller, Air Compressor).<br>• Implementation included a Fette compression machine in the Oral Solid Dosage block, warehouse management systems, a solar energy project, SAP-based document management, and expanded warehouse and QC capabilities through external rentals and centralized calibration labs. |
| **Nashik** | • Commissioned a strip sealing machine, DX-AHU system upgrades, and solar power installations.<br>• Improved hazardous waste disposal methods for cost savings and environmental impact and introduced operational excellence projects such as CLIT systems and batch size optimization across multiple product lines. |
| **Sikkim** | • Commissioned pinhole detectors, multi-tip tooling for Telma 40, and upgrades to ETP monitoring systems.<br>• Implemented QR code integration, format control through SAP and operational excellence initiatives such as 0% overages in Telma 80 and Telma CT 40 and batch size revisions. |
| **Nalagarh** | • Implemented initiatives like zero purified water use for PET bottle cleaning and installation of a solar system to reduce carbon footprint. |
| **Pilar** | • Upgraded serialization systems, installed SIMMA microbiology monitoring, and added energy-efficient equipment in the Quality Lab.<br>• Operational excellence included cleaning methodology enhancements, downtime reduction initiatives, and waste reduction targets (8% landfill waste cut and 25% reduction of special waste per manufactured unit).<br>• Energy efficiency initiatives included compressor technology upgrades and LED lighting. |
| **Vysoké Mýto** | • Implemented an online OEE system for packaging efficiency, ordered a new packaging line to increase capacity, and initiated a warehouse extension project.<br>• Reconstruction of a new packaging area is underway to support EU market demand. |
| **Monroe** | • Implemented key digital technologies including TrackWise, OpenText, PLC upgrades, ORABs in the PFS line, and PMS across all manufacturing lines. |

## Compounding Gains Across Operations

Targeted interventions are translating into tangible savings

**Environmental conscious practices are engineered into the way we run our plants.**

Notably, at our Baddi facility, several practical initiatives reflect a deliberate shift towards resource efficiency and operational resilience such as the following:

**Waste to Value**

Recovery and sale of Isopropyl Alcohol (IPA) from Baddi waste eliminates waste and creates a revenue stream.

**Cleaner Energy**

A 4 MT briquette boiler is replacing LPG with biomass steam for hot water generation, cutting fossil fuel use.

**Water Stewardship**

RO and MGF reject water reused for canteen cleaning and toilets, cutting effluent generation by 30%.

**Efficiency Gains**

Hot water condensate recovery improves boiler performance, online primary treatment system ensure smoother ETP operations.



## Training Programs to Improve Operational Efficiency

Periodic and tailored training programs are implemented to ensure our frontline teams and site leaders are equipped with the right skills they need, whether it's mastering lean principles, sharpening problem-solving through Six Sigma, or adopting new digital systems. These programs create a culture where continuous improvement is integrated across operations and business functions. By customizing initiatives for each site's unique challenges, we build practical capabilities that deliver measurable gains in productivity and resource efficiency across our network.

### Training Programs in FY 2025

| Program | Objective | Outcome |
|---|---|---|
| **Glenmark Centre for Learning (GCL)** | Develop future leaders with a strong foundation, cross-functional perspective, systems thinking, and a leadership mindset to strengthen Glenmark's leadership pipeline. | • Equipped participants with essential leadership skills and cross-functional awareness to take on broader responsibilities. |
| **Good Manufacturing Practices (GMP)** | Equip our staff with the knowledge and discipline to execute processes in line with GMP Standards, ensuring product quality, patient safety and audit readiness. | • Improved staff understanding of GMP requirements to strengthen day-to-day compliance and audit preparedness. |
| **Root Cause Analysis for Nonconformity Management** | Build the capability of our manufacturing teams to systematically investigate nonconformities, identify true root causes and implement corrective actions to prevent recurrence. | • Enhanced teams' ability to identify root causes and apply corrective actions, helping reduce repeat issues and improving problem-solving on the shop floor. |
| **Six Sigma Green Belt** | Build cross-functional capability in process improvement tools and methodologies. | • 27 participants were equipped with tools to lead efficiency improvement projects. |
| **Manthan** | Drive operational efficiency through process improvements, multiskilling, and capacity optimization. | • OT Hours reduction: 6,543<br>• Breakdown minimization: number and time decreased by 25% and 38% respectively, while response time increased by 75%. |
| **Operation Meet** | Cross-site learning through idea generation and collaboration. | • 54 improvement ideas implemented<br>• Site cost savings for Baddi: INR 52 Mn<br>• 1,400+ KL water savings |

## Product Quality and Safety

**Quality Highlights for FY 2025**

| 36 | 30 |
|---|---|
| Internal Audits | Regulatory agency inspections |

Quality is a shared responsibility embraced by every member of our global manufacturing team and encapsulated in our quality culture to ensure that every product reaching a patient meets the highest quality and safety benchmarks.

Every aspect of our product development, manufacturing, warehousing, and distribution is governed by our Integrated Quality Management System (IQMS). Our Total Quality Management approach includes the implementation of standard operating procedures, validation and qualification of equipment and processes, continued process verification, and the testing and release of raw materials, packaging components, and finished products. This system ensures alignment with the evolving expectations of over 35 global health authorities including the U.S. FDA, MHRA (UK), SUKL (Czech Republic), TGA (Australia), ANVISA (Brazil), and WHO GMP, among others.

### Compliance with Global Good Practices

We maintain strict adherence with Good Manufacturing Practices (cGMP) across all facilities to ensure that every product is consistently manufactured and controlled to quality standards. Internal audits are conducted regularly to assess system effectiveness and drive corrective actions where required. Our adherence to Good Warehousing Practices (GWP) and Good Distribution Practices (GDP) help maintain product quality during storage and transit. Environmental controls, inventory management protocols, and traceability systems are in place to reduce risk and preserve product stability across our supply routes. Across all these functions, we follow Good Documentation Practices (GDP) that supports data integrity, allowing for full traceability in audits and inspections. Together, these measures form a cohesive framework that supports us in ensuring consistent product quality and regulatory compliance across our global operations.

### Quality Audits

Under our Corporate Internal Audit Framework, each site is audited at least once every six months. These are supplemented by surprise and for-cause audits, conducted when specific triggers or risk indicators emerge. In parallel, site-level self-inspections are carried out at defined intervals to assess the effectiveness of local quality systems. During the year, our facilities were subject to a comprehensive audit cycle, including 36 internal audits and 30 regulatory inspections.

### Product stability testing

We conduct stability studies to ensure that all the stability characteristics of our products remain consistent throughout the labelled shelf life. We carry out these studies in line with regulatory guidelines to determine the product's shelf life without compromising its composition, and to establish appropriate storage conditions. In the first year of manufacture, we select three initial batches for the stability study, followed by one batch per strength per year in subsequent years. This helps us monitor ongoing quality and ensure that our products continue to meet specifications while they are on the market.

## Product Lifecycle Management

### Product Development and Testing

Before commercialization, each of our products undergoes over 2,000 tests to verify its safety, efficacy, and conformance to specifications. These comprehensive checks span across raw materials, in-process samples, and final formulations forming the backbone of our assurance process. Products are evaluated for assay, impurities, dissolution, content uniformity, and other performance parameters based on the dosage form.



- Our in-house cGMP-compliant quality control laboratories are equipped with high-performance liquid chromatography (HPLC), ultra performance liquid chromatography (UPLC), gas chromatography, dissolution testers and specialized equipment for respiratory products.
- We partner with qualified external laboratories for specific analyses like nitrosamines and elemental impurities.

**Product Security and Traceability**

To safeguard against counterfeiting and ensure regulatory compliance, we are implementing advance QR code printing and scanning solutions on elite foil on primary packaging. QR code solution ensure traceability of the pack in the supply chain.



## Safeguarding Patients and Brand Integrity: Our Brand Protection Program

To protect patients from the serious risks posed by counterfeit medicines and to preserve the trust built into every Glenmark product, we have established a brand protection program anchored in a three-pronged strategy.

**Detect**

We embed advanced anti-counterfeiting technologies into flagship brands, enabling easier identification and brand authentication. We conduct regular market surveys and on-ground investigations to identify suspicious activity. In parallel, a team of online monitoring specialists uses sophisticated algorithms to scan digital platforms and promptly take down listings of suspected counterfeit products.

**Disrupt**

With an extensive investigator network, we conduct market surveillance to trace illicit manufacturing and distribution chains. Once verified, we initiate swift enforcement actions to dismantle counterfeit operations at the source.

**Deter**

We work closely with law enforcement agencies, including the FDA and local police, to enable targeted interventions. By actively supporting investigations and legal proceedings, we play a direct role in holding counterfeiters accountable and protecting the safety of our patients and consumers.

**Product Destruction**

All our facilities follow defined SOPs and local regulatory guidelines to securely dispose of expired, recalled, or non-conforming products.

**Product Quality and Safety Training**

Every year, we conduct periodic training programs at all our plants focused on cGMP compliance, operational efficiency, product quality standards, and technical skill development. Trainings conducted include, but are not limited to, induction training, on-the-job training, annual GMP and documentation training, procedure-specific sessions, and data integrity training. These strongly support our efforts to foster and sustain a strong quality culture and build internal capability to manage complexity as we scale.





## Pharmacovigilance

We follow Good Pharmacovigilance Practices (GVP) to maintain a structured and compliant pharmacovigilance system. This ensures that any emerging product-related issues are identified and addressed in a timely manner.

**Overview of our Pharmacovigilance Framework**

We have established PV systems to systematically capture, assess, and report adverse events from a wide range of sources. Our PV activities are guided by detailed standard operating procedures (SOPs) and reinforced through internal audits, business partner audits and inspections by regulatory authorities. Risk management plans are developed where applicable, incorporating routine safety monitoring, additional pharmacovigilance measures, and risk minimization strategies. Adverse events reported to Glenmark are recorded in our safety database, evaluated, and submitted to health authorities in accordance with local regulations. We ensure compliance with adverse event reporting timelines and global safety benchmarks, including submission of Periodic Safety Update Reports (PSURs). These provide a comprehensive post-marketing assessment of benefit-risk profiles and support ongoing regulatory decision-making.

**We are actively engaged with key pharmacovigilance associations including the Pharmaceutical Information and Pharmacovigilance Association (PIPA), Indian Society for Clinical Research (ISCR), Pharma Deutschland e.V., Association of International Pharmaceutical Manufacturers (AIPM) and Sindusfarma Brazil, ensuring that our practices stay aligned with global trends and evolving expectations.**

### Accessible and Multi-Channel Reporting

**Toll-free phone lines**

**Country-specific web pages for markets including the U.S., UK, Canada, India, Australia, Russia, Mexico, and Brazil**

**Online reporting via the Glenmark corporate site**

**Localized pharmacovigilance mailboxes**

### Pharmacovigilance Audits and Inspections

Our pharmacovigilance department conducts a structured audit program covering global systems, local affiliates, partners, and vendors. In FY 2025, 12 affiliate PV audits across multiple regions and 2 global audits focused on the central PV function and QPPV responsibilities were conducted. Our PV systems were also assessed by four business partners under existing Safety Data Exchange Agreements, all of which concluded successfully. Across all audits, Corrective and Preventive Actions (CAPAs) were implemented with a 99% on-time closure rate. We also underwent six pharmacovigilance inspections by various global health authorities during the year. To further strengthen oversight, the PV department initiated random compliance checks on critical procedures to identify improvement areas proactively and maintain inspection readiness.

### Training and Global Compliance

All employees involved in PV activities undergo onboarding and annual refresher training, with the core pharmacovigilance module localized in eight languages to support global teams. This year we recorded a global training compliance rate of 91.12%.

**We comply with the pharmacovigilance regulations of every country where our products are marketed, including frameworks issued by EMA, MHRA, U.S. FDA, TGA, ANVISA, and others.**





# Intellectual Capital

SDG's in Focus




## Scientific Innovation as a Growth Engine

Our Intellectual Capital strategy reflects a singular ambition: to deliver targeted, accessible, and globally relevant therapies that make a meaningful difference in patients' lives. Aligned with our strategic transformation, we continue to strengthen innovation across our core therapeutic areas of respiratory, dermatology, and oncology. From advancing breakthrough biologics to building differentiated portfolios, our efforts are driven by cutting-edge science, world-class research talent, and deep collaborations across the healthcare ecosystem.

## Material Issues

Innovation and R&D

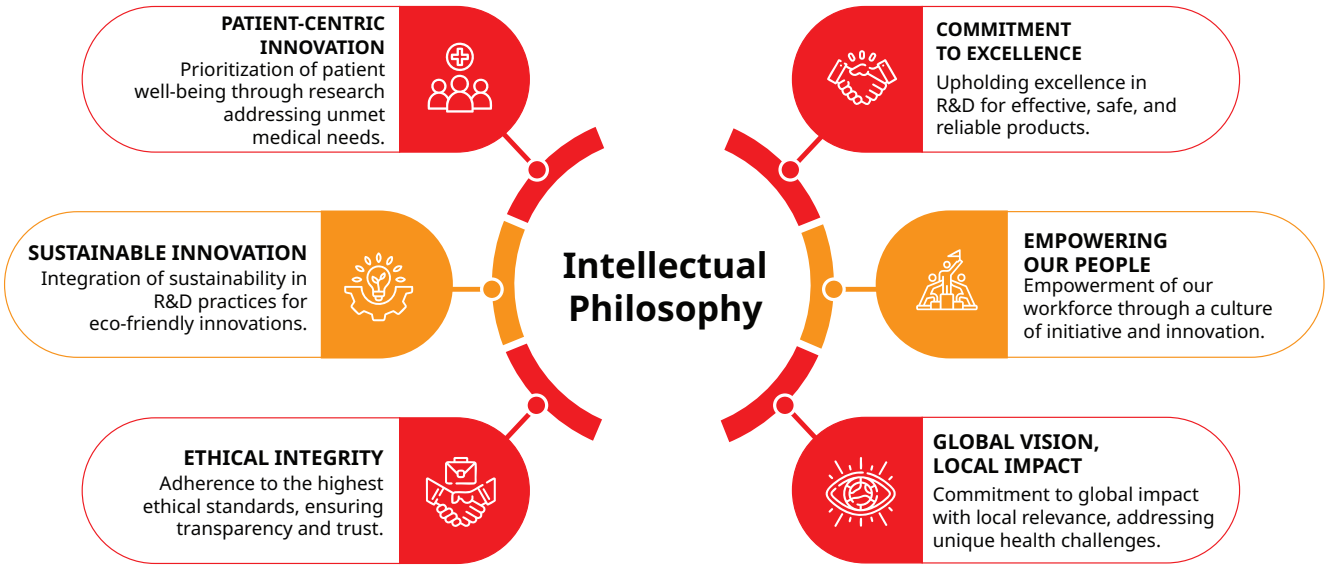
Data Privacy and Cybersecurity

# Key Highlights for FY 2025

| | | |
|---|---|---|
| **4**<br>R&D units | **887**<br>R&D personnel | **INR 9,000+ Mn**<br>Invested in R&D |
| **1,343+**<br>Patents granted till 31st March 2025 | **1500+**<br>Inventions till 31st March 2025 | **4**<br>ANDAs filed during FY 2025 |
| **25**<br>Developed market filings | **175+**<br>Emerging market filings | **75**<br>New product launches across global markets in FY 2025 |
| **3**<br>Innovative assets in clinical development | **41**<br>Scientific publications in peer-reviewed journals across cancer, antibiotics, cardiology research and drug design | **206**<br>Authorised for distribution in the U.S. and 51 ANDAs pending as on 31st March 2025 |

## Our Intellectual Philosophy: The DNA of Our Success

At the heart of our transformation is a bold intellectual philosophy that unites science, purpose and performance. It is the foundation of how we innovate, shape our culture, and build globally relevant solutions that transform lives. The philosophy is lived everyday through our action, decisions, and priorities:




**Together, these principles define Glenmark where science is bold, innovation is responsible, and every breakthrough is built to matter.**

## Management Approach to R&D

Our R&D strategy is rooted in a singular ambition: to shape the future of healthcare through science that is bold, targeted, and global relevant. Across our core therapy areas - respiratory, dermatology, and oncology – we are pushing boundaries and building differentiated, high-impact solutions that improve patient outcomes across the world.

In FY 2025, we invested INR 9,183 Mn in R&D, with INR 5,170 Mn directed towards Ichnos Glenmark Innovation (IGI). This reflects our steadfast commitment to responsible innovation, global expansion, and value creation at scale.

## Recent Developments in R&D

Strategically, we continue to refine our portfolio in respiratory and complex injectable for the U.S. market, focusing on high-value products with strong entry barriers and long-term commercial potential.

To accelerate development and enhance operational agility, we have entered into strategic partnerships with globally recognized manufacturing companies and leading academic institutions. These collaborations enable us to optimize drug device combination development, streamlining manufacturing and unlock efficiencies across our product lifecycle.

## Strengthening our Intellectual Property

We are strengthening our intellectual property leadership through rigorous global patent filings and proactive risk mitigation strategies.

## Driving Healthcare Innovation Through State-of-the-Art R&D Facilities

Our state-of-the-art R&D facilities powers our evolution into a global, innovation-led pharmaceutical company. With capabilities spanning early discovery to late-phase development, our research ecosystem is designed to scale impactful science, accelerate differentiated therapies, and enable faster, more efficient global launches.

In FY 2025, IGI completed its transition to a CDMO model from in-house CMC manufacturing to enhance flexibility, accelerate timelines, and support the development of the innovative assets from discovery through clinical readiness.



# Global Research Facilities

Our R&D footprint, spanning India, Europe, and the U.S, is globally integrated network that advances complex generics, respiratory innovation, biosimilars, and next-generation biologics.



## Taloja, Navi Mumbai

| | | | | |
|---|---|---|---|---|
| **Objective** | **Focus on developing cost-effective and patent-driven generic formulations.** | | | |
| **Specialization** | **Expertise in Diverse Dosage Forms:** Oral solids, semi-solids, Parenteral (complex injectables), Drug Device and Aerosols. | **Recent Capacity Enhancement** for Hormone Products and high-potency oncology molecules. | **Small-scale GMP-approved** area for oral solids, GMP upgrade for respiratory products in process. | |
| **Capabilities** | **Advanced Analytical Division:** HPLC, LCMS, and NGI for formulation development. | **Leading Aerosol Research:** MDIs and DPIs, top experimental apparatus. | **Advanced Clinical Research & Pharmacokinetics facility:** 60 Clinical Beds, ICU, Bioanalytical Lab for BA/BE studies. | ISO 14001:2015 certified |



## Mahape, Navi Mumbai

| | | | | |
|---|---|---|---|---|
| **Objective** | **GPL Pharmacokinetics** Focus on Pharmacokinetic characterization of generic and specialty products. | **IGI Pharmacokinetics** Focus on preclinical and clinical characterization of ADME-PK properties of Multispecifics™ to support clinical study design for clinical development. | **IGI Antibody Discovery Lab** Lead optimization of antibody arms to increase affinity to molecular targets. Reagent generation in terms of Phage Display Libraries and helper phage lots to be used by NBE Antibody Discovery and Engineering (ADE) department. | **IGI Toxicology** Focus on assessing toxicology profile of Multispecifics™ and defining safe dose limits to ensure patient safety during clinical development. |
| **Specialization** | Specialized in conducting Pharmacokinetic studies across various dosage forms. | Specialized in preclinical and clinical bioanalytical method development, immunogenicity assays PK analysis, modelling and simulation and clinical pharmacology activities to support clinical development for Multispecifics™. | Specialized in Affinity Maturation of Multispecifics™ leads using Phage Display technology. Expertise in generation of very large high quality Phage Display Libraries (second generation library, size ~ 1011). | Specialized in preclinical toxicology studies enabling clinical development of Multispecifics™. |
| **Capabilities** | Leveraging sophisticated instruments like Franz diffusion cell, HPLC, LCMS etc. | | Together IGI Antibody Discovery, Pharmacokinetics and Toxicology teams support selection and progression of safe and effective biologic drugs into to clinical trials that may one day benefit patients providing targeted and novel treatment options. | |

## Sinnar, Nashik



**Objective**

Focus on formulations development & analytical research of speciality and branded formulations for global markets across dosage forms for therapeutic areas like respiratory, dermatology, oncology, cardiovascular, anti-diabetes etc.

**Specialization**

Facilitates the research of Inhalation Dosage Forms (MDIs, DPIs, Nebulizers and Nasal sprays).

**Capabilities**

Equipped with state-of-the-art equipment and technologies, ensuring innovative and effective formulation solutions. ISO 14001:2015 certified.

## IGI Therapeutics, SA, Lausanne Switzerland,



**Objective**

Focuses on the discovery and preclinical development incl. outsourced CMC development and manufacturing of Multispecifics™ based on the BEAT® [Bispecific] Engagement by Antibodies based on the T cell receptor platform.

**Specialization**

End-to-end capabilities in discovering and developing Multispecifics™ from inception through preclinical and clinical studies.

**Capabilities**

Our team conducts the scientific investigation supporting the clinical development of our product candidates, translating basic research into potential new therapies that may one day benefit patients.

## Strengthening Bioequivalence Capabilities

**BE Center at Taloja and Mahape:**

In FY 2025, our BE center has conducted multiple bioequivalence studies with successful outcomes as below:

**16**
**in-vivo pivotal BE studies**

**37**
**pilot in-vivo BE studies**

**5**
**in-vitro BE studies**



## R&D Breakthroughs and Launches

In FY 2025, we dedicated our resources to streamlining our product development process by focusing on high-value products that have the potential to positively impact our patients lives.

### Key Product Launches

**We have launched 75 new products globally in the reporting year.**






| India | North America | Europe | Emerging Markets |
|---|---|---|---|
| **12** | **21** | **7** | **35** |
| Scalpe™ Hair Pro Serum | **In House** | Teriflunomide Tabs (Day-1) | Levosalbutamol MDI |
| Vilanterol + Glycopyrronium + Fluticasone DPI, 25+50+100 mcg (VILOR-FG) | Aceta + Ibu Tabs- OTC | Bilastine Tabs | Abiraterone Tablets® 500mg |
| Abrocitinib (Jabryus®) Tablets | Cetirizine® Tabs- OTC | Trazodone Oral Solution | Clobetasol Cream |
| Relugolix Tablets (REGLID) | Adapalene® Gel (Paraben Free) | Solifenacin Oral Solution | Clobetasol Ointment |
| Vilanterol + Glycopyrronium + Fluticasone 50 MDI (VILOR FG) | Topiramate® Sprinkle Caps | Melatonin Tabs | Dimetindene+Phenylephrine Drops (Vibrox Duo) |
| Empagliflozin Tablets (Glempa™) | Clinda Foam | Diclofenac Gel | Atovaquone Oral Suspension |
| Empagliflozin + Metformin Tablets (Glempa-M™) | Bilastine Tabs - Day-1 | Glycopyrronium Oral Solution | Oflomil Nail Laquer® |
| Empagliflozin + Linagliptin Tablets (Glempa-L™) | **In-licensed** | | Gefitinib® Tablets |
| | Brimi + Timo Opthal Susp | | Bilastine Tablets |
| | Olopatadine Solution | | Fulvestrant Injection |
| | Atovaquone OS | | Cysteamine Cream |
| | Telmi + HCTZ, 80 + 25 mg | | Bontress Pro Serum |
| | Travoprost Susp | | Molucide Gel |
| | Lacosamide OS | | Clobetasol Foam |
| | Phytonadione Injection | | |
| | Latanoprost® OS | | |
| | Acetyl Cysteine Injection | | |
| | Epinephrine Vial 10mL | | |
| | Vancomycin Injection | | |

## ANDA Approvals and Submissions

- **U.S.:** 206 generic products authorized for distribution in the U.S. market. The Company currently has 51 applications pending in various stages of the approval process with the U.S. FDA, of which 23 are Paragraph IV applications. During the financial year, four new ANDAs were filed, while five received final approval from the FDA. Additionally, a Prior Approval Supplement (PAS) was approved, enabling a manufacturing site transfer for one of its OTC products.
- **Canada:** We filed six new ANDS and received three approvals during the same period.
- **Europe:** We filed nine Marketing Authorization (MA) applications and secured eight approvals across various formulations and therapeutic categories.

We are advancing across decentralized and national procedures to accelerate access and expand our global footprint.

## Reimagining Product Development

We are advancing formulation innovation using advanced technologies such as:

- Fluid bed processing, hot melt extrusion.
- Microsphere technology.

Our IVRT lab at Taloja was upgraded with advanced instruments like HPLC and Franz cell diffusion apparatus, allowing for increased study capacity. We have established a dedicated lab for identifying and evaluating nitrosamines, equipped with LCMS/MS and GC/MS, for improving quality compliance and generating cost efficiencies.

**Sustainable Innovation**

We are actively exploring low global warming potential (GWP) propellants for use in pressurized metered-dose inhalers (pMDIs). Specifically, we propose utilizing HFA 152a as the propellant in inhalers designed for treating respiratory disorders such as asthma and COPD. This initiative aims to reduce GWP by over 90% compared to some current propellants, significantly decreasing the carbon footprint of our MDI products. GWP measures the potential of a propellant to contribute to atmospheric warming upon release.

## R&D Diversification Strategy

Our R&D diversification strategy is purposefully designed to address high-burden diseases, unlock unmet patient needs, and fuel sustainable growth across geographies.

We continue to invest in the development of high-quality generics and value-added differentiated products across key therapeutic areas - dermatology, pain management, hypertension, respiratory conditions, gynaecology, and central nervous system (CNS), where patient need intersects with our scientific strengths and market potential.

## Key Highlights

- Filed two respiratory nasal spray products in the U.S.
- Achieved positive bioequivalence results for Fluticasone pMDI, reinforcing our capabilities in complex respiratory formulations.
- Proactively addressed nitrosamine impurities in commercial products in alignment with the U.S. FDA guidelines.




Through a globally adaptive R&D lens, Glenmark is building a differentiated portfolio that's agile, compliant, and aligned to the evolving dynamics of healthcare delivery.

## Clinical Trials and Regulatory Commitment

At Glenmark, we are committed to conducting clinical trials that are scientifically rigorous, ethically sound, and globally compliant. Every study we undertake is built on the pillars of patient safety, scientific integrity, and regulatory excellence anchored in our purpose to deliver better outcomes for patients.

We uphold the highest ethical standards in every aspect of our clinical research. Our clinical trials are governed by Project Leads, Clinical Leads, Monitors, and Quality Assurance teams, to ensure full compliance with ethical standards and regulatory requirements. All investigators undergo thorough evaluation to ensure informed consent.

### Participant Safety and Reporting

Patient safety is foundational to every clinical program we run. We maintain real-time pharmacovigilance systems that ensure continuous monitoring and reporting of adverse events. Serious adverse events are promptly reviewed by our Medical Monitor and reported to regulatory authorities. Clinical Study Reports are shared with investigators and regulatory bodies, in line with global requirements.

### Clinical Trial Overview

In FY 2025, we conducted three clinical trials involving approximately 300 patients across 30-35 hospitals and clinics in India. Notably, the Fluticasone Propionate Inhalation MDI study was successfully completed, with the Clinical Study Report (CSR) submitted to the U.S. FDA. All clinical trials were conducted at various hospitals throughout India, ensuring a diverse patient and volunteer population through geographical distribution.

Our network spans both public and private hospitals, enabling inclusive participation and meaningful data collection across a wide demographic and geographic spread.

### Compliance and Guidelines

Adherence to strict regulatory guidelines ensures compliance with ethical requirements for conducting clinical studies. These include:

- New Clinical Trial Rules of 2019 in India
- ICH-GCP guidelines
- Declaration of Helsinki
- Other applicable local and international guidelines

### Advancing through Technology

FY 2025 marked a decisive move towards digital transformation in clinical operations. We partnered with multiple vendors for centralized, technology-enabled assessments including ECG and spirometry, enhancing our operational capabilities.

### Transparency and Health Outcomes

We believe transparency builds trust. Patient outcome data from clinical trials and observational studies are disclosed to payors, regulators, healthcare professionals, and patient advocacy groups.

### Strategic Collaboration with Government of India

We collaborate with the Government of India under the Production-Linked Incentive (PLI) scheme to develop new products addressing unmet market needs. Through this partnership, we also optimize costs by leveraging India-based vendors while maintaining global standards.

Every clinical trial we conduct reflects our ethos: delivering innovation with integrity. As we expand our global pipeline, our clinical research infrastructure remains the engine that turns scientific possibility into patient impact.

## Data Integrity and Security

Safeguarding data integrity and security is at the core of everything we do. Our Information Security Management System (ISMS), anchored by robust policies on cybersecurity and data privacy, protect our valuable information assets while ensuring their availability to authorized users and defending against evolving threats.

Our three-year IT Security roadmap, reviewed quarterly, drives continuous enhancements, aligning us with international best practices, including our ongoing ISO 27001 compliance journey. Leadership oversight is strong; Mrs. Cherylann Pinto, with strong IT background, oversees Corporate Services, while our Chief Data Privacy Officer and Deputy report to the Executive Vice President - IT and Head of Legal, Compliance, and Intellectual Property. The Risk Committee holds specific responsibility for IT-related risks.

Our IT Security Policy, accessible to all employees, defines clear roles in protecting information and mandates that third parties and suppliers meet our security standards. Employees must acknowledge the IT Acceptable Usage Policy before accessing Glenmark's systems, reinforcing their role in maintaining information security. In addition to IT security, a dedicated Data Privacy Policy governs the collection, use, and protection of personal data, with queries directed to dpo@glenmarkpharma.com.

In FY 2025, we recorded zero data breaches, a testament to our proactive approach. Recent initiatives include Dark Web Monitoring, Operational Technology Security, and Email Data Loss Prevention (DLP), further strengthening our cybersecurity infrastructure.

Our approach is comprehensive: strong governance, rigorous policies, effective accountability, continuous capability building, and advanced technology investments. Together, these ensure we remain resilient, responsive, and trusted in a complex digital landscape, keeping data safe is a commitment to every stakeholder who places their trust in Glenmark.

ICHNOS GLENMARK INNOVATION
*Collaboration propels innovation*

## Ichnos Glenmark Innovation (IGI)

IGI's innovative pipeline features several promising molecules at various stages of preclinical and clinical development. These molecules represent significant advancements in medical research, with the potential to profoundly impact patient care. Successful outcomes could lead to enhanced health results for patients, addressing unmet medical needs and potentially setting new standards in medical practice. This progress underscores IGI's commitment to advancing healthcare through the development of innovative and more effective therapeutic options.

## Novel Assets for Oncology

IGI's Multispecific™ antibody and small molecule immune modulator pipeline comprises three distinct assets. This includes ISB 2001 (BCMA × CD38 × CD3), which has received Orphan Drug and Fast Track Designations (FTD) from the U.S. Food and Drug Administration (FDA). ISB 2001 is currently being evaluated in a global dose-expansion Phase 1 clinical study (TRIgnite-1) for relapsed/refractory Multiple Myeloma.

Additionally, GRC 65327, a Cbl-b inhibitor small molecule, is awaiting regulatory approval to initiate clinical development in India for the treatment of solid tumors. While ISB 2301 (NK cell-engager) is currently in the discovery stage for application in solid tumors.

## ISB 2001

ISB 2001 is an innovative trispecific antibody developed by IGI, targeting BCMA and CD38 on multiple myeloma cells using the company's proprietary BEAT® platform. This first-in-class T cell-engaging antibody features three distinct antigen-binding arms, one directed against the CD3 epsilon chain on T cells, and the other two targeting BCMA and CD38. Its Fc domain is silenced to enhance tumor cell killing while avoiding activation of Fc effector functions. By addressing antigen escape mechanisms seen with conventional therapies, ISB 2001 offers the potential for improved efficacy in relapsed/refractory Multiple Myeloma.

The clinical progress of ISB 2001 has been recognized at major global oncology forums, with preclinical data published in Nature Cancer and clinical data presented as oral presentations at ASH 2024 and ASCO 2025.

Key data presented at ASCO:

**Safety Profile:**

Mild CRS, a single Grade 1 ICANS, and manageable neutropenia and infections, supporting continued treatment.

**High complete/stringent complete response (CR/sCR) rate:**

30%, with deep responses seen regardless of prior BCMA-targeted and/or T Cell Directed Therapies.

**Robust activity across key subgroups:**

Consistent efficacy in patients with prior CAR-T, TCEs, BCMA therapies, CD38-refractoriness, extramedullary disease, or high-risk cytogenetics.

**Durability of Response:**

Median DOR not reached at 9-month median follow- up.

**Overall Response Rate (ORR):**

79% (n=33) at therapeutic dose levels (≥ 50 µg/kg) in a heavily pretreated relapsed/refractory multiple myeloma population (median 6 prior lines of therapy, including CAR-Ts and bispecifics).

**Pharmacokinetics:**

Dose-proportional PK with a median half-life of 17 days, enabling less frequent dosing.

**In July 2025, ISB 2001 was out-licensed to AbbVie in a landmark deal. Under the terms of the agreement, AbbVie will obtain exclusive rights to develop, manufacture, and commercialize ISB 2001 in North America, Europe, Japan, and Greater China. Subject to regulatory clearance, IGI will receive an upfront payment of USD 700 Mn and is eligible for up to USD 1.225 Bn in development, regulatory, and commercial milestone payments, in addition to tiered, double-digit royalties on net sales.**

## ISB 2301

ISB 2301 is a novel NK cell-engager that integrates tumor-specific killing with multi-modal immune cell activation. Currently in preclinical development, ISB 2301 has shown a favorable preclinical profile, and a lead candidate has been selected for in-depth characterization, enabling clinical candidate selection in the near term.

## GRC 65327

GRC 65327, part of IGI's Casitas B-lineage lymphoma b (Cbl-b) program, targets the E3 ubiquitin ligase Cbl-b, a key negative regulator of T cell activation and immune tolerance. By inhibiting Cbl-b, GRC 65327 aims to stimulate broad immune responses, independent of upstream checkpoint inhibitors such as PD-1 and CTLA-4, potentially enhancing anti-tumor immunotherapy. Identified as a potent and orally bioavailable clinical candidate, GRC 65327 is progressing toward clinical evaluation. A Phase 1 IND application has been submitted to the Drugs Controller General of India (DCGI), with a first-in-human (FIH) trial expected to begin in 2026, enrolling patients with Solid Tumors.

## Assets for Autoimmune Diseases

IGI's pipeline includes two monoclonal antibody product candidates targeting autoimmune diseases: ISB 880, an anti-IL-1RAP antagonist, and ISB 830 along with its next-generation molecule, ISB 830-X8.

To sharpen its strategic focus on oncology, IGI has partnered with out-licensing collaborators for the continued development of both programs.

### ISB 880 (ALM27134) – IL-1RAP Antagonist

ISB 880, also known as ALM27134, is an IL-1RAP antagonist initially developed by IGI and licensed exclusively to Almirall under a global agreement established in December 2021. Almirall holds full responsibility for the clinical development and commercialization of the asset in autoimmune diseases.

A Phase I study was initiated by Almirall in 2022, designed to evaluate the asset's safety, pharmacokinetics (PK), pharmacodynamics (PD), and clinical activity. In March 2025, IGI received a milestone payment.

### ISB 830-X8 (STAR-0310) – OX40 Antagonist

ISB 830-X8 (STAR-0310) is a next-generation OX40 antagonist antibody, following IGI's original molecule ISB 830. The program is now under a global exclusive licensing agreement with Astria Therapeutics, signed in October 2023.

On January 23, Astria announced the initiation of a Phase 1a clinical trial for STAR0310, a potentially best-in-class monoclonal antibody OX40 antagonist for the treatment of atopic dermatitis. Dosing of the first human subject triggered a development milestone payment to IGI.

**Note:** IGI has discontinued CMC development and clinical supplies manufacturing at its La Chaux-de-Fonds facility in Switzerland. The transition was completed on July 31, 2025.





# Human Capital

SDG's in Focus




## Talent at the Core of our Transformation

At Glenmark, our people are the engine behind our progress. We continue to build a culture where performance, purpose, and innovation come together to create lasting impact.

We are deepening our investments in people through initiatives that strengthen scientific excellence, encourage cross-functional growth, and build digital capabilities. A global, values-led approach anchors our efforts to shape a workplace where collaboration thrives, and talent is empowered.

Together, we are creating meaningful progress for our people, our business, and the lives we touch.

## Material Issues:

Human Capital Management

Occupational Health, Safety and Wellbeing

# Key Highlights for FY 2025

| | | |
|---|---|---|
| **15,800**<br>Employees | **887**<br>Employees in R&D | **50+**<br>Nationalities represented by our employees |
| **9.9%**<br>Women in top management | **14%**<br>Women employees | **38 Hours**<br>Average training hours per employee |

**205**
Women in science engineering and research roles

## Our Global Workforce

With a vibrant and diverse workforce of over 15,800 employees spanning more than 50 countries across six continents, we benefit from a broad spectrum of experience, skills, and perspectives. This global footprint enhances our ability to address patient needs with deeper insight, greater agility, and meaningful impact.

### Talent Attraction and Retention

We remain committed to attracting exceptional talent and fostering an environment where our people can thrive, contribute meaningfully and build fulfilling careers. In FY 2025, we welcomed 4,155 new hires, reflecting our sustained growth and reinforcing our position as an employer of choice. Several initiatives were implemented to support new joiner assimilation, and empower them to achieve their full potential.

**Key Initiatives include:**

**IJP Program**

Our Internal Job Posting (IJP) platform is a strategic tool that promotes internal mobility, enabling employees to explore different roles and advance their careers within the company. By prioritizing internal talent, we reinforce a sense of value and ownership among employees, empowering them to shape their professional journeys at Glenmark.

**Embark**

Embark is a focussed onboarding program for Research and Development, designed to help new joiners integrate seamlessly into the ecosystem enabling a smooth transition into our culture, connect with key stakeholders, and understand their role in driving innovation.

**Sarathi**

Sarathi program fosters a sense of belonging among new joiners through dedicated mentorship. Experienced employees, acting as Sarathis (mentors), guide new hires through their first year, offering guidance, addressing concerns and easing cultural integration. Regular check-ins help identify and resolve issues early, with quarterly feedback informing management briefings to drive continuous improvement. The program extends to all plant sites, ensuring consistent support and seamless onboarding experience.

Our emphasis on continuous learning, career development, mobility and an inclusive culture plays a critical role in retaining passionate, high-performing professionals. In FY 2025, our employee turnover rate declined to 16% from 18% in FY 2024. This reflects meaningful progress in aligning individual aspirations with organizational goals and nurturing long-term careers.

We believe that cultivating talent is fundamental to building a thriving, supportive and an inclusive work culture.



Glenmark Malaysia Team

# Inclusion & Diversity (I&D) - Empowering Every Voice

I&D is embedded in how we work, shaping a culture where differences are valued, and every individual has equal access to growth and opportunity. We are committed to making inclusion the foundation of collaboration, creativity, and excellence across the organization. Backed by a comprehensive I&D framework, strategic initiatives, and fair recruitment practices, we ensure fairness and equity across our global operations. Guided by a council of senior leaders to oversee our I&D agenda, we are focused on driving measurable progress across key priorities including gender diversity. Women currently represent 9.9% of top management roles, 15.2% of revenue-generating position, and 23.4% of STEM roles, a reflection of our ongoing commitment to advance gender diversity across the organization.



Glenmark Egypt Team

### Gender Pay Parity

We remain committed to gender pay parity and regularly review our compensation practices to ensure fairness and transparency across all roles and levels. Ensuring equitable pay remains integral to our broader inclusion agenda.

### Our I&D programs:

#### Beacon for HER

Beacon for HER is a dynamic mentorship program aimed at empowering emerging female leaders. Senior women executives mentor high-potential female professionals, offering personalized guidance aligned with their career aspirations and goals.

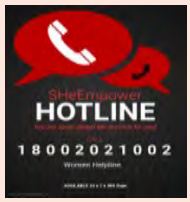
#### Supporting Women in the Field

In our India Formulations division, we have partnered with 'Woloo', an innovative mobile app dedicated to enhancing the safety, comfort and well-being of our women field employees. This initiative reflects our commitment to creating a supportive and secure environment for our women employees on the move.

#### SHINE

In FY 2025, we launched SHINE, a dedicated women's peer recognition platform within R&D, to celebrate exceptional contribution of women.

SHINE stands for:
**Strength:** Recognizing resilience in the face of challenges
**Heroism:** Celebrating courage, leadership, and impact
**Innovation:** Honoring ground-breaking ideas and creativity
**Nurturing:** Acknowledging those who support and uplift others
**Empowerment:** Elevating women who encourage others to reach their potential.




We are also dedicated to empowering women through initiatives such as the **'Fabulous Wonderful Women'** workshop, organized by the Glenmark Centre for Learning, which promotes personal and professional growth. Additionally, we have launched the **ShEmpower – Women Helpline** at our plant locations, offering **24/7 assistance** for any kind of support. These initiatives ensure an inclusive and empowering work environment for our women employees.

# Nurturing Well-being, Fostering Purpose

Employee well-being is a key area of emphasis and an essential part of our workplace culture. Our employee wellness approach is structured around four key pillars: **Physical, Mental, Financial, and Social Well-being.** Each pillar supports a vital aspect of well-being and is designed to empower our people and their families, lead balanced and meaningful lives at work and beyond.



Glenmark Uzbekistan Team



## Physical Well-being

**Annual Health Checkup:** General health assessments supplemented with additional screenings based on medical history and job-related risks.

**Physical Fitness Initiatives:** Annual sports tournaments, team fitness programs, on-site yoga sessions, gym discounts through health insurance, and wellness workshops to promote physical activity and fitness.

**Health Awareness Sessions:** Regular educational sessions on key health topics such as breast cancer, diabetes, hypertension, neurodegenerative diseases, and other critical concerns.

**Flexible Work Options:** Flexible hours, part-time options.

**Childcare Facilities:** Safe crèche facilities available at all plant locations along with private space for lactating mothers.

**Paid Parental Leave:** Paid leave for primary caregivers. For FY 2025 in India, our return-to-work rates were 100% for both males and females.

**Telemedicine Services:** 24/7 access to doctors via voice and video calls for employees and their families, along with discounted diagnostics and additional health support.



## Mental Well-being

**Employee Assistance Program (EAP):** Confidential counselling and 24/7 mental health support for employees and their families.

**Virtual Wellness Sessions:** Digital sessions on mental health awareness, desk yoga, meditation, etc.

**Stress Management & Mindfulness Workshops:** Designed to improve relaxation, productivity, and emotional balance.



## Financial Well-being

**Medical and Life insurance programs:** Providing robust coverage for employees and their families to ensure financial protection during medical emergencies.

**Financial Awareness sessions:** Covering topics such as Investment Management and Tax Planning.

**Lunch & Learn Sessions:** Focused on topics that directly impact employees' financial well-being.



## Social Well-being

**Team Building Activities:** Creative exercises to improve team dynamics and collaboration.

**Sports Week:** A week dedicated to various team sports to promote physical health and teamwork.

**Glenmark Premier League (India):** An internal cricket tournament where teams from various locations compete for the grand title.

In FY 2025, we also conducted a well-being session led by the British Safety Council UK at the Chhatrapati Sambhajinagar plant and at the Head Office for our Senior Leadership Team.

## Our 3C Philosophy

### Connect

**Building a Unified Global Organisation**

We believe that connection builds collaboration, and that every voice has the potential to shape positive outcomes. Open communication is encouraged across the organization through regular town halls, leadership connects, and our global newsletter - SynerG. Our open door culture encourages informal connects and exchange of ideas. We also offer internal appreciation platforms that enable employees to recognize the contribution of their peers, further strengthening workplace relationships and cultivating a sense of belonging.

### Celebrate

**Recognizing Every Win**

Celebrating achievements is an essential part of our culture. Our Rewards & Recognition framework ensures that individual and team successes are recognised across key areas such as operational excellence and innovation. The recognition across levels further reinforces the commitment to celebration.

To drive this, we have implemented various global and focussed programs. Some of the key initiatives include the **Chairman Excellence Awards**, our flagship global awards, **Star Awards**- regional awards and similarly the **Guiding Light and President's Club** honors outstanding individual and team contributions across manufacturing sites.

### Care

**Strengthening Belonging**

Genuine care begins with listening and taking action. In FY 2025, our "**Samwaad**" campaign enabled open dialogue between employees and the site heads, encouraging meaningful conversations about experiences, personal stories, and process improvements. This initiative strengthened trust, transparency, inclusiveness and connection across levels beyond work. Our wellness initiatives further reinforce our commitment to the third C - Care.

**Glenmark Care:** Employees have access to a range of discounted medicines of Glenmark and health products, including nutritional supplements and over-the-counter health items, promoting their overall well-being.

**Great Place to Work®**

We are proud to be Certified™ as a Great Place To Work®, in 20 countries across the globe. The survey was conducted in April 2025 and the GPTW certification is applicable from May 2025 to May 2026. The scores were a result of the progressive initiatives undertaken in FY 2025 and preceding years. This recognition is based on the collective feedback shared by our employees globally. This is a testament to the meaningful and fulfilling workplace we strive to build.

**88% of our employees responded to the GPTW Survey and we recorded an employee engagement rate of 79% - an increase of 7% points from the last survey.**




Glenmark Team Philippines

# Learning and Development

We believe that learning is a powerful enabler of transformation. In FY 2025, our employees were provided with 605,971 hours of learning and development. This reflects our ongoing commitment to building a workforce that is skilled, agile, and prepared to lead in a dynamic global environment.

We continue to strengthen leadership and technical capabilities through programs rooted in scientific expertise, digital innovation, and behavioral development. As our people engage across functions, geographies, and disciplines, learning remains central to how we grow, adapt, and create lasting impact.

Our learning programs are offered at every stage of the employee lifecycle: from leadership development and inclusion to transition support, driving performance and fostering well-being globally.



IRIS Cohort

### 1. BeSpoke Leadership Development

Leadership development is a cornerstone of our growth philosophy, supported by our Glenmark Center for Learning (GCL), available to employees through virtual and self-paced learning programs across 14 focused modules from Emotional Intelligence to Conflict Management. It is designed to cultivate leadership skills across all levels.

Through focused processes of talent assessment, targeted learning interventions, and regular reviews, we ensure alignment with both functional expertise and behavior readiness. These efforts are guided by data-driven insights and designed to build a strong, future ready workforce. Our key leadership development initiatives:

**Fly High with Glenmark**

For colleagues who are new to the Glenmark family, they are made to feel at home through the '**Fly High with Glenmark**' induction and onboarding program. This structured journey helps them align to Glenmark's purpose, vision, culture, values and gives them a flavor of our business context.

**PEARL**

**PEARL** is a two-year developmental program aimed at supervisory and entry-level managerial employees. It enhances functional depth, versatility, and execution skills such as planning, prioritization, and impactful communication.

**L.I.F.T. – Let's Ignite, Forge and Transform**

Designed for junior to mid-level leaders in manufacturing, with the objective of integrating leadership, managerial, and technical development to potential managers for driving organizational success.

**IRIS – Integrate, Relate, Inspire, Succeed**

**IRIS** aims to enhance leadership effectiveness by focusing on deepening self-awareness, developing cross-functional understanding and relationship excellence for mid-level leaders. The program journey includes a 360-degree assessment, concept-based workshops, learning webinars, and skill labs, followed by power projects/ power stints to build on-the-job learning.

**GOLD (Graduate Of Leadership Development)**

**GOLD** program focuses on building people leadership capability, strategic thinking, and business acumen skills of mid to senior-level leaders. It is a one year plus immersive journey and includes 360-degree assessments, workshops, learning webinars, cross-functional projects, mentorship from senior leaders and personalized coaching sessions from external coaches of industry repute.

**QUEST**

Designed to identify and develop high-potential talent across the managerial population. It is centred on the pillars of 4A+I (Ability, Agility, Affiliation, Aspiration, and Inhibitors). It includes personalized development plans, including training, projects, and job rotations. These individuals are being groomed for future leadership roles, with progress reviewed regularly through the talent review process by the leadership team.

**We foster a culture of taking ownership of one's own career through personalized Individual Development Plans (IDPs) identifying the development actions, aligned with one's career aspirations. These IDPs are complemented by holistic feedback to get an overall perspective on areas of strength and improvement.**




Recognizing Glenmark India Formulations Team

**2. Continuous Learning and Innovation Through Technology**

Innovation and continuous skill development are core to our culture. We train employees in IT Security Operations and Risk Management to safeguard data and ensure compliance. Our cloud based Aspire Learning Management System (LMS) acts as a global hub for compliance and training, providing seamless access to quality programs while meeting regulatory standards. Complementing Aspire, GCL Digital offers 500+ interactive, self-paced learning assets that cater to diverse preferences. Its intuitive interface and structured learning paths enable employees to take ownership of their development journey.
Together, these platforms empower employees to enhance skills, drive growth, and keep pace with industry advancements.

**4. Innovative Training Initiatives**

In addition to our core programs, we offer a range of innovative training initiatives designed to foster continuous learning and skill development.




Glenmark Russia Team

**3. Functional Learning at Glenmark**

We offer a variety of other essential training courses to support employee growth and operational excellence. These include **Good Manufacturing Practices (GMP), Standard Operating Procedures, Business Acumen courses** like “Pharma Decoded” covering key industry areas. Key functional learning offerings are:

| | |
|---|---|
| **MindFuel Initiative** | The MindFuel initiative promotes continuous learning at the sites by offering sessions led by internal subject matter experts, empowering employees to enhance their skills and knowledge. |
| **PRAGATI** | An initiative aimed at rapid advancement and growth for operators and analysts through intensive, role-specific learning modules. |
| **Learning on the Go Program** | This program is aimed at keeping R&D teams abreast with regulatory updates and drive innovation. It has been developed in partnership with leading Indian pharma institutes. It offers bite sized learning through monthly webinars on industry and regulatory updates. |
| **Field Force Career Program** | The structured program prepares high-potential Medical Representatives and Relationship Managers for future leadership and cross-functional careers. The program comprises of Assessment Centres, Interviews followed by developmental journey to build a robust talent pool for the organization. |

## Performance Evaluation

At Glenmark, we implement a comprehensive performance management system with appraisals, conducted annually. The process includes goal setting, mid-year reviews, and year-end appraisals, guided by Management by Objectives (MBO). This holistic approach towards performance evaluation and individual development drives the culture of meritocracy and continuous learning.

## Upholding Human Rights

We are firmly committed to upholding human rights across our operations. Our Human Rights Policy, aligned with the Universal Declaration of Human Rights, ILO conventions, and the UN Guiding Principles on Business and Human Rights, promotes a safe, respectful, and inclusive workplace. We strictly prohibit all forms of discrimination and harassment based on caste, religion, disability, gender, sexual orientation, race, colour, ancestry, marital status, political, religious, or union affiliations. As an equal opportunity employer, we foster a culture of fairness, dignity, and respect for all.

**Access our full Human Rights Policy here:**

https://glenmark.b-cdn.net/gpl_pdfs/about_us/Human%20Rights%20Policy_A.pdfI

### Labor Management

We prioritize workforce well-being and rights, complying with labor laws in all regions of operations. We support employees' rights to freely associate with and engage in collective bargaining, maintaining regular dialogues with labor unions to address issues. As of 31st March 2025, 4% of the workforce is member of associations or unions or collective bargaining agreements recognized by us. We ensure equal remuneration for men and women, promoting fairness in compensation. Additionally, workers are paid for annual leave, supporting their work-life balance.

### Human Rights Assessment

In FY 2025, we continued our commitment to safeguarding human rights by conducting a self-assessment at an additional manufacturing site. Over the past four years, 100% of our sites in India have undergone independent human rights assessments to ensure full operational coverage. These assessments evaluate key parameters such as the prevention of child and forced labor, freedom of association, collective bargaining, non-discrimination, equal remuneration, employee health and safety, and the protection of vulnerable groups, including minors, children, and women.

No significant concerns were reported or identified through these assessments. This reflects the effectiveness of our policies, ongoing monitoring, and commitment to maintaining a safe, fair, and inclusive work environment across our operations.

### Grievance Mechanism

Employees can report grievances promptly through various channels including supervisors, HR, Compliance, or Grievance Officers. For confidential and anonymous reporting, the Ethics Line is accessible in multiple languages via the web portal at glenmark.ethicspoint.com or by email at grievance.officer@glenmarkpharma.com. It is to be noted that third-party agency employees are covered under their respective grievance policies.

## Our Health and Safety Culture

We are committed to maintaining a safe and healthy work environment through stringent safety standards and proactive risk management. Our comprehensive Environment, Health, and Safety (EHS) policy ensures regulatory compliance and continuous improvement, covering all employees and the communities we serve.

In India, we have 8 Apex Safety Committees, 4 Health Safety and Welfare committees including 98 management, 92 non-management, and 40 contract workers, promoting a culture of collaboration for safety. We actively encourage our workforce to report near-miss and unsafe acts or conditions and participate in safety-related decision-making, reinforcing our dedication to a safe workplace for all.

**To date, we have maintained a record of zero fatalities, underscoring our commitment to safety.**



Glenmark U.S. Team

## EHS Management System and Policy

Glenmark's EHS Management System and Policy is built on a foundational commitment to environmental protection, human health, and safety across all our global operations. We adhere to ISO 14001:2015/2016 standards for Environmental Management and are dedicated to complying with all relevant statutory EHS regulations and strive to exceed these standards wherever possible.

Our approach integrates EHS considerations into every business strategy and initiative, ensuring the reduction of environmental impact throughout the lifecycle of our products. Senior management is committed to continuous improvement in EHS performance, focusing on creating safer workplaces, conserving resources, minimizing pollution, and enhancing biodiversity. We emphasize waste reduction, safe disposal practices, and the prevention of health hazards through regular training, hazard identification, and safety audits.

Our goal is to equip every employee with the knowledge and skills to perform their duties safely and in an environmentally responsible manner, while also engaging with suppliers, communities, and business partners to promote adherence to these EHS principles.

We conduct monthly EHS Performance Assessments using a range of Environmental, Health, and Safety (EHS) indicators to monitor and enhance site-level performance. To recognize and encourage excellence, individuals demonstrating outstanding commitment to safety are acknowledged as "Best EHS Performers." Additionally, Behavior-Based Safety (BBS) Surveys have been implemented at select locations through structured interviews focused on key EHS parameters, engaging top and middle management as well as value chain partners to further strengthen our safety culture across all levels of the organization.

## People Safety

We are committed to Occupational Health and Safety (OHS), adhering to ISO 45001:2018 standards. Nine of our eleven global manufacturing sites are certified to both ISO 14001:2015/2016 and ISO 45001:2018, reflecting our focus on sustainability and employee well-being. 100% of workforce is covered under Occupational Health & Safety Management System (OHSMS).

We prioritize risk management through Job Safety Analysis (JSA) and Hazard Identification & Risk Assessments (HIRA), addressing risks early, often at the design phase, to minimize hazards. Our approach fosters stakeholder ownership and applies the Hierarchy of Controls, from elimination to other controls.

Effectiveness is ensured via regular audits and continuous monitoring. We have an online reporting system that provides real-time safety tracking, while safety audits are conducted by our leadership, EHS teams, and safety champions who drive ongoing improvement.

To strengthen our safety management system, regular OHS inspections are conducted at each site by department heads and site leaders, enabling early identification of hazards and timely implementation of corrective actions. Safety committee meetings are held consistently, providing a vital platform for employees to raise safety concerns, which are actively discussed and addressed to mitigate risks. In our continued effort to enhance safety leadership, site inspections and engagements were conducted with the senior leadership team at our Baddi and Indore facilities. These interactions informed the design of a safety leadership program in collaboration with an external agency. Following this, Safety leadership workshops were held at both sites to promote a strong safety culture and reinforce leadership accountability in occupational health and safety.



Glenmark CIS Team

## Our Emergency Action Plan

At Glenmark, each site strictly follows the Standard Operating Procedure (SOP) outlined in the Onsite Emergency Preparedness Plan (OSEP), which serves as a key operational control measure. We ensure that all employees and contractors are thoroughly trained on the OSEP and are fully aware of the necessary actions to take during emergency situations. To reinforce preparedness, we maintain a Mock Drill Planner covering all environmental and safety emergencies listed in the OSEP, and conduct drills throughout the year to build awareness and readiness among our workforce. We review the OSEP annually and update it as needed to reflect operational, structural, or regulatory changes, ensuring our emergency preparedness remains aligned with the highest standards of safety and compliance.

## Training and Awareness

Our OHS Training Program is designed to support our global workforce in maintaining the highest standards of safety and regulatory compliance. Through ongoing training initiatives, we empower our OHS coordinators worldwide with the knowledge and tools they need to mitigate risks effectively.

Over 68,547 man-hours have been dedicated to comprehensive Health and Safety training across a wide range of critical topics, emphasizing our unwavering commitment to workplace safety, environmental protection, and emergency preparedness. We cover all essential modules such as fire safety, chemical safety, electrical safety, first aid including AED and CPR, incident investigation and root cause analysis delivered by external health and safety experts to enhance internal capability, emergency preparedness & response, LOTOTO, confined space safety, working at height, machine guarding, SCBA, HIRA, Personal Protective Equipment (PPE) usage & assessment, and Control of Substances Hazardous to Health (COSHH) training specifically conducted for Site EHS Leads. We have also trained our employees and workers on ISO 14001 & 45001 standards, EHS & OHS policy awareness, and legal compliance, ensuring alignment with international safety management systems.

In addition, specialized sessions were conducted on hazardous and biomedical waste management, environmental aspect and impact identification, effluent treatment plant, fire alarm and hydrant system operations, FM200 systems, safe handling of solvents and cleaning chemicals, and manual material handling and ergonomics. We also delivered some supplementary awareness trainings on key topics such as slip, trip, and fall protection and behaviour-based safety.

We regularly conduct emergency drills and mock exercises to strengthen preparedness and response capabilities. This structured, multi-tiered training approach ensures that all personnel are not only well-informed but also equipped with the practical skills required to cultivate and sustain a proactive safety culture across every level of the organization.



Glenmark Argentina Team



Glenmark Team Kazakhstan


Wellbeing Session at Glenmark Head Office


Glenmark U.S. Team



# Social and Relationship Capital

SDG's in Focus

## Strategic Relationship for Purpose-Led Growth

At Glenmark, our Social and Relationship Capital is a force multiplier enabling us to reimagine access, amplify innovation, and create tangible health impact across the world. It reflects our commitment to building a healthcare ecosystem through meaningful, long-term relationships rooted in trust, collaboration and shared purpose. We see every partnership with patients, HCPs, regulators, suppliers, and collaborators as a catalyst for innovation and impact.

### Material Issues:

- Access and Affordability of Medicines
- Sustainable Supply Chain

# Key Highlights for FY 2025

| | | |
|---|---|---|
| **4.5 Mn**<br>Lives positively impacted | **INR 307 Mn**<br>Total CSR investment | **1 Bn+**<br>Media impressions |
| **760**<br>Suppliers globally | **75**<br>Suppliers assessed on ESG performance | **75%**<br>Local sourcing |

## Scaling Access Through Strategic Models And Collaborations

Our long-term value creation is driven by how effectively we anticipate and address regional healthcare needs. By aligning with local health systems, regulators, and partners, we build innovative pathways that are sustainable, scalable, and tailored to the needs of high-burden markets. Through a mix of go-to-market strategies, differentiated scientific collaborations, and targeted patient engagement, we strengthen healthcare systems while expanding reach.

### 01 Region-Specific Models

In emerging markets, our science-led portfolio of branded generics, speciality therapies, and novel biologics is deployed through locally relevant strategies supported by our Medical Affairs teams and Patient Access Programs. In North America and Europe, our focus on high-quality generic products ensures affordability and therapeutic continuity.

### 02 Strategic Partnerships Collaborations

Our out-licensing, in-licensing, and distribution agreements are designed for long-term, strategic alignment. Our Alliance Management team actively cultivates partnerships that amplify our commercial footprint while expanding patient access globally.

## Strategic Partnership and Product Collaborations




**Acne**
Pfizer
Abrocitinib® - **India**

**Atopic Dermatitis**
COSMO
Winlevi® Clascoterone **- Europe & South Africa**

**Liquid Tumor**
BeOne
Brukinsa® (Zanubrutinib) **- India**

**Cancer Supportive Care**
HELSINN
Akynzeo® (Netupitant/Palonosetron) **- India**

**Solid Tumor**
康宁杰瑞 ALPHAMAB ONCOLOGY
QiNHAYO™ (Envafolimab) (SubQ next gen PD-L1) /3DM **- India + Emerging Markets**

BeOne
TEVIMBRA® (Tislelizumab) PD1 **- India**

**Asthma**
AstraZeneca
Pulmicort Respules® **- Colombia**

**COPD**
COVIS PHARMA
Duaklir® and Eklira® - **Brazil**

**Diabetes**
AVOLYNT / KISSEI
Remogliflozin® **- India**

LEUIM LIFETECH SCIENCE DOES RIGHT
Liraglutide Biosimilar™ - **India**

## Innovation for Healthcare Access

**Closing critical gaps in treatment**

Our partnerships reflect a clear intent: to bring next-generation therapies to patients who need them most. In India, we collaborated with Pfizer to launch Abrocitinib (Jabryus®), a first-of-its-kind advanced oral systemic treatment for moderate-to-severe Atopic Dermatitis (AD) and the first innovation of its kind in 50 years. As a fast-acting JAK1 inhibitor, it is transforming the quality of life for patients with difficult-to-treat autoimmune conditions, exemplifying our commitment to bridging global science with local need.

# Building Trust Through Responsible Healthcare Collaboration

Our engagement model is built on meaningful, long-term relationships with stakeholders across the healthcare ecosystem, ranging from healthcare professionals, hospitals, pharmacies to patient advocacy groups, scientific bodies, regulators, and policy makers. Every interaction is guided by our ethical marketing and compliance policies, ensuring transparency, accuracy, and regulatory compliance.

**Staying Connected Across Markets**

### Long-Term B2B Partnerships

Our Alliance Management team focuses on building multi-year partnerships for priority portfolios, enabling collaborative growth and continuous refinement through structured feedback and annual partnership health checks.

### Global Field and Medical Engagement

Our 7,000+ field representatives and 60+ Medical Affairs operate through a robust omni-channel model, delivering scientific education and clinical insights healthcare professionals.

### Patient and Community Collaboration

We collaborate with patient associations to better understand unmet patient needs and support care through our Medical Information and Pharmacovigilance teams.

# Deepening Regional Collaborations

In FY 2025, Glenmark USA strengthened collaborations with partners such as Gland, Caplin, SCD, Strides, and MSN to support major injectable, in-licensed, and OTC product launches. We expanded our agreement with Cosmo Pharmaceuticals for Winlevi® (clascoterone cream 1%) to Greece and Belgium and initiated strategic expansion in Europe with Dapagliflozin tablet and Ivermectin cream.

In tender-driven markets, we remain agile through stringent quality controls and swift resolution mechanisms, and continuous feedback to safeguard both patient outcomes and institutional trust.



# Engaging Patients with Purpose

Our access to healthcare programs bridge gaps in affordability, ensuring life-changing therapies are within reach of patients, especially in developing markets.

- **Patient Cost Assistance Programs**
  We offer cost assistance in critical areas like oncology and for patients who need additional support and facilitate tailored loans to ensure access to medicines and medical devices. In FY 2025, we provided free therapy to 355 prostate and breast cancer patients in the U.S. and free drug and diagnostic support to over 2,500 oncology patients in India through the Glenmark Enable Program.
- **Healthcare on Easy Monthly Installments**
  In India, we offer zero-cost EMI plans for essential medications, supported by 12 major banking partners.
- **Drug Donations**
  Aligned with WHO guidelines, we provide medicines to aid vulnerable communities.
- **Medicines for Neglected Diseases**
  We invest in developing new treatments for neglected diseases such as Atopic Dermatitis, broadening the scope of care.
- **Outreach Programs**
  Through digital and social media platforms, scientific conferences, and community events, we increase awareness and encourage early and informed interventions.



## Helping Patients Take Informed Steps Towards Better Health

We recognize that access to treatment alone is not enough. Many health challenges stem from a lack of awareness about symptoms, available therapies, or the importance of early intervention. Across diverse geographies, our Patient Education Programs are designed to close these gaps.

By working closely with healthcare professionals and leveraging innovative tools and outreach strategies for each program, we aim to support people in making choices that lead to better health and quality of life.

### Our Patient Education Programs

| Patient Awareness Program | Region | Purpose | Impact |
|---|---|---|---|
| **Embrace Your Inner Self** | India | Raise awareness, promote early diagnosis, and reduce stigma around vitiligo through sustained public education. | Reached over 290 Mn people across 70+ cities, in collaboration with Indian medical professionals and healthcare associations. Campaigns amplified through the Indian Postal Service and Medical Association, including the release of a postal stamp and an annual calendar. |
| **Breathe Better: World Asthma Day 2024** | APAC | Promote the use of inhalers and drive better asthma management. | Engagaged 2,000+ HCPs using interactive tools like videos, placards, and slam books, enhancing HCP-patient conversations about inhaler use. |
| **“I Can” Program** | Kenya | Provide counselling and improve access to diagnostic services for prostate cancer patients. | In collaboration with Kenyatta National Hospital, enabled professional counselling services. Additionally, the introduction of free Prostate Specific Antigen testing has enhanced early detection and diagnosis, making prostate cancer care more accessible for both government and private patients. |
| **Touching Lives: Breast Cancer Early Detection** | India | Facilitate early detection of breast cancer among underserved populations using non-invasive screening technology. | Screened 25,000+ women across 150+ campuses in India using iBreast in partnership with UE Life Sciences, strengthening preventive healthcare efforts. |
| **Allergic Rhinitis Awareness: World Allergy Day 2024** | APAC | Drive distinction between allergic rhinitis and common colds to encourage accurate and timely treatment. | Launched educational tools like 3D posters and disease awareness books, thereby building awareness. |
| **Take Charge at 18: Heart Health Movement** | India | Encourage young Indians (18+) to monitor their blood pressure early, to reduce long-term cardiovascular risks. | Landmark campaign at Gateway of India. Partnered with Association of Physicians of India (API) to declare the 18$^{th}$ of every month as BP Screening Day across urban and rural India. |

## Partnering with Healthcare Professionals

At Glenmark, our engagement with HCPs is grounded in scientific integrity, mutual respect, and a shared commitment to advancing patient outcomes. Our approach is guided by the highest standards of compliance and ethics.

### HCP Engagement Through Strategic Education and Collaboration

| HCP Program | Purpose | Impact |
|---|---|---|
| **Ryaltris® 'Meetings in a Box' Series** | Equip HCPs with practical tools to support real-world decision making in allergic rhinitis. | Featured expert-led master-classes a series of concise videos, driving field engagement and digital reach via Ryaltris® website. |
| **Pledge for Respiratory Relief** | Inspire clinicians commitment to early intervention in airway diseases. | Strengthened HCP engagement and awareness across respiratory diseases, enabling better public health outcomes. |
| **"One for all Candid" Perception mapping** | Built HCP trust in Candid brand as a reliable treatment. | Delivered stronger growth (YoY) through refreshed scientific communication and strengthened brand perception. |
| **"Unsuppressed Life" Campaign** | Raise awareness about immune-preserving systemic therapy in psoriasis. | The campaign boosted awareness and HCP engagement, proposed inclusion of Aprezo© in Malaysia's national psoriasis treatment protocol. Earned international recognition by The Rx Club, U.S. |
| **Peer Exchange Project, Philippines** | Address dermatology education gaps in primary care aligned with aligned with Universal Healthcare goals. | In partnership with Philippines Academy of Family Physicians (PAFP) and Philippine Dermatological Society (PDS), launched a first-of-its-kind program with educational caravans, dermatology atlas, and nationwide insights survey. |
| **HCP-centric Campaigns: "My combination for good day" for Ryaltris® and "Inhaler is the right choice for Asthma" for MDIs range** | Raise awareness about appropriate treatment options for respiratory conditions, supporting better clinical decisions and promote brand recall for respiratory therapies. | Improved visibility in clinics, strengthened brand equity, and drove secondary sales growth and market share. |
| **Glenmark Science Registration Platform** | Provide targeted respiratory and dermatology therapies to support HCPs in delivering better patient care. | Strengthened HCP trust and awareness through targeted campaigns, contributing to improved engagement and supporting sales growth. |

## Advancing Respiratory Care with Ryaltris®

Our deep expertise in respiratory health continues to drive meaningful innovation. With **Ryaltris®**, Glenmark has refined the standard of treatment of allergic rhinitis, offering fast, consistent symptom relief.

In FY 2025, we launched **Ryaltris®** in 11 new markets, building access and momentum globally.

**Regional Momentum**
We hosted our first Glenmark–Partner **Ryaltris®** regional meeting, bringing together stakeholders from 8 partner-led and 7 Glenmark-led markets for strategic alignment and local insights sharing.

**Engaging the Medical Community:**
We also worked closely with healthcare communities through CMEs and scientific engagements across Maldives, Malaysia, and the Philippines, including both professional congress participation and clinic-level interactions.

**Policy Advocacy**
In Malaysia, we are actively pursuing inclusion of **Ryaltris®** in the National Formulary (Blue Book) to ensure broader access for patients.




### Practitioner's Perspective on Ryaltris®

As a healthcare provider managing patients with seasonal and perennial allergic rhinitis, I have found Ryaltris® to be a highly effective and well-tolerated treatment option. Its combination of olopatadine hydrochloride, a fast-acting antihistamine, and mometasone furoate, a potent corticosteroid, offers both immediate relief and long-term inflammation control. Many of my patients report significant improvement in nasal congestion, sneezing, and runny nose within days of starting therapy. The convenience of a single nasal spray that addresses both histamine-mediated symptoms and underlying inflammation greatly improves adherence and outcomes.

Importantly, Ryaltris® has demonstrated a strong safety profile, with minimal systemic absorption and few side effects. It has become a first-line option in my practice for patients struggling with moderate to severe allergic rhinitis who have not found adequate relief with monotherapy.

Overall, Ryaltris® has proven to be a valuable advancement in the management of allergic rhinitis, offering patients fast, effective, and sustained symptom control.

**- Dr Baharudin Abdullah, Senior Consultant, Department of Otorhinolaryngology - Head and Neck Surgery, School of Medical Sciences, Universiti Sains Malaysia, Malaysia**

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The introduction of Ryaltris® nasal spray has added a valuable treatment option for patients with allergic rhinitis. Its unique 2-in-1 formulation, combining Olopatadine Hydrochloride and Mometasone Furoate, offers faster and more effective relief of nasal symptoms. Unlike other corticosteroid nasal sprays, Ryaltris® does not leave an unpleasant aftertaste, which enhances patient compliance, particularly among adults and children over 12 years old. As a result, Ryaltris® has become a preferred choice among ENT specialists in the region.

**- Dr Gan, Consultant Otorhinolaryngology, Head and Neck Surgery (ENT), Mahkota Medical Centre, Melaka, Malaysia**

## Shaping Scientific Conversations

### 1. Medical Education, Advocacy, Key Opinion Leaders Connect

We drive impactful scientific exchanges with experts across geographies.

In FY 2025, we conducted 640+ medical education programs including 31 international speaker programs, organized over 240 Scientific Advisory Boards across therapies. These efforts engaged 11,270 KOLs worldwide through scientific programs. Notably, we advanced QiNHAYO™ (Envafolimab) global development plan, refining its clinical strategy and launch readiness through extensive KOL engagement and targeted medical education.

**Regional highlights include:**

- **Synergy in Allergy (APAC):** Engaged 400+ HCPs across the region to elevate "one airway-one disease" concept clinically linking asthma and allergic rhinitis.
- **Derma Masterclass (Middle East & Africa):** Featured global acne expert Prof. Alison Layton and regional KOLs for in-depth discussions, reinforcing our brand's position in dermatology.
- **Essence of ASH (India):** Hosted Prof. Christian Buske to share perspectives on Zanubrutinib and the BTKi revolution in B-cell lymphoma care, generating strong engagement from Indian hematologists.
- **Physician Masterclass (Kenya & Zambia)**: Brought together consulting physicians for discussions on hypertension, heart failure, and diabetes management, led by senior KOLs across specialties.

### 2. Conference Presentations & Journal Publications

Our research insights reach global audiences through conferences and journals.

In FY 2025, we released 57 scientific publications, including:

- 24 Journal publications, with 3 expert consensus papers.
- 17 abstracts published and presented at leading international conferences.
- 16 abstract presentations at top-tier conferences such as ASCO 2025, ASH 2024, ADA 2024, EADV 2024, ASPR 2024 and WHC 2025.
- At ASCO 2025, we showcased our innovative oncology pipeline, generating momentum and visibility for Glenmark and IGI.

**Our collaboration on Ryaltris® studies also moved forward:**

- A Pooled Analysis of Ryaltris® Phase III studies has been completed and is currently being prepared for submission.
- A device comparison study was published in Europe by the University of Pharma, Italy with publication support enabled through our collaboration with Menarini.
- In China, we extended manuscript and abstract development support to our local partners for the Chinese Phase III study. The abstract was presented at a national scientific conference in July, and the full manuscript is under development for journal submission.



## Our Industry Associations

We collaborate with industry associations to drive meaningful dialogue, shape progressive healthcare policy, and advance equitable access to quality medicines. These partnerships are integral to our advocacy efforts, enabling us to address shared challenges, influence regulatory frameworks, and contribute to more patient-centric, resilient healthcare ecosystems.



### Key Industry Bodies We Engage With

#### India

- Indian Pharmaceutical Alliance (IPA).
- Federation of Indian Chamber of Commerce and Industry (FICCI).
- Pharmaceuticals Export Promotion Council (PHARMEXCIL).
- Indian Drug Manufacturer's Association (IDMA).
- Federation of Pharma Entrepreneurs (FOPE).
- Bombay Chamber of Commerce and Industry (BCCI).
- Swiss-Indian Chamber of Commerce (SICC).

#### USA

Association for Accessible Medicines (AAM).

#### Canada

Canadian Association for Pharmacy Distribution.

#### Europe

Medicines for Europe (MFE), Medicines UK.

#### Kazakhstan

Association of International Pharmaceutical Manufacturers in the Republic of Kazakhstan (AIPM).

#### Middle East

Riyadh Chamber of Commerce.

#### Uzbekistan

Association of Foreign Pharmaceutical Companies and Manufacturers in the Republic of Uzbekistan.

#### Philippines

India Business Forum Philippines Inc.

#### Russia

Association of International Pharmaceutical Manufacturers (AIPM), Society of Professional Pharmaceutical Organizations, Indian Business Alliance (IBA).

## Partnering with Health Authorities for Impact

We maintain active engagement with global and local regulatory bodies, including the U.S. FDA, European Medicines Agency (EMA) and national health agencies. This ensures alignment with evolving requirements, facilitates timely approvals, and strengthens compliance across our operations.



# Shaping the Brand Narrative through Strategic Media and Digital Engagement

**In FY 2025, Glenmark's media outreach and digital platforms are powerful engines of trust, influence and leadership.**

## Media Impact

**1+ Billion** Media Impressions

Global storytelling that reinforced trust and strengthened stakeholder connections

- Scientific Innovation
- Business Transformation
- Responsible Stewardship
- Healthcare Access

## Digital Impact

Showcasing culture, purpose & people

**+16%** Increase in Followers | **983,000** Followers

**10%** Engagement Rate (Above industry Benchmark)

Launch of Glenmark Europe LinkedIn Page

**+44%** Increase in Followers | **14,400** Followers

## Campaign Spotlight: Bringing Treatment Conversations Closer to the Patient

To deepen relevance with healthcare professionals, we launched a campaign in Brazil that connected our respiratory portfolio to everyday clinical realities through relatable patient stories. A creative concept positioned a "real" family with each member linked to a different respiratory condition such as asthma or allergic rhinitis to reflect the diversity of cases managed by HCPs.

Developed in collaboration with the medical team, the campaign used real patient profiles aligned with local treatment guidelines. Dynamic visual aids made discussions with doctors more engaging and practical. The campaign was well received by both sales teams and HCPs in the country and has been submitted for the Veeva Marketing Awards 2025 and Lupa de Ouro Awards, reflecting its impact and innovative execution.




# Building a Resilient and Responsible Supply Chain

A resilient supply chain is fundamental to delivering life-saving therapies to patients worldwide — bridging the gap between scientific innovation and real-world access. As global supply networks face rising pressure from geopolitical shifts, regulatory volatility, and climate-related disruptions, we continue to invest in future-ready, agile, and sustainable supply chain strategies that safeguard business continuity and patient outcomes.

To further strengthen quality assurance, rigorous audits are undertaken at manufacturer sites every three years focused on GMP compliance, facility standards, quality systems, and documentation.

In FY 2025, we completed 185 vendor audits to verify adherence to these requirements.

We are diversifying our supplier base, developing alternate vendor options, and increasing local sourcing where feasible. Simultaneously, we are integrating ESG priorities into procurement, building a supply chain that is not only efficient but ethical, inclusive and resilient.

**230** Total number of significant suppliers

**75** ESG Assessments conducted in FY 2025

Spend on local[1] sourcing:

**75%** of procurement value on local sourcing, supporting regional economies and reducing environmental impact through shortened supply routes

[1]These indicate suppliers located within the same country where our operations facility is based.

## Overview of Our Supply Chain

**101**
### Strategic Suppliers
These are the long-term partners we work closely with to achieve our broader goals.

**195**
### Critical Suppliers
They provide components or materials essential to our daily operations. Any disruption here could have significant consequences.

**464**
### Routine Suppliers
They deliver widely available products where we focus on efficiency, ensuring the right balance of cost, quality, and delivery.

### Geographical Distribution of Our Direct Material Procurement Spend in FY 2025

| | | | |
|---|---|---|---|
| India **70%** | Spain **4%** | France **6%** | China **4%** |
| USA **2%** | Italy **4%** | Others **8%** | Netherlands **2%** |

### Sourcing (%) in FY 2025

**MSME**
**7%**

**Non-MSME**
**93%**

### Integration of Social and Environmental Factors in Our Procurement



**Supplier Chain Management**
We have a well-defined governance model in place, supported by specialized supply chain and demand planning teams to ensure reliable operations.



**Supplier Screening**
All new suppliers undergo rigorous evaluations based on ESG credentials, quality compliance, and audit history. In FY 2025, 45 new suppliers underwent this process to proactively manage environmental and social risks.



**Supplier Code of Conduct**
Our Supplier CoC outlines expectations around ethical standards, environmental stewardship, human rights, and labour practices. It ensures alignment with Glenmark's sustainability agenda and forms the foundation for all suppliers' relationships.



**Capacity Building for Supplier**
We work closely with our suppliers to help them succeed on their ESG journey. Along with clear guidance on our expectations and processes, we share ESG benchmarks so they can track progress and identify gaps. Where needed, we support corrective actions, bridge capability gaps, and provide technical assistance to help strengthen their capacity and performance over time.



**Performance Monitoring of Suppliers**
Post-assessment, we maintain ongoing oversight through regular reviews and audits to ensure ESG compliance and drive continuous improvement.



**Supplier Sustainability Protocol**
We assess and categorize suppliers through a structured ESG performance framework that integrates self-assessments by suppliers with rigorous second-party and third-party evaluation for critical operations. We classify our suppliers as Stewards (exemplary performance), Implementers (meeting standards), or Beginners (requiring improvement). Suppliers demonstrating strong ESG practices are prioritized in future contracts, while those failing to meet standards within set timelines are removed from our network. In FY 2025, we assessed 75 suppliers, with no significant actual or potential negative environmental or social impacts identified.

# Corporate Social Responsibility

**Empowering Communities, Enriching Lives**

Enriching lives to create a healthier and happier world is the guiding vision behind our approach to Corporate Social Responsibility (CSR). We aim to create meaningful and measurable impact by addressing critical needs and enabling long-term change in underserved communities. Our CSR efforts focus on key areas such as health, livelihood and skill-building, education, sports promotion, disaster relief, and access to healthcare and water.

## Impacted 4.5 Mn lives through our CSR interventions over the years

**3,600,000+**
Lives impacted through child health interventions over the years

**530,000+**
Pregnant & lactating women served through various interventions

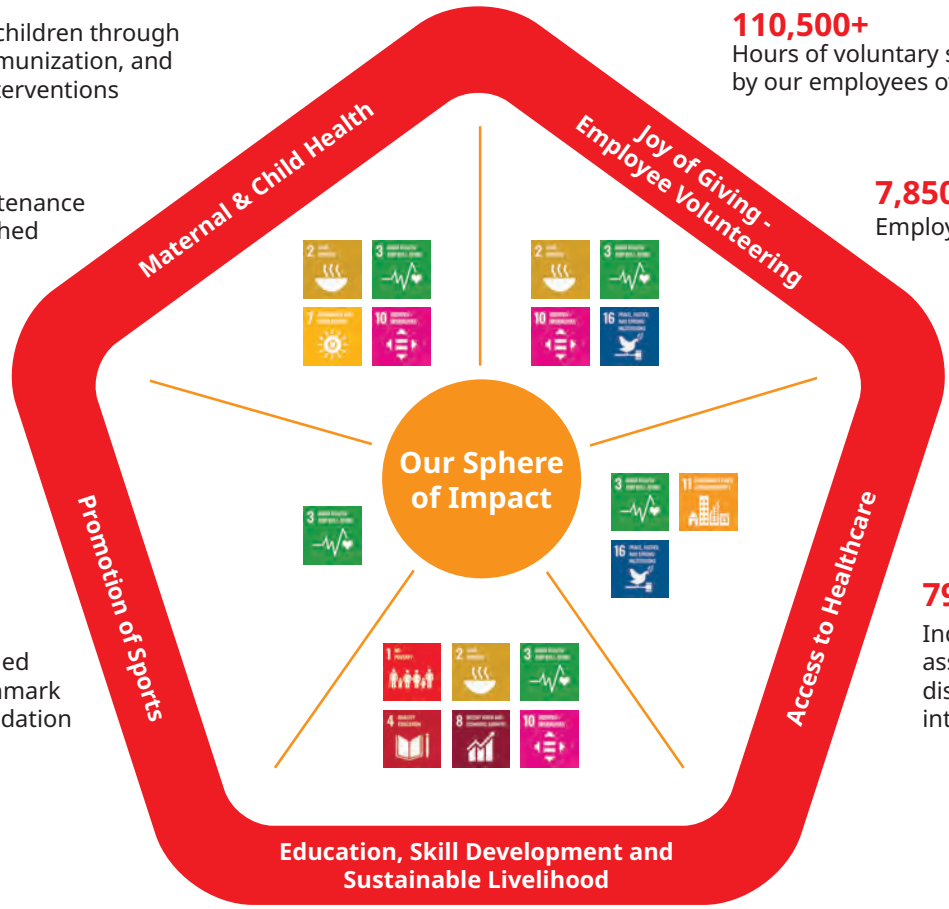
**55+**
Glenmark locations across 33 countries participated

**380,000+**
Outreach to children through nutrition, immunization, and sanitation interventions

**110,500+**
Hours of voluntary service offered by our employees over the years

**48,000+**
Provided sustenance to malnourished children

**7,850+**
Employee volunteers




**5,100+**
Swimmers trained and

**470+**
Medals accrued through Glenmark Aquatic Foundation

**79,700+**
Individuals assisted through disaster relief interventions

**9,500+**
Youth/students impacted through skill development and education

**28,500+**
Differently abled individuals provided rehabilitation support

Our projects are shaped by our well-defined CSR policy and overseen by a board-level CSR Committee. We work with experienced on-ground partners.

In FY 2025, we have further enhanced our efforts to achieve greater impact across our CSR focus areas. No actual or potential negative impacts on the local communities has been identified in the reporting year.




# Maternal and Child Health

We are committed to building healthier communities with a strong focus on maternal and child health. Through our CSR efforts in India, the Philippines and Kenya, we continue to improve access to healthcare, enhance nutrition outcomes, and strengthen local health systems for underserved populations. Glenmark Foundation, our CSR arm, works to reduce infant, child and maternal mortality through a comprehensive 360-degree strategy, anchored in the belief that 'Healthier Children' build a 'Healthier World.'

Project Kavach, our flagship initiative, operates across Himachal Pradesh, Sikkim, Madhya Pradesh, Jharkhand, Maharashtra, and Assam with tailored interventions. It has conducted 1,000+ health camps, reaching 50,000 people. Health on Wheels, a key intervention, deploys mobile medical units to deliver primary healthcare in hard-to-reach areas for pregnant women, lactating mothers, and children under six. The initiative also facilitated awareness sessions on immunization, nutrition, and hygiene and training for over 300 Anganwadi workers and frontline staff.

In Jharkhand, Health on Wheels expanded to Murhu block in Khunti district, an Aspirational District. 140 camps reached 3,129 children and 996 women, focusing on early identification of malnutrition and anemia. Malnourished children were referred to government Malnutrition Treatment Centres, and nutrition kits were distributed to families.

In Madhya Pradesh, Project Kavach strengthened nutrition and health indicators in Khandwa district, an Aspirational District, with a focus on the Korku tribal community. Interventions included home visits to malnourished children and pregnant and lactating women, promotion of Backyard Nutrition Gardens benefiting nearly 5,000 families, and WASH programs engaging over 4,300 children. An anthropometric survey assessed stunting prevalence, and over 7,000 women were reached through training and community mobilization in collaboration with government systems.

Infrastructure was strengthened with a new Reproductive and Child Health Centre in Himachal Pradesh, established with the District Health Department. This facility serves an additional 7,000 people and provides primary care, including timely immunization.

We supported Kilkari, a mobile health program under the Ministry of Health and Family Welfare. Kilkari delivers weekly voice messages on pregnancy and childcare from the fourth month of pregnancy until the child's first birthday. In FY 2025, it reached over 200,000 women and children across four districts in Maharashtra and one in Madhya Pradesh, supported by state-level workshops for frontline workers to support integration into public health systems.

## Launched the Pioneering Boat Clinic Program to Enhance Maternal and Child Health in Assam.

We were the first pharmaceutical company to launch the Boat Clinic initiative. It is a unique and first-of-its-kind healthcare intervention aimed at addressing critical gaps in medical services for the char (island) villages of the Brahmaputra River in Assam. These riverine communities face severe geographical isolation, frequent displacement due to floods, and a lack of healthcare infrastructure, making access to even the most basic medical services a challenge. The Boat Clinic Initiative is a strategic model of collaboration, bringing together District Administration of Darrang an Aspirational District, Glenmark, and CNES our NGO partner to address the unique healthcare challenges of remote riverine communities.

The Boat Clinic is staffed with a doctor, nurses, lab technicians, pharmacist, and community health workers. Pregnant and lactating women are provided with regular antenatal and postnatal care, screenings, and essential medicines to ensure safe pregnancies and healthier births.



Banesa Khatun
Village No.4 Nangli Char

I'm very grateful for the Boat Clinic service in our village. Earlier, emergencies meant traveling 25 km, which was hard and slow. Now, we get medical care right here with a doctor and nurse on board. This service has brought us great relief and happiness. We never expected such care so close to home.




Beneficiaries at the Health Camp




A Lifeline on the Brahmaputra: Glenmark's Boat Clinic Provides Last Mile Healthcare Access

**The Boat Clinic has become a symbol of our commitment to accessible healthcare, building stronger communities by putting mother and children's health at the heart of lasting change.**

### Combating Household Air Pollution

Around 2.1 Bn people around the world continue to cook with open fires or inefficient stoves, resulting in approximately to 3.2 Mn deaths each year from household air pollution.[3] In India, many households continue to cook with solid fuels on daily basis, contributing to harmful indoor air pollution and posing health risks, particularly for women and children. To address this pressing issue, the Glenmark Foundation, collaborated with CSIR-NEERI, to develop PAVAK, a low-cost, improved cookstove that has been extensively researched and field tested.

**Over 4,000 PAVAK cookstoves have been distributed in two aspirational districts namely, Nandurbar, Maharashtra, and Khandwa, Madhya Pradesh. Plans are in place to reach an additional 10,000+ households across both states.**

The cookstove is BIS 2013 compliant and offers several benefits including, reduced emissions, reduced fuel consumption, durability, and easy maintenance. Additionally, demonstration sessions are also conducted across identified villages to build community awareness and promote adoption.



Beneficiaries of our Smokeless Cookstove Initiative

[3]World Health Organization (2024) Household air pollution and health, 16 October. Available at: WHO (https://www.who.int/news room/fact sheets/detail/household air pollution and health) (Accessed: 1 July 2025).

## Taking Nutrition Efforts Global: Launch of Community Initiative in the Philippines and Kenya

Our commitment to addressing malnutrition extends beyond national boundaries. This year, we expanded our efforts globally through our subsidiaries, Glenmark Philippines Inc. and Glenmark Pharmaceuticals Kenya.

Launching our first major community wellbeing initiative in the Philippines, in partnership with the Municipality of Malinao and Health Futures Foundation Inc., we introduced a targeted nutrition program in Aklan province, covering 23 Barangays (villages). The initiative supports children under five and nutritionally at-risk pregnant and lactating women through dietary supplementation, nutrition gardening, and training for community health workers. This collaborative effort, aligned with local government departments, aims to improve the health and nutrition of nearly 25,000 individuals.

We launched a maternal, child health, and sustainable livelihoods initiative in the drought-affected regions of Makueni and Kajiado counties in Kenya in partnership with Emali Dedicated Children's Agency (EDCA). The program addresses critical nutrition and food security challenges by supporting over 500 children, 300 pregnant and lactating women, and 240 vulnerable households. It also provides Vitamin A supplementation and deworming to 2,000 children under five through community outreach.






Launch of Maternal and Child Health Project in Kenya







Launch of Maternal and Child Health Project in the presence of Hon. Josephine I. Iquina, Municipal Mayor of Malinao

### Collaborative Action for Nutrition

We believe that addressing malnutrition requires innovative thinking, inclusive platforms, and multi-stakeholder collaboration.

**The Glenmark Nutrition Awards 2025, anchored by Glenmark Foundation in partnership with IDOBRO, UN Global Compact Network India, and Impact4Nutrition, recognized outstanding community-based efforts to tackle malnutrition across India.**

The fifth edition of the Nutrition Awards, received over 400 entries from 22 states. Winning projects included nutrition gardens supporting tea workers in West Bengal a child growth monitoring app reaching 500 households in Maharashtra, and community-led nutrition support for 600 households in Rajasthan. Each winning organization received a grant to expand the reach. In addition, two capacity-building workshops were organized for participating NGOs, including sessions on dietary diversity and the links between nutrition and climate change. These workshops brought together more than 200 NGO representatives from across the country.




Cheryl Pinto, Executive Director – Corporate Services Awarding the Winners (Rural Category) at the Glenmark Nutrition Awards

Complementing this effort, **Meri Poushtik Rasoi,** led by Glenmark Foundation, continues to serve as a creative and community-led platform to promote nutritious, affordable, and culturally rooted recipes. The seventh season received over 850 entries from 23 states and 4 Union Territories.

Finalists from across sectors including NGOs, students, professionals, and Glenmark employees came together in Mumbai for a live cook-off event that showcased recipes using locally available ingredients and traditional knowledge. The contest celebrated meals like Millet Jackfruit Tacos, and Goan Khatkhate, highlighting the potential of simple, homegrown recipes in building better nutrition.



Meri Poushtik Rasoi Final Cook Off

## Water Conservation and Management: Project Jal Kavach

Through Project Jal Kavach, we have undertaken a series of rainwater harvesting efforts to improve water availability across rural regions. Over the years, more than 180 structures have been completed in Madhya Pradesh and Maharashtra, with new interventions now initiated in Goa. These include check dams, stream widening and deepening, desiltation of percolation tanks, farm ponds, recharge shafts, recharge of borewells, and gabion structures.

**Our Jal Kavach initiatives have enabled us to achieve water neutrality and progress to a water-positive footprint.**



Nikhlesh Patel
Bachhanpur Village, Dhar District

My farm used to suffer from low yields, poor soil fertility, and a drying borewell early in the season. With the launch of the Jal Kavach Project by Glenmark Foundation, things began to change. The silt from the desilted pond was very helpful, my soybean yield rose by 25%, soil health improved, and moisture retention increased, reducing my need for irrigation. For the first time, my borewell lasted through April. Farming has become more sustainable and rewarding.

We have successfully harvested **1,097,161 KL** of water, enabling us to meet our water positivity goal before the set timeframe. Project Jal Kavach continues to strengthen water availability while supporting rural productivity and resilience.



Glenmark Foundation's Project Jal Kavach in Shahapur, Maharashtra

## Education, Skill Development, and Sustainable Livelihood

We remain committed to creating meaningful social impact through focused initiatives in skill development, inclusive rehabilitation, education, and community upliftment. In FY 2025, we empowered over 900 new individuals through specialized skill development programs, equipping them for better employment opportunities. As part of our commitment to inclusivity, we also supported the rehabilitation of more than 1,200 differently-abled individuals under the Jaipur Foot Program, by providing artificial limbs, fitments, and calipers, enabling them to lead more independent and dignified lives.

Additionally, in our effort to promote quality education in marginalized regions, we enhanced educational infrastructure and provided essential resources across Jalgaon, Dhule, and Satara, positively impacting the learning journey of over 1,400 students. Through these integrated initiatives, Glenmark continues to uplift communities and build a more empowered, inclusive, and sustainable future.

**Through our U.S. subsidiary, we have invested USD 1.7 Mn in South Piedmont Community College to help set up a 21,000 sq. ft. Aseptic Training Facility in Monroe, North Carolina. Opening in 2026, the center will feature advanced labs and HFlex classrooms, offering hands-on training in aseptic processing to meet growing industry needs. This reflects our commitment to skill-building, community empowerment, and local economic growth.**

## Promoting Swimming as a Sport

The Glenmark Aquatic Foundation (GAF) is dedicated to promoting swimming in India, with the goal of cultivating future international medalists. In line with our commitment to inclusive and grassroots development, GAF operates India's largest development swimming center at Kalinga Institute of Social Sciences (KISS, Bhubaneswar), serving about 800 children and employing 20 tribal coaches.

GAF also manages two high-performance swimming centers in Delhi and Thiruvananthapuram, in collaboration with the Sports Authority of India (SAI). In FY 2025, GAF opened a new development center in Gandhinagar, also with SAI, expanding its reach to tap swimming talent from western India.

To support nationwide coaching excellence, GAF runs swim.clinic, an online, multilingual coach education platform with integrated social features for collaborative learning. The platform now has over 1,200 registered members, and during the year, multiple webinars were conducted with renowned coaches.

**During the year, swimmers from Team GAF achieved notable success by securing 21 gold, 30 silver, and 27 bronze medals in various national and international competitions.**

The year also saw a special visit from Michael Bohl, one of the world's most decorated swimming coaches, who spent time with coaches and young swimmers at our centers. To further promote competitive swimming, GAF organized iSwim meets in Bhubaneswar and Thiruvananthapuram during the year.






Glenmark Aquatic Foundation Swimmers

## Global Employee Volunteering: The Joy of Giving

Employee volunteering is a vital part of our Corporate Social Responsibility efforts. Over the years, the Global Joy of Giving has grown into a movement, inspiring employees across more than 33 countries to contribute to their communities. This initiative reflects our belief that collective action can drive meaningful, lasting change.

This year, 25 Glenmark locations in 18 countries participated, with initiatives spanning across education, health, inclusion, and environmental action. Our global campaign, #SharePostSavePlanet, was also launched, where every post shared by an employee contributed to our tree plantation pledge. The campaign exceeded its target, enabling the planting of 1,420 trees.



Glenmark Germany Employees

Our volunteers advanced education and child welfare in Kenya, Russia, Kazakhstan, Uzbekistan, Myanmar, South Africa, and Poland; supported the elderly and differently-abled in Slovakia, Czech Republic, and the U.S.; provided hunger relief and emergency aid in Brazil, the Philippines, the Netherlands, and the U.S.; and led innovation-driven community projects in Germany, Ukraine, and the Czech Republic.

In India, efforts focused on education, inclusion, and health. Employees in Baddi, Nalagarh, Sikkim, and Indore conducted school outreach, provided learning aids, improved infrastructure, and introduced digital tools. In Mahape and Chhatrapati Sambhajinagar, teams promoted inclusion through vocational training for youth with learning needs and school dropouts, clothing donations, and sanitation facilities for differently-abled students.

Child health and welfare initiatives were led by employees at the Head Office, India Formulations, and Nashik, including meals for children undergoing cancer treatment, family support, and clothing distribution.

**This year our women employees from our R&D team also successfully completed the Women in Science Volunteering Program, inspiring over 800 children across two government-aided schools. This impactful initiative was designed to spark curiosity and foster a love for science among underprivileged students.**

Together, our actions reflect a purpose-driven culture and a global commitment to creating lasting impact through vision, collaboration, and meaningful action.



Glenmark Russia Employees



Glenmark Women in Science with R&D Employees



Glenmark India Formulations and Head Office Employees



Glenmark Czech Republic Employees



# Natural Capital

SDG's in Focus



## Advancing Environmental Sustainability to Create Long-Term Value

Climate change presents a defining challenge of our time, with far-reaching implications for biodiversity, ecosystems, livelihoods, and public health. We are advancing our sustainability ambition through purposeful climate action and responsible resource optimization.

We are working towards carbon-neutral growth by reducing emissions, minimising waste, and improving water management across and beyond our operations. Our efforts reflect a long-standing commitment to environmental stewardship and a future-oriented approach to value creation. By protecting natural systems and supporting climate resilience, we are contributing to a healthier planet and a more sustainable tomorrow.

### Material Issues

Climate Action

Natural Resource Management

# Key Highlights for FY 2025

Glenmark is the first pharma company to publish a TNFD report and get it verified through TNFD

Achieved water positivity

**100%**
Sites have achieved zero waste to landfill

**3**
of our sites have Zero Liquid Discharge systems ("ZLD")

**100%**
Equivalent pre- and post-consumer plastic waste collected and sent for recycling through authorized recyclers (Plastic Waste Processor)

**The reporting boundary for FY 2025 includes our Indian operations, which account for an estimated 95% of our total greenhouse gas emissions, energy consumption, waste generation, and water usage.**

# Our Sustainability Strategy

At Glenmark, sustainability is integral to responsible growth. We aim to balance strong business performance with a deep commitment to environmental stewardship.

As a global manufacturer of life-saving medicines, we recognize our responsibility not only to patients and partners, but also to the planet. Our sustainability strategy is embedded within our business model and overseen by our Board of Directors, ensuring continuous progress and long-term accountability.

Reducing our environmental footprint remains a key priority. We are investing in low-carbon and energy-efficient technologies and developing products with low Global Warming Potential (GWP) Through our ESG-based Supplier Protocol, we also promote responsible sourcing across our value chain.

**A transition to clean energy is central to our strategy. We are steadily increasing the use of renewable energy and enhancing energy efficiency across our manufacturing sites and operational footprint. Climate risk management and emissions reduction are embedded in our decision-making processes.**

**We are advancing circularity and waste reduction by implementing robust waste management systems. Our goal is to achieve Zero Waste to Landfill certification for our India operations and extend this standard globally.**

**Water stewardship is another critical area of focus. We are proud to share that we have achieved our Water Neutrality target and have achieved Water Positivity for our operations. This has been enabled by optimal water usage and targeted and sustainable water practices across facilities.**

**Additionally, we are committed to biodiversity conservation, including afforestation initiatives and the prevention and elimination of invasive species at our sites.**

By integrating sustainability into every aspect of our business, Glenmark is building a resilient, future-ready organization, one that not only delivers life-saving medicines but also protects and preserves the environment for generations to come.

# Environment, Health, and Safety (EHS) Governance and Oversight

At Glenmark, environmental sustainability is a core part of how we operate, guided by a robust governance framework and our comprehensive Environment, Health, and Safety (EHS) Policy. This framework drives our focus on efficient resource use, pollution prevention, energy conservation, water recycling, waste reduction, and emissions control.

Our governance structure ensures clear accountability and continuous improvement:

- The ESG Committee of the Board provides top-level oversight for sustainability and climate-related initiatives. Meeting quarterly, the Committee evaluates performance, tracks global developments, and identifies areas for improvement in line with evolving best practices.
- The President of Global Operations sets the strategic direction and allocates resources to drive EHS priorities.
- The EVP – Global Operations is responsible for policy implementation and regulatory compliance.
- The VP and Corporate Head of EHS aligns site-level actions with company-wide EHS objectives.

This multi-tiered oversight model ensures that environmental performance remains a strategic priority embedded across all levels of the organization.

# EHS Compliance

We maintain 100% compliance with environmental regulations across all global sites, with no violations or penalties in the last four years.

We are proud to share that 11 out of our 15 manufacturing facilities and R&D centres globally (73%) are now certified under ISO 14001:2015 for environmental management. This includes 9 out of 11 sites in India (82%), covering both manufacturing and R&D centres, with our Sinnar site achieving certification in FY 2025, and 2 out of 4 international sites, namely Pilar and VM Czech. Our VM Czech Republic plant is also ISO 50001:2018 certified for energy management systems.

Our Nashik, Nalagarh, Baddi, Sikkim, Goa, Indore, and Chhatrapati Sambhajinagar sites continue to maintain a common umbrella certification, reflecting our sustained commitment to environmental compliance and sustainability across operations.

### Stakeholder Engagement and Training

EHS awareness is actively promoted through both internal and external training programs, with a total of 68,547 man-hours dedicated to EHS training in FY 2025. These comprehensive programs focus on key environmental aspects, reinforcing our commitment to sustainable resource use and the conservation of natural capital. Designed to equip employees with the knowledge and skills necessary for responsible management of energy, air, water, waste, and biodiversity, the training initiatives are conducted through regular sessions, periodic refreshers, internal campaigns, and site inspections. Together, these efforts foster stronger employee engagement and accountability in achieving our environmental objectives.



**Waste and Water Management**

All our employees at our manufacturing sites undergo regular training on water and wastewater management, as well as hazardous and non-hazardous waste handling. These sessions focus on efficient resource use, safe disposal practices, and regulatory compliance to minimize environmental impact. Co-processing of waste and wastewater treatment protocols are part of the training scope.



**Air Pollution Management**

Training modules cover topics related to air quality control, including the proper operation of pollution control equipment and fugitive emission capture techniques. Employees are trained to monitor and reduce air emissions in compliance with environmental regulations and site-specific emission standards.



**Energy Management**

We promote energy conservation through awareness sessions on energy-efficient practices and technologies. Training is delivered via internal platforms and includes the use of energy-efficient equipment, optimization of HVAC systems, and operational improvements to reduce carbon intensity across processes.



**Sustainability and GRI Reporting**

Training on Global Reporting Initiative (GRI) indicators is conducted for EHS and Engineering leads, enabling accurate tracking and reporting of environmental performance across water, energy, waste, and emissions.

# Energy Management

**Promoting Energy Conservation**

We are committed to enhancing operational efficiency and reducing our carbon footprint by lowering energy use across our operations. In FY 2025, our total energy consumption stood at 5,72,617 GJ while energy intensity was 38.42 GJ/MT of Production.

Our approach integrates:



**Efficient Technologies**



**Advanced Energy Management Practices**



**Adopt Cleaner Source of Energy**



**Increased Reliance on Renewable Energy Sources**

We conduct regular energy audits to identify opportunities for savings and prioritize energy efficiency across manufacturing, office operations, and logistics.

**Key energy efficiency measures implemented across our sites include:**

- Upgrading to LED lighting.
- Installing motion sensors in office and service areas.
- Replacing AC motors with DC motors in air handling units (AHUs).
- Introducing variable frequency drives (VFDs) in high-horsepower systems.
- Optimizing refrigeration, pumping, boiler, and utility systems.
- Installing heat pumps.
- Replacing furnace oil with higher-GCV biofuels, eliminating the need for preheating.
- Use of solar energy for heating purpose.

**Replacement of Electrical Heaters with Warm Water Reheating in SSD Warehouse AHU**

In a strategic initiative to enhance energy efficiency, the SSD warehouse HVAC system underwent a significant upgrade by replacing electrical air reheating systems with a warm water coil setup in the Air Handling Units (AHUs). Originally, electrical heaters were used to reheat air in the HVAC system, leading to high power consumption. To optimize energy usage, a warm water coil was installed to perform the same function using an available heat source.

The warm water used for reheating is recovered from utility systems such as air compressors and chillers, making it a zero-cost energy source. This change not only eliminated the operational costs associated with electrical reheating but also contributed to overall sustainability by utilizing waste heat from existing processes as well as eliminating fire hazard thus, making it safe for operations.

As a result of this retrofit, the facility achieved a substantial annual energy saving of 1,81,770 KWH, translating to a cost saving of approximately INR 1.3 Mn. This initiative demonstrates the effective use of waste energy streams to improve HVAC efficiency while significantly reducing operational costs.

**HVAC System Optimization in RM Warehouse**

To reduce operational costs while maintaining the required environmental conditions in the RM warehouse, the HVAC system was optimized by modifying the chilled water coil configuration. Initially, the system relied on a 6-row deep chilled water coil in combination with electrical heaters to achieve the desired temperature and humidity levels.

As part of the optimization effort, the existing 6-row coil was replaced with an 8-row deep coil. This modification increased both the air contact surface and residence time, enabling the system to achieve the necessary environmental conditions solely through the chilled water coil, thereby eliminating the need for electrical heater operation.

This upgrade resulted in significant energy savings, with an annual reduction of 1,71,258 KWH in power consumption, amounting to cost savings of approximately INR 1.2 Mn. The project highlights a simple yet effective HVAC enhancement that delivers improved performance and energy efficiency.

### Optimizing Hot Water Generation: A Sustainable Solution for Enhanced Energy Efficiency at Chhatrapati Sambhajinagar Plant

At the Chhatrapati Sambhajinagar Plant, the existing heat pump was primarily providing hot water to the Inhaler-I, Inhaler-II, and Foam Facility, while the Hot Water Generation System supplied hot water to the Nasal-II facility, which utilized biofuel with an average daily consumption of 2,000 liters. However, the high reliance on electrical consumption for hot water generation was resulting in elevated energy costs. To address this challenge, we modified the pipeline to merge the hot water supply for Inhaler-I, Inhaler-II, Foam, and Nasal-II facilities into a single, efficient hot water generation system. This integration enabled the entire facility to run on this optimized system, leading to significant annual savings of 1,135,080 electrical units. This initiative not only enhanced energy efficiency but also reinforced Glenmark's commitment to sustainability and operational excellence in manufacturing processes.

### Solar Water Heating System for Process Equipment Cleaning in Nalgarh

The Solar Water Heating System for Process Equipment Cleaning at Glenmark aims to achieve significant fuel (LPG) cost savings associated with boiler operations, reduce cleaning time for process equipment, and utilize renewable energy to decrease our carbon footprint. The system leverages the principle of a black body, which absorbs all incident radiation, along with thermosiphon technology, a method of passive heat exchange that circulates fluid without mechanical pumps. This initiative not only marks a transition to solar energy, ensuring that hot water is consistently available and ready for use, but it also enhances efficiency by reducing cleaning time.
Overall, the integration of this system reflects Glenmark's commitment to sustainability and operational efficiency, demonstrating the effectiveness of innovative solutions in achieving financial and environmental objectives.

In FY 2025, we invested INR 43 Mn in energy-saving projects across our manufacturing facilities, leading to a reduction of 10,110 GJ. These initiatives contributed to our overall conservation achievement for the year. (Detailed information is available in Annexure V of the Board's Report.)

### Renewable Energy Consumption

Our renewable energy portfolio integrates rooftop solar installations, captive power through joint ventures, and solar Power Purchase Agreements (PPAs). Currently, our Mahape R&D center operates over a 100 kWp rooftop solar plant. We are also transitioning to cleaner fuels across various locations:

- Biofuels in Nashik and Chhatrapati Sambhajinagar.
- LPG for hot water generation in Baddi and steam generation in Nalagarh.
- PNG for boiler operations in Goa.
- Briquette boiler in Baddi.

In FY 2025, our solar energy consumption totalled 16,602 GJ, 4.2% of our total renewable energy consumption.

We are advancing plans to establish third-party captive solar power plants at our Nashik and Chhatrapati Sambhajinagar facilities, with an aim to replicate this model across other sites. At Mahape R&D center, 58% of the electricity consumed is from renewable source and at Taloja R&D center, 45% of the electricity consumed is from renewable source.



# Greenhouse Gas Emissions*

We are committed to reducing greenhouse gas (GHG) emissions as part of our broader decarbonization strategy. Our approach focuses on enhancing energy efficiency, increasing the use of renewable energy, and optimizing operational performance. We actively adopt clean technologies and alternative fuels to drive meaningful reductions in emissions. Greenbelts are maintained around our sites to help capture fugitive emissions and improve local air quality. Resource conservation and operational efficiency remain key priorities in lowering emissions intensity and minimizing our environmental impact.

### Scope 1 emissions

In FY 2025, our Scope 1 emissions stood at 17,284 $tCO_2e$. Additionally, the biogenic emissions from our operations for the reporting period were 2,038 $tCO_2e$.

### Scope 2 emissions (in $tCO_2e$)

In FY 2025, our Scope 2 emissions stood at 76,559 $tCO_2e$.

Our Scope 1 and Scope 2 emissions intensity for the reporting year was 6.297 $tCO_2e$/ Production in MT.

### Scope 3 Emissions**

Our Scope 3 emissions intensity for the reporting year was 10.51 $tCO_2$ e/ Production in MT.

| | |
|---|---|
| Scope 1 emissions | 17,284 $tCO_2e$ |
| Scope 2 emissions | 76,559 $tCO_2e$* |
| Scope 3 emissions | 1,56,773 $tCO_2e$ |
| Biogenic emissions | 2,038 $tCO_2e$ |

*We are reporting our Scope 2 emissions using a market-based approach.

### Climate Risk Management

In 2023, we conducted a comprehensive Climate Risk Assessment (CRA) for all our operations with a third-party consultant, in line with the Task Force on Climate-related Financial Disclosures (TCFD). This forward-looking analysis evaluated both physical and transition risks through scenario analysis, projecting impacts through 2050.

Following the CRA, we implemented enterprise-wide measures to address identified risks, assess strategic suppliers, and explore adaptation and mitigation options, including financial implications. For detailed disclosures, please refer to our TCFD report here: https://glenmark.b-cdn.net/gpl_pdfs/responsibility/Glenmark_TCFDReport%202023_vF.pdf.

**We are also proud to be the second Indian pharmaceutical company to have our emissions reduction targets certified by the SBTi.**

Glenmark has committed to reducing absolute Scope 1 and 2 GHG emissions by 35% from the FY 2021 baseline by FY 2035, including biogenic land-related emissions and removals from bioenergy feedstock.

We also aim to cut Scope 3 emissions by 28% per ton of pharmaceutical products within the same timeframe, covering categories such as purchased goods and services, fuel and energy-related activities, downstream transportation and distribution, and investments.

### Pursuing Carbon Neutrality

According to Health Care Without Harm (HCWH), the global healthcare sector accounts for 4.4% of net emissions, or around 2 gigatons of $CO_2$.[1] As a key industry player, we recognize our responsibility to reduce emissions across our value chain from raw material sourcing to product disposal. Given the long development cycle of pharmaceuticals, integrating climate considerations early is essential.

In line with our Carbon Neutrality target, we pursue science-based decarbonization goals to drive progress toward net-zero while managing climate-related risks.

**Our key initiatives include:**

- Decarbonising operations.
- Creating carbon sinks through tree plantations.
- Enhancing energy efficiency.
- Strengthening climate resilience across our operations.

We are committed to increasing our share of renewable energy annually and achieving carbon neutrality by 2030. Our strategy is built on the following key pillars:

- Maximizing Renewable Utilization: Enhancing the capacity utilization factor (CUF) of our renewable energy assets to ensure optimal performance.
- Long-Term Energy Partnerships: Collaborating with joint venture partners to secure reliable, long-term renewable energy supply agreements.
- Biomass Transition: Phasing out fossil fuels in our boilers by transitioning to biomass and developing sustainable alternative biomass fuel sources.
- Supply Chain Security: Establishing forward contracts with biomass suppliers to mitigate supply chain risks and ensure consistent fuel availability.
- Energy Management and Efficiency: Driving energy conservation and operational efficiency through targeted management initiatives and energy-saving projects.

*References for emissions factors: The Intergovernmental Panel on Climate Change Assessment Report 6, India Central Electricity Authority 2024 report, Harmonised IFI a Default Grid Factors 2021, V3.2, United States EPA eGrid Database

**References for emissions factors: Region specific IEA, IPCC AR6, India GHG Program, Defra, USEEIO and GaBi specific emission factors. Emission factors for APIs were derived from the molar mass and number synthesis steps required for the respective API as mentioned from the methodology provided in the research paper

[1]Steele, K., Karliner , J., Slotterback , S., Boyd, R., & Ashby, B. (n.d.). Health Care's climate footprint. https://global.noharm.org/sites/default/files/documents-files/5961/HealthCaresClimateFootprint_092319.pdf

# Water Stewardship and Sustainability

Water is vital to our pharmaceutical operations, sourced from surface water, groundwater, municipal supply. With growing global water scarcity, we are committed to responsible and sustainable water management to ensure business continuity, environmental protection, and community support. We committed to achieve water neutrality by 2025 and have completed third party assurance for our water neutral certification.

In FY 2025, our water withdrawal was 535,667 KL and water consumption was 513,337 KL. Our water discharge stood at 22,330 KL. Our water consumption intensity for the reporting year was 34 KL / Production in MT.

We recycled 1,75,463 KL of water for the reporting year, standing at 89% as percentage of our water withdrawn.

**We have gone beyond our target of water neutrality to become water positive across our India operations, achieving this milestone ahead of the target timeline. Through watershed development initiatives with the Glenmark Foundation and sustained in-house conservation measures, 10,97,161 KL of water has been harvested in Maharashtra, Madhya Pradesh, Goa and Himachal Pradesh enabling us to replenish more water than we consume.**

### Sustainable Water Management Strategy

Keeping in line with our Water Policy, we focus on three pillars to achieve water-neutrality by 2025:

- Reducing Blue Water Consumption
- Optimizing Wastewater Management
- Supporting Community Water Initiatives

### Reducing Blue Water Consumption

We actively reduce our blue water consumption by installing efficient equipment and optimizing processes across our facilities. Key initiatives include a condensate recovery unit that recycles hot water back to boilers, automated sensors and flow control valves in canteens and washrooms to minimize water wastage, and the reuse of RO reject water from raw water treatment for domestic purposes. Additionally, we recycle treated effluent for utilities, irrigation, and toilet flushing, employ water sprinkler systems for landscaping, implement rainwater harvesting for groundwater recharge, and reuse steam condensate as boiler feed water. These efforts significantly lower our reliance on fresh water sources and support sustainable water use.

### Zero Liquid Discharge

Understanding the critical role of responsible wastewater management, we have implemented Zero Liquid Discharge (ZLD) systems at 3 of our 8 manufacturing sites in India. At the remaining sites, treated effluent is recycled for non-potable uses such as gardening and toilet flushing.

These initiatives help protect ecosystems, support public health, and reinforce our commitment to environmental sustainability.

In FY 2025, we achieved a key milestone by recycling and reusing 89% of wastewater generated across our Indian operations. This was made possible through our advanced Effluent Treatment Plants (ETPs), Sewage Treatment Plants (STPs), and ZLD systems, all of which ensure compliance with stringent pharmaceutical industry standards.



Our ZLD efforts reflect a strong commitment to minimizing liquid discharge and fostering long-term water sustainability.

**Optimizing Wastewater Management**

To enhance wastewater treatment and promote water reuse, we have upgraded critical infrastructure at key sites. This includes modernization of the primary treatment unit at Baddi, installation of a Membrane Biological Reactor (MBR) based Sewage Treatment Plant (STP) at our Goa, Mahape and Baddi facilities, and deployment of a Zero Liquid Discharge (ZLD) unit at the Nashik, Sikkim and Chhatrapati Sambhajinagar plants. These advanced treatment systems enable us to recycle and reuse wastewater effectively, ensuring compliance with industry standards and minimizing environmental impact. Our wastewater management improvements play a vital role in reducing effluent discharge and supporting long-term water sustainability.

**Supporting Community Water Initiatives**

We have completed over 180+ water conservation structures Chhatrapati Sambhajinagar (Aurangabad), Sinnar, Nashik, Taloja, Mahape and Shahapur in Maharashtra and Dhar in Madhya Pradesh. We have also initiated rainwater harvesting projects in Goa. In these regions, we have conducted field and technical evaluations of existing water infrastructure and continue to work closely with local communities and authorities to guide our interventions. These interventions aim to enhance groundwater recharge and support water availability for surrounding communities and agricultural activities.

## Transforming Waste into Value for a Sustainable Future

In the pharmaceutical industry, responsible waste management is not only a regulatory requirement but also an ethical imperative. Given the hazardous nature of certain pharmaceutical waste, specialized disposal methods are essential to protect both human health and the environment.

As a responsible and forward-thinking organization, we have adopted a comprehensive waste management framework to address these challenges effectively. Our approach focuses on minimizing environmental impact and maximizing resource recovery through the following key initiatives:

- Non-Hazardous Waste: All non-hazardous waste is responsibly directed to authorized recyclers to promote circularity and reduce landfill burden.
- Hazardous Waste: We have eliminated all hazardous waste sent to landfills. Our processes include co-processing, pre-processing, incineration, and recycling at Pollution Control Board-authorized facilities. As a result, none of our hazardous waste ends up in landfills. We focus on responsible disposal of hazardous waste through registered transporters and approved treatment, storage, and disposal facilities (TSDFs).
- Plastic Waste: Plastic waste is managed according to Extended Producer Responsibility (EPR) guidelines. Depending on the type, it is either recycled or sent for co-processing.
- E-Waste: All electronic waste is handed over to authorized vendors to ensure proper recycling and disposal in line with environmental regulations.
- Battery Waste: Used batteries are returned to suppliers for recycling, ensuring a closed-loop system that supports sustainability.
- Bio-Medical Waste: Bio-medical waste is treated and disposed of at Pollution Control Board-approved facilities, ensuring safe and compliant handling.
- Pre-consumed Plastic waste: Plastic waste is sent to registered Plastic waste processor.
- Post consumed plastic waste – 100% EPR fulfilment is done as per the Plastic waste management rules.
- Domestic waste: Waste generated from daily operations are handed over to municipal corporation.

Through these initiatives, we are committed to transforming waste into value and driving a more sustainable future for our industry and the communities we serve.

In FY 2025, a total of 3,713 MT of waste (hazardous & non-hazardous) was generated from our operations. We recorded a waste intensity of 0.25 metric tons / production in Tons, reflecting our ongoing focus on reducing the environmental footprint of our operations.

Total Waste Generated (hazardous & non-hazardous)
**3,713 MT**

Waste Directed to Disposal
**159 MT**

**Prioritizing Sustainable Waste Management**

At our facilities, we prioritize sustainable waste management from the very beginning, focusing on waste reduction and segregation at source to enable efficient downstream processes. Building on this foundation, we emphasize sustainable waste disposal through co-processing techniques, which offer both environmental and operational benefits. Co-processing utilizes waste materials as Alternative Fuels and Raw Materials (AFR) in cement kilns, allowing us to recover valuable energy and resources from hazardous waste. We also make focused efforts to divert waste from disposal through recycling and other recovery operations.

**In FY 2025, 2,663 MT of waste was sent for recycling. Furthermore, 885 MT of waste was diverted from disposal through other recovery operations.**

This approach has proven highly effective over the years, helping us reduce our environmental footprint while enhancing resource efficiency. As of FY 2025, 73% of our total hazardous waste is managed through co-processing and pre-processing methods, underscoring our commitment to responsible and sustainable waste management practices.

Currently, 7 of our sites use co-processing or pre-processing for hazardous waste while all India manufacturing sites and 3 R&D centers have **achieved the 'Zero Waste to Landfill' target ahead of the 2027 deadline**. Facilities in Goa, Indore, Baddi, Sikkim, Chhatrapati Sambhajinagar, Nashik and Nalagarh actively co-process hazardous waste, supporting our circular economy efforts. To ensure the effectiveness of our waste management practices, our sites undergo third-party data assurance, providing an additional layer of accountability and transparency in our sustainability efforts.

## Air Pollution Management

We are committed to minimizing air emissions across our operations, aligning with environmental regulations and global sustainability goals. Our approach combines targeted emission reduction strategies, robust monitoring practices, and transparent reporting.

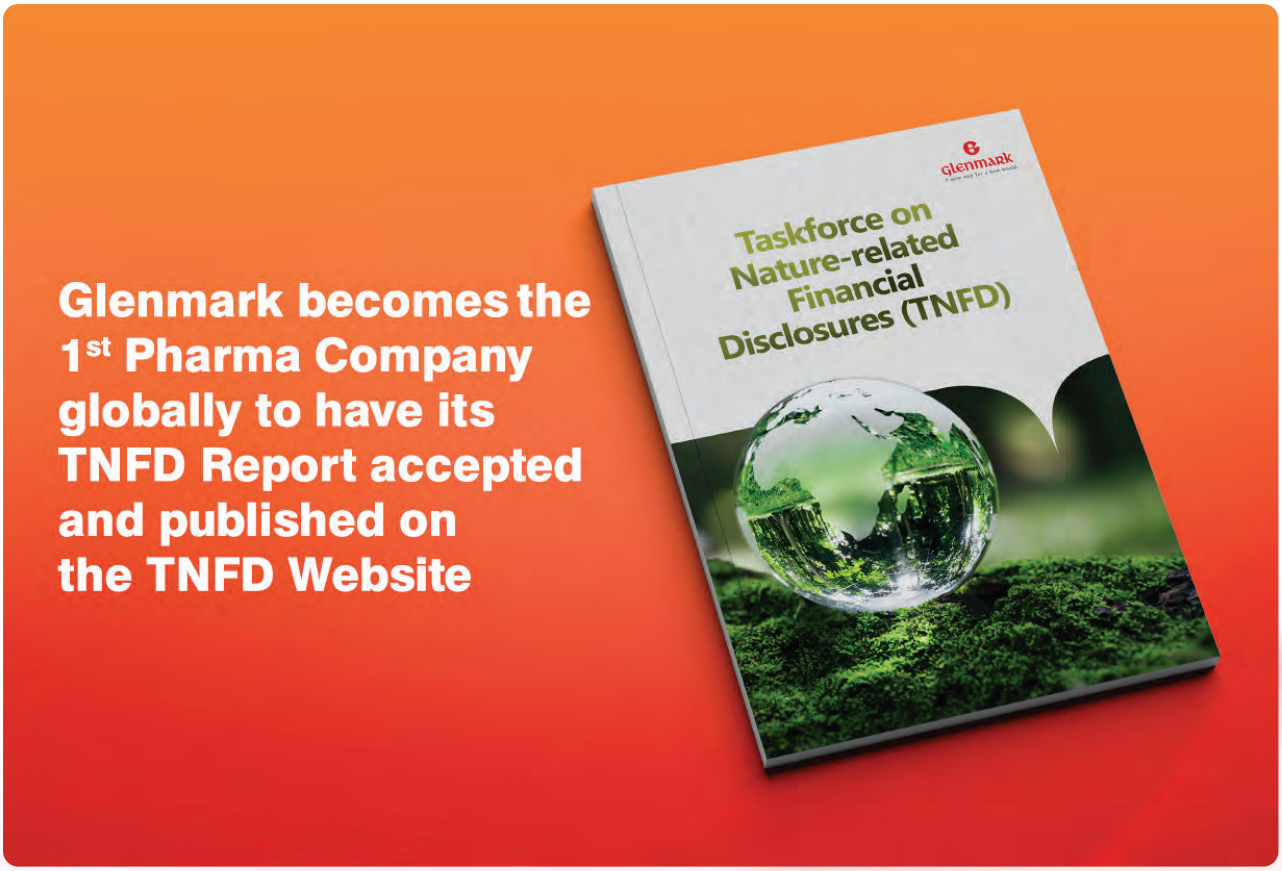
### Air Emissions Monitoring

Ambient air and stack emissions are regularly monitored by MoEF/NABL-accredited third-party laboratories, as mandated by State Pollution Control Board (SPCB) consents. Advanced pollution control equipment is deployed and maintained to meet regulatory standards for particulate matter, $SO_2$, and acid mist. Continuous evaluation and inspections are carried out as part of our EHS policy to ensure ongoing compliance and improvement.

## Safeguarding Biodiversity

We have taken significant strides in recognizing and addressing the fundamental connection between biodiversity and the pharmaceutical industry. In FY 2025, we have developed and adopted a comprehensive Biodiversity Policy, that aligns with the Convention on Biological Diversity's Kunming-Montreal Global Biodiversity Framework and adheres to both national and international industry standards.

Our Biodiversity Policy emphasizes collaboration with a diverse range of stakeholders, including suppliers and indigenous communities, and embodies our pledge to uphold zero deforestation practices. In pursuit of this goal, we actively avoid operations in critical habitats and strive to achieve no net loss at our priority locations, ensuring that our business and operational growth is harmonious with nature.



## Integrating Biodiversity into Operations

In alignment with our Biodiversity Policy, we conducted extensive biodiversity risk assessments across our operations to guide in identifying, assessing, and managing their impacts on biodiversity. We are also the first pharmaceutical company to publish a verified Taskforce for Nature-related Financial Disclosures (TNFD) Report.

This assessment was conducted using the Locate, Evaluate, Assess, and Prepare (LEAP) framework and other secondary tools such as Exploring Natural Capital Opportunities, Risks, and Exposure (ENCORE) and the WWF Biodiversity Risk Filter.

Our TNFD Report provides detailed insights on our impacts, risks, opportunities and dependencies on biodiversity. The scope of assessment covered all our direct operations: manufacturing facilities and research and development centres, and their adjacent areas, analyzing potential impacts on local biodiversity and ecosystem services.

Our TNFD Report can be accessed here: https://tnfd.global/wp-content/uploads/2025/03/TNFD-Report-of-Glenmark-Pharmaceuticals-Ltd.pdf




## Biodiversity Management Plans (BMPs)

We have commitment to develop a comprehensive site-specific Biodiversity Management Plans (BMPs), for all our high priority sites by integrating mitigation hierarchy: avoiding, minimizing, restoring and if necessary, offset residual impacts, to achieve No Net Loss.

In FY 2025, we have successfully developed a site-specific Biodiversity Management Plan for our Sikkim operations. It specifies the short-term, medium-term and long-term action plans for conservation of biodiversity and ecosystem services of our Sikkim operations. Further, we are in process of developing a site-specific BMP for our Nashik operations.

Through structured policies, management plans and targeted initiatives, we continue to lead by example in fostering an integrated approach to biodiversity conservation and making a significant contribution to the goals of the Global Biodiversity Framework of nature recovery and achieving positive outcomes.



# GRI Data Table

## Environment Dimension

| Energy Consumption | | |
|---|---|---|
| **Category** | **UoM** | **FY 2025** |
| **Renewable energy** | GJ | 38,699 |
| **Non-renewable energy** | GJ | 5,33,918 |

| Energy Consumption by Source | | |
|---|---|---|
| **Source** | **UoM** | **FY 2025** |
| **Non-renewable energy** | | |
| HSD | GJ | 31,173 |
| Furnace oil | GJ | 38,399 |
| LDO | GJ | 6,993 |
| Natural Gas | GJ | 53,281 |
| LPG | GJ | 2,500 |
| LSHS | GJ | 22,464 |
| Electricity | GJ | 3,79,108 |
| **Renewable energy** | | |
| Biodiesel | GJ | 2,359 |
| Briquettes | GJ | 5,773 |
| Biofuel | GJ | 13,965 |
| Solar energy (rooftop) | GJ | 277 |
| Solar energy (PPAs) | GJ | 16,325 |

| Scope 1 and Scope 2 | | |
|---|---|---|
| **Category** | **Unit** | **FY 2025** |
| Scope 1 emissions | ($tCO_2e$) | 17,284 |
| Scope 2 emissions* | ($tCO_2e$) | 76,559 |
| Scope 3 emissions | ($tCO_2e$) | 1,56,773 |
| Biogenic emissions | ($tCO_2e$) | 2,038 |

*Scope 2 emissions have been computed using a market-based approach.

| Scope 3 by Categories | | |
|---|---|---|
| **Category** | **Unit** | **FY 2025** |
| Purchased goods and services | ($tCO_2e$) | 44,876 |
| Capital goods | ($tCO_2e$) | 6,427 |
| Fuel and energy related activities | ($tCO_2e$) | 23,848 |
| Upstream transportation and distribution | ($tCO_2e$) | 27,500 |
| Waste generated in operations | ($tCO_2e$) | 7.80 |
| Business travel | ($tCO_2e$) | 5,579 |
| Employee commute | ($tCO_2e$) | 3,868 |
| Downstream transportation and distribution | ($tCO_2e$) | 44,668 |

| Energy Efficiency Measures | | | |
|---|---|---|---|
| **Sr No.** | **Description of Energy Saving Project** | **Unit** | **Annual Savings** |
| 1 | Motion sensors installed in the change room area, saving approximately one hour of operation for six 50-watt lights on working days. | KWH | 90 |
| 2 | Separate switches provided for each light in the corridor. | KWH | 43 |
| 3 | 18-watt lights replaced with 9-watt lights in the ladies' change room. | KWH | 216 |
| 4 | Vacuum line size changed from 2.0" to 2.5" for sugar and sorbitol transfer, reducing motor operation time by 1.5 hours for a 15-kW motor. | KWH | 3,375 |
| 5 | Reused purified water from the sanitization process in the fire hydrant tank instead of draining it. | KL | 73 |
| 6 | Process time for Ascoril®+ Expectorant Syrup batch reduced from approximately 9.5 hours to 7.5 hours after validation of processing changes. | KWH | 2,420 |
| 8 | Disinfectant hold time increased from 8 to 48 hours. | KL | 22 |
| 9 | Liquid and solid media processes have been merged into a single cycle after validation. | KWH | 3,125 |
| 10 | A solar system has been installed for hot water generation, utilized for cleaning in the process area. | KG | 22,265 |
| | **Total Savings** | **Power Saving KWH** | **9,269** |
| | | **LPG Saving KG** | **22,265** |
| | | **Water Saving KL** | **95** |

| Water Withdrawal by Source and Consumption | | | |
|---|---|---|---|
| **Source of Water** | **UoM** | **Type of Water** | **FY 2025** |
| Water Withdrawal | | | |
| Third party | KL | IDC | 2,37,250 |
| Surface water | KL | Spring water | 4,036 |
| Ground water (borewell) | KL | Borewell | 2,81,104 |
| Ground water (dugwell) | KL | Dugwell | 6,960 |
| Purchased Drinking Water (RO water) - Third Party | KL | Tanker | 6,317 |
| **Total** | **KL** | | **5,35,667** |
| Water consumption | KL | | 5,13,337 |
| Water discharge | KL | | 22,330 |

| Water Withdrawal and Consumption in Water-stressed Areas | | | |
|---|---|---|---|
| | **UoM** | **Type of Water** | **FY 2025** |
| Water consumption | KL | IDC + Tanker | 1,02,606 |
| Water withdrawal | KL | IDC + Tanker | 1,02,606 |
| Water discharge | KL | Treated Effluents | 0 |

| Waste Generated | | | |
|---|---|---|---|
| **Category** | **Unit** | **FY 2025** | **Method of Disposal** |
| Hazardous waste | MT | 1,223 | Waste diverted from & to disposal |
| Non-hazardous waste | MT | 2,490 | Waste diverted from & to disposal |
| Plastic waste | MT | 276 | Authorized recycler |
| Biomedical waste | MT | 26 | Authorized disposal facility |
| Construction and demolition waste | MT | 167 | Authorized facility |
| Battery waste | MT | 11 | Authorized recycler |
| E-waste | MT | 9 | Authorized recycler |
| **Total waste generated** | **MT** | **4,202** | |

| Waste Diverted from Disposal* | | |
|---|---|---|
| **Category** | **Unit** | **FY 2025** |
| **Hazardous waste** | | |
| Recycling | MT | 173 |
| **Total** | **MT** | **173** |
| **Non-hazardous waste**** | | |
| Recycling | MT | 2,490 |
| **Total** | **MT** | **2,490** |

*The waste prevented from disposal is given to authorized recyclers (situated offsite).
**Includes plastic waste, paper waste, metallic and non-metallic scrap, etc.

| Waste Directed to Disposal | | |
|---|---|---|
| **Category** | **Unit** | **FY 2025** |
| **Hazardous waste**[1] | | |
| Incineration | MT | 159 |
| Landfilling | MT | 0 |
| Co-processing/pre-processing[2] | MT | 885 |
| **Total** | **MT** | **1,044** |
| **Non-hazardous waste** | | |
| Incineration | MT | 0 |
| Other disposal operations (recycling) | MT | 2,490 |
| **Total** | **MT** | **2,490** |

[1]Includes Date-Expired products, Off-Specification products, Chemical Sludge, etc.
[2]Waste sent to cement industry for co-processing.

# Social Dimension

| Employee Overview | | | | | | |
|---|---|---|---|---|---|---|
| **Employee Category** | **<30 years** | | **30-50 years** | | **>50 years** | |
| **Permanent Employees** | **Male** | **Female** | **Male** | **Female** | **Male** | **Female** |
| Core management & senior personnel | - | - | 58 | 9 | 58 | 8 |
| Middle management | - | - | 255 | 70 | 107 | 26 |
| Junior management | 48 | 36 | 1,436 | 341 | 138 | 49 |
| Non-management | 3,946 | 436 | 7,399 | 1,056 | 198 | 126 |
| **Total employees** | **3,994** | **472** | **9,148** | **1,476** | **501** | **209** |

**Note:** Workers and employees are reported as a combined category as there is no distinct categorization of the two, and the non-permanent worker category is not reported at the global level. The above data includes Permanent Employees and Permanent Workers, bifurcation of the same for India employees is appended in the BRSR.

| New Employee Hires | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Employee Category** | **Unit** | **<30 years** | | **30-50 years** | | **>50 years** | |
| | | **Male** | **Female** | **Male** | **Female** | **Male** | **Female** |
| Core management and senior personnel | Nos | - | - | 5 | 3 | 3 | 0 |
| Middle management | Nos | - | - | 29 | 8 | 10 | 3 |
| Junior management | Nos | 29 | 19 | 202 | 72 | 9 | 3 |
| Non-management | Nos | 2,258 | 205 | 1,020 | 248 | 12 | 17 |
| **Total** | Nos | **2,287** | **224** | **1,256** | **331** | **34** | **23** |
| **Total number of new employee hires** | Nos | **4,155** | | | | | |

| New Hire Rate | | | | | |
|---|---|---|---|---|---|
| Male | Female | <30 years | 30-50 years | >50 years | Overall |
| 26% | 27% | 56% | 15% | 8% | 26% |

| Employee Turnover | | | | | | |
|---|---|---|---|---|---|---|
| | Male | Female | <30 | 30-50 | >50 | Overall |
| Number of exited employees | 2,079 | 378 | 953 | 1,442 | 62 | 2,457 |
| Turnover rate | 16% | 18% | 22% | 14% | 9% | 16% |

| Gender Pay Indicators | | | | |
|---|---|---|---|---|
| Employee Category | Count of Women | Count of Men | Ratio of Base Pay of Women to Men | Ratio of Total Remuneration of women to men |
| Core management and senior personnel | 8 | 79 | 1.10 | 1.12 |
| Middle management | 54 | 275 | 0.93 | 0.96 |
| Junior management | 209 | 1,391 | 0.97 | 0.95 |
| Non-management | 632 | 10,829 | 1.07 | 1.08 |

**Note:** The data above is for our Permanent Workforce in India.

| Freedom of Association | |
|---|---|
| Indicator | FY 2025 |
| % of employees represented by an independent trade union or covered by collective bargaining agreements: | 4% |

## Training and Development

| Training and Development Hours FY 2025 | |
|---|---|
| **Total training hours** | 6,05,971 |
| **Average hours per FTE of training and development** | 38.35 |

| Training Hours FY 2025 (Gender Wise) | | | | |
|---|---|---|---|---|
| Particulars | Total Hours of Training | | Average Training Hours per Employee | |
| Permanent Employees | Male | Female | Male | Female |
| **Core management and senior personnel** | 704 | 53 | 6 | 3 |
| **Middle management** | 7,117 | 1,449 | 19 | 15 |
| **Junior management** | 52,859 | 6,702 | 32 | 15 |
| **Non-management** | 4,95,790 | 41,298 | 42 | 25 |

| Incidents of Discrimination | | |
|---|---|---|
| **Category** | **Number of complaints for the reporting year** | **Number of complaints pending resolution at the end of the reporting year** |
| **Working conditions** | Nil | Nil |
| Health and safety | Nil | Nil |
| Child labor | Nil | Nil |
| Force/involuntary labor | Nil | Nil |
| Wages | Nil | Nil |
| Sexual harassment | 4 | 0 |
| Non-sexual harassment | Nil | Nil |
| Other cases of discrimination | Nil | Nil |

| Parental Leave | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Number of employees that were entitled to parental leave in FY 2025** | | **No. of employees who availed parental leave in FY 2025** | | **No. of employees who returned to work in FY 2025 after parental leave ended** | | **Out of the employees, who returned to work in FY 2024, number of those who have completed 12 months after returning to work** | | **Return to work rate (in %)** | | **Retention rate (in %)** | |
| Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| 7,519 | 903 | 571 | 54 | 566 | 55 | 452 | 34 | 100% | 100% | 84% | 74% |

**Note:** The scope of the data is our India permanent workforce. The number of people returning from parental leave in FY 2025 may include individuals whose leave began in the previous fiscal year.

| Performance Evaluation | | |
|---|---|---|
| % of Eligible Permanent Employees who have received Performance and Career Development Reviews in FY 2025 | | |
| **Category** | **FY 2025** | |
| | **Male** | **Female** |
| Core management & senior personnel | 100% | 100% |
| Middle management | 100% | 100% |
| Junior management | 100% | 100% |
| Non-management | 100% | 100% |
| **Total** | **100%** | **100%** |

**Note:** 100% of our eligible employees undergo performance evaluation

| Trend of Employee Wellbeing | | |
|---|---|---|
| **Unit** | **FY 2023** | **FY 2025** |
| **% of employees with top level of engagement.** | 72 | 79 |
| **% of employees who responded to the survey** | 67 | 88 |

**Note**: We conduct an Employee Engagement Survey every two years to gather valuable insights on employee engagement. The survey was conducted in April 2025 and the GPTW certification is applicable from May 2025 to May 2026. The scores were a result of the progressive initiatives undertaken in FY 2025 and preceeding years.

| Health and Safety | | | | |
|---|---|---|---|---|
| Fatalities | | | | |
| | FY 2022 | FY 2023 | FY 2024 | FY 2025 |
| **Employees** | 0 | 0 | 0 | 0 |
| **Contractors** | 0 | 0 | 0 | 0 |

| Lost Time Injury Frequency Rate (LTIFR) | | | | | |
|---|---|---|---|---|---|
| | Unit | FY 2022 | FY 2023 | FY 2024 | FY 2025 |
| **Employees** | n/ 100000 hours worked, or 200000 hours worked | 0.06 | 0.03 | 0.01 | 0.11 |
| **Data coverage (as % of employees, operations or revenues)** | Percentage of | 100 | 100 | 100 | 100 |

# Governance Dimension

| Fines/Settlements/Complaints | |
|---|---|
| Category | FY 2025 |
| **Environmental** | |
| Environmental violations | 0 |
| **Business Ethics and Compliance** | |
| Corruption or bribery* | 0 |
| Current involvement in any corruption or bribery cases | 0 |
| Conflicts of interest** | 0 |
| Money laundering or insider trading | 0 |
| Anti-competitive practices | 0 |
| Settlements related to anti-competitive practices | 0 |
| Number of incidents of money laundering or insider trading | 0 |
| **Customer Privacy & Data Protection** | |
| Customer privacy data | 0 |
| Total number of information security breaches | 0 |
| Total number of clients, customers and employees affected by the breaches | 0 |
| Complaints concerning breaches of customer privacy and losses of customer data | 0 |
| Total number of clients, customers and employees affected by the breaches | 0 |

*Cases of ABAC concerns wherein disciplinary measures were required.
**Cases of conflicts of interest reported against Directors or KMPs.

| Board of Directors: Detailed Breakdown | | |
|---|---|---|
| **Breakdown** | **Unit** | **FY 2025** |
| Male | No. | 5 |
| Female | No. | 4 |
| <30 years | No. | 0 |
| 30-50 years | No. | 1 |
| >50 years | No. | 8 |

| Total Regulatory Inspections in FY 2025 | | |
|---|---|---|
| **Site** | **Unit** | **Total** |
| Baddi | No. | 7 |
| Goa | No. | 3 |
| Indore | No. | 3 |
| Chhatrapati Sambhajinagar | No. | 9 |
| Nashik | No. | 3 |
| Sikkim | No. | 1 |
| Nalagarh | No. | 2 |
| Pilar | No. | 2 |
| Vysoke Myto | No. | 0 |
| Monroe | No. | 0 |

| Supply Chain | | |
|---|---|---|
| **Indicator** | **Unit** | **FY 2025** |
| Number of strategic suppliers | No. | 101 |
| Number of critical suppliers | No. | 195 |
| Number of routine suppliers | No. | 464 |
| Total number of tier-1 suppliers | No. | 760 |
| Total number of significant suppliers in tier-1 (a) | No. | 230 |
| Total number of significant suppliers in non-tier-1 (b) | No. | 0 |
| Total number of significant suppliers (tier-1 and non-tier-1) (a+b) | No. | 230 |

| Proportion of Spending on Local Suppliers | | |
|---|---|---|
| **Indicator** | **Unit** | **FY 2025** |
| Percentage of the procurement budget used for significant locations of operation spent on suppliers local to that operation (such as percentage of products and services purchased locally) | % | 75% |
| The organization's geographical definition of 'local' | | Suppliers situated within India |

| Supplier Screening on Environmental and Social Criteria | | |
|---|---|---|
| **Indicator** | **Unit** | **FY 2025** |
| Total number of new suppliers | No. | 45 |
| **Environmental Assessment** | | |
| Number of new suppliers that were screened using environmental criteria | No. | 45 |
| Number of suppliers assessed for environmental impacts | No. | 75 |
| Number of suppliers identified as having significant actual and potential negative environmental impacts | No. | 0 |
| Significant actual and potential negative environmental impacts identified in the supply chain | No. | 0 |
| Number of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment | No. | 0 |
| Number of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment | No. | 0 |
| **Social Assessment** | | |
| Number of new suppliers that were screened using social criteria | No. | 45 |
| Number of suppliers assessed for social impacts | No. | 75 |
| Number of suppliers identified as having significant actual and potential negative social impacts | No. | 0 |
| Significant actual and potential negative social impacts identified in the supply chain | No. | 0 |
| Number of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment | No. | 0 |
| Number of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment | No. | 0 |

# Corporate Information

**Registered Office**
B/2, Mahalaxmi Chambers, 22, Bhulabhai Desai Road,Mumbai - 400026, Maharashtra, India

**Corporate Office**
**Glenmark House**
B.D. Sawant Marg, Chakala, Off Western Express Highway, Andheri (East), Mumbai - 400099, Maharashtra, India
Tel.: +91 22 40189999
Site: www.glenmarkpharma.com
Email: complianceofficer@glenmarkpharma.com
CIN No: L24299MH1977PLC019982

**Auditors**
Suresh Surana & Associates LLP Chartered Accountants, Mumbai

**Internal Auditors**
Aneja Associates Chartered Accountants, Mumbai

**Cost Auditors**
R A & Co., Cost Accountants, Mumbai

**Registrar and Transfer Agents**
KFin Technologies Limited Selenium Tower B, Plot No 31 & 32, Financial District, Nanakramguda, Serilingampally Mandal, Hyderabad – 500 032

**Banker**
Bank of India

**Company Secretary**
Mr. Harish Kuber

**Glenmark Pharmaceuticals Limited**
**Manufacturing Facilities Formulations**

- Plot No. E 37-39, MIDC Industrial Area, D Road, Satpur, Nashik - 422 007, Maharashtra
- Plot No. S-7 and S-9, Colvale, Industrial Estate Colvale, Bardez - 403 513, Goa
- Unit - I, Village Kishanpura, Baddi-Nalagarh Road, Tehsil Baddi, Dist. - Solan, HP – 173 205
- Unit - II, Village Bhattanwala, PO Rajpura, Tehsil Nalagarh, Dist.- Solan, HP – 174 101
- Unit - III, Village Kishanpura, Baddi - Nalagarh Road, Tehsil Baddi, Dist. - Solan, HP – 173 205
- Plot No 2, Phase -II, Pharma Zone, Special Economic Zone Area, Pithampur, Indore 454 775, Madhya PradeshPlot No. B-25, Shendra MIDC, Chhatrapati Sambhajinagar - 431 154, Maharashtra
- Samlik-Marchak, Industrial Growth Centre, Near Ranipool, Dist. – Gangtok, Sikkim 737 135
- Fibichova 143, 566 17, Vysoke Myto, Czech Republic
- Calle 9 Ing Meyer Oks N 593, Parque Industrial Pilar, B1629MX Buenos Aires, Argentina
- 4147 Goldmine Road, Monroe, North Carolina 28 110, USA

**R&D Centres**

- Plot No. A 607, TTC Industrial Area, MIDC Mahape, Vashi, Navi Mumbai 400 709, Maharashtra
- Plot No. C 152, MIDC Malegaon Industrial Area, Sinnar, Dist. - Nashik – 422 113, Maharashtra
- Plot No. M4, Taloja Industrial area, MIDC Taloja, Taluka Panvel, Dist. Raigad – 410 208, Maharashtra

**Clinical Research Centre**
Plot No. M4, Taloja Industrial area, MIDC Taloja, Taluka Panvel, Dist. Raigad – 410 208, Maharashtra

**GLENMARK HEALTHCARE LIMITED**
Plot No. D-7 & D-8, Additional MIDC Area, Dindori, Village Akrale, Taluka - Dindori, Nashik - 422004, Maharashtra

**ICHNOS GLENMARK INNOVATION INC.**
**Global Headquarters**
1 World Trade Center, 76th Floor, Suite D, New York, NY 10007, USA

**Research Centres**
Route de La Corniche 5A, 1066 Epalinges, Switzerland

# INDEPENDENT ASSURANCE STATEMENT

**to the Board of Directors of Glenmark Pharmaceuticals Limited.**

Glenmark Pharmaceuticals Limited (Corporate Identity Number L24299MH1977PLC019982, (hereafter mention as 'Glenmark' or 'the Company') commissioned DNV Business Assurance India Private Limited ("DNV"," us" or "we") to conduct an independent assurance of its sustainability non-financial disclosures in its Integrated Report (hereafter referred as 'Report') for Financial Year (FY) 2024-25.

## Scope of Work and Boundary

The agreed scope of work is a Limited Level of assurance of non-financial sustainability disclosures in the Report for the reporting period 01/04/2024 to 31/03/2025. The reported topic boundaries of non-financial sustainability performance are based on the materiality assessment as mentioned in 'Double Materiality Assessment' section of the report, covering the Company's operations and reporting boundary as brought out in the section 'About the Report' of the report.

Based on the agreed scope with the Company, the boundary of limited level of assurance covers the operations of Glenmark across the globe at consolidated level as mentioned in the section 'About the Report' of the report.

## Reporting Criteria and Standards

- "with reference" to requirements of Global Reporting Initiative (GRI) standards 2021
- Integrated Reporting (<IR>) framework of the International Integrated Reporting Council (IIRC)
- Business Responsibility and Sustainability Reporting (BRSR)
- Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard

## Assurance Methodology/ Standard

DNV carried out assurance engagement in accordance with DNV's VeriSustain™ protocol (V6.0), which is based on our professional experience and international assurance practice, and the international standard in Assurance Engagements, ISAE 3000 (revised) - *Assurance Engagements other than Audits or Reviews of Historical Financial Information*. DNV's VeriSustain™ Protocol (V6.0) has been developed in accordance with the most widely accepted reporting and assurance standards. Apart from DNV's VeriSustain™ protocol (V6.0), DNV team has also followed ISO 14064-3 - *Specification with guidance for the verification and validation of greenhouse gas statements*; ISO 14046 - *Environmental management - Water footprint - Principles, requirements, and guidelines*, to evaluate disclosure wrt. Greenhouse gases and water disclosures respectively.

### Our competence and Independence

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

This engagement work was carried out by an independent team of sustainability assurance professionals. During the reporting period i.e FY 2024-25, DNV, to the best of its knowledge, was not involved in any non-audit/non-assurance work with the Company and its Group entities which could lead to any Conflict of Interest. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement. DNV maintains complete impartiality toward stakeholders interviewed during the assurance process.

## Basis of our conclusion

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

- 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.
- Reviewed the disclosures in the report. Our focus included general disclosures, GRI topic specific disclosures and any other key metrics specified under the reporting framework.
- Understanding the key systems, processes and controls for collecting, managing and reporting the non-financial disclosures in report.
- Walk-through of key data sets. Understand and test, on a sample basis, the processes used to adhere to and evaluate adherence to the reporting requirements.
- Collect and evaluate documentary evidence and management representations supporting adherence to the reporting requirements.
- Interviews with the senior managers responsible for management of disclosures and review of selected evidence to support environmental KPIs and metrics disclosed the Report. We were free to choose interviewees and interviewed those with overall

responsibility of monitoring, data collation and reporting the selected GRI disclosures.

- DNV audit team conducted on-site audits for corporate offices and sites (refer Annexure III). Sample based assessment of site-specific data disclosures was carried out. We were free to choose sites for conducting our assessment.
- Reviewed the process of reporting as defined in the assessment criteria.

## Our Conclusion:

On the basis of the assessment undertaken, for GRI disclosures as mentioned in Annexure I, nothing has come to our attention to suggest that the disclosures are not fairly stated and are not prepared, in all material aspects, as per the above reporting criteria.

**Principles as per DNV VeriSustain™ Protocol (V6.0)**

**1. Materiality**

*The process of determining the issues that are most relevant to an organization and its stakeholders.*
The Report explains the double materiality assessment process carried out by the Company which has considered concerns of internal and external stakeholders, and inputs from peers and the industry, as well as issues of relevance in terms of impact for Glenmark's business.
*Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Materiality.*

**2. Stakeholder inclusiveness**

*The participation of stakeholders in developing and achieving an accountable and strategic response to Sustainability.*
The Report brings out the stakeholders who have been identified as significant to the Company, as well as the modes of engagement established by the Company to interact with these stakeholder groups. The key topics of concern and needs of each stakeholder group which have been identified through these channels of engagement are further brought out in the Report.
*Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Stakeholder Inclusiveness*

**3. Responsiveness**

*The extent to which an organization responds to stakeholder issues.*
The Report adequately brings out the Glenmark's policies, strategies, management systems and governance mechanisms in place to respond to topics identified as material and significant concerns of key stakeholder groups.
*Nothing has come to our attention to believe that the Report does not meet the requirements related to the Principle of Responsiveness.*

**4. Reliability/Accuracy**

*The accuracy and comparability of information presented in the report, as well as the quality of underlying data management systems.*
The Report brings out the systems and processes that the Company has set in place to capture and report its performance related to identified material topics across its reporting boundary. The majority of information mapped with data verified through our on-site and remote assessments with Glenmark's management teams and process owners at the Corporate Office and sampled sites within the boundary of the Report were found to be fairly accurate and reliable. Some of the data inaccuracies identified in the report during the verification process were found to be attributable to transcription, interpretation, and aggregation errors. These data inaccuracies have been communicated for correction and the related disclosures were reviewed post correction.
*Nothing has come to our attention to believe that the Report does not meet the principle of Reliability and Accuracy.*

**5. Completeness**

*How much of all the information that has been identified as material to the organization and its stakeholders is reported?*
The Report brings out the Company's performance, strategies and approaches related to the environmental, social and governance issues that it has identified as material for its operational locations coming under the boundary of the report, for the chosen reporting period while applying and considering the requirements of Principle of Completeness.
*Nothing has come to our attention to suggest that the Report does not meet the Principle of Completeness with respect to scope, boundary and time.*

**6. Neutrality/Balance**

*The extent to which a report provides a balanced account of an organization's performance, delivered in a neutral tone.*
The Report brings out the disclosures related to Glenmark's performance during the reporting period in a neutral tone in terms of content and presentation, while considering the overall macroeconomic and industry environment.
*Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Neutrality.*

**7. Sustainability Context**

*This addresses the requirement related to the presentation of the organization's performance in its own sustainability and general business context, i.e. a local, regional and international context.*

The Report outlines how the Company monitors and evaluates its impacts across local, regional and global sustainability contexts. It reflects the Company's efforts to align its performance with broader societal needs and planetary boundaries to monitor, measure and evaluate its significant direct and indirect impacts linked to identified material topics across the Company, its significant value chain entities and key stakeholder groups.

*Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Sustainability Context.*

## Responsibility of the Company

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

## DNV's Responsibility

In performing this assurance work, DNV's responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company.

DNV disclaims any liability or co-responsibility for any decision a person or entity would make based on this assurance statement.

## Use and distribution of Assurance statement

This assurance statement, including our conclusion has been prepared solely for the Company in accordance with the agreement between us. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Management of the Company for our work or this assurance statement. We have not performed any work, and do not express any conclusion, on any other information that may be published outside of the Report and/or on Company's website for the current reporting period.

## Inherent Limitations

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

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

The use of this assurance statement shall be governed by the terms and conditions of the contract between DNV and the Glenmark and DNV does not accept any liability if this assurance statement is used for an alternative purpose from which is intended, not to any third party in respect of this assurance statement.

For DNV Business Assurance India Private Limited,

| | |
|---|---|
| Parab, Ankita<br>Digitally signed by Parab, Ankita<br>Date: 2025.08.26 18:36:38 +05'30' | Sharma, Anjana<br>Digitally signed by Sharma, Anjana<br>Date: 2025.08.26 19:34:14 +05'30' |
| Ankita Parab<br>Lead Verifier | Anjana Sharma<br>Assurance Reviewer |

Assurance Team: Varsha Bohiya, Himanshu Babbar, Syed Rameez

**26/08/2025, Mumbai, India.**

## Annexure I

GRI Disclosures assured for Limited level of assurance:

- GRI 2: General Disclosures 2021;
- GRI 3- Material Topics 3-1, 3-2, 3-3;
- GRI 203: Indirect Economic Impacts 2016- 203-1;
- GRI 204: Procurement Practices 2016- 204-1;
- GRI 205: Anti-corruption 2016 – 205-1, 205-2, 205-3;
- GRI 206: Anti-competitive Behavior 2016 – 206-1;
- GRI 302: Energy 2016 – 302-1, 302-3, 302-4;
- GRI 303: Water and Effluents 2018 – 303-1, 303-2, 303-3, 303-4, 303-5;
- GRI 305: Emissions 2016 –305-1*, 305-2**, 305-3***, 305-4, 305-7;
- GRI 306: Waste 2020 – 306-1, 306-2, 306-3; 306-4; 306-5;
- GRI 308: Supplier Environmental Assessment 2016 – 308-1, 308-2;
- GRI 401: Employment 2016 – 401-1, 401-2, 401-3;
- GRI 403: Occupational Health & Safety 2018 – 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10;
- GRI 404: Training and Education 2016 – 404-1, 404-2, 404-3;
- GRI 405: Diversity and Equal Opportunity 2016 – 405-1, 405-2;
- GRI 406: Non-discrimination 2016 – 406-1;
- GRI 407: Freedom of Association and Collective Bargaining 2016 – 407-1;
- GRI 408: Child Labor 2016 - 408-1;
- GRI 409: Forced or Compulsory Labor 2016 – 409-1;
- GRI 413: Local Communities 2016 – 413-1, 413-2;
- GRI 414: Supplier Social Assessment 2016 - 414-1, 414-2;
- GRI 416: Customer Health and Safety 2016 – 416-1;
- GRI 417: Marketing and Labeling 2016 – 417-1;
- GRI 418: Customer Privacy 2016 – 418-1.

Notes:
*Scope 1 GHG emissions are calculated based on emission factors and GWP from 2006 IPCC Guidelines for National Greenhouse Gas Inventories, IPCC sixth assessment report and GHG Protocol 2024.
**Scope 2 emissions are reported based on market-based approach. Scope 2 GHG emissions for Indian operations are calculated based on the Grid Electricity EF - Central Electricity Authority, Govt. of India, CO2 baseline database for Indian Power Sector, version 20, December 2024.
***In Scope 3 GHG emissions is calculated for Category 1, 2, 3, 4, 5, 6, 7 and 9 as per GHG Protocol. Scope 3 GHG emissions are calculated based on USEEIO 2022, IPCC 2006 Guidelines for National Greenhouse Gas Inventories, UK DEFRA - Conversion Factors 2021 & 2024 and Central Electricity Authority, Govt. of India, CO2 baseline database for Indian Power Sector, version 20, December 2024.

## Annexure II

### Sites selected for audits

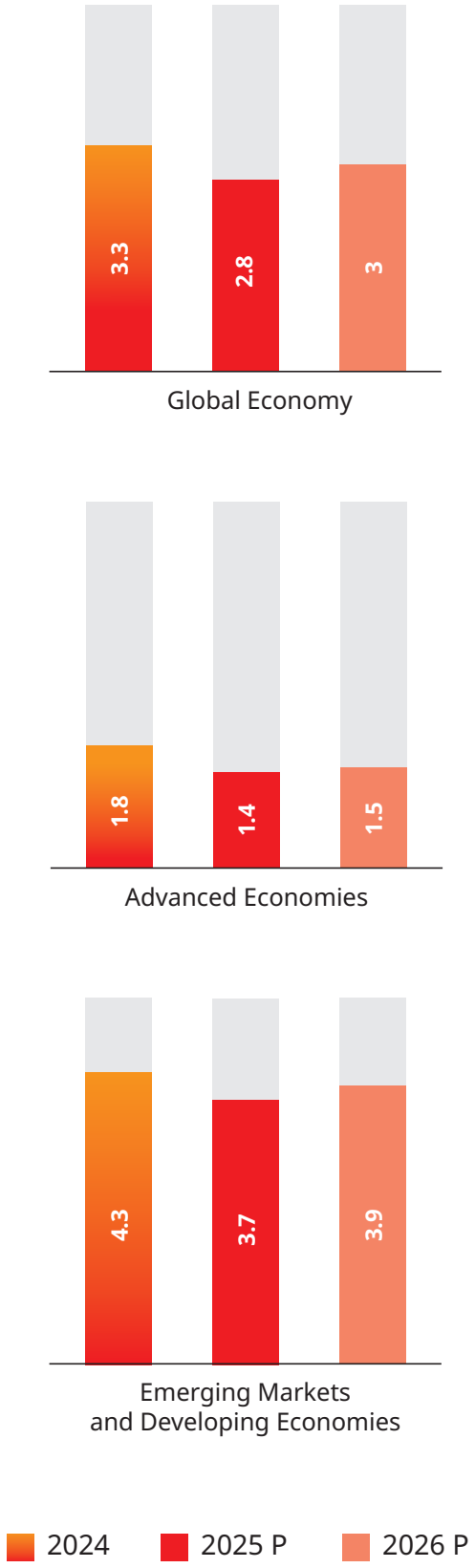
| S.no | Site | Location |
|---|---|---|
| 1. | Corporate Office | Mumbai |
| 2. | Manufacturing plants- on-site audit | Goa, Nashik, Baddi, Taloja |
| 3. | Manufacturing plants- remote audit | Indore |

# Management Discussion and Analysis



# World Economic Outlook – April 2025

**Growth Projections (%) - Real GDP Growth, % change**




## Macroeconomic Landscape

The global economy is navigating a period of pronounced uncertainty. Recent assessments by World Bank and IMF indicate that global GDP growth has recorded a downward revision to around **2.3%** this year, the slowest pace of non-recessionary expansion in nearly two decades. Advanced economies are contending with subdued growth around 1.3–1.5%, while emerging markets, despite their inherent volatility, are faring relatively better. Structural challenges such as chronic supply chain disruptions, rising debt levels, and strengthened fiscal policies continue to constrain economic momentum.

## Geopolitical and Technological Drivers

Geopolitical tensions remain high, with ongoing conflicts in Eastern Europe and the Middle East unsettling energy supplies and commodity markets. Heightened trade barriers and aggressive tariff policies, such as the recent U.S. measures, have deepened market fragmentation and contributed to financial volatility. Simultaneously, rapid advances in technology such as artificial intelligence (AI) and automation are reshaping industries. The accelerated integration of AI is promising significant productivity gains and improved efficiencies, although it also presents regulatory and infrastructural challenges for policymakers to address.



## Implications for the Pharmaceutical Sector

Despite the broader economic headwinds, the pharmaceutical sector continues to exhibit resilience owing to its essential role in global healthcare. Key industry insights include:

**Steady Growth Amid Uncertainty:**

Global pharmaceutical production and sales are forecast to grow by approximately 5% in 2025. This modest yet positive growth is driven by ongoing innovation, consistent demand for healthcare products, and the sector's relative insulation from typical cyclical downturns.

**Rising Production Costs and Supply Chain Pressures:**

Tariffs, affecting the U.S. imports, and ongoing disruptions in international logistics are translating into higher production and sourcing costs. These factors, coupled with tighter regulatory scrutiny (particularly in advanced economies), are pressing pharmaceutical companies to adjust pricing strategies and supply chain management.

**Technological Transformation:**

Embracing digital transformation and AI-driven research and development is increasingly critical for competitiveness. Pharmaceutical firms that integrate advanced analytics and automation are securing shorter time-to-market for new drugs, enhanced productivity in manufacturing, and improved patient outcomes through better data-driven decision-making.

**Regional Divergence in Demand:**

- In mature markets like the United States and Europe, aggressive trade policies and stringent price regulations are curbing consumer spending and moderating growth.
- In contrast, emerging economies such as India and China are witnessing more robust expansion. Here, government support for R&D, ongoing improvements in healthcare infrastructure, and rising disposable incomes are fuelling increased demand for both branded and generic medications.

**Strategic and Regulatory Adaptation:**

To navigate the dual challenges of economic slowdown and geopolitical risks, industry stakeholders are reassessing investment priorities. This includes a balanced approach to mergers and acquisitions, enhanced focus on supply chain resilience, and proactive compliance with evolving regulations.

## India Economic Outlook

### Macroeconomic Landscape

As of April 2025, India remains a standout performer among major global economies. Despite global growth projections plummeting to around 2.8%, India is on track to register a robust GDP growth around 6.3% for FY 2026. This resilient performance is anchored in strong domestic fundamentals, ongoing structural reforms, and the transformative vision of initiatives like Aatmanirbhar Bharat. Even though recent global headwinds such as heightened trade barriers and geopolitical tensions have led to modest downward revisions in earlier forecasts, India continues to be a beacon of growth in the region.

### Inflation and Price Dynamics

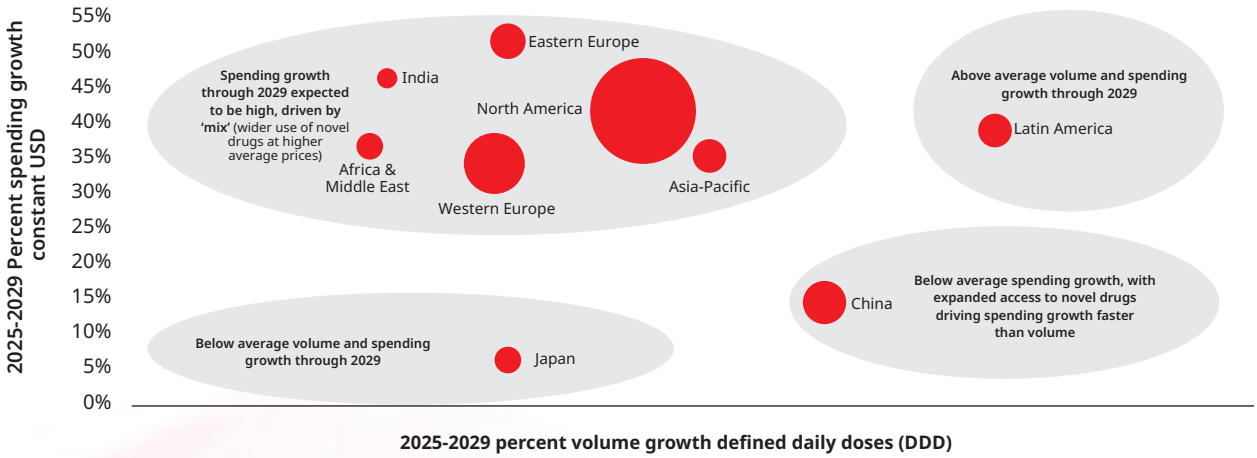
Recent data shows that consumer inflation has moderated significantly, with the Consumer Price Index (CPI) now averaging around 3.2% in April 2025. This easing is largely a result of favourable harvests, improved supply chains, and targeted fiscal and monetary policies. Moreover, the Wholesale Price Index (WPI) has seen a considerable softening due to further optimism that inflation will stabilize around 4.0% in the coming fiscal year. These trends are critical as they help sustain consumer spending and mitigate cost pressures across industries.

# Global Pharmaceutical Outlook 2025

## Spending and Growth by Regions and Countries

- The global medicine market (using invoice price levels) is expected to grow at 5–8% CAGR through 2029 to about USD 2.4 Tn.
- Global growth will continue to be driven by new and existing brands in leading developed countries and be offset by USD 220 Bn of brand losses of exclusivity over five years.
- New brand spending in the 10 developed countries is projected to be higher than the last five years but a smaller share of total brand spending.
- Higher global spending growth occurred in key regions after the pandemic, particularly in 2023 in North America, with slowing afterwards.
- Spending and volume growth are following diverging trends by region, and mix – change in the average cost of medicines highlights higher spending for more novel and costly drugs in many key regions.
- The U.S. market, on a net price basis, is forecast to grow 3–6% CAGR over the next five years, down from 6.8% CAGR for the past five years.
- The impact of exclusivity losses will increase to USD 182 Bn over five years, with nearly USD 150 Bn from small molecules.
- New brand spending in the U.S. is projected to be higher than the last five years but a smaller share of total brand spending.
- Spending in Europe is expected to increase by USD 85 Bn through 2029, driven by new and existing brands, while the impact of exclusivity losses will reach USD 25 Bn over five years, with most due to small molecules.
- New brand spending in EU4+UK is projected to be higher than the last five years but a smaller share of total brand spending.
- Japan medicine spending is forecast nearly unchanged over five years as innovation is offset by shift to annual price cuts.
- Spending growth in China is expected to slowly recover post-COVID-19, driven almost entirely by new original medicines.
- Latin America growth is expected to be led by recovering Argentina sales and a strong Brazil market.

## Spending and volume growth by region




Source: IQVIA Market Prognosis, May 2025; IQVIA Institute, May 2025.

**Global top 20 countries ranking and invoice spending relative to the United States (USD variable ex-rates)**

| Rank | 2019 | % of U.S. Invoice Spending | Rank | 2024 | % of U.S. Invoice Spending | Rank | 2029 | % of U.S. Invoice Spending |
|---|---|---|---|---|---|---|---|---|
| 1 | United States | 100 | 1 | United States | 100 | 1 | United States | 100 |
| 2 | China | 27.7 | 2 | China | 20.4 | 2 | China | 16.5 |
| 3 | Japan | 12.1 | 3 ▲1 | Germany | 8.5 | 3 | Germany | 7.6 |
| 4 | Germany | 9.5 | 4 ▼1 | Japan | 8.4 | 4 | Japan | 6.2 |
| 5 | France | 6.5 | 5 | France | 6.0 | 5 ▲1 | UK | 5.6 |
| 6 | Italy | 6.1 | 6 ▲1 | UK | 5.6 | 6 ▼1 | France | 5.4 |
| 7 | UK | 5.6 | 7 ▼1 | Italy | 5.4 | 7 | Italy | 5.4 |
| 8 | Spain | 4.5 | 8 | Spain | 4.3 | 8 | Spain | 4.3 |
| 9 | Canada | 4.3 | 9 ▲1 | Brazil | 4.2 | 9 | Brazil | 4.2 |
| 10 | Brazil | 3.5 | 10 ▼1 | Canada | 4.1 | 10 | Canada | 4.1 |
| 11 | India | 3.5 | 11 | India | 3.5 | 11 | India | 3.6 |
| 12 | South Korea | 2.6 | 12 ▲2 | Russia | 2.4 | 12 | Russia | 2.7 |
| 13 | Australia | 2.2 | 13 ▼1 | South Korea | 2.2 | 13 ▲4 | Poland | 2.1 |
| 14 ▲3 | Russia | 2.1 | 14 ▼1 | Australia | 2.0 | 14 ▲1 | Argentina | 2.0 |
| 15 ▲3 | Mexico | 1.8 | 15 ▲1 | Argentina | 2.0 | 15 ▼2 | South Korea | 2.0 |
| 16 ▼2 | Argentina | 1.6 | 16 ▼1 | Mexico | 1.8 | 16 | Mexico | 1.8 |
| 17 ▼1 | Saudi Arabia | 1.6 | 17 ▲2 | Poland | 1.7 | 17 ▼3 | Australia | 1.8 |
| 18 ▼3 | Turkey | 1.6 | 18 ▼1 | Saudi Arabia | 1.6 | 18 | Saudi Arabia | 1.7 |
| 19 ▲1 | Poland | 1.5 | 19 ▼1 | Turkey | 1.4 | 19 | Turkey | 1.3 |
| 20 ▼1 | Switzerland | 1.3 | 20 ▲1 | Belgium | 1.1 | 20 | Belgium | 1.1 |

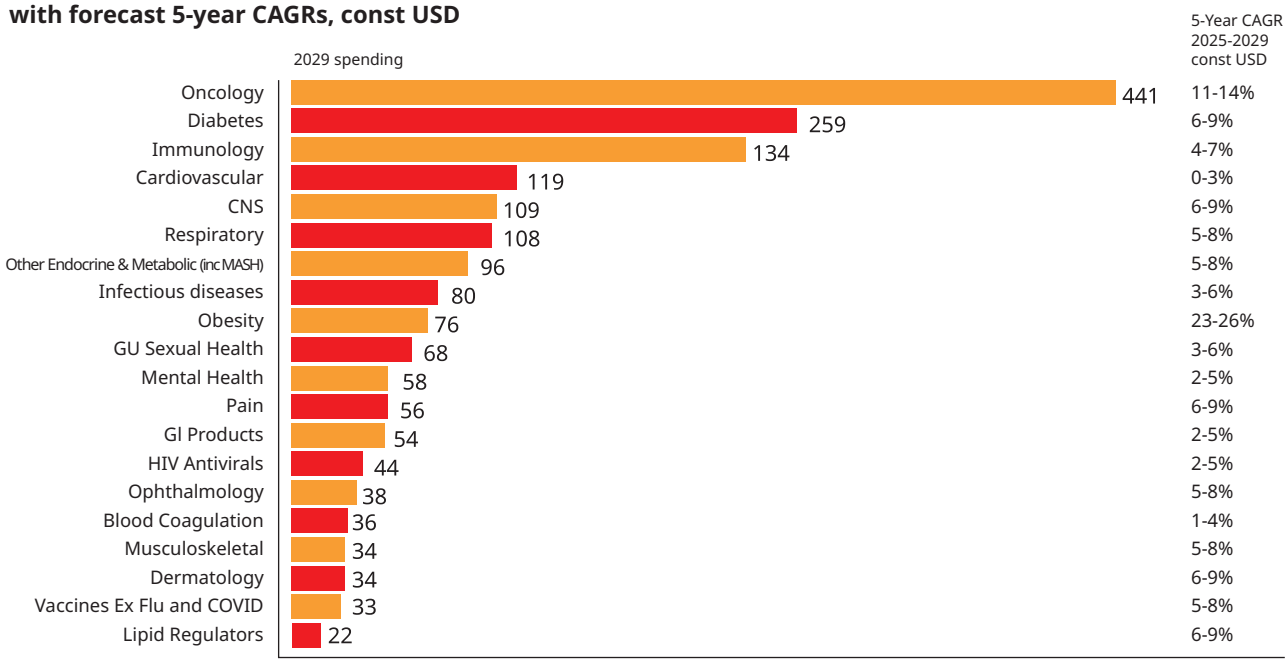
Source: IQVIA Market Prognosis, May 2025; IQVIA Institute, May 2025.

▲▼ Change in ranking over prior 5 years

## Key Therapy Areas

- Global biotech spending to exceed USD 820 Bn by 2029, about 34% of global spending, with growth slowing to 7–10% from biosimilar savings.
- Speciality medicines will represent about 46% of global spending in 2029 and 54% of total spending in leading developed markets.
- Oncology, diabetes, and obesity to lead absolute growth through 2029, while immunology slows due to biosimilars.
- Oncology and obesity forecast double-digit growth rates to 2029 while immunology slows due to biosimilars.
- Cancer medicine spending rose to USD 252 Bn globally in 2024 and growth is expected to slow, reaching USD 441Bn by 2029.
- Immunology spending growth to slow to 3.5–6.5% through 2029 from biosimilar impact as volume growth continues at 6–9% annually.
- Diabetes spending growth accelerating in many developed markets associated with GLP-1 adoption, U.S. slowing to 1–4% net.
- Global obesity spending has accelerated in the past two years from novel drugs with upside if more widely reimbursed.
- New therapies in Alzheimer's and anxiety/ depression are expected to drive spending growth in neurology.
- Cell and gene therapies have differing spending outlooks and large areas of uncertainty.

**Top 20 therapy areas in 2029 in terms of global spending with forecast 5-year CAGRs, const USD**




# Indian Pharmaceutical Market

### Market Size & Growth Trajectory

- Domestic formulations market is estimated at INR 23.8 lakh Mn (USD 29 Bn) for FY 2025 up ~8.2% YoY driven by chronic and speciality therapies.
- Total pharma turnover (including exports) reached INR 41.7 lakh Mn (USD 56 Bn) in 2024, growing >10% p.a. over the past five years.
- Looking ahead to FY 2025–30, a CAGR of 8–9% in domestic sales is expected, taking the market to ~INR 34 lakh Mn (USD 42 Bn) by FY 2030.

### Export & Contract Services Expansion

- India today supplies ~20% of the world's generics and 55–60% of UNICEF's vaccine needs. Exports are poised to rise at 6–8% CAGR through 2028, underpinned by widening trade ties and API self-sufficiency.
- The CRDMO (Contract Research, Development & Manufacturing) segment is forecast to double from ~INR 6.06 lakh Mn in 2023 to INR 12.13 lakh Mn by FY 2027–28.

### Policy-Led Capacity & Quality Upgrades

- Production-Linked Incentive (PLI) schemes: INR 1.5 lakh Mn for formulations and INR 69,400 Mn for APIs will drive localized high-end drug and API output, reducing import dependence and lifting quality standards.
- Bulk Drug Parks (INR 30,000 Mn) and Medical Devices PLI (INR 34,200 Mn) will expand manufacturing clusters and boost device exports which is projected to reach USD 20 Bn by FY 2030.

### Segment Dynamics & Value Drivers

- Chronic & Speciality Therapies (cardiology, anti-neoplastics, immunology) will remain growth engines, with 10–12% CAGR through 2030 as lifestyle diseases and precision-medicine uptake rise.
- Generics will deliver steady volume growth (~5–6% CAGR), while biosimilars and biologics surge at 15–17% CAGR, propelled by global demand for affordable complex therapies.

### Capital Flows & Industry Investment

- FDI inflows of INR 1.3 lakh Mn in 2024 underscore investor confidence; 100% automatic- route FDI remains for greenfield pharma and medical-device projects.
- R&D spend is set to rise, focusing on novel biologics, gene therapies and digital-toolkits for clinical development.

### Risks & Mitigants

- Price Erosion post-patent cliffs will continue; robust speciality launches and value-added services (e.g., patient support programs) will be key to protecting margins.
- Regulatory & Trade Uncertainty can disrupt API supplies; diversification of raw-material sourcing and flexible manufacturing networks will strengthen resilience.

## Revenue Figures for Glenmark Pharmaceuticals Ltd. (In INR Mn)

| Geographical Revenue | FY 2025 | FY 2024 | Growth (%) |
|---|---|---|---|
| India | 44,845 | 33,994 | 31.9% |
| North America | 30,172 | 30,943 | -2.5% |
| Europe | 28,463 | 24,205 | 17.6% |
| Emerging Markets | 28,138 | 27,666 | 1.7% |
| **Total** | **131,618** | **116,807** | **12.7%** |
| Other Revenue | 1,599 | 1,324 | 20.8% |
| **Consolidated Revenue** | **133,217** | **118,131** | **12.8%** |

**Review of Operations for the year ended March 31, 2025**

For the twelve months of FY 2025, Glenmark's consolidated revenue was INR 133,217 Mn (USD 1,575.8 Mn) as against INR 118,131 Mn (USD 1,427.1 Mn), recording a YoY growth of 12.8%.

**Key Highlights for the Fiscal Year 2025**

- Glenmark assumed leadership position in its key therapeutic areas in India, ranking 2nd in dermatology and 3rd in cardiac segment respectively in the fourth quarter of FY 2025.
- Glenmark's Europe business continued its strong performance, growing at 17.6% for FY 2025.
- Ryaltris® was launched in more than 10 markets in FY 2025 and is now commercialized in 44 markets globally.
- Winlevi® received approval from the Medicines and Healthcare Products Regulatory Agency (MHRA) in the United Kingdom.
- IGI presented first-time safety and efficacy data for 20 heavily pre-treated patients, from its Phase 1 (Part 1) study of ISB 2001 in an oral presentation at the 66th American Society of Hematology (ASH) Annual Meeting in San Diego, CA.

## Formulation Business

Glenmark's global formulation business is spread across Branded, Generics, and OTC segments in the therapy areas of dermatology, respiratory and oncology, along with strong regional/country-specific presence in other therapeutic areas like cardiac, diabetes and oral contraceptives.

**India**

Sales from the formulation business in India for FY 2025 was at INR 44,845 Mn (USD 530.5 Mn) as against INR 33,994 Mn (USD 410.7 Mn) last year, recording a growth of 31.9%. The India business contribution to consolidated revenue was 33.7% in FY 2025.

During the year, Glenmark continued to significantly outperform the IPM in terms of secondary sales as per IQVIA. Glenmark's India formulation business recorded a growth of 12.0% as per MAT March 2025, compared to the overall market growth of 7.7% in MAT March 2025. Glenmark continued to outperform the overall market in its key therapeutic areas like dermatology and cardiac therapeutic areas. Despite the continued weak growth in the acute respiratory market, mainly due to low seasonal pick-up, Glenmark managed to grow faster than the overall respiratory market on the back of growth in the chronic portfolio. The highly competitive diabetes market continued to impact Glenmark's performance in this area, resulting in a ~5% decline over MAT March 2025 period.

| Supergroup | IPM | Glenmark |
|---|---|---|
| | Value Growth (MAT Mar'25) | Value Growth (MAT Mar'25) |
| Cardiac | 11.9 | 16.1 |
| Dermatology | 9.3 | 18.9 |
| Respiratory | 3.2 | 3.5 |
| Diabetes | 8.5 | -4.3 |

[1] Russia + CIS (RCIS), Latin America (LATAM), Middle East and Africa (MEA), Asia-Pacific (APAC)

Average conversion rate in 12M FY 2025 considered as INR 84.54 / USD 1.00
Average conversion rate in 12M FY 2024 considered as INR 82.78 / USD 1.00
USD figures are only indicative

Glenmark's India business is ranked 13th with a market share of 2.25% (IQVIA MAT March 2025). The Company has 10 brands in the IPM Top 300 Brands in the country as of IQVIA MAT March 2025.

| Supergroup | IPM | Glenmark |
|---|---|---|
| | Market Share (%) Mat Mar' 24 | Market Share (%) Mat Mar' 25 |
| Cardiac | 5.7 | 5.9 |
| Dermatotlogy | 7.5 | 8.2 |
| Respiratory | 5.8 | 5.8 |
| Diabetes | 1.4 | 1.2 |

**EMPAGLIFLOZIN**

- In March 2025, Glenmark launched Empagliflozin, a widely recognized SGLT2 inhibitor, in India.
- The drug has been introduced under the brand name GLEMPA™ (Empagliflozin 10/25 mg), along with its fixed-dose combinations (FDCs): Glempa-L™ (Empagliflozin 10/25 mg + Linagliptin 5 mg) and Glempa-M™ (Empagliflozin 12.5 mg + Metformin 500/1000 mg).

**LIRAFIT™**

- The Company was the first to launch the biosimilar of Liraglutide under the brand name LIRAFIT™ in India. LIRAFIT™ has seen strong traction in the GLP-1 market in India post launch.
- The Company also plans to launch other GLP-1 agonists soon.

**Jabryus® (Partnered with Pfizer)**

- In January 2024, Glenmark launched Jabryus® (Abrocitinib), a first of its kind oral advanced systemic treatment for the treatment of moderate-to-severe atopic dermatitis (AD) in India in partnership with Pfizer.
- Jabryus® has been well received by dermatologists as a novel treatment for moderate-to-severe AD, with improved efficacy and oral convenience to patients.

**Tislelizumab and Zanubrutinib (Partnered with BeiGene)**

- Glenmark and BeiGene entered into an agreement for marketing and distribution of Tislelizumab and Zanubrutinib in India in May 2024.
- Under this strategic collaboration, Glenmark will be responsible for locally required development, registration and distribution providing access to BeiGene's innovative oncology medicines for cancer patients across India.
- These two products were launched in Q1 FY 2026.

**India – GLENMARK CONSUMER CARE (GCC)**

Primary sales for GCC in FY 2025 recorded a YoY growth of 17.5%. The Company's flagship brand Candid Powder™ delivered revenue growth of >15% for FY 2025. The Scalpe™ portfolio delivered a robust revenue growth of >50% YoY. The key variant, Scalpe Plus grew by ~40%, while Scalpe PRO registered 147% growth. La Shield™ portfolio delivered growth of ~5%.

**North America**

The North America business recorded revenues of INR 30,172 Mn (USD 356.9 Mn) for FY 2025 as against revenue of INR 30,943 Mn (USD 373.8 Mn) for FY 2024. This translates into a YoY decline of 2.5%. For FY 2025, the North America business contribution was 22.6%.

The U.S. business continued to remain challenging due to lack of meaningful launches during the year. However, the Company expects an uptick in the business from FY 2026 onwards on the back of potential launches in the respiratory and injectable segments. Glenmark has built out a large commercial portfolio of injectable products through partnerships. The Company has also leveraged its strong development capabilities in the respiratory area to file two ANDAs for generic nasal sprays. In addition, the Company filed the ANDA for gFlovent® 44mcg pMDI in May 2024. Glenmark is also working on filing the ANDA for the other two strengths of gFlovent®, as well as other respiratory products currently in the pipeline. Glenmark expects to launch some of these respiratory products from H1 FY 2026 onwards. The Company also continues to augment its commercial portfolio through partnered product launches.

In the FY 2025, Glenmark was granted approval of 8 Abbreviated New Drug Applications (ANDA), comprised of 5 final approvals and 3 Prior Approval Supplement approvals. Glenmark completed the successful launches of 13 new products during fiscal year 2025, consisting of a mix of immediate-release oral solids, a semi-solid ointment, several injectables and an oral contraceptive. The Company filed a total of 4 ANDA applications with the U.S. FDA throughout the fiscal year.

Glenmark's marketing portfolio through March 31, 2025, consists of 206 generic products authorized for distribution in the U.S. market. The Company currently has 51 applications pending in various stages of the approval process with the U.S. FDA, of which 23 are Paragraph IV applications.

In February 2025, Glenmark agreed to enter into a settlement with three plaintiffs, Humana, Centene and Kaiser, for a total of USD 7 Mn. This settlement was in respect of the ongoing litigation related to Glenmark's generic Zetia® launch. These plaintiffs had opted out of the settlement signed by Glenmark in 2023 with the three main plaintiff groups. The recent settlement made it clear that Glenmark denies each and every one of the allegations against it and the settlement is not based on Glenmark having conceded or admitted any liability or illegality.

Note: All brand names and trademarks are the property of their respective owners. IQVIA National Sales Perspectives: Retail and Non-Retail, February 2025

**Europe**

Glenmark Europe operations' revenue for FY 2025 was INR 28,463 Mn (USD 336.7 Mn) as against INR 24,205 Mn (USD 292.4 Mn) recording a growth of 17.6%. Europe business contributed 21.4% to the consolidated revenues in FY 2025.

Glenmark's Europe business continued its strong growth on the back of its branded business across all key markets in the region. The CEE region witnessed double-digit growth across all key markets on the back of a strong uptick in key products. The Western European markets also recorded double-digit growth for Glenmark. The branded respiratory portfolio in Western European business sustained its growth momentum. Ryaltris® continued to gain market share across all countries wherein the product was launched. The Company continues to focus on sustaining the increasing contribution from the branded markets / portfolio in Europe, mainly in the respiratory and dermatology therapeutic areas. The Company recently announced that it had received approval from the Medicines and Healthcare Products Regulatory Agency (MHRA) to market Winlevi® in the United Kingdom.

**ROW Region (RCIS, LATAM, MEA & APAC)**

For FY 2025, revenue from the ROW region was INR 28,138 Mn (USD 332.8 Mn) as against INR 27,666 Mn (USD 334.2 Mn) last year, recording a growth of 1.7%. The reported growth for the ROW region during the year continued to be impacted due to adverse currency movements in key markets. For FY 2025, the ROW business contribution was at 21.1%.

As per IQVIA MAT March 2025 data, Glenmark's Russia business recorded secondary sales growth of 10.2%. Ryaltris® sustained its momentum and gained further market share during the year. In the dermatology segment Glenmark demonstrated growth of 19.3% in value vs overall retail market growth of 16.6% in value as per IQVIA MAT March 2025. Amongst the dermatology companies in Russia, Glenmark ranks 9$^{th}$ as per MAT March 2025. Amongst the companies present in the Expectorants market in Russia, Glenmark continues to be ranked 2$^{nd}$ as per MAT March 2025.

Glenmark's LATAM business recorded strong double-digit growth on the back of key launches in the respiratory portfolio. The first generic of Salmeterol + Fluticasone MDI launched by Glenmark in the Brazilian market in Q1 FY 2025 continues to gain market share. Glenmark continues to be ranked amongst the top 5 companies in the respiratory and dermatology therapeutic areas in the Mexican Pharma market.

In the Middle East and Africa region, the Company continued to achieve secondary sales growth in key markets. Glenmark ranks 2$^{nd}$ in the overall pharmaceutical market in Kenya. Ryaltris® continues to be the leading nasal spray for Allergic Rhinitis in South Africa and has seen strong pick-up post launch in key markets in the region.

In the Asia region, key markets such as Malaysia and the Philippines recorded double-digit secondary sales growth during the year and continued to grow faster than the market as per IQVIA MAT March 2025 data. Ryaltris® continued to drive the significant outperformance in the Australian market. New product launches in dermatology and respiratory are expected to contribute to growth in the upcoming quarters.

**Creating Global Brands**

Ryaltris®

- As of March 2025, marketing applications for Ryaltris® have been submitted to more than 90 countries across the world and the product has been commercialized in 44 markets. Further, it is expected to be launched in 10-12 additional markets over the next few quarters.
- As per IQVIA March 2025 data across markets, Ryaltris® has seen robust performance in terms of both value and unit market shares*. The product has achieved high double-digit market share in Australia, the Czech Republic, South Africa, Italy, Poland and other European markets. Further, Ryaltris® continues to witness a strong uptake in markets where the product was recently launched across Europe and ROW regions.
- Menarini, Glenmark's partner in the EU, has witnessed a steady increase in market share across all its licensed markets.
- Yuhan Corporation, Glenmark's partner in the South Korean market, continued to perform well and enjoy double-digit market share as per IQVIA March 2025.
- Glenmark's partner in Mainland China, Grand Pharmaceutical (China) Co. Ltd., expects to receive the approval in FY 2026.

Envafolimab

- Glenmark has filed Envafolimab in ~15 markets in FY 2025; the first market launch is expected in FY 2026.
- The Company has received authorization from the regulatory authority in Kenya for supply of Envafolimab via early access program.
- Glenmark also plans to initiate a global multi-center Phase 3 study in neo-adjuvant / adjuvant NSCLC in FY 2026.

Winlevi®

- The Company recently announced that Glenmark had received approval from the Medicines and Healthcare Products Regulatory Agency (MHRA) to market Winlevi® in the United Kingdom.

* Market share: Top 10 products within "R1A1 – Nasal Corticosteroids without Anti-Infectives" category as per IQVIA + Ryaltris® as of March 2025

## ICHNOS GLENMARK INNOVATION (IGI)

IGI features a robust pipeline of three innovative oncology molecules targeting Multiple Myeloma and solid tumors, of which ISB 2001 is in clinical development. Additionally, IGI has two autoimmune disease assets that have been out licensed to leading companies and are in clinical development:

### ISB 880 / ALM27134 (IL-1RAP Antagonist)

- IGI entered an exclusive global licensing agreement for ISB 880 in autoimmune diseases with Almirall in December 2021. Within the terms of the agreement, Almirall assumed full cost and responsibility for the global development and commercialization of the compound. The deal includes development and commercial milestone payments, and tiered royalties based upon future global sales.
- Almirall initiated a Phase 1 study in 2022, to evaluate the safety, pharmacokinetics, pharmacodynamics and clinical activity of the licensed asset.

### ISB 830 (Telazorlimab, OX40 Antagonist)

- IGI entered an exclusive global licensing agreement for ISB 830 and its follow-on ISB 830-X8 with Astria Therapeutics in October 2023.
- In January 2025, Astria announced initiation of a Phase 1a clinical trial of STAR-0310, a potential best-in-class OX40 Antagonist for the treatment of Atopic Dermatitis.

**Multiple Myeloma Overview**

- Multiple Myeloma (MM) remains a devastating and often fatal disease, with no current cure available. Despite advancements in treatment, many patients continue to face poor outcomes, especially those with relapsed or refractory (r/r) disease.
- The market for Multiple Myeloma therapies is projected to grow from USD 26.4 Bn in 2024 to approximately USD 49.5 Bn by 2030. This growth is driven by an aging population and increasing incidence of MM, highlighting the urgent need for effective treatments.

**ISB 2001 TREAT™ TRISPECIFIC Antibody for Oncology and Immunology**

- ISB 2001 represents a groundbreaking approach in the fight against multiple myeloma. It is a tri-specific T cell engager (TCE) that targets BCMA and CD38 on MM cells while engaging CD3 on T cells to harness the body's immune system against cancer. This dual targeting mechanism enhances tumor cell destruction and offers a new pathway to address the challenges faced in treating r/r MM. Due to its mechanism of action as a TCE, ISB 2001 can also potentially be a viable therapeutic option for various autoimmune indications.
- ISB 2001 is amongst the first tri-specific antibodies developed for use in MM and received Orphan Drug Designation from the FDA in July 2023.
- IGI completed enrolment of the Phase 1 dose escalation (Part-1) in March 2025 and initiated/ dosed the first patient in the dose expansion (Part-2) in April 2025.
- In May 2025, the U.S. FDA granted Fast Track Designation to ISB 2001 as a treatment for patients with relapsed/refractory multiple myeloma. Specifically, the indication includes patients who have received 3 or more prior lines of treatment including a proteasome inhibitor, an immunomodulatory agent, and an anti-CD38 monoclonal antibody.

**ISB 2001 Data Presentation at ASH2024**

IGI presented first-time data from its Phase 1 study of ISB 2001 in an oral presentation at the 66th American Society of Hematology (ASH) Annual Meeting in San Diego, CA. The oral presentation detailed out the results from the dose-escalation portion of the study. ISB 2001 demonstrated a favourable safety profile in patients with heavily pre-treated r/r MM and recorded a strong efficacy profile with an Overall Response Rate (ORR) of 75% across twenty heavily pre-treated patients. The complete presentation is available on https://www.iginnovate.com/.

**ISB 2001 Data Presentation at ASCO 2025**

IGI will present first-in-human, Phase 1 dose-escalation data from ISB 2001 in the Rapid Oral Abstract Session – a format reserved for high-impact clinical science with the potential to shape the standard of care – at the upcoming 2025 American Society of Clinical Oncology (ASCO) Annual Meeting.

**Update on IGI Manufacuturing Facility**

In March 2025, IGI announced its plans to cease all CMC development and clinical supplies manufacturing at its facility in La Chaux-de-Fonds, Switzerland. IGI is progressing its pipeline, and it is anticipated that higher quantities of finished product will be required for future clinical programs. IGI CMC development and manufacturing of ongoing and future clinical programs will be moved to a network of well-established global Contract Development and Manufacturing Organizations (CDMOs).

For further updates on IGI, including the pipeline assets, please log on to https://www.iginnovate.com/

# Board's Report 2024-25

**Your Directors have pleasure in presenting the 47th Annual Report on business and operations of the Company together with the Audited Financial Statements of the Company for the Financial Year (F.Y.) ended 31 March 2025.**

## FINANCIAL RESULTS

(₹ in million)

| Year ended 31 March 2024 | | Particulars | Year ended 31 March 2025 | |
|---|---|---|---|---|
| Standalone | Consolidated (Continuing operations) | | Standalone | Consolidated (Continuing operations) |
| 78,911.19 | 1,18,130.97 | Gross Total Revenue | 92,264.09 | 1,33,217.40 |
| 19,304.15 | 9,374.50 | Profit before tax and exceptional item | 23,331.84 | 17,720.28 |
| 51,672.91 | (18,308.50) | Profit/(Loss) after tax for the year | 16,103.50 | 10,471.42 |
| (47.58) | (120.31) | Other Comprehensive Income for the year (not to be reclassified to P&L) | (64.66) | (81.40) |
| - | (479) | Other Comprehensive Income for the year (to be reclassified to P&L) | - | 723.38 |
| 1,60,028.17 | 94,570.39 | Surplus brought forward from last balance sheet | 2,10,881.28 | 78,704.49 |
| 2,11,653.50 | 79,476.70 | Profit available for appropriation | 226,920.12 | 89,094.06 |

The Company has not transferred any amount out of the profit of the year to the General Reserves.

## DIVIDEND

The Dividend Distribution Policy of the Company has been formulated to ensure compliance with the provisions of Regulation 43A of SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015 ('Listing Regulations'). The policy is uploaded on the Company's website at the link: https://glenmark.b-cdn.net/gpl_pdfs/about_us/Dividend-Distribution-Policy.pdf.

In line with the said Policy, the Board of Directors ('Board') have recommended a Dividend of 250% (₹ 2.5/- per equity share of ₹ 1 each) to be appropriated from the profits of the F.Y. 2024-25 subject to the approval of the Shareholders at the ensuing Annual General Meeting ('AGM'). The dividend will be paid in compliance with applicable Section of the Companies Act, 2013 ('Act') & Listing Regulations. The dividend, if approved, will result in an outflow of ₹ 705.50 million.

## RESULTS OF OPERATIONS

### INDIAN ACCOUNTING STANDARDS (IND AS)

Financial statements have been prepared in accordance with the Indian Accounting Standards (hereinafter referred to as the 'Ind AS') as notified by the Ministry of Corporate Affairs pursuant to Section 133 of the Act read with the Companies (Indian Accounting Standards) Rules, 2015 as amended and other relevant provisions of the Act.

On Standalone basis the Company achieved gross revenue of ₹ 92,264.09 million as compared to ₹ 78,911.19 million in the previous year and the Standalone operating profit before tax and exceptional item was ₹ 23,331.84 million as compared to ₹ 19,304.15 million in the previous year.

On Consolidated basis the Company achieved a gross revenue of ₹ 1,33,217.40 million as compared to ₹ 1,18,130.97 million in the previous year and the Consolidated operating profit before tax and exceptional item was ₹ 17,720.28 million as compared to ₹ 9,374.50 million in the previous year.

## INTEGRATED REPORT

The Company has voluntarily provided the Integrated Report, which offers stakeholders with financial and non-financial information about the Company, allowing them to better comprehend the Company's current status and long-term prospects and make educated decision. The Integrated Report also covers aspects such as materiality assessment, forward looking strategy, value creation model, corporate governance, risk management, performance and prospects of value creation based on the six forms of capitals viz. financial capital, manufactured capital, intellectual capital, human capital, social and relationship capital and natural capital.

## CORPORATE GOVERNANCE

The Company believes Corporate Governance is at the core of stakeholder satisfaction. As per Regulation 34(3) read with Schedule V of the Listing Regulations, a separate section on corporate governance practices followed by the Company, together with a certificate from the Company's Secretarial Auditor confirming compliance with the aforesaid Regulations forms an integral part of this Report.

## DIRECTORS AND KEY MANAGERIAL PERSONNEL

In accordance with the provision of Section 152 of the Act, Mrs. Cherylann Pinto (DIN: 00111844), retires by rotation at the ensuing AGM and being eligible, offers herself for re-appointment. The Board has recommended her re-appointment for consideration of the Shareholders.

Relevant details including profile of Mrs. Cherylann Pinto seeking the re-appointment are included separately in the Notice of AGM.

**Appointment of Mr. Pradeep Kumar Sinha (DIN: 00145126) as Non-Executive –Independent Director of the Company:**

On the recommendation of the Nomination & Remuneration Committee, the Board at its meeting held on 14 February 2025, appointed Mr. Pradeep Kumar Sinha (DIN:00145126), as an Additional Director (Non- Executive Independent) of the Company, to hold office for a term of 5 (Five) consecutive years effective from 14 February 2025 up to 13 February 2030, not liable to retire by rotation. The special resolution proposed for the appointment of Mr. Pradeep Kumar Sinha was approved by the Shareholders through postal ballot result dated 25 April 2025, with requisite majority.

**Re-appointment of Mr. Rajesh Desai (DIN: 00007960) as an Independent Director of the Company:**

On the recommendation of the Nomination & Remuneration Committee, the Board at its meeting held on 14 February 2025, had approved re-appointment of Mr. Rajesh Desai (DIN: 00007960) as an Independent Director of the Company not liable to retire by rotation to hold office for a second term of 5 (five) consecutive years commencing from 26 June 2025 up to 25 June 2030. However, the special resolution proposed for the re-appointment of Mr. Rajesh Desai was not approved by the Shareholders through postal ballot result dated 25 April 2025, with requisite majority. Consequently, Mr. Rajesh Desai will cease to be an Independent Director of the Company with effect from 25 June 2025.

**Re-appointment of Mr. Dipankar Bhattacharjee (DIN: 08770548) as an Independent Director of the Company:**

On the recommendation of the Nomination & Remuneration Committee, the Board at its meeting held on 14 February 2025, had approved re-appointment of Mr. Dipankar Bhattacharjee (DIN: 08770548) as an Independent Director of the Company not liable to retire by rotation for a second term of 5 (five) consecutive years commencing from 14 August 2025 up to 13 August 2030. The special resolution proposed for the re-appointment of Mr. Dipankar Bhattacharjee was approved by the Shareholders through postal ballot result dated 25 April 2025, with requisite majority.

**Early retirement of Mr. V.S. Mani (DIN: 01082878) as an Executive Director & Global Chief Financial Officer of the Company:**

Mr. V.S. Mani (DIN: 01082878), Executive Director & Global Chief Financial Officer of the Company had conveyed his decision to opt for early retirement and had decided to step down from the position of an Executive Director & Global Chief Financial Officer with effect from close of 26 May 2025. The Resignation letter received from Mr. V.S. Mani was noted by the Board through circular resolution dated 6 April 2025.

**Appointment of Mr. Anurag Mantri (DIN: 05326463) as an Additional Director (Whole-Time Director, designated as 'Executive Director') & Global Chief Financial Officer of the Company:**

On the recommendation of the Nomination & Remuneration Committee, the Board had approved appointment of Mr. Anurag Mantri, as the President – Finance through circular resolution dated 6 April 2025. Further the candidature of Mr. Anurag Mantri to the office of Executive Director & Global Chief Financial Officer was placed before the Audit Committee, Nomination & Remuneration Committee and the Board of the Company. The Board, on the recommendation of the Audit Committee and Nomination & Remuneration Committee, appointed Mr. Anurag Mantri (DIN:0536463), as an Additional Director (Whole-Time Director, designated as 'Executive Director') & Global Chief Financial Officer of the Company with effect from 27 May 2025, subject to the approval of the Shareholders.

### Independent Directors

All Independent Directors have declared that they meet the criteria of Independence as laid down under Section 149(6) of the Act and Regulation 16(b) of the Listing Regulations.

In terms of Regulation 25(8) of the Listing Regulations, all the 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 with an objective independent judgment and without any external influence.

The Independent Directors of the Company have confirmed that they have enrolled themselves in the Independent Directors' Databank maintained with the Indian Institute of Corporate Affairs ('IICA') in terms of Section 150 of the Act read with Rule 6 of the Companies (Appointment & Qualification of Directors) Rules, 2014, as amended.

All the Independent Directors have affirmed compliance with the Code of Conduct for Independent Directors as prescribed in Schedule IV of the Act.

During the year, apart from receiving director's remuneration, the Non-Executive Directors of the Company had no pecuniary relationship or transactions with the Company, other than sitting fees and reimbursement of expenses incurred by them for the purpose of attending meetings.

The Shareholders of the Company, on the recommendation of Nomination & Remuneration Committee and the Board, had approved payment of remuneration to Non-Executive Directors (Other than Promoter/ Promoter Group non-executive director) of the Company by way of commission, such that the sum in aggregate shall not exceed 1% of the net

profits of the Company up to Rs. 1,50,00,000/- (Rupees One Crore Fifty Lakh only) whichever is less in any financial year, computed in accordance with the provisions of Section 198 of the Act for a period of three (3) years from financial year 2024-25, in addition to the sitting fees and reimbursement of expenses being paid to them by the Company for attending the Board/Committee Meetings of the Company.

The ordinary resolution proposed for the payment of commission to the Non-Executive Directors (Other than Promoter/ Promoter Group non-executive director) of the Company was approved by the Shareholders through postal ballot result dated 25 April 2025, with requisite majority.

### Key Managerial Personnel

In terms of Section 203 of the Act, following are the Key Managerial Personnel (KMP) of the Company:

- Mr. Glenn Saldanha - Chairman & Managing Director
- Mrs. Cherylann Pinto – Whole time Director – Corporate Services
- Mr. V. S. Mani – Executive Director & Global Chief Financial Officer
- Mr. Harish Kuber - Company Secretary & Compliance Officer.

## SUBSIDIARIES, JOINT VENTURES AND ASSOCIATE COMPANIES

As per Section 129(3) of the Act, and Listing Regulations, the Consolidated Financial Statements of the Company and all its subsidiaries for the F.Y. ended 31 March 2025 prepared in accordance with Ind AS forms part of the Annual Report.

Further, in terms of the first proviso of Section 129(3) of the Act and Rules 5 and 8(1) of the Companies (Accounts) Rules, 2014 a statement containing the salient features, performance and financial position of the subsidiaries in the prescribed Form AOC-1 is appended herewith as **"Annexure I"** to the Report.

During the year, the Company sold 96,09,571 equity shares of Glenmark Life Sciences Limited ("GLS") representing 7.84% of the issued and paid-up equity share capital of GLS, held by the Company (including equity shares held by certain individuals where the beneficial ownership was with the Company) and by the Promoter Individual, by way of an offer for sale through the stock exchange mechanism. Hence, holding of the Company and its promoters in GLS became Nil.

During the year, the Company acquired 34% stake in the O2 Renewable Energy XXIV Private Limited. The acquisition of shares will enable the Company to invest in renewable energy and thereby comply with regulatory requirement for being a captive user under Indian electricity laws. As per Section 2(6) of the Act, O2 Renewable Energy XXIV Private Limited is considered as an Associate Company with effect from 17 December 2024. However, it is not considered as an Associate for accounting as per IND AS 28.

Further, a wholly owned subsidiary of the Company in the name of "Glenmark Consumer Care Limited" was incorporated on 23 May 2025.

Names of the step down subsidiaries of the Company were revised from Ichnos Sciences Inc. to Ichnos Glenmark Innovation Inc., Ichnos Sciences SA to IGI Therapeutics SA and Ichnos Sciences Biotherapeutics SA to IGI Biotherapeutics SA.

The Audited Accounts of the subsidiaries together with its Board's Report and Auditors' Report are available for inspection of members on any working day at the Corporate Office of the Company between 11:00 a.m. to 1:00 p.m. The Company will also make available these documents upon request by any member of the Company interested in obtaining the same.

Pursuant to various amendments in Listing Regulations, the Board revised the policy on material subsidiary. The same may be accessed on the Company's website at the link: https://glenmark.b-cdn.net/gpl_pdfs/about_us/Policy%20for%20Determining%20Material%20Subsidiaries2024.pdf

## MANAGEMENT DISCUSSION AND ANALYSIS REPORT

A detailed review of Company's business operations, performance, future outlook, etc., as required under Regulation 34 read with Part B of Schedule V of Listing Regulations is given in the Management Discussion and Analysis Report. This report forms an integral part of the Annual Report.

## RELATED PARTY TRANSACTIONS

Particulars of contracts and arrangements entered into with related parties referred to in Section 188(1) of the Act in the prescribed Form AOC-2 is appended as **"Annexure II"** to this report.

All Related Party Transactions are placed before the Audit Committee for approval. Prior omnibus approval of the Audit Committee is obtained for the transactions which are repetitive in nature. A statement of all Related Party Transactions is placed before the Audit Committee for its review on a quarterly basis, specifying the nature, value and terms and conditions of the transactions.

In terms of the provisions of the SEBI (Listing Obligations and Disclosure Requirements) (Sixth Amendment) Regulations, 2021, the Company has formulated a Policy on Related Party Transactions and its Materiality. The revised policy on Related Party Transactions and its Materiality in line with SEBI (Listing Obligations and Disclosure Requirements) (Third Amendment) Regulations, 2024 was approved by the Board at its meeting held on 14 February 2025. The revised policy is available on the Company's website at the link: https://glenmarkpharma.com/about-us/governance/

In terms of Regulation 23 of the Listing Regulations, the Company submits details of Related Party Transactions as per the format specified in the relevant accounting standards/ SEBI notification to the Stock Exchanges on a half-yearly basis.

## AUDITORS AND AUDITORS' REPORT

### STATUTORY AUDITORS:

At the 42nd Annual General Meeting held on 29 September 2020, the Shareholders approved the appointment of M/s. Suresh Surana & Associates LLP, Chartered Accountants (ICAI Firm Registration No. 121750W/W-100010) as Statutory Auditors of the Company to hold office for a period of five years from the conclusion of that AGM till the conclusion of 47th Annual General Meeting.

The report given by the Statutory Auditor on the financial statements of the Company forms part of the Annual Report. There is no qualification, reservation, adverse remark or disclaimer given by the Statutory Auditor in their report.

### COST AUDITORS:

Pursuant to Section 148 of the Act, read with Companies (Cost Records and Audit) Rules 2014, as amended from time to time, the cost audit records maintained by the Company are required to be audited. In terms of the provisions of the Act, the remuneration payable to Cost Auditors is required to be ratified by the Shareholders at the ensuing AGM and the same has been included in the Notice convening the AGM.

Based on the recommendations of the Audit Committee, Board has appointed M/s. R A & Co, Cost Auditors, to audit the cost records of the Company for F.Y. 2025-26 at a remuneration of ₹ 2.8 million. They have confirmed that their appointment is in accordance with the applicable provisions of the Act and rules framed thereunder and that they are not disqualified to be appointed as the Cost Auditors of the Company for the year ending 31 March 2026.

### INTERNAL AUDITORS:

Pursuant to the provisions of Section 138 of the Act and the Companies (Accounts) Rules, 2014, the Board, on the recommendation of Audit Committee has appointed Aneja Associates, Chartered Accountant as the Internal Auditor of the Company. The internal audit was also carried out by other audit firms having requisite expertise and resources.

### SECRETARIAL AUDITORS:

S. S. Rauthan & Associates, Secretarial Auditors (Firm registration No. S1999MH026900), submitted the Secretarial Auditors Report for the financial ended 31 March 2025 which is annexed as '**Annexure III**' to this report. In compliance with Regulation 24A of the SEBI Listing Regulations, the Annual Secretarial Compliance Report issued by the Secretarial Auditor was submitted to the Stock Exchanges within the statutory timelines.

The Secretarial Audit Report and the Annual Secretarial Compliance Report did not contain any qualification, reservation, adverse remarks or observation.

The Auditors of the Company have not reported any fraud as specified under the second proviso of Section 143(12) of the Act (including any statutory modification(s) or re-enactment(s) thereof for the time being in force).

## INTERNAL FINANCIAL CONTROL (IFC) AND ITS ADEQUACY

The Company has laid down an adequate system of internal controls, policies and procedures for ensuring orderly and efficient conduct of the business, including adherence to the Company's policies, safeguarding of its assets, prevention and detection of frauds and errors, accuracy and completeness of the accounting records and timely preparation of reliable financial disclosures. The current system of IFC is aligned with the statutory requirements and are adequate and operating effectively.

Effectiveness of IFC is ensured through Management reviews, controlled self-assessment and independent testing by the Internal Auditor.

## EMPLOYEE STOCK OPTIONS SCHEME 2016

At the Annual General Meeting of the Company held on 12 August 2016, the Shareholders had approved a Scheme 'Glenmark Pharmaceuticals Limited - Employee Stock Options Scheme 2016' ("ESOS 2016") under the SEBI (Share Based Employee Benefits) Regulations, 2014 and other applicable laws, Regulations, etc. for the purpose of granting options to the permanent employees of the Company and its subsidiaries, as applicable.

At the Annual General Meeting of the Company held on 29 September 2017, the Shareholders approved the amendment to the Scheme in relation to re- pricing of the options granted from ₹ 800 to ₹ 600 and maximum number of options that would be granted would be up to 1% of the paid up share capital of the Company as at 31 March 2017 i.e. ₹ 28,21,68,156/- (28,21,68,156 Equity Shares of ₹ 1/- each) i.e. 28,21,682 options which upon exercise would result in the issue of 28,21,682 shares of ₹ 1/- each.

During the F.Y. 2024-25, no options were allotted. As of 31 March 2025, 37,779 options were outstanding. The Operations Committee of the Company at its meeting held on 17 April 2025 approved the allotment of 12,653 equity shares of face value of Re. 1/- each to the eligible employee who has exercised stock options under ESOS 2016.

On exercising the convertible options so granted, the paid up equity share capital of the Company increased by a like number of shares.

The Nomination and Remuneration Committee at its meeting dated 22 May 2025 approved the grant of 1,19,318 options to the eligible employee.

The information in compliance with Regulation 14 of the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 as amended is appended herewith as **"Annexure IV"** to this Report.

## CHANGES IN CAPITAL STRUCTURE

During the year under review, there was no change in the paid-up share capital of the Company.

The paid-up equity share capital of the Company as on 31 March 2025 was ₹ 28,21,88,156.

## FINANCE

**U.S. $ 40,000,000, International Finance Corporation (IFC), ECB Facility**:

The Company had obtained LRN from RBI to raise an ECB Facility to the extent of U.S. $ 40 million. The ECB Facility for U.S. $ 40 million was executed in February, 2021 and the Company availed U.S. $ 16,574,250 in April, 2021 and the proceeds were utilized for the purpose of refinancing the FCC Bonds. The Company further availed U.S. $ 7,500,000 and U.S. $ 1,203,000 in June, 2021 and September, 2021 respectively. The ECB Facility was raised from International Finance Corporation with a maturity of 5.7 years. The interest margin over U.S. $ LIBOR was 3.08% p.a. up to September, 2021; 2.83% p.a. up to December 2023 and 3.26% over SOFR thereafter.

The Company prepaid and closed the outstanding loan of U.S. $ 15,798,281.25 along with accrued interest in August, 2024.

## CREDIT RATINGS

- S&P Global has affirmed Long Term Rating as 'BB+', Outlook 'Stable'.
- Fitch Ratings has affirmed Long-Term Issuer Default Rating (IDR) as 'BB', Outlook 'Stable'.
- Crisil Ratings has reaffirmed Long Term Rating as 'Crisil AA', outlook 'Stable'. Short Term ratings reaffirmed as 'Crisil A1+'.
- India Ratings and Research (Ind-Rs) has affirmed Long Term Rating as 'IND AA', Outlook 'Stable'. Short Term ratings affirmed at 'IND A1+'.

## LISTING AT STOCK EXCHANGES

The Equity shares of the Company continue to be listed on BSE Limited and The National Stock Exchange of India Limited.

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

The information on Conservation of Energy, Technology Absorption, Foreign Exchange Earnings and Outgo as stipulated under Section 134(3)(m) of the Act, read with Rule 8 of the Companies (Accounts) Rules, 2014 is appended herewith as **"Annexure V"** to this Report.

## ANNUAL RETURN

Pursuant to Section 92 read with Section 134(3)(a) of the Act, the Annual Return as on 31 March 2025 is available on the Company's website at https://glenmarkpharma.com/investors/reports-presentations/annual-return/.

## UNCLAIMED DIVIDEND/ SHARES

In pursuance of Regulation 39 read with Schedule VI of the Listing Regulations, the details of underlying shares in unclaimed suspense account and unclaimed shares / dividend transferred to Investor Education & Protection Fund ('IEPF'), are provided in the Report on Corporate Governance.

## PARTICULARS OF EMPLOYEES & REMUNERATION

Information as required under the provisions of Section 197(12) of the Act, read together with Rule 5(1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, is appended herewith as **"Annexure VI"** to this report.

The information required pursuant to Section 197(12) of the Act, read with Rules 5(2) & 5(3) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 in respect of employees of the Company, is appended herewith and forms part of the Report. Any member interested in obtaining a copy thereof, may write an email to complianceofficer@glenmarkpharma.com.

## CORPORATE SOCIAL RESPONSIBILITY (CSR)

The Company believes in giving back to society in some measure that is proportionate to its success in business. CSR aims at balancing the needs of all stakeholders. The Company's CSR initiative goes beyond charity and believes that as a responsible Company it should take into account its impact on society as much as creating business impact. The report on the CSR activities undertaken by the Company in the format prescribed in the Companies (Corporate Social Responsibility Policy) Amendment Rules, 2021 including the composition of the CSR Committee is appended herewith as **"Annexure VII"** to this Report.

The CSR Policy of the Company is available on the Company's website at https://glenmark.b-cdn.net/gpl_pdfs/about_us/CSR%20Policya.pdf.

## DIRECTORS' RESPONSIBILITY STATEMENT

Pursuant to the provisions of Sections 134(3)(c) and 134(5) of the Act, the Directors confirm that –

i. in the preparation of the annual accounts, the applicable accounting standards have been followed along with proper explanation relating to material departures, if any;

ii. appropriate accounting policies have been selected and applied consistently and have 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 31 March 2025 and of the profit of the Company for the year ended 31 March 2025;

iii. proper and sufficient care has been taken for 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;

iv. the annual accounts have been prepared on a going concern basis;

v. they have laid down internal financial controls to be followed by the Company and such internal financial controls are adequate and were operating effectively;

vi. proper systems have been devised to ensure compliance with the provisions of all applicable laws and such systems were adequate and operating effectively.

## BOARD PERFORMANCE EVALUATION

The Company believes that the process of performance evaluation at the Board level is pivotal to its Board engagement and effectiveness. The Nomination & Remuneration Policy of the Company empowers the Board to formulate a process for effective evaluation of the performance of individual directors, Committees of the Board and the Board as a whole pursuant to the provisions of the Act and Regulation 17 and Part D of Schedule II to the Listing Regulations. The Board has carried out the annual performance evaluation of its own performance, Committees of the Board and each Director individually. The Company has adopted a web based application to carry out annual performance evaluation process. The Director receives evaluation questionnaire through the application which can be accessed through the iPad's. The said application is password protected and highly secured. A questionnaire was prepared after taking into consideration inputs received from the Directors, covering various aspects of the Board's functioning such as Diversity of the Board, composition and adequate committees, functional dynamics, Governance, Board Relationships etc.

A separate exercise was carried out to evaluate the performance of individual Directors, who were evaluated on parameters such as level of engagement and contribution, strategic vision of director, involvement, professional independence etc.

The Independent Directors of the Company met on 21 March 2025 without the presence of Non-Independent Directors and members of the management to review the performance of Non-Independent Directors and the Board as a whole; review the performance of the Chairman and Managing Director of the Company and to assess the quality, quantity and timeliness of flow of information between the management and the Board.

## FAMILIARIZATION PROGRAMME FOR THE INDEPENDENT DIRECTORS

In compliance with the requirements of Listing Regulations, the Company has put in place a familiarization programme for the Independent Directors to familiarize them with their roles, rights and responsibilities as an Independent Director, the working of the Company, changes in the regulatory environment, etc. The Board members are regularly updated regarding key developments and any important regulatory amendments applicable to the Company.

During the F.Y. 2024-25, the Company had conducted exclusive session for Independent Directors on Regulatory and Compliance updates with the help of an external agency. The familiarization programme may be accessed on the Company's website at https://glenmark.b-cdn.net/gpl_pdfs/about_us/familiarisation_programme_for_independent_directors.pdf

## BOARD AND COMMITTEE MEETINGS

A calendar of Board and Committee Meetings to be held during the year was circulated well in advance to the Directors. Six Board Meetings were convened and held during the year. The Board had a duly constituted Audit Committee with Mr. Rajesh Desai as the Chairman and Mrs. Vijayalakshmi Iyer and Ms. Sona Saira Ramasastry as the Members.

At the Board Meeting dated 14 February 2025, the Committee was reconstituted and Mr. Rajesh Desai was appointed as a Member, while Mrs. Vijayalakshmi Iyer was appointed as the Chairperson of the Audit Committee with effect from 15 February 2025. Further, there have been no instances during the year where recommendations of the Audit Committee were not accepted by the Board.

Details of the Composition, attendance of members and other details of the Board and its Committees, are provided in the Corporate Governance Report, which forms an integral part of this Report. The intervening gap between the Meetings was within the period prescribed under the Act and Listing Regulations.

## NOMINATION AND REMUNERATION POLICY

Pursuant to the provisions of Section 178(4) of the Act and Regulation 19(4) of Listing Regulations the policy on the appointment of Directors including Independent Directors, KMP and Senior Management and the policy on remuneration of the Directors, KMP and other employees provides a referendum based on which the Human Resource Management Team plans and strategizes their recruitment plans for the strategic growth of the Company. The Nomination & Remuneration Policy may be accessed on the Company's website at https://glenmark.b-cdn.net/gpl_pdfs/about_us/nomination_and_remuneration_policy.pdf.

## RISK MANAGEMENT POLICY AND INTERNAL ADEQUACY

The Company has put in place an Enterprise Risk Management Policy. The Risk register is updated at regular intervals. In terms of the provision of Section 134 of the Act, a detailed note on Risk Management has been provided in the Integrated Report. The Company's internal control systems are commensurate with the nature of its business and the size and complexity of its operations. These are routinely tested and certified by Statutory as well as Internal Auditors and cover all offices, factories and key business areas. Significant audit observations and follow up actions thereon are reported to the Audit Committee. The Audit Committee reviews adequacy and effectiveness of the Company's internal control environment and monitors the implementation of audit recommendations, including those relating to strengthening of the Company's risk management policies and systems.

The risk management policy has been uploaded on the Company's website at https://glenmark.bcdn.net/gpl_pdfs/about_us/Risk%20Management%20Policy%20%28revised%2024-05-2024%29.pdf.

## WATER AND BIODIVERSITY POLICY

During the year under review, the Company has adopted Water and Biodiversity Policy which focuses on understanding the interdependence between operations and biodiversity around the area of operations and how Company can sustain the same and also initiatives that will help in business resilience through implementation of sustainable water management practices in all operations of the Company globally.

## HUMAN RESOURCES

Human Resources are the most precious asset of our Company. Establishing safe, transparent, diverse, inclusive and growth oriented work environment is Company's topmost goal.

The priority of Human Resource function is to invest in their training and professional development to ensure they have the essential skills, domain expertise and cutting-edge technology to support the business goals and strategy.

The Company's industrial relations continued to be harmonious during the year under review.

## PARTICULARS OF LOANS, GUARANTEES OR INVESTMENTS

Particulars of loans, guarantees and investments covered under Section 186 of the Act, form part of the notes to the standalone financial statements forming a part of this Report.

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT ('BRSR')

Pursuant to the provisions of Regulation 34(2)(f) of the Listing Regulations, Business Responsibility and Sustainability Report ("BRSR"), along with assurance report issued by DNV Business Assurance India Private Limited on the BRSR core indicators, forms part of this Integrated Report.

## GENERAL

Your Directors state that no disclosure or reporting is required in respect of the following items as there were no transactions on these items during the year under review:

1. Details relating to deposits covered under Chapter V of the Act.
2. Issue of equity shares with differential rights as to dividend, voting or otherwise.
3. Neither the Managing Director nor the Whole-time Directors of the Company receive any remuneration or commission from any of its subsidiaries.
4. No significant or material orders were passed by the regulators or Courts or Tribunals which impact the going concern status and Company's operations in future.
5. There was no change in the nature of business of the Company.

The Company has complied with Secretarial Standards issued by the Institute of Company Secretaries of India on Board and General Meetings.

## POLICY ON PREVENTION OF SEXUAL HARASSMENT AT WORKPLACE

The Company has in place a Policy on Prevention of Sexual Harassment at Workplace in line with the requirements of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ("Prevention of Sexual Harassment of Women at Workplace Act") and Rules framed thereunder and an Internal Complaints Committee has also been set up to redress complaints received regarding sexual harassment.

The Company has ensured wide dissemination of the Policy and the provisions of Prevention of Sexual Harassment of Women at Workplace Act by constituting internal complaint committee and conducting sessions throughout the Company. Four complaints were received and addressed during the F.Y. 2024-25, under the Sexual Harassment of Women at Workplace Act. No Complaint was pending as on 31 March 2025.

The Company is committed to providing safe and conducive work environment to all of its employees and associates.

## WHISTLEBLOWER POLICY AND VIGIL MECHANISM

The Company has adopted a Whistleblower Policy and Vigil Mechanism to provide a formal mechanism to the Directors, employees and other external stakeholders to report their concerns about unethical behaviour, actual or suspected fraud or violation of the Company's Code of Conduct. The Policy provides for adequate safeguards against victimization of employees who avail of the mechanism. No personnel of the Company has been denied access to the Chairperson of the Audit Committee. The Whistleblower Policy and Vigil Mechanism ensures that strict confidentiality is maintained in such cases

and no unfair treatment is meted out to a Whistleblower. The Company, as a Policy, condemns any kind of discrimination, harassment, victimisation or any other unfair employment practice being adopted against Whistleblowers. The Whistleblower Policy may be accessed on the Company's website at https://glenmark.b-cdn.net/gpl_pdfs/about_us/Whistleblowing%20Policy.pdf.

## GREEN INITIATIVE

The MCA had undertaken the Green Initiative in Corporate Governance by allowing paperless compliances by companies through electronic mode. We request all the Shareholders to support the 'Green Initiative' of the Ministry of Corporate Affairs and the Company's continuance towards greener environment by enabling the service of the Annual Report, AGM Notice and other documents electronically to your email address registered with your Depository Participant/ Registrar and Share Transfer Agent. The Company appeals to you, its Shareholders, who are yet to register the e-mail addresses that they take necessary steps for registering the same so that you can also become a part of the initiative and contribute towards a greener environment.

## APPRECIATION AND ACKNOWLEDGEMENTS

The Directors express their gratitude to the Company's customers, shareholders, business partners' viz. distributors and suppliers, medical professionals, Company's bankers, financial institutions including investors for their valuable sustainable support and co-operation.

The Directors commend the continuing commitment and dedication of employees at all levels.

For and on behalf of the Board of Directors

**Glenn Saldanha**
Chairman & Managing Director
(DIN: 00050607)

Place: Mumbai
Date: 23 May 2025

# Annexure I

## Form No. AOC 1

(₹ in million)

| Sr. No. | Particulars | Glenmark Pharmaceuticals (Kenya) Limited | Glenmark Pharmaceuticals (Australia) Pty. Ltd., Australia | Glenmark Impex LLC, Russia | Glenmark Pharmaceuticals Sdn.Bhd., Malaysia | Glenmark Pharmaceuticals Nigeria Ltd., Nigeria | Glenmark South Africa (Pty) Ltd. | Glenmark Philippines Inc., Philippines | Glenmark Pharmaceuticals FZE (UAE) | Glenmark Pharmaceuticals Egypt (S.A.E.) | Glenmark Pharmaceuticals South Africa (Pty) Ltd., South Africa | Glenmark Farmaceutica S.L.U., (Formerly known as Viso Farmaceutica S.L., Spain) | Glenmark Therapeutics Inc, USA | Glenmark Uruguay S.A. | Glenmark Pharmaceuticals Mexico, SA DE CV | Glenmark Pharmaceuticals Venezuela, CA | Glenmark Pharmaceuticals Peru SAC | Glenmark Farmaceutica Ltda, Brazil | IGI Therapeutics SA (Formerly known as Ichnos Sciences SA) | Glenmark Holding S.A., Switzerland (GHSA) | Glenmark Pharmaceuticals Nordic AB | Glenmark Distributors SP.Z.O.O. | Glenmark Pharmaceuticals SK s.ro |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | Share Capital | 97.18 | 101.72 | 1,435.61 | 97.72 | 208.97 | 0.77 | 116.70 | 12.92 | 421.73 | 0.00 | 0.22 | - | 517.30 | 1,695.29 | 715.13 | 829.71 | 15,455.83 | 3,291.53 | 134,286.78 | 0.36 | 83.87 | 0.43 |
| 2 | Reserves | 207.21 | (108.11) | 4,241.19 | 277.24 | (341.59) | 512.82 | 234.48 | 874.26 | (659.74) | (138.44) | 219.13 | 990.92 | 331.22 | (1,040.70) | (2,368.62) | (687.62) | (11,681.63) | 3,912.43 | (36,469.57) | 277.67 | 147.16 | 290.33 |
| 3 | Total Assets | 2,565.40 | 154.72 | 8,363.45 | 1,073.66 | 20.63 | 513.64 | 1,028.06 | 1,238.44 | 145.14 | 1,567.20 | 538.11 | 1,074.67 | 854.25 | 1,872.72 | - | 205.44 | 5,559.08 | 12,695.99 | 177,287.15 | 1,920.27 | 1,514.34 | 897.01 |
| 4 | Total Liabilities | 2,261.01 | 161.11 | 2,686.65 | 698.70 | 153.25 | 0.05 | 676.88 | 351.26 | 383.15 | 1,705.64 | 318.76 | 83.75 | 5.72 | 1,218.13 | 1,653.49 | 63.35 | 1,784.86 | 5,492.03 | 79,469.94 | 1,642.24 | 1,283.31 | 606.25 |
| 5 | Investment (except in case of investment in subsidiaries) | | | | | | | | | | | | | | | | | | | | | | |
| 6 | Turnover | 1,998.26 | 53.87 | 6,040.17 | 1,301.68 | - | - | 916.63 | 215.51 | 276.31 | 1,622.85 | 988.02 | 348.93 | - | 2,377.68 | - | 226.10 | 2,322.69 | 1,481.30 | - | 2,401.11 | 2,256.72 | 1,828.74 |
| 7 | Profit/(Loss) before tax | 231.29 | (30.59) | 1,415.61 | 69.82 | (3.64) | 0.00 | 30.07 | 118.11 | (17.45) | (18.07) | 68.02 | 116.53 | 0.38 | (73.23) | - | 13.47 | (837.33) | (5,105.64) | 2,274.39 | 165.16 | 150.28 | 134.83 |
| 8 | Provision for Tax | 5.37 | (61.69) | 321.15 | 13.01 | - | - | 5.99 | 18.29 | - | (6.15) | 15.48 | 34.89 | (0.05) | 1.11 | - | 0.19 | (722.58) | (0.08) | 6.13 | 21.64 | 30.46 | 26.73 |
| 9 | Profit/(Loss) After Tax | 225.92 | 31.10 | 1,094.46 | 56.81 | (3.64) | 0.00 | 24.08 | 99.82 | (17.45) | (11.92) | 52.54 | 81.64 | 0.43 | (74.34) | - | 13.28 | (114.75) | (5,105.56) | 2,268.26 | 143.52 | 119.82 | 108.10 |
| 10 | Proposed Dividend | | | | | | | | | | | | | | | | | | | | | | |
| 11 | % of Shareholding | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| 12 | Currency | KES | AUD | RUB | RM | NGN | ZAR | PHP | AED | EGP | ZAR | EURO | USD | USD | MXN | VEF | PEN | BRL | USD | USD | SEK | PLN | EURO |
| 13 | Exchange Rate (Rs.) | | | | | | | | | | | | | | | | | | | | | | |
| | **Closing Rate** | 0.66 | 53.47 | 1.01 | 19.26 | 0.06 | 4.66 | 1.49 | 23.26 | 1.69 | 4.66 | 92.46 | 85.45 | 85.45 | 4.18 | - | 23.3 | 14.87 | 85.45 | 85.45 | 8.52 | 22.10 | 92.46 |
| | **Average Rate** | **0.65** | **55.12** | **0.91** | **18.78** | **0.06** | **4.64** | **1.46** | **23.02** | **1.72** | **4.64** | **90.74** | **84.54** | **84.54** | **4.43** | **-** | **22.4** | **15.07** | **84.54** | **84.54** | **7.94** | **21.23** | **90.74** |

(₹ in million)

| Sr. No. | Particulars | Glenmark Pharmaceuticals S.R.O., Czech Republic | Glenmark Pharmaceuticals coumbia ltda | Glenmark Pharma. (Thailand) Co. Ltd. | Glenmark Dominicana SRL | Glenmark Pharmaceuticals Inc., USA | Glenmark Pharmaceuticals Europe Ltd., U.K. | Glenmark Pharmaceuticals B.V., Netherlands | Glenmark Arzneimittel Gmbh., Germany | Glenmark Generics SA., Argentina | Glenmark Pharmaceuticals Distribution S.r.o, Czech Republic | Glenmark Speciality SA | Glenmark Ukraine LLC | Glenmark-Pharmaceuticals Ecuador S.A. | Glenmark Pharmaceuticals Singapore Pte. Ltd. | IGI Biotherapeutics SA (Formerly known as Ichnos Sciences Biotherapeutics SA) | Ichnos Glenmark Innovation Inc. (Formerly known as Ichnos Sciences Inc.) | Sintesy Pharma S.R.L | Glenmark Healthcare Limited | Glenmark Farmaceutica SpA | Glenmark Arzneimittel GmbH, Austria | Glenmark Pharmaceuticals Canada Inc. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | Share Capital | 143.00 | 578.02 | 7.99 | 0.23 | 0.00 | 518.09 | 1.15 | 3.19 | 9,095.39 | 27.55 | 2,031.94 | 46.11 | 245.10 | 32.66 | 17.67 | 82.31 | 0.89 | 90.50 | 35.27 | 1.56 | 107.21 |
| 2 | Reserves | 5,609.66 | (423.68) | (15.26) | (0.37) | 14,351.48 | 1,926.53 | 285.52 | 1,636.41 | (7,432.51) | 3,183.88 | 5,307.00 | 140.09 | (200.24) | 40.09 | 1,218.27 | 11,593.05 | 14.73 | (92.77) | (9.84) | 48.53 | 26.48 |
| 3 | Total Assets | 12,035.78 | 396.46 | 76.88 | - | 47,975.39 | 12,134.29 | 2,624.33 | 10,161.12 | 1,846.04 | 3,590.43 | 22,371.21 | 846.90 | 398.61 | 75.32 | 1,979.79 | 11,968.22 | 339.33 | 314.20 | 29.88 | 96.88 | 963.86 |
| 4 | Total Liabilities | 6,283.12 | 242.12 | 84.15 | 0.14 | 33,623.91 | 9,689.67 | 2,337.66 | 8,521.52 | 183.16 | 379.00 | 15,032.27 | 660.70 | 353.75 | 2.57 | 743.85 | 292.86 | 323.71 | 316.47 | 4.45 | 46.79 | 830.17 |
| 5 | Investment (except in case of investment in subsidiaries) | | | | | | | | | | | | | | | | | | | | | |
| 6 | Turnover | 17,147.21 | 356.85 | 63.18 | - | 25,756.69 | 10,301.06 | 1,249.28 | 4,325.55 | 901.32 | 3,452.42 | 10,909.70 | 829.70 | 298.92 | 79.25 | 1,170.14 | - | 379.62 | 7.36 | - | 1.36 | 1,093.63 |
| 7 | Profit/(Loss) before tax | 507.29 | 9.44 | 1.09 | - | (2,019.23) | 589.48 | 71.15 | 242.22 | (855.70) | 204.68 | 3,683.66 | 12.69 | 7.60 | 3.78 | 122.20 | (30,280.52) | (37.12) | (84.85) | (9.10) | 0.33 | (14.50) |
| 8 | Provision for Tax | 102.14 | (5.29) | 0.22 | - | (1,175.22) | 118.14 | 14.37 | 73.22 | (146.07) | 25.49 | 44.59 | 3.74 | 0.25 | 0.04 | (60.85) | 18.63 | 4.78 | 0.00* | 0.00 | (0.23) | (1.57) |
| 9 | Profit/(Loss) After Tax | 405.15 | 14.73 | 0.87 | - | (844.01) | 471.34 | 56.78 | 169.00 | (709.63) | 179.19 | 3,639.07 | 8.95 | 7.35 | 3.74 | 183.05 | (30,299.15) | (32.34) | (84.85) | (9.10) | 0.56 | (12.93) |
| 10 | Proposed Dividend | | | | | | | | | | | | | | | | | | | | | |
| 11 | % of Shareholding | 100 | 100 | 49 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100.00 | 100 | 100 | 100 | 100.00 |
| 12 | Currency | CZK | COP | THB | DOP | USD | GBP | EURO | EURO | ARS | CZK | USD | UAH | USD | SGD | USD | USD | EURO | INR | CLP | EURO | CAD |
| 13 | Exchange Rate (Rs.) | | | | | | | | | | | | | | | | | | | | | |
| | **Closing Rate** | 3.71 | 0.02 | 2.52 | 1.35 | 85.45 | 110.53 | 92.46 | 92.46 | 0.08 | 3.71 | 85.45 | 2.05 | 85.45 | 63.66 | 85.45 | 85.45 | 92.46 | - | 0.09 | 92.46 | 59.53 |
| | **Average Rate** | **3.61** | **0.02** | **2.43** | **1.39** | **84.54** | **107.84** | **90.74** | **90.74** | **0.09** | **3.61** | **84.54** | **2.05** | **84.54** | **63.17** | **84.54** | **84.54** | **90.74** | **-** | **0.09** | **90.74** | **60.75** |

## Notes

1. Reporting period of the above subsidaries is the same as that of the Company.
2. *Amount denotes less than Rupees Ten thousand.
3. Part B of the Annexure is not applicable as there are no associate companies/ joint ventures of the Company as on 31 March 2025.

For and on behalf of the Board of Directors

**Glenn Saldanha**
Chairman & Managing Director
DIN : 00050607

**Cherylann Pinto**
Executive Director
DIN : 00111844

**V S Mani**
Executive Director &
Global Chief Financial Officer

**Harish Kuber**
Company Secretary &
Compliance Officer

Place: Mumbai
Date : 23 May 2025

## ANNEXURE II

# Form No. AOC-2

**(Pursuant to Clause (h) of sub-section (3) of Section 134 of the Act and Rule 8(2) of the Companies (Accounts) Rules, 2014)**

Disclosure of particulars of contracts/arrangements entered into by the Company with related parties referred to in sub-section (1) of Section 188 of Companies Act, 2013 including certain arm's length transactions under third proviso thereto.

1. No contracts or arrangements or transactions were entered into by the Company with related parties during the year ended 31 March 2025, which were not at arm's length basis.

2. Details of material contracts or arrangement or transactions at arm's length basis:

   a) Name of the related party and nature of relationship:

      i. Glenmark Pharmaceuticals Inc., USA; Subsidiary

   b) Nature of contracts/arrangements/transactions: Sale-Materials & Services

   c) Duration of the contracts/arrangements/transactions: Ongoing

   d) Salient terms of the contracts or arrangements or transactions including the value, if any; Based on Transfer Pricing Guidelines

      i. Glenmark Pharmaceuticals Inc., USA; Subsidiary – ₹ 15,796.44 Million

   e) Date(s) of approval by the Audit Committee/Board: Not applicable; since the contract was entered in the ordinary course of business and is on arm's length basis.

   f) Amount paid as advances: Nil

Transactions having value of more than 10% of the Consolidated turnover have been identified as material.

For and on behalf of the Board of Directors

**Glenn Saldanha**
Chairman & Managing Director
(DIN: 00050607)

**Cherylann Pinto**
Executive Director
(DIN: 00111844)

**V.S. Mani**
Executive Director & Global Chief Financial Officer
(DIN: 01082878)

**Harish Kuber**
Company Secretary & Compliance Officer

Place: Mumbai
Date: 23 May 2025

# ANNEXURE III

**[Pursuant to Section 204(1) of the Companies Act, 2013 and Rule No. 9 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014]**

To,
The Members,
**Glenmark Pharmaceuticals Limited**
(CIN: L24299MH1977PLC019982)
B-2 Mahalaxmi Chambers,
22 Bhulabhai Desai Road,
Mahalaxmi, Mumbai-400026

We have conducted the Secretarial Audit of the compliance of applicable statutory provisions and the adherence to good corporate governance practices by Glenmark Pharmaceuticals Limited (hereinafter called "the Company") for the financial year ended March 31, 2025 (the "Audit Period"). Secretarial Audit was conducted in a manner that provided us a reasonable basis for evaluating the corporate conducts/ statutory compliances and expressing our opinion thereon.

We are issuing this report based on:

i. Our verification of the Company's books, papers, minute books, forms and returns filed and other records maintained by the Company;

ii. The certificates confirming compliances of all applicable laws as submitted to the Board of directors on quarterly basis by the management;

iii. Representation made and information provided by the Company, its officers, agents and authorised representatives during our conduct of the Secretarial Audit.

We hereby report that, in our opinion, during the audit period covering the Financial Year ended March 31, 2025, the Company has complied with the statutory provisions listed herein below. The Company has adequate board processes and compliance mechanism and our views are limited to the reporting made hereinafter:

## 1. COMPLIANCE WITH SPECIFIC STATUTORY PROVISIONS:

**We further report that:**

1.1 We have examined the books, papers, minute books, forms and returns filed and other records made available to us and maintained by the Company for the financial year ended on March 31, 2025, according to the applicable provisions/ clauses of :

(i) The Companies Act, 2013 ('the Act') and the Rules made thereunder and amendments from time to time;

(ii) The Securities Contracts (Regulation) Act, 1956 ('SCRA') and the Rules made thereunder and amendments from time to time;

(iii) The Depositories Act, 1996 and the Regulations and Bye-laws framed thereunder and amendments from time to time;

(iv) Foreign Exchange Management Act, 1999 (FEMA) and the Rules and Regulations made thereunder and amendments from time to time to the extent of Foreign Direct Investment, Overseas Direct Investment and External Commercial Borrowings;

(v) The following Regulations and Guidelines prescribed under the Securities and Exchange Board of India Act, 1992 ('SEBI Act') to the extent applicable to the Company:-

a) Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and amendments thereto from time to time ("The Listing Regulations")

b) The Securities and Exchange Board of India (Substantial Acquisition of Shares and Takeovers) Regulations, 2011 and amendments from time to time;

c) The Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015 and amendments from time to time ("PIT Regulations"). The Company has also maintained the Structured Digital Database ("SDD") pursuant to the requirements of Regulation 3(5) & 3(6) of Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015;

d) The Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 and amendments from time to time;

e) The Securities and Exchange Board of India (Depositories & Participants) Regulations, 2018;

f) The Securities and Exchange Board of India (Registrars to an Issue and Share Transfer Agents) Regulations, 1993 and amendments thereto from time to time, regarding the Companies Act and dealing with client.

(vi) The Secretarial Standards 1 & 2 ("Standards") issued by Institute of Company Secretaries of

India and notified by the Central Government under section 118(10) of the Act.

(vii) The Listing Agreements entered into by the Company with BSE Limited. (BSE) and the National Stock Exchange of India Limited. (NSE).

(viii) The following specific acts, laws, rules and regulations applicable to the Company, based on the nature of its business activities:

a. Drugs and Cosmetics Act, 1940

b. Narcotic Drugs and Psychotropic Substances Act, 1985

c. Drugs Price Control Order, 2013

d. Drugs and Magic remedies (Objectionable Advertisement) Act, 1954

e. Food Safety and Standards Act, 2006

f. Labour Laws and other incidental laws related to employees appointed by the Company either on its payroll or on contractual basis as related to wages, gratuity, provident fund, ESIC, compensation etc.

g. Acts prescribed under Environmental Protection

h. Labour Welfare Act of respective State

i. Laws prescribed under Trademarks, Copyrights and Patent Acts

j. Local Laws as applicable to various offices and plants

1.2 We report that during the Audit period, the Company has complied with the provisions of the Acts, Rules, Regulations, Guidelines, Standards, etc. mentioned above.

1.3 We are informed that, during the Audit period, there were no transactions undertaken by the Company which required compliance of the following Acts, Rules and Regulations:

i. The Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2018 ;

ii. The Securities and Exchange Board of India (Issue and Listing of Non-Convertible Securities) Regulations, 2021;

iii. The Securities and Exchange Board of India (Delisting of Equity Shares) Regulations, 2021;

iv. The Securities and Exchange Board of India (Buyback of Securities) Regulations, 2018 ;

## 2. BOARD PROCESSES:

**We further report that:**

2.1 The Board of Directors of the Company is duly constituted with proper balance of Executive Directors, Non-Executive Directors, Woman Independent Director and Independent Directors. The changes in the composition of the Board of Directors that took place during the period under review were carried out in compliance with the provisions of the Act.

2.2 The changes in the composition of the Board and the Key Managerial Personnel ('KMP'), during the Audit period, were carried out in compliance with the provisions of the Act and the Listing Regulations.

2.3 The Board committees reviewed compliance status of its charter and confirmed it to be compliant.

2.4 Adequate notices for the meetings of the Board and Board Committees constituted by the Board were given to all the directors and members of the Committee. The agenda and detailed notes on agenda were sent at least seven days in advance. In case of circulation of agenda or detailed notes on agenda at shorter notice, due consent of the Board/ respective Committees was taken. The Company has a system in place where the directors can seek further information and clarifications on the agenda items before the meeting to ensure their meaningful participation at the meetings.

2.5 All the decisions at Board and Board Committee meetings were approved unanimously. All the recommendations made by the board committees, including the Audit Committee, were accepted by the Board.

There was no instance of any dissent raised by any board/ committee member in any of the business matters approved at such meetings.

## 3. MANAGEMENT RESPONSIBILITY:

3.1 Maintenance of secretarial records is the responsibility of the management of the Company. Our responsibility is to express an opinion on these secretarial records based on our audit of these records.

3.2 We have followed the audit practices and the processes as are considered appropriate to obtain reasonable assurance about the correctness of the contents of the secretarial records. The verification has been done to ensure that correct facts are reflected in the secretarial records and compliance procedures.

3.3 We have not verified the correctness and appropriateness of financial records and books of accounts of the Company.

3.4 We have obtained the representations from the management on the compliance of laws, rules, regulations and happening of certain specific events, wherever required.

3.5 This 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.

## 4. COMPLIANCE MECHANISM:

4.1 We further report that the internal compliance mechanism and processes in the Company are adequate and commensurate with its size and operations, to monitor and ensure compliance with applicable laws, rules, regulations and guidelines.

4.2 We further report that, during the Audit period:

(i) All the business activities undertaken by the Company were authorised under Clause III (i.e. Objects Clause) of the Memorandum of Association of the Company;

(ii) The Company had filed all applicable forms, returns, disclosures etc. pursuant to the provision of the applicable laws;

(iii) All statutory registers and records as required to be maintained under the applicable laws were duly maintained and found to be in order;

(iv) All meetings of shareholders, board of directors and committees of the Company have been duly and validly conducted and the minutes and necessary records have been properly maintained;

(v) The remuneration paid to the managerial personnel was within the limits as approved by the shareholders and well within the permissible limits under the Act;

(vi) The Company had not accepted any public deposits under the Act read with the Companies (Acceptance of Deposits) Rules, 2014;

(vii) The Company had not advanced any loans and/or given any security or guarantee to any Director(s) of the Company or any other person in whom any of the Directors were interested;

(viii) The Company had availed the secured credit facilities and created charge on the asset(s) of the Company;

(ix) All the investments made by the Company within or outside India were in compliance with the Act, the Listing Regulations and the Foreign Exchange Management Act, 1999 and the other applicable rules and regulations;

(x) The Company had not entered into any material transaction with any related party that required approval of the shareholders under the provisions of the Act or the Listing Regulations. All transactions with related parties were approved by the Audit Committee and were compliant with the provisions of the Act and the Listing Regulations;

(xi) The Company has spent within prescribed limit of the average net profit of the company made during the three immediately preceding financial year on the Corporate Social Responsibility ("CSR") initiatives as stated under Schedule VII and was compliant with the provisions of Section 135 of the Companies Act, 2013;

(xii) The Nomination and Remuneration Committee ("NRC") had carried out an annual evaluation of the performance of the Board committees as well as the performance of each individual director through an online tool. The Chairman & Managing Director was also evaluated on certain additional parameters. The outcome of performance evaluation was discussed at the respective Board/ Committee meetings and by the independent directors in their meeting;

(xiii) In compliance with the provisions of Section 124 & 125 of the Act, the Company had transferred all unpaid/unclaimed dividends for the financial year ended 31st March, 2017, which remained unclaimed/unpaid for seven (7) years, to the Investors Education and Protection Fund ("IEPF");

(xiv) The Company has implemented the Glenmark Pharmaceuticals Limited - Employee Stock Option Scheme 2016 ("ESOS 2016 Scheme") for grant of share-based benefits to its employees and the employees of its subsidiary companies. During the year, the Company has not granted stock options under the ESOS 2016 Scheme. Accordingly, during the financial year 2024-25 no new options were issued or exercised. As on March 31, 2025 37,779 options were outstanding and are due for exercise;

(xv) We have neither identified nor have we reported on any fraud committed under the provisions of Act or applicable laws.

4.3 During the year, the Company sold 96,09,571 equity shares of Glenmark Life Sciences Limited ("GLS") representing 7.84% of the issued and paid-up equity share capital of GLS, held by the Company (including equity shares held by certain individuals where the beneficial ownership is with the Company) and by the Promoter individual, by way of an offer for sale through the stock exchange mechanism. We further report that during the Audit period, there was no such other event occurred which had any major bearing on the Company's affairs and all the material information was intimated to the Stock Exchanges from time to time by the Company.

During the period under review the Company has complied with the provisions of the Act, Rules, Regulations, Guidelines, etc. mentioned above.

For **S. S. Rauthan & Associates**
Company Secretaries
Firm Registration No.:S1999MH026900

**CS Surjan Singh Rauthan**
Proprietor
M. No. FCS-4807, COP No.3233
Peer Reviewed Cert. No. : 1840/2022
UDIN: F004807G000414458

Place: Mumbai
Date: 23 May 2025

*This Report is to be read with our letter of even date which is annexed to Annexure A and forms an integral part of this report.*

## ANNEXURE A TO SECRETARIAL AUDIT REPORT OF EVEN DATE

To,

The Members,
**Glenmark Pharmaceuticals Limited**
(CIN:L24299MH1977PLC019982)
B-2 Mahalaxmi Chambers,
22 Bhulabhai Desai Road, Mahalaxmi, Mumbai-400026.

Our Secretarial Audit Report of even date is to be read along with this letter.

1. Maintenance of secretarial records is the responsibility of the management of the company. Our responsibility is to express our opinion on the secretarial records based on our audit.

2. We 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 the test basis to ensure that correct facts are reflected in secretarial records. We believe that the processes and practices we followed provide a reasonable basis for our opinion.

3. We have not verified the correctness and appropriateness of financial records and books of accounts of the company.

4. We have obtained the management's representation about the compliances of laws, rules, regulations and happenings of events, wherever required.

5. Compliance with the provisions of corporate and other applicable laws, rules, regulations, standards is the responsibility of the management. Our examination was limited to the verification of procedure on test basis.

6. This 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.

For S. S. Rauthan & Associates
Company Secretaries
Firm Registration No.:S1999MH026900

**CS Surjan Singh Rauthan**
Proprietor
M. No. FCS-4807, COP No.3233
Peer Reviewed Cert. No. : 1840/2022
UDIN: F004807G000414458

Place: Mumbai
Date: 23/05/2025

# Annexure – IV

**Disclosure pursuant to the provisions of the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021**

**A. Relevant disclosures in terms of the accounting standards prescribed by the Central Government in terms of Section 133 of the Companies Act, 2013 (18 of 2013) including the 'Guidance note on accounting for employee share-based payments' issued in that regard from time to time**

Members may refer to the Audited Financial Statement prepared as per Indian Accounting Standards (Ind AS) for the F.Y. 2024-25.

**B. Diluted Earning Per Share (EPS) on issue of shares pursuant to all the schemes covered under the regulations shall be disclosed in accordance with 'Accounting Standard 20 - Earnings Per Share' issued by Central Government or any other relevant accounting standards as issued from time to time**

Diluted EPS for the year ended 31 March 2025 is ₹ 57.07 calculated in accordance with Ind-AS 33 (Earnings per Share).

**C. Details related to Employee Stock Option Scheme (ESOS)**

**(i) Descriptions including terms and conditions of each ESOS:**

| Particulars | Glenmark Pharmaceuticals Limited – Employee Stock Option Scheme 2016 (ESOS) |
|---|---|
| Date of shareholders' approval | 12 August 2016 (Scheme was approved)<br>29 September 2017 (Approved amendment to the scheme) |
| Total number of options approved under ESOS | 1,41,07,900 |
| Vesting requirements | The vesting of options will commence after a minimum period of one year from the date of the grant, and may extend up to a maximum period of six years from the date of the grant, with such lock in period as may be decided by the Board/Nomination & Remuneration Committee. |
| Exercise price or pricing formula | Exercise Price shall be any one of the following as may be determined by Nomination and Remuneration Committee:<br>• Market price of the equity shares (market price shall be as defined in SEBI (Share Based Employee Benefits) Regulations, 2014, from time to time or;<br>• At a price as may be determined by the Nomination & Remuneration Committee from time to time or;<br>• At par value of the equity share i.e. ₹ 1. |
| Maximum term of options granted | The maximum term is for six years.<br>Further, the Nomination & Remuneration Committee may on merits of the case relax/ extend the period. |
| Source of shares (primary, secondary or combination) | Primary |
| Variation in terms of options | No variation/modification/amendment was made in the terms of options during F.Y. 2024-25. |

**(ii) Option movement during F.Y. 2024-25:**

| Particulars | Details |
|---|---|
| Number of options outstanding at the beginning of the period | 37,779 |
| Number of options granted during the year | 0 |
| Number of options forfeited / lapsed during the year | 0 |
| Number of options vested during the year | 0 |
| Number of options exercised during the year | 0 |
| Number of shares arising as a result of exercise of options | 0 |
| Money realized by exercise of options (INR), if scheme is implemented directly by the Company | 0 |
| Loan repaid by the Trust during the year from exercise price received | - |
| Number of options outstanding at the end of the year | 37,779 |
| Number of options exercisable at the end of the year | 37,779 |

**(iii) Employee wise details of options granted during F.Y. 2024-25:**

| | |
|---|---|
| Senior Management Personnel | - |
| Any other employee who receives a grant in any one year of option amounting to 5% or more of option granted during that year | - |
| Identified employees who were granted option, during any one year, equal to or exceeding 1% of the issued capital (excluding outstanding warrants and conversions) of the company at the time of grant. | - |

**(iv) A description of the method and significant assumptions used during the year to estimate the fair value of options including the following information:**

| | |
|---|---|
| Grant date | - |
| Options granted | - |
| Risk free interest rate | - |
| Expected Life (in years) | - |
| Expected Volatility | - |
| Expected Dividend Yield | - |
| Model Used | - |

For and on behalf of the Board of Directors

**Glenn Saldanha**
Chairman & Managing Director
(DIN : 00050607)

Place: Mumbai
Date: 23 May 2025

# Annexure – V

**Information under section 134(3)(m) of the Companies Act, 2013 read with the Companies (Accounts) Rules, 2014, forming part of the Directors' Report.**

## (A) CONSERVATION OF ENERGY -

**I. The steps taken or impact on conservation of energy**

During F.Y. 2024-25, multiple initiatives were undertaken across all plants focusing on lighting, pumps & motors, power factor, automation, refrigeration, fuel, process optimization, and water management. The following key actions have been implemented:

**Lighting**

- Installed Solar lights and Astro-Timers.
- Installed Motion sensors for optimized lighting.
- Implemented Light Emitting Diode (LED) light fittings and replaced conventional fittings with LEDs across plants.
- Converted 159 Conventional Lamps to LED and replaced 18W LED with 9W LED.

**Pumps, Motors & Blowers**

- Installed a 200 TR dedicated cooling tower for the air compressor.
- Installed Variable Frequency Drive (VFDs) on blower motors and on cooling tower pump.
- Replaced 2 HP water feed pump by utilizing air stirring in Effluent Treatment Plant (ETP) tanks.
- Changed line size 2" to 2.5" for sugar transfer to save pump running hours.
- Provided Gravitational Water supply to Demineralization (DM) plant by discontinuing DM pump.

**Power Factor**

- Maintained Power Factor between 0.97 to 0.99 across all plants.

**Automation**

- Synchronized Diesel Generator (DG) sets for seamless power transitions.
- Installed temperature sensors and automated water tank filling.
- Installed auto timer and manifolds for Air Handling Unit (AHUs).
- Installed temperature controller to control cooling water temperature.

**Refrigeration, Heating & Compressed Air**

- Revised SOP for compressed air filters from half-yearly to yearly replacement.
- Installed Condensate Recovery System to repurpose hot condensate.
- Replaced electrical heaters with warm water coil AHUs.
- Upgraded 05 DX-AHUs to Chilled/DX AHUs.

**Fuel**

- Installed a 4T Briquette Boiler, replacing LSHS (Low Sulphur Heavy Stock) and HSD (High-Speed Diesel).
- Utilized condensate and dry steam for hot water instead of Liquefied Petroleum Gas (LPG).
- Optimized boiler firing rate and replaced steam traps, saving Light Diesel Oil (LDO).
- Installed Solar water system for hot water.

**Process Optimization**

- Revised calibration frequency of Total Organic Carbon (TOC) analyzer from bi-annual to annual.
- Merged process cycles reducing process time from 9.5 to 7.5 hours.
- Stopped process cooling tower operation saving 88 units/day.

**Others**

- Utilized 45% open-access Solar units (19.20 lakh kWh).
- Installed rooftop Solar saving Rs.1.75 Lacs/year.

**II. The steps taken by the Company for utilizing alternate sources of energy**

Pursuing third-party captive solar power plants for Nashik & Aurangabad and installed Solar hot water systems for cleaning processes at Nalagarh.

**III. The capital investment on energy conservation equipment**

Total capital investment in F.Y. 2024-25 was ₹ 432.43 Lacs.

## (B) TECHNOLOGY ABSORPTION

**I. Efforts made towards technology adoption:**

Our efforts in the area of technology absorption, adoption and innovation are based on our own efforts in R & D. They include improvement in yield and quality, efficacy, improvement of processes and development of new processes with validation studies.

Specific areas in which R&D is carried out by the Company and its subsidiaries and benefits derived as a result of new platform technologies and products to create competitive advantage, better safety, efficacy and sustained performance during life cycle of products.

**1.0 Pharmaceutical Development.**

Design a quality product and its manufacturing process to consistently deliver the intended performance of the product. Control specifications and manufacturing process to achieve sustained performance and quality. Dosage form selection based on suitability and intended use. Determination of aspects of drug substances, excipients, container closure system and manufacturing process those are critical to product quality and evaluation of drug substance physicochemical and biological properties. Manufacturing process improvements and product life cycle management.

Development of immediate release, delayed release, sustained release, metered dose inhalers, dry powder inhalers, nasal sprays, topical, liquid orals, injectable formulations and various platform technologies. Formulation development includes literature survey, compatibility studies, pre-formulation studies, formulation development of dosage forms for selected drug molecules on laboratory scale.

R&D has developed the formulations for new molecules, existing molecules and fixed dose combinations which include its standardization and technology transfer and execution at production site, evaluation of these batches against reference samples for safety, efficacy and bio-equivalence.

**2.0 R & D is working in the following segments:**

- Development of the products for the treatment in respiratory segment including MDI, DPI, Nasal spray
- Development of the products for the treatment in dermatology segment
- Drug products for the treatment of Cancer
- Anti-hypertensive molecules
- Anti-diabetic products
- New chemical entity and New biological entity for Global market
- Development of various products in the injectable segment

**3.0 Analytical Method Development**

Development of new analytical test procedures for various dosage forms to establish the quality and setting up specification for the release, stability testing of dosage forms and Active Pharmaceutical Ingredient. These methods are validated as per International Regulatory Standards.

The role of this department also includes the evaluation of the stability of the products developed at R&D under various Climatic Conditions as per ICH Guidelines of Stability. This data is used as a basis to predict the shelf life of the products and also to prepare the stability study protocols for the commercial products manufactured as drug products/drug substance.

New analytical test procedures were developed for various dosage forms to establish the quality and setting up specification for the release, stability testing of dosage forms and Active Pharmaceutical ingredient. These methods were validated as per International Regulatory Standards.

Evaluation of the stability under various Climatic Conditions for the indigenously developed drug product was also done as per ICH Guidelines. This data is used as a basis to predict the shelf life as well as to prepare the stability study protocols of the products for the commercial manufacturing. Benefits derived as a result of the R&D

Glenmark has always made continuous investment in R&D.

**4.0 Benefits derived as a result of the R&D:**

- 4 new ANDAs filed with USFDA and received 5 ANDA approvals from USFDA
- 6 ANDS applications filed with Canadian Health authorities
- 12 key products launched in India
- 35 products commercialized in emerging markets
- Ryaltris has been commercialized in 44 markets
- 6 innovative assets in clinical development including two out-licensed molecules

**II. Future Plan of Action**

Commercialization of new products for which the products are under trials at development stage. R&D is working on various new molecules identified after a thorough study of the market. These include Antifungals, Antibacterials, Antiasthmatic molecules,

Antidiabetic products, Antiaging, Antiinflammatory, Antihyperlipidemic, Antiosteoporosis and Antiemetic products, Antihypertensive molecules, Drug products for the treatment of Cancer, Nutraceuticals, Sunscreens Products, Skin Care Products, development of formulations for various markets, specialized NDDS products and Technology – such as micro spheres & aerosols foam Mousse.

**III. Information regarding technology imported during the last five years – Nil.**

**IV. Expenditure on R&D:**

(Standalone) (₹ In Million)

| S. No. | Particulars | 2024-25 | 2023-24 |
|---|---|---|---|
| 1. | Capital Expenditure | 121.45 | 203.02 |
| 2. | Revenue Expenditure | 3,409.73 | 4,283.45 |
| 3. | Total | 3,531.18 | 4,486.47 |
| 4. | R&D Expenditure as a percentage of total turnover | 3.68% | 4.95% |

## (C) FOREIGN EXCHANGE EARNING AND OUTGO:

Total Foreign Exchange earned was ₹ 46,310.28 million and outflow was ₹ 23,216.93 million.

For and on behalf of the Board of Directors

**Glenn Saldanha**
Chairman & Managing Director
(DIN 00050607)

Place: Mumbai
Date: 23 May 2025

# ANNEXURE – VI

**Disclosures required with respect to Section 197(12) of the Companies Act, 2013**

The ratio of the remuneration of each Director to the Median Employee's Remuneration (MRE) and such other details in terms of Section 197(12) read with Rule 5 (1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014.

**Remuneration of Whole-time Directors:**

| Name | Title | % increase in the remuneration in the year ended 31 March 2025 | Ratio to MRE of the Employees |
|---|---|---|---|
| Mr. Glenn Saldanha | Chairman & Managing Director | 7.2% | 276 |
| Mrs. Cherylann Pinto | Executive Director | 2.3% | 95 |
| Mr. V.S. Mani $ | Executive Director | 42.0% | 221 |

**Remuneration to Non-Executive Directors:**

| Name | Title | Ratio to MRE of the employees |
|---|---|---|
| Mrs. B. E. Saldanha | Non-Executive Director | 0.61 |
| Mr. Rajesh Desai ** | Non-Executive Independent Director | 3.36 |
| Ms. Sona Saira Ramasastry | Non-Executive Independent Director | 2.75 |
| Mr. Dipankar Bhattacharjee | Non-Executive Independent Director | 2.75 |
| Mrs. Vijayalakshmi Iyer | Non-Executive Independent Director | 2.75 |
| Mr. Pradeep Kumar Sinha* | Non-Executive Independent Director | 0.15 |

**Mr. Pradeep Kumar Sinha was appointed as an Additional Director designated as Non-Executive - Independent, not liable to retire by rotation with effect from 14 February 2025.His appointment was approved by the Shareholders through Postal Ballot result dated 25 April 2025.*

*** Mr. Rajesh Desai will cease to be an Independent Director of the Company with effect from 25 June 2025.*

*$ Mr. V.S. Mani will cease to be an Executive Director & Global Chief Financial Officer with effect from 26 May 2025.*

**Remuneration to other Key Managerial Personnel (KMP)**

| Name | Title | % increase in the remuneration in the year ended 31 March 2025 |
|---|---|---|
| Mr. Harish Kuber | Company Secretary & Compliance Officer | 13.7% |

**i. The ratio of remuneration of each director to the median remuneration (MRE) of the employees of the Company for the financial year:**

The MRE of the employees of the Company during the year ended 31 March 2025 was Rs. 0.65 million. The details are laid out in the tables above.

The remuneration of the Non-Executive Directors comprises only sitting fees paid to them for attending the meetings of the Board and other Committee meetings. Hence, the percentage increase of their remuneration has not been considered for the above purpose.

**ii. The percentage increase in remuneration of each director and KMP in the financial year:**

The percentage increase is mentioned in the tables above.

**iii. The percentage increase in median remuneration of the employees in the financial year:**

The percentage increase in the median remuneration of the employees was 9.56%.

**iv. Number of Permanent employees on the rolls of the Company:**

As on 31 March 2025, the Company had 13,477 permanent employees on the rolls of the Company.

**v. Average percentile increase already made in the salaries of employees other than the managerial personnel in the last financial year and its comparison with the percentile increase in the managerial remuneration and justification thereof and point out if there are any exceptional circumstances for increase in the managerial remuneration:**

Average percentile increase in the remuneration for all employees other than managerial personnel was 9.5%, while the average increase in the managerial remuneration was 5.9%.

**vi. Affirmation that the remuneration is as per the remuneration policy of the Company:**

We affirm that the remuneration paid is as per the remuneration policy of the Company.

For and on behalf of the Board of Directors

**Glenn Saldanha**
Chairman & Managing Director
(DIN 00050607)

Place: Mumbai
Date: 23 May 2025

# ANNEXURE – VII

**ANNUAL REPORT ON CSR ACTIVITIES TO BE INCLUDED IN THE BOARD'S REPORT - F.Y. 2024-25**

## 1. BRIEF OUTLINE ON CSR POLICY OF THE COMPANY:

Our Corporate Social Responsibility (CSR) philosophy is rooted in our vision of enriching lives and embodies our commitment to creating a healthier and happier world. Our interventions are tailored to drive meaningful change, guided by the United Nations Sustainable Development Goals (UN-SDGs). Utilizing our expertise, synergies, and innovative approach, we aim to promote comprehensive community development. With a robust CSR governance system in place, we ensure that our investments yield tangible developmental outcomes. We remain committed to nurturing partnerships with stakeholders and promoting the well-being and advancement of our communities. In pursuit of our vision, we have established the following mission to guide our interventions:

**Mission:**

- To focus on child health and reduce infant mortality and child mortality
- To empower the marginalized by generating sustainable livelihood
- To promote aquatic sports and place India on the global map
- To provide access to healthcare through medicine donation and other health initiatives/ projects for the less privileged
- To support advancement of education & community development
- To encourage employee volunteering across all our locations
- To provide disaster relief to affected areas

## 2. COMPOSITION OF CSR COMMITTEE:

| Sr. No. | Name of Director | Designation/ Nature of Directorship | Number of meetings of CSR Committee held during the year | Number of meetings of CSR Committee attended during the year |
|---|---|---|---|---|
| 1 | Mrs. Cherylann Pinto | Chairperson – Executive Director | 4 | 4 |
| 2 | Mrs. Vijayalakshmi Iyer | Member – Independent Director | 4 | 4 |
| 3 | Mr. Rajesh Desai# | Member – Independent Director | 4 | 4 |
| 4 | Mr. Pradeep Kumar Sinha* | Member – Independent Director | 0 | 0 |

**Appointed as an Additional Director (Non-Executive Independent) from 14 February 2025 and as a Member of CSR Committee with effect from 15 February 2025.*

*#Mr. Rajesh Desai ceased to be a Member of the CSR Committee with effect from 15 February 2025.*

## 3. PROVIDE THE WEB-LINK WHERE COMPOSITION OF CSR COMMITTEE, CSR POLICY AND CSR PROJECTS APPROVED BY THE BOARD ARE DISCLOSED ON THE WEBSITE OF THE COMPANY:

CSR Committee - https://www.glenmarkpharma.com/about-us/governance

CSR Policy - https://glenmark.b-cdn.net/gpl_pdfs/about_us/policy-on-corporate-social-responsibility_2021.pdf

CSR Projects - https://glenmarkpharma.com/about-us/governance/

## 4. PROVIDE THE 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 (ATTACH THE REPORT):

The Company has carried out impact assessment in terms of Rule 8(3) of the Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended, through an independent agency for projects having outlay of Rs.1 Crore or more and that have completed not less than one year before undertaking the impact study. The CSR Impact Assessment Study Report is made available on the website of the Company and can be accessed at https://glenmarkpharma.com/responsibility/impact-assessment-report/.

**5.**

| Sl. No. | Particulars | Amount (in ₹ Million) |
|---|---|---|
| a) | Average Net Profit of the Company as per Section 135(5) | 15,357.59 |
| b) | Two per cent of average net profit of the company as per section 135(5) | 307.15 |
| c) | Surplus arising out of the CSR projects or programmes or activities of the previous Financial Years | Nil |
| d) | Amount required to be set off for the financial year | 6.64 |
| e) | Total CSR obligation for the financial year [(b)+(c)-(d)] | 300.51 |

**6.**

| Sl. No. | Particulars | Amount (in ₹ Million) |
|---|---|---|
| a) | Amount spent on CSR Projects (both ongoing projects and other than ongoing projects) | 299.69 |
| b) | Amount spent in Administrative Overheads | - |
| c) | Amount spent on Impact Assessment, if applicable | 1.80 |
| d) | Total amount spent for the Financial Year [(a)+(b)+(c)] | 301.49 |

a) CSR amount spent or unspent for the Financial Year:

| Total Amount Spent for the Financial Year. (in ₹ Million) | Amount Unspent (in Rs. Million) | | | | |
|---|---|---|---|---|---|
| | Total Amount transferred to Unspent CSR Account as per Section 135(6). | | Amount transferred to any fund specified under Schedule VII as per second proviso to section 135(5). | | |
| | Amount | Date of transfer | Name of the Fund | Amount | Date of transfer |
| 301.49 | Nil | Nil | Nil | Nil | Nil |

b) Excess amount for set-off, if any:

| Sl. No. | Particulars | Amount (in ₹ Million) |
|---|---|---|
| (1) | (2) | (3) |
| (i) | Two per cent of average net profit of the Company as per sub-section (5) of section 135 | 307.15 |
| (ii) | Total amount spent for the Financial Year | 308.13 |
| (iii) | Excess amount spent for the Financial Year [(ii)-(i)] | 0.98 |
| (iv) | Surplus arising out of the CSR projects or programmes or activities of the previous Financial Years, if any | Nil |
| (v) | Amount available for set off in succeeding Financial Years [(iii)-(iv)] | 0.98 |

**7.** **(a)** Details of Unspent CSR amount for the preceding three financial years: N.A.

| Sl. No. | Preceding Financial Year | Amount transferred to Unspent CSR Account under Section 135 (6) (in ₹) | Balance amount in unspent CSR Account under sub-section 6 of Section 135 (in ₹) | Amount spent in the reporting Financial Year (in ₹). | Amount transferred to any fund specified under Schedule VII as per section 135(6), if any. | | | Amount remaining to be spent in succeeding financial years. (in ₹) |
|---|---|---|---|---|---|---|---|---|
| | | | | | Name of the Fund | Amount (in ₹). | Date of transfer. | |
| N.A. | | | | | | | | |

**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 netprofit as per section 135(5) – **N.A.**

For and behalf of the Board of Directors

**Glenn Saldanha**
Chairman & Managing Director
(DIN 00050607)

**Cherylann Pinto**
Chairperson – CSR Committee
(DIN 00111844)

Place: Mumbai
Date: 24 May 2024

# Report on Corporate Governance

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations'), a Report on Corporate Governance is given below:

## 1. THE COMPANY'S PHILOSOPHY ON CODE OF GOVERNANCE:

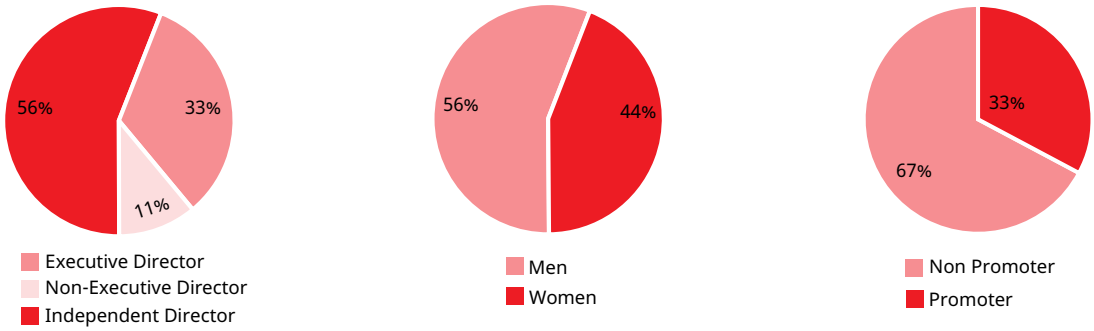
The fundamental principle of Corporate Governance is achieving sustained growth ethically and in the best interest of all stakeholders. It is not a mere compliance of laws, rules and regulations but a commitment to values, best management practices and adherence to the highest ethical principles in all its dealings to achieve the objects of the Company, enhance stakeholder value and discharge its social responsibility.

The Company believes that good Corporate Governance is essential for achieving long-term corporate goals and to enhance stakeholders' value. As a good corporate citizen, the Company lays great emphasis on integrity, fairness, transparency, accountability and responsibility for efficient and ethical conduct of its business. The Company creates an environment to enable management to meet its obligations to all its stakeholders, including amongst others, shareholders, customers, employees and the community in which the Company operates.

## 2. BOARD OF DIRECTORS:

**Composition**

The Board of Directors of the Company ('the Board') consists of an optimal combination of Executive, Non-Executive and Independent Directors including Independent Women Directors. The composition of the Board is in conformity with the Listing Regulations and the Companies Act, 2013 ('Act'). As on 31 March 2025, the Board comprised Nine Directors, Three Executive, One Non-Executive — Non-Independent and Five Independent. The Chairman of the Board is an Executive Director.




During the year under review, the Board on the recommendation of Nomination and Remuneration Committee and in accordance with the provisions of the Act and Listing Regulations, appointed Mr. Pradeep Kumar Sinha (DIN: 00145126) as an Additional Director (Non – Executive Independent) for a term of 5 years with effect from 14 February 2025 to 13 February 2030 (both days inclusive). The special resolution proposed for the appointment of Mr. Pradeep Kumar Sinha was approved by the Shareholders through postal ballot result dated 25 April 2025, with requisite majority.

None of the Directors on the Board is a Member of more than 10 Committees and Chairperson of more than 5 Committees (Committees being Audit Committee and Stakeholders Relationship Committee as per Regulation 26(1) of the Listing Regulations across all the public companies in which he/she is a Director). All the Directors have made the requisite disclosures regarding committee positions held by them in other companies.

The Board fulfils the criteria laid down under the Board's policy on diversity. The Non-Executive Directors are professionals with experience in management, pharmaceutical industry, legal, finance, marketing and general administration who bring in a wide range of skills and experience to the Board.

**a) Details of the Board as on 31 March 2025:**

| Sr. No. | Name of Director & DIN | Category | No. of Board meetings attended | No. of other directorship held# | Committee Membership## | | Other listed entities in which person acting as director & category of Directorship |
|---|---|---|---|---|---|---|---|
| | | | | | Chairman | Member | |
| 1 | Mr. Glenn Saldanha Chairman & Managing Director DIN-00050607 | Executive Promoter Group | 6 | 1 | 2* | 4 | - |
| 2 | Mrs. Cherylann Pinto DIN-00111844 | Executive Promoter Group | 5 | 1 | 2 | 4 | - |
| 3 | Mr. V. S. Mani DIN-01082878 | Executive | 6 | 1 | 0 | 2 | - |
| 4 | Mrs. B. E. Saldanha DIN-00007671 | Non – Executive Promoter Group | 4 | - | - | - | - |
| 5 | Mr. Rajesh Desai DIN-00007960 | Non – Executive Independent | 6 | - | 1* | 4* | - |
| 6 | Ms. Sona Saira Ramasastry DIN-08398547 | Non – Executive Independent | 6 | - | - | 3 | - |
| 7 | Mr. Dipankar Bhattacharjee DIN-08770548 | Non – Executive Independent | 6 | - | 2 | 3* | - |
| 8 | Mrs. Vijayalakshmi Iyer DIN-05242960 | Non – Executive Independent | 6 | 8 | 11* | 30* | Non-Executive & Independent Director – 1. Computer Age Management Services Limited 2. Aditya Birla Capital Limited 3. CG Power and Industrial Solutions Limited 4. Capital Infra Trust |
| 9 | Mr. Pradeep Kumar Sinha$ DIN – 00145126 | Additional Director – Non Executive Independent | 1 | 2 | 1 | 4* | Non-Executive & Independent Director – 1. ICICI Bank Limited |

** The Board at its meeting held on 14 February 2025 approved reconstitution of the Committees with effect from 15 February 2025. The committees of the Board have been re-constituted as under:*

*1 Audit Committee – Mrs. Vijayalakshmi Rajaram Iyer was appointed as Chairperson and Mr. Rajesh Desai was appointed as a Member.*

*2 Risk Management Committee – Mr. Dipankar Bhattacharjee was appointed as Chairperson and Mr. Glenn Saldanha was appointed as a Member.*

*3 Corporate Social Responsibility Committee – Mr. Rajesh Desai ceased to be a member and Mr. Pradeep Kumar Sinha was appointed as a Member.*

*4 Environmental, Social and Governance (ESG) Committee - Mr. Pradeep Kumar Sinha was appointed as a Member.*

*[$] Mr. Pradeep Kumar Sinha was appointed as an Additional Director designated as Non-Executive – Independent, not liable to retire by rotation with effect from 14 February 2025. His appointment was approved by the Shareholders through Postal Ballot result dated 25 April 2025.*

*[#] Includes Directorship(s) in Indian Companies. The Directorships held by Directors as mentioned above, do not include Alternate Directorships and Directorships of Foreign Companies, Section 8 Companies and Private Limited Companies.*

*[##] Membership/Chairmanship of the Audit Committee, Stakeholder's Relationship Committee, Nomination and Remuneration Committee, Corporate Social Responsibility Committee, Risk Management Committee, Share Transfer Committee, Environmental, Social and Governance (ESG) Committee and Operations Committee of all Public Limited Companies have been considered. Membership includes chairmanship.*

**b) Details of Board Meetings and Attendance:**

During the Financial Year ended 31 March 2025; Six (6) Board Meetings were held on the following dates:

| Sr. No. | Date of Meeting | Board Strength | No. of Directors Present |
|---|---|---|---|
| 1 | 02 April 2024 | 8 | 7 |
| 2 | 24 May 2024 | 8 | 8 |
| 3 | 10 July 2024 | 8 | 6 |
| 4 | 14 August 2024 | 8 | 8 |
| 5 | 14 November 2024 | 8 | 8 |
| 6 | 14 February 2025* | 9 | 9 |

*[*] The Board at its meeting held on 14 February 2025 proposed appointment of Mr. Pradeep Kumar Sinha as an Additional Director designated as Non-Executive Independent subject to the approval of the Shareholders which was later approved by the shareholders through postal ballot result dated 25 April 2025.*

A. The gap between two meetings did not exceed one hundred and twenty days.

B. Apart from receiving director's remuneration, none of the Non-Executive Directors of the Company has any pecuniary relationship or transactions with the Company other than sitting fees paid for attending board meetings/committee meetings.

C. All the Directors who were Directors on the date of Annual General Meeting ('AGM') attended the last AGM of the Company held on 27 September 2024.

**c) Information flow to the Board Members:**

In order to reduce paper consumption and maximum utilisation of technology, the Company has adopted a web based application for transmitting the agenda and pre-reads for the Board and Committee meetings. The Director receives the agenda and pre-reads in electronic form through the application which can be accessed through the iPads. The said application is password protected and highly secured.

Detailed agenda papers of Board and Committee Meetings were sent to all the Directors/ Members generally at least one week in advance. At the Board Meeting, the Chairman and Managing Director and Executive Director & Global Chief Financial Officer apprises the Board on the overall performance of the Company. The Board also, *inter alia*, reviews the strategy, annual business plan and capital expenditure budgets, compliance reports of the laws applicable to the Company, review of major legal issues, review of foreign exchange exposure, internal financial controls and financial reporting systems, minutes of the Board Meetings of the Company's subsidiary companies, adoption of quarterly/half-yearly/annual results, transactions pertaining to purchase/disposal of property, major accounting provisions, corporate restructuring, minutes of the Meetings of the Audit and other Committees of the Board.

In addition to the Information required under Regulation 17(7) read with Part A of Schedule II of the Listing Regulations, the Board is kept informed of major events, and approvals are taken, wherever necessary.

The Board is also presented with the operating plans of the businesses for its review, inputs and approval. Likewise, the Quarterly Financial Statements and Annual Financial Statements are first presented to the Audit Committee and subsequently to the Board for its approval. The Agenda mentioning the brief details about the items are circulated well in advance to the Board. In some instances, documents are tabled/uploaded on the Board app before or during the course of the Meetings.

The Company has adopted the Glenmark Code of Conduct for Executive Directors, Senior Management Personnel and other Executives of the Company. The Company has received confirmations from the Managing

Director as well as Senior Management Personnel regarding compliance of the Code during the year under review. It has also adopted the Glenmark Code of Conduct for Non-Executive Directors of the Company. The Company has received confirmations from the Non – Executive Directors regarding compliance of the Code for the year under review.

**d) Familiarisation programmes for Board Members:**

Familiarisation program for directors is key to getting best contribution from them in every aspect of Board management. The Board members are provided with the necessary documents/brochures, reports and internal policies to enable them to familiarise with the Company's procedures and practices.

Periodic presentations are made at the Board and Board Committee Meetings on business and performance updates of the Company, global business environment, business strategy and risks involved, etc.

During the year, a presentation was made by the external agency apprising the Independent Directors about the roles, duties and responsibilities of the Independent Directors and update on various regulatory amendments etc.

Quarterly updates on relevant statutory changes are presented to the Board and Committees of the Board.

The policy on familiarisation programmes as stated above is available on the website of the Company and can be accessed at the web link: https://glenmark.b-cdn.net/gpl_pdfs/about_us/familiarisation_programme_for_independent_directors.pdf.

**e) Re-appointment of Director:**

As required under Regulation 36(3) of Listing Regulations and Secretarial Standards – 2 on General Meetings issued by the Institute of Company Secretaries of India, particulars of Director seeking re-appointment at this AGM are given in the Notice of the AGM.

**f) Confirmation from Directors:**

The Company annually obtains from each Director, disclosure under Section 184(1) of the Act read with relevant rules which includes details of the Board and Board Committee positions he/ she occupies in other Companies, and changes, if any, regarding their Directorships are taken on record by the Board.

**g) Chart or Matrix setting out skills/expertise/competence of Board of Directors:**

The Board provides leadership, strategic guidance, objective and independent views to the Company's management while discharging its fiduciary responsibilities, thereby ensuring that the management adheres to high standards of ethics, transparency and disclosure. It regularly reviews the Company's governance, risk and compliance framework, business plans, and organization structure to align with the highest global standards.

| Name | Pharmaceuticals, Science and Technology | Strategy | Finance & Accounts | Corporate Governance | IT Skills | Human Resource and General Management | Risk Management |
|---|---|---|---|---|---|---|---|
| Mr. Glenn Saldanha | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Mrs. Blanche Saldanha | ✓ | ✓ | | ✓ | | ✓ | |
| Mrs. Cherylann Pinto | ✓ | ✓ | | ✓ | ✓ | ✓ | |
| Mr. Dipankar Bhattacharjee | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ |
| Mr. Rajesh Desai | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Ms. Sona Saira Ramasastry | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Mr. V.S. Mani | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Mrs.Vijayalakshmi Iyer | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Mr. Pradeep Kumar Sinha* | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

**Appointed as an Additional Director (Non-Executive – Independent) from 14 February 2025. Further, his appointment was approved by the Shareholders through Postal Ballot result dated 25 April 2025.*

The composition of the Board meets the requirements of skills, expertise and competencies as identified above.

**h) Meetings of Independent Directors:**

All the Independent Directors of the Company have been appointed as per the provisions of the Act and Listing Regulations. Formal letters of appointment have been issued to the Independent Directors. The terms and conditions of their appointment have been disclosed on the website of the Company at https://glenmark.b-cdn.net/gpl_pdfs/about_us/Information-related-to-independent-directors.pdf.

All the Independent Directors have fulfilled the independence criteria as per the requirement of Listing Regulations and the Act and as per opinion of the Board, they are independent of the management.

Pursuant to Schedule IV of the Act and Regulation 25 of the Listing Regulations, the Independent Directors of the Company shall hold at least one meeting in a year, without the attendance of Non-Independent Directors and members of the Management. Such meetings are conducted in an informal environment to enable Independent Directors to discuss matters pertaining to the Company's affairs and put forth their views.

During the financial year, one separate meeting of Independent Directors was held on 21 March 2025.

## 3. BOARD COMMITTEES:

As per the Listing Regulations, the Board has formed the following Committees: Audit Committee, Nomination and Remuneration Committee, Stakeholders Relationship Committee and Risk Management Committee.

### 1. Audit Committee:

The Company has a qualified and independent Audit Committee which has been formed in pursuance of Regulation 18 of the Listing Regulations and Section 177 of the Act. The primary objective of the Committee is to monitor and provide effective supervision of the management's financial reporting process to ensure accurate and timely disclosures, with the highest level of transparency, integrity and quality of financial reporting. The Committee oversees the work carried out in the financial reporting process by the management, the internal auditors and the independent auditors and notes the processes and the safeguards employed by each. The Committee has the ultimate authority and responsibility to select, evaluate and where appropriate, replace the independent auditor in accordance with the law. All possible measures have been taken by the Committee to ensure the objectivity and independence of the independent auditor.

- **Terms of Reference:**

  a) Approving and implementing the audit procedures and techniques.

  b) Reviewing audit reports of both statutory and internal auditors with auditors and management.

  c) Reviewing financial reporting systems, internal control systems and control procedures.

  d) Ensuring compliance with regulatory guidelines.

  e) Reviewing the quarterly, half-yearly and annual financial results of the Company before submission to the Board.

  f) The recommendation for appointment, remuneration and terms of appointment of auditors of the Company.

  g) Review and monitor the auditor's independence and performance and effectiveness of audit process.

  h) Examination of the financial statement and the auditor's report thereon.

  i) Approval or any subsequent modification of transactions of the Company with related parties.

  j) Scrutiny of inter-corporate loans and investments.

  k) Valuation of undertakings or assets of the Company, wherever it is necessary.

  l) Evaluation of internal financial controls and risk management systems.

  m) Monitoring the end use of funds raised through public offers and related matters.

  n) Establishment and monitoring of the Vigil Mechanism/ Whistle Blower Policy.

  o) To review the utilization of loans and/ or advances from/investment by the holding company in the subsidiary exceeding ₹ 100 crore or 10% of the asset size of the subsidiary, whichever is lower including existing loans/ advances/ investments existing as on the date of coming into force of this provision.

  p) Consider and comment on rationale cost – benefits and impact of schemes involving merger, demerger, amalgamation etc., of the Company and its shareholders.

  q) Approval of payment to Statutory Auditors.

r) Reviewing with management, performance of statutory and internal auditors.

s) Approval and appointment of Chief Financial Officer after assessing qualification, experience and background.

t) Review Management Discussion and Analysis especially financial conditions and results of operations.

u) Any other matter referred to by the Board.

Section 177 of the Act and Regulation 18(3) read with Part C of Schedule II of the Listing Regulations are covered in the terms of reference of the Audit Committee. The current Charter of the Audit Committee is in line with international best practices and the regulatory changes formulated by SEBI and the listing agreements with the Stock Exchanges on which your Company is listed.

Any other duties/ terms of reference for the Audit Committee which are incidental/ necessary for the fulfilment of the above mentioned terms of reference would be deemed to be under the purview of the Audit Committee.

During the F.Y., Four (4) Meetings of the Audit Committee were held on the following dates:

| 23 May 2024 | 13 August 2024 | 13 November 2024 | 13 February 2025 |
|---|---|---|---|

Details of the Composition and Attendance of the Members of the Audit Committee during the F.Y. ended 31 March 2025 are as under:

| Sr. No. | Name of Members | No. of Meetings | | Remarks | Category of Directorship |
|---|---|---|---|---|---|
| | | Held | Attended | | |
| 1 | Mr. Rajesh Desai* | 4 | 4 | Chairperson | Independent Director |
| 2 | Mrs. Vijayalakshmi Iyer* | 4 | 4 | Member | Independent Director |
| 3 | Mrs. Sona Saira Ramasastry | 4 | 4 | Member | Independent Director |

**At the Board Meeting dated 14 February 2025, the Committee was reconstituted and Mr. Rajesh Desai was appointed as a Member, while Mrs. Vijayalakshmi Iyer was appointed as the Chairperson of the Audit Committee with effect from 15 February 2025.*

The gap between two meetings did not exceed one hundred and twenty days.

Mr. Rajesh Desai, Chairperson of the Committee until 14 February 2025 has over 40 years of experience and Mrs. Vijayalakshmi Iyer, Chairperson of the Committee from 15 February 2025 has over 40 years of experience in the banking and finance sector in India. All members of the Audit Committee are financially literate and have accounting and related financial management expertise.

The Chairman & Managing Director, Chief Financial Officer and Cost Auditor are permanent invitees to the Audit Committee Meetings. The Statutory Auditors & Internal Auditors of the Company were present in the Audit Committee meetings. The Company Secretary officiates as the Secretary to the Committee.

**2. Stakeholders Relationship Committee:**

The Stakeholders Relationship Committee looks into various aspects of interest of shareholders. The Committee ensures cordial investor relations and oversees the mechanism for redressal of investors' grievances. The composition and terms of reference of the Committee is in compliance with the requirements mentioned under Section 178 of the Act and Regulation 20 of the Listing Regulation.

- **Terms of Reference:**

a) Review statutory compliance relating to all security holders.

b) Review movements in shareholding and ownership structures of the Company.

c) Resolve the grievances of the security holders including those relating to transfer/ transmission of shares, issuance of duplicate share certificates, non-receipt of annual report, non-receipt of dividends.

d) Oversee the performance of the Registrar and Share Transfer Agent and recommend measures for overall improvement in the quality of investor services.

e) Review various measures and initiatives taken by the Company for reducing the quantum of unclaimed dividend and ensuring timely receipt of dividend warrants/annual reports/statutory notices by the shareholders of the Company.

f) Review measures taken by Company for effective exercise of voting rights by shareholders.

g) Review and address matters relating to Investor Education & Protection Fund (IEPF).

The Stakeholders Relationship Committee has the mandate to review and redress Shareholder grievances including complaints relating to non-receipt of share certificates, issuance of duplicate share certificates, non-receipt of balance sheet, non-receipt of dividend, etc. The Committee also takes note of the shares and dividend transferred to IEPF on a quarterly basis. The Committee reviews Shareholders' complaints and resolution thereof on quarterly basis.

During the F.Y., Four (4) Meetings of the Committee were held on the following dates:

| 23 May 2024 | 13 August 2024 | 13 November 2024 | 13 February 2025 |
|---|---|---|---|

- Details of Composition and Attendance of the Members of the Stakeholders Relationship Committee Meetings during the F.Y. ended 31 March 2025 are as under:

| Sr. No. | Name of Members | No. of Meetings | | Remarks | Category of Directorship |
|---|---|---|---|---|---|
| | | Held | Attended | | |
| 1 | Mr. Rajesh Desai | 4 | 4 | Chairperson | Independent Director |
| 2 | Mrs. Cherylann Pinto | 4 | 4 | Member | Executive Director |
| 3 | Mrs. Sona Saira Ramasastry | 4 | 4 | Member | Independent Director |

- The Details of complaints received and resolved during the year ended 31 March 2025 were as follows:

| No. of Complaints | 2024-25 | 2023-24 |
|---|---|---|
| Complaints unresolved at the beginning of the year | NIL | NIL |
| Received | 2 | 6 |
| Resolved | 2 | 6 |
| Pending | NIL | NIL |

All the complaints were resolved to the satisfaction of the shareholders.

- The Company's Registrar & Share Transfer Agent, KFin Technologies Limited ('KFin') had received letters/ complaints during the financial year, all of which were replied/resolved to the satisfaction of the shareholders.

- **Name and Designation of Compliance Officer:**

  Mr. Harish Kuber, Company Secretary & Compliance Officer
  Ph. No. +91 2240189999
  E-mail ID: complianceofficer@glenmarkpharma.com
  The Board has appointed Mr. Harish Kuber, Company Secretary & Compliance Officer as the Nodal Officer for the purpose of Investor Education and Protection Fund (IEPF) Regulations.

**3. Nomination and Remuneration Committee:**

The Nomination and Remuneration Committee functions in accordance with Section 178 of the Act and Regulation 19 of the Listing Regulations and its policies adopted by the Company.

The purpose of the Committee of the Board is to discharge the Board's responsibilities related to Nomination and Remuneration of the Company's Executive/Non-Executive Directors. The Committee has the overall responsibility of approving and evaluating the nomination and remuneration plans, policies and programs for Executive/Non-Executive Directors, Senior Management and Key Managerial Personnel. The Committee is also responsible for administering Stock Option Schemes as applicable to the employees of the Company.

- **Terms of reference:**

  a) The Committee shall identify persons who are qualified to become Directors and who may be appointed in senior management in accordance with the criteria laid down, recommend to the Board their appointment and removal and carry out performance evaluation of each Director.

  b) The Committee shall formulate the criteria for determining qualifications, positive attributes and independence of a Director and recommend to the Board, policy relating to the remuneration of the Directors, Key Managerial Personnel and other employees.

  c) Devise a policy on Board diversity.

  d) Formulate criteria for evaluation of performance of Independent Directors and the Board.

  e) Review of leadership compensation, Board compensation, industrial benchmarks, attrition at various levels, manpower costs etc.

  f) Recommend to the Board all remuneration in whatever form payable to senior management.

  During the F.Y., Four (4) Meetings of the Committee were held on the following dates:

| 23 May 2024 | 13 August 2024 | 13 November 2024 | 13 February 2025 |
|---|---|---|---|

- Details of Composition and Attendance of the Members of Nomination and Remuneration Committee during the F.Y. ended 31 March 2025 are as under:

| Sr. No. | Name of Members | No. of Meetings | | Remarks | Category of Directorship |
|---|---|---|---|---|---|
| | | Held | Attended | | |
| 1 | Mr. Dipankar Bhattacharjee | 4 | 4 | Chairperson | Independent Director |
| 2 | Mr. Glenn Saldanha | 4 | 4 | Member | Executive Director |
| 3 | Mrs. Vijayalakshmi Iyer | 4 | 4 | Member | Independent Director |

- **Compensation Policy:**

  The Company follows a market linked remuneration policy, which is aimed at enabling the Company to attract and retain the best talent. Compensation is also linked to individual and team performance as they support the achievement of Corporate Goals. The Company has formulated an Employee Stock Option Scheme for rewarding & retaining performers.

- **Board Performance Evaluation:**

  The Company believes that the process of performance evaluation at the Board level is pivotal to its Board engagement and effectiveness. The Nomination and Remuneration Policy of the Company empowers the Board to formulate a process for effective evaluation of the performance of individual directors, Committees of the Board and the Board as a whole pursuant to the provisions of the Act and Regulation 17 and Part D of Schedule II to the Listing Regulations.

  The Board has carried out the annual performance evaluation of its own performance, Committees of the Board and each Director individually. The Company has adopted a web based application to carry out annual performance evaluation process. The Director receives evaluation questionnaire through the application which can be accessed through the iPad. The said application is password protected and highly secured. A questionnaire was prepared after taking into consideration inputs received from the Directors, covering various aspects of the Board's functioning such as Diversity of the Board, Composition and adequate committees, Functional dynamics, Governance, Board Relationships etc.

  A separate exercise was carried out to evaluate the performance of individual Directors, who were evaluated on parameters such as level of engagement and contribution, strategic vision of director, involvement of Director, professional independence etc.

The Independent Directors of the Company met on 21 March 2025 without the presence of Non-Independent Directors and members of the management to review the performance of Non-Independent Directors and the Board of Directors as a whole; review the performance of the Chairman and Managing Director of the Company and to assess the quality, quantity and timeliness of flow of information between the management and the Board of Directors.

**4. Risk Management Committee:**

The Risk Management Committee functions in accordance with requirements mentioned under Regulation 21 of the Listing Regulations and its policies adopted by the Company.

Business Risk Evaluation and Management is an ongoing process within the Organization. The Company has a robust risk management framework to identify, monitor, mitigate and minimize risks and also identify business opportunities.

- **Terms of reference:**

a) To formulate a detailed Risk Management Policy to identify internal and external risks faced by the Company, including financial, operational, sustainability, cyber securities or any other risks as may be determined by the Committee and measures to mitigate such risks.

b) To ensure appropriate methodology and systems are in place to monitor and evaluate risks associated with business.

c) To identify measures of risk mitigation including systems and processes for internal control of identified risks.

d) Monitoring and overseeing implementation of the Risk Management Policy and keeping the Board informed about the nature and content of its recommendations and actions to be taken.

d) To periodically review this policy, at least once in two years, by considering the changing industry dynamics and evolving complexity.

f) To consider and review the appointment, removal and terms of remuneration of the Chief Risk Officer (if any).

g) Business Continuity Plan.

During the F.Y., Four (4) Meetings of the Committee were held on the following dates:

| | | | |
|---|---|---|---|
| **24 May 2024** | **14 August 2024** | **14 November 2024** | **14 February 2025** |

- Details of Composition and Attendance of the Members of Risk Management Committee during the F.Y. ended 31 March 2025 are as under:

| Sr. No. | Name of Members | No. of Meetings | | Remarks | Category of Directorship |
|---|---|---|---|---|---|
| | | Held | Attended | | |
| 1 | Mr. Glenn Saldanha* | 4 | 4 | Chairman | Executive Director |
| 2 | Mr. Rajesh Desai | 4 | 4 | Member | Independent Director |
| 3 | Mr. Dipankar Bhattacherjee* | 4 | 4 | Member | Independent Director |
| 4 | Mr. V.S. Mani$ | 4 | 3 | Member | Executive Director |

** At the Board Meeting dated 14 February 2025, the Committee was reconstituted and Mr. Glenn Saldanha was appointed as a Member, while Mr. Dipankar Bhattacharjee was appointed as the Chairman of the Risk Management Committee with effect from 15 February 2025.*

*$ At the Board Meeting dated 23 May 2025, the Committee was reconstituted and Mr. Anurag Mantri became a Member of the Committee in place of Mr. V.S. Mani with effect from 27 May 2025.*

- The risk management policy has been uploaded on the Company's website at https://glenmark.b-cdn.net/gpl_pdfs/about_us/Risk%20Management%20Policy%20%28revised%2024-05-2024%29.pdf .

**5. Other Non – Statutory Committees:**

Considering the Corporate Governance led world of Companies, besides the above mentioned statutory committees; the Company has constituted following non – statutory Board committees, in order to enhance the level of governance and to meet the specific business needs. The below Committees report to the Board of the Company.

**i) Environmental, Social and Governance (ESG) Committee:**

The ESG Committee is formed to ensure effective and consistent engagement of our senior management in emerging ESG risks and opportunities. The Committee's objective is to inculcate a long-term time horizon in business decision making and a panoramic approach to risk management.

ESG Committee's focus is on incorporating ESG considerations across business functions spanning stakeholder interactions, risk management, manufacturing operations, workforce engagement, supply chain management among others.

The ESG Committee plays a key role in apprising progress on the Company's ESG strategy encompassing goals and targets curated to unlock positive outcomes for our economy, environment and the society.

During the F.Y., Four (4) Meetings of the ESG Committee were held on the following dates:

| | | | |
|---|---|---|---|
| **24 May 2024** | **14 August 2024** | **14 November 2024** | **14 February 2025** |

- Details of Composition and Attendance of the Members of ESG Committee during the F.Y. ended 31 March 2025 are as under:

| Sr. No. | Name of Members | No. of Meetings | | Remarks | Category of Directorship |
|---|---|---|---|---|---|
| | | Held | Attended | | |
| 1 | Mr. Glenn Saldanha | 4 | 4 | Chairman | Executive Director |
| 2 | Mr. Dipankar Bhattacherjee | 4 | 4 | Member | Independent Director |
| 3 | Ms. Sona Saira Ramasastry | 4 | 4 | Member | Independent Director |
| 4 | Mr. Pradeep Kumar Sinha* | - | - | Member | Additional Director (Non – Executive Independent) |

**Appointed as an Additional Director (Non-Executive – Independent) from 14 February 2025 and as a Member of ESG Committee with effect from 15 February 2025. His appointment was approved by the Shareholders through Postal Ballot result dated 25 April 2025, with requisite majority.*

**ii) Operations Committee:**

The Operations Committee of the Board is constituted to oversee matters and operations that arises in the normal course of business. The Board has delegated certain powers to Operations Committee which, *inter alia*, includes banking, issuing of Power of Attorney or granting authorization to a Company's personnel for operational matters, etc. The Committee is comprised of three Executive Directors of the Board.

**iii) Share Transfer Committee:**

The Share Transfer Committee has been formed to look into matters concerning share transfer, transmission and related requests received from the shareholders. The Committee, *inter alia*, considers applications for transfer, transmission, split, consolidation of share certificates and cancellation of any share certificate in compliance with the provisions in this regard. As per Regulation 40 of Listing Regulations, as amended, shares of the Company can be transferred only in dematerialised form with effect from 1 April 2019.

## 4. SENIOR MANAGEMENT AND KEY MANAGERIAL PERSONNEL:

Particulars of Senior Management and Key Managerial Personnel and changes therein since the close of the previous financial year:

| Name of Senior Management Personnel ("SMP") | Designation | Changes, if any, since the previous financial year (Yes/ No) | Nature of change and effective date |
|---|---|---|---|
| Mr. Glenn Saldanha | Chairman & Managing Director | No | - |
| Mr. V.S. Mani | Executive Director & Global Chief Financial Officer | Yes | Conveyed his decision to opt for early retirement through his resignation letter vide 6 April 2025 and has decided to step down from his position with effect from close of 26 May 2025. |
| Mr. Anurag Mantri* | President (Senior Management Personnel) | Yes | Appointed as President (Senior Management Personnel) with effect from 7 April 2025 |
| Mr. Alind Sharma | President and Chief Human Resources Officer | No | - |
| Mr. Alok Malik | President and Business Head – India Formulations | No | - |
| Mr. Ulhas Dhuppad | President and Head of Global Pharmaceutical Development | No | - |
| Mr. Indrajit Bose | President and Chief Quality Officer | No | - |
| Mr. Brijlal Motwani | President and Chief Quality Officer | No | - |
| Mr. Harish Kuber | Company Secretary & Compliance Officer | No | - |

**Appointed as Executive Director & Global Chief Financial Officer w.e.f. 27 May 2025*

## 5. REMUNERATION OF DIRECTORS:

**Remuneration Policy**

The Company's Remuneration Policy for Directors, Key Managerial Personnel and other employees forms an integral part of Board's Report. Further, the Company has devised a Policy for performance evaluation of Independent Directors, Board, Committees and other individual Directors.

The Company's remuneration policy is directed towards rewarding performance based on review of achievements periodically. The remuneration policy is in consonance with the existing industry practice.

- The Nomination & Remuneration Committee determines and recommends to the Board the compensation payable to the Directors. All Board-level compensation is approved by the Shareholders and separately disclosed in the financial statements. Remuneration of the Executive Directors consists of a fixed component and a performance incentive. The annual compensation of the Executive Directors is approved by the Nomination & Remuneration Committee, within the parameters set by the Shareholders at the Shareholders' meetings.

- The remuneration of the Executive and Non-Executive Directors of Company is decided by the Board on the terms and conditions as per the recommendation by the Nomination & Remuneration Committee.

- The Company on recommendation of Nomination & Remuneration Committee and the Board, at their meetings held on 13 February 2025 and 14 February 2025 respectively, had approved the payment of remuneration to Non-Executive Directors (Other than Promoter/ Promoter Group non-executive director) of the Company by way of commission, such that the sum in aggregate shall not exceed 1% of the net profits of the Company up to ₹ 1,50,00,000/ – (Rupees One Crore Fifty Lakh only) whichever is less in any financial year, computed in accordance with the provisions of Section 198 of the Act for a period of three (3) years from financial year 2024-25, in addition to the sitting fees being paid to

them by the Company for attending the Board/Committee Meetings of the Company. This Ordinary Resolution was approved by the Shareholders through Postal Ballot result dated 25 April 2025.

- Details of remuneration/ fees/ commission paid to Directors during the F.Y. ended 31 March 2025 are as under:

(₹ in Million)

| Sr. No. | Name of the Director | Salaries | Retirement benefits/other reimbursements | Commission | Sitting Fees | Total |
|---|---|---|---|---|---|---|
| | | Amount | Amount | Amount | Amount | Amount |
| 1. | Mr. Glenn Saldanha | 149.91 | 13.50 | 17.26 | - | 180.67 |
| 2. | Mrs. Cherylann Pinto | 51.49 | 5.68 | 5.08 | - | 62.25 |
| 3. | Mr. V.S. Mani | 59.70 | - | 85.31 | - | 145.01 |
| 4. | Mr. Rajesh Desai | - | - | - | 2.20 | 2.20 |
| 5. | Mrs. B. E. Saldanha | - | - | - | 0.40 | 0.40 |
| 6. | Ms. Sona Saira Ramasastry | - | - | - | 1.80 | 1.80 |
| 7. | Mr. Dipankar Bhattacharjee | - | - | - | 1.80 | 1.80 |
| 8. | Mrs. Vijayalakshmi Iyer | - | - | - | 1.80 | 1.80 |
| 9. | Mr. Pradeep Kumar Sinha | - | - | - | 0.10 | 0.10 |
| | **TOTAL** | **261.10** | **19.18** | **107.65** | **8.10** | **396.03** |

Note:

- The Company pays ₹ 1 lac as sitting fees per meeting to the Non-Executive Directors for attending the Board and the Committee Meetings.
- The Criteria for making payment to Non – Executive Directors is made available on the website of the Company.
- Service Contract: The Service Contract can be terminated with a notice of six months by Executive Directors.

Shareholding of the Non-Executive/ Independent Directors in the Company as on 31 March 2025 is given below:

| Name of the Director | Equity Shares (Nos.) |
|---|---|
| Mr. Rajesh Desai | 92,167 |
| Mrs. B. E. Saldanha | 11,14,327 |
| Ms. Sona Saira Ramasastry | - |
| Mr. Dipankar Bhattacharjee | - |
| Mrs. Vijayalakshmi Iyer | - |
| Mr. Pradeep Kumar Sinha | - |

## 6. DISCLOSURE BY MANAGEMENT:

a. No material, financial and commercial transactions were reported by the management to the Board, in which the management had personal interest having a potential conflict with the interest of the Company at large.

b. There are no transactions with the Director or Management, their associates or their relatives, etc. that may have potential conflict with the interest of the Company at large.

c. There was no non-compliance during the last three years by the Company on any matter relating to capital market. Consequently, there were neither penalty imposed nor strictures passed on the Company by Stock Exchanges, SEBI or any Statutory Authority.

d. The Company promotes ethical behaviour in all its business activities and has put in place a mechanism for reporting illegal or unethical behaviour. The Company has a Vigil Mechanism/ Whistleblower Policy under which the employees are free to report violations of applicable laws and regulations and the Code of Conduct. The reportable matters may be disclosed to the Audit Committee. Employees may also report to the Chairman of the Audit Committee. During the year under review, no employee was denied access to the Audit Committee.

e. The Company has complied with and disclosed all the mandatory corporate governance requirements under Regulation 17 to 27 and Regulation 46(2) under Listing Regulations.

f. There are no non-compliances of any requirement of corporate governance report and all the required disclosures are made to stock exchanges and other regulatory bodies as and when required.

## 7. GENERAL BODY MEETING:

The last three Annual General Meetings of the Company were held at the venue and time as under:

| Sr. No. | Financial year end | Date and Time | Venue | Special Resolution passed |
|---|---|---|---|---|
| 1 | 31-Mar-22 | 27 September 2022 at 2:00 p.m. | AGM was held through Video Conferencing/Audio Visual means | No |
| 2 | 31-Mar-23 | 29 September 2023 at 2:00 p.m. | AGM was held through Video Conferencing/Audio Visual means | Yes |
| 3 | 31-Mar-24 | 27 September 2024 at 2:00 p.m. | AGM was held through Video Conferencing/Audio Visual means | No |

All resolutions moved at the last Annual General Meeting were passed by requisite majority of members by way of remote e-voting and e-voting through electronic voting system during the meeting.

No Extraordinary General Meeting of the Members was held during the year. Further, none of the business proposed to be transacted at the ensuing AGM require passing of resolution through postal ballot.

Currently, there is no proposal to pass any Special Resolution through Postal Ballot. Special Resolutions by way of Postal Ballot, if required to be passed in the future, will be decided at the relevant time.

## 8. POSTAL BALLOT:

The Company had not conducted any Postal Ballots during the Financial Year.

## 9. GENERAL SHAREHOLDER'S INFORMATION:

- **Financial Year:** 1 April to 31 March

- **Share Transfer System:**

  Regulation 40(1) of Listing Regulations, as amended from time to time with effect from 24 January 2022, prescribes that the requests with respect to transfer, transmission or transposition of securities shall not be processed unless the securities are held in dematerialized form. The authority for approving transfer, transmission, dematerialisation of shares etc. is conferred upon the Share Transfer Committee.

  Further, SEBI had vide its circular dated January 25, 2022, mandated companies to issue its securities in demat form only while processing various service requests such as issue of duplicate securities certificates, sub-division, consolidation, transmission, etc. to enhance ease of dealing in securities markets by investors. Accordingly, Members are requested to make request for duplicate share certificates and any other requests by submitting a duly filled in and signed Form ISR – 4, subsequent to which Company or RTA shall issue Letter of Confirmation in lieu of share certificate, the format of which is available on the Company's website at https://glenmarkpharma.com/investors/shareholders-corner/shareholder-forms-queries/ .

Transfer of equity shares in electronic form are effected through the depositories with no involvement of the Company. In view of the aforesaid, Members holding shares in physical form are requested to convert their holdings to dematerialized form as dematerialization will, *inter alia*, prevent frauds and losses involved in physical transfer of securities and improve ease, convenience and safety of transactions for investors.

In terms of Regulation 40(9) of the Listing Regulations, Annual audit of share transfer related activities is done by Company Secretary in practice and compliance certificate is submitted to the Stock Exchanges on an annual basis.

- **Dematerialisation of shares and Liquidity:**

As of 31 March 2025, 99.69% of shares have been dematerialised and held in electronic form through National Securities Depository Limited (NSDL) and the Central Depository Services (India) Limited (CDSL). The shares of the Company are permitted to be traded only in dematerialised form. All shares of the Company are liquid and traded in normal volume on BSE Ltd. ('BSE') & The National Stock Exchange of India Ltd. ('NSE'). Relevant data for the average daily turnover for the F.Y. 2024-25 is given below:

| | BSE | NSE | BSE+NSE |
|---|---|---|---|
| In no of shares | 22791 | 849802 | 872593 |
| In value terms ₹ | 33095911 | 1229195827 | 1262291737 |

- **Shareholding Pattern as at 31 March 2025:**

| Description | No. of Share holders | Shares held | % to Equity |
|---|---|---|---|
| Company Promoters | 6 | 13,16,32,937 | 46.65 |
| Foreign Portfolio Investors | 347 | 6,53,50,743 | 23.16 |
| Resident Individuals/ HUF | 1,83,393 | 3,47,54,976 | 12.32 |
| Mutual Funds | 25 | 3,62,91,337 | 12.86 |
| Financial Institutions/ Banks | 28 | 49,09,947 | 1.74 |
| Bodies Corporates | 835 | 62,64,576 | 2.22 |
| Non-Resident Indians | 4,773 | 20,70,840 | 0.73 |
| HUF | 3,290 | 5,20,115 | 0.18 |
| IEPF | 1 | 2,67,110 | 0.09 |
| Trusts | 9 | 59,007 | 0.02 |
| Foreign Nationals | 11 | 42,504 | 0.02 |
| Promoters Relatives | 2 | 23,560 | 0.01 |
| Clearing Members | 4 | 504 | 0.00 |
| **TOTAL** | **1,92,724** | **28,21,88,156** | **100.00** |

- **Distribution Schedule as on 31 March 2025:**

| Sr. No. | Category From – To | No. of Shareholders | % of Shares | No. of Shares | % of Total Equity |
|---|---|---|---|---|---|
| 1 | 1 – 5000 | 1,91,696 | 99.53 | 1,59,40,829 | 5.65 |
| 2 | 5001 – 10000 | 324 | 0.17 | 22,75,735 | 0.81 |
| 3 | 10001 – 20000 | 194 | 0.10 | 27,59,662 | 0.98 |
| 4 | 20001 – 30000 | 82 | 0.04 | 20,32,424 | 0.72 |
| 5 | 30001 – 40000 | 41 | 0.02 | 14,16,235 | 0.50 |
| 6 | 40001 – 50000 | 29 | 0.01 | 13,03,761 | 0.45 |
| 7 | 50001 – 100000 | 88 | 0.05 | 60,66,569 | 2.15 |
| 8 | 100001 and above | 48 | 0.02 | 68,18,797 | 2.42 |
| 9 | 200001 and above | 106 | 0.06 | 24,35,74,144 | 86.32 |
| | **TOTAL** | **192608** | **100.00** | **28,21,88,156** | **100.00** |

- **Date, Time and Venue of the ensuing Annual General Meeting:**

  Annual General Meeting shall be held on Friday, 26 September 2025 at 2.00 p.m. through Video Conferencing/ Other Audio Visual Means facility.

- **Record Date:** Monday, 15 September 2025.

- **Date of declaration of dividend:**

  A dividend of ₹ 2.5 per share has been recommended by the Board at the meeting held on 23 May 2025 subject to the approval of the Shareholders at the ensuing Annual General Meeting. The dividend shall be paid on or after 1 October 2025.

- **Other Information:**

  SEBI vide its circulars dated November 03, 2021 and December 14, 2021 has introduced common and simplified norms for processing investor's service request by RTAs, wherein all holders of physical securities of the Company are requested to mandatorily furnish/ update their PAN, Nomination, Contact details, Bank Account details and specimen signature with the RTA before 01 April 2023 to update their KYC Details, failing which all the incomplete folios of such shareholders shall be frozen. Members may note that any service request and/or payment of outstanding dividend will be processed only if their folio is KYC compliant.

  The Company had also sent letters to all the members holding shares in physical form bringing the said circular to the notice of shareholders and for furnishing their PAN, KYC and Nomination details. SEBI has specified different forms for various service requests. The shareholders can download the requisite forms from the Company's website at https://glenmarkpharma.com/investors/shareholders-corner/shareholder-forms-queries/.

  Members may kindly note that consequent to split in the face value of equity shares of the Company from ₹ 10 to ₹ 2 and subsequently from ₹ 2 to ₹ 1, the share certificates of face value of ₹ 10 or ₹ 2 have ceased to be valid for any purpose whatsoever. Members who are holding share certificates of the face value of ₹ 10 or ₹ 2 each are requested to kindly send their respective share certificates to KFin for receiving ten or two equity shares of face value of ₹ 1 each in exchange of one equity share of face value of ₹ 10 each or ₹ 2 each.

  Pursuant to the provisions of Section 124 of the Act, dividend, which remains unclaimed for a period of seven years, will be transferred by the Company to the Investor Education and Protection Fund (IEPF) established by the Central Government pursuant to Section 125 of the Act.

  With effect from 7 September 2016, Investors/ Depositors whose unpaid dividends, matured deposits or debentures etc. were transferred to IEPF under Companies Act, 1956 and/or Companies Act, 2013 can claim the amounts as per the procedures/guidelines available at the website of Ministry of Corporate Affairs: https://www.iepf.gov.in/content/iepf/global/master/Home/Home.html

## 10. MATERIAL SUBSIDIARIES:

For the F.Y. 2024-25, following are the details of material subsidiaries of the Company as required under the SEBI (Listing Obligations and Disclosure Requirements) (Amendment) Regulations, 2023:

| Sr. No. | Name of Material Subsidiaries | Date of Incorporation | Place of Incorporation | Name & Date of Appointment (DOA) of Statutory Auditors |
|---|---|---|---|---|
| 1 | Glenmark Pharmaceuticals Inc. | 11-Dec-02 | USA | P. Parikh & Associates<br>DOA – 26 May 2021 |
| 2 | Ichnos Glenmark Innovation Inc. (Previously known as Ichnos Sciences Inc.) | 31-May-19 | USA | Grant Thornton SA<br>DOA – 2 November 2020 |
| 3 | Glenmark Holding SA | 17-May-06 | Switzerland | Grant Thornton SA<br>DOA – 15 September 2017 |

Pursuant to the various amendments in SEBI Listing Regulations, the Board had revised the policy on material subsidiary. The same is available on the website of the Company and can be accessed at https://glenmark.b-cdn.net/gpl_pdfs/about_us/Policy%20for%20Determining%20Material%20Subsidiaries2024.pdf.

## 11. OTHER DISCLOSURES:

- **Disclosures on materially significant related party transactions, i.e. the Company's transactions that are of material nature, with its Promoters, Directors and the management, their relatives or subsidiaries, among others that may have potential conflict with the Company's interests at large.**

  i. During the period under review, the Company had not entered into any material transaction with any of its related parties.

  ii. None of the transactions with any of related parties were in conflict with the Company's interest. Attention of members is drawn to the disclosure of transactions with related parties set out in Notes of Financial Statements, forming part of the Annual Report.

  iii. The Company's major related party transactions are generally with its wholly owned subsidiaries. The related party transactions are entered into based on considerations of various business exigencies, such as synergy in operations, sectoral specialization and the Company's long-term strategy for sectoral investments, optimization of market share, profitability, legal requirements, liquidity and capital resources of subsidiaries.

  iv. All related party transactions are negotiated on an arm's length basis and are intended to further the Company's interests.

  v. The Company has in line with the Listing Regulations, formulated a policy on Related Party Transactions and its Materiality.

  vi. The revised policy on Related Party Transactions and its Materiality as stated above is available on the website of the Company and can be accessed at the web link: https://glenmark.b-cdn.net/gpl_pdfs/about_us/Policy%20on%20RPT%20and%20its%20Materiality.pdf. Pursuant to Regulation 23(9) of the Listing Regulations, the Company also submits with the Stock Exchanges on a half yearly basis, the disclosure of Related Party Transactions.

  - **Insolvency and bankruptcy Code:**

    There are no applications or any proceedings pending under the Insolvency and Bankruptcy Code, 2016 (31 of 2016) against the Company.

  - **Directors and Officers Insurance ('D&O'):**

    In compliance with Regulation 25(10) of the Listing Regulations, the Company has taken adequate D&O insurance for director and KMPs of the Company and its global subsidiaries.

  - **Disclosure of foreign exchange risk and hedging activities:**

    The Company is exposed to foreign exchange risks emanating from business, assets and liabilities denominated in foreign currency. In order to hedge this risk, the Company uses forward contracts as hedging instruments from time to time.

- **Disclosures in relation to the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013:**

  As per the requirement of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ('POSH Act') and Rules made thereunder, the Company has constituted Internal Complaints Committee (ICC).

  While maintaining the highest governance norms, external independent persons who worked in this area and have the requisite experience in handling such matters have been appointed.

  During the year under review, the Company was in receipt of Four complaints related to Sexual Harassment at Workplace, which were actively resolved. Leaving no complaint unresolved as on 31 March 2025.

- **Certificate from Practicing Company Secretary regarding Non-Debarment and Non-Disqualification of Directors:**

  Certificate from CS Surjan Singh Rauthan, proprietor of M/s. S. S. Rauthan & Associates, Practicing Company Secretaries stating that none of the directors on the Board of the Company have been debarred or disqualified from being appointed or continuing as directors of companies by the Board/Ministry of Corporate Affairs or any such statutory authority has been received.

- **Fees paid to Statutory Auditors:**

  Consolidated (Holding and its Subsidiaries) total fees paid to Statutory Auditor for continuing operations was ₹ 125.74 Million.

- **Adoption of Mandatory and Non-Mandatory Requirements:**

  The Company has complied with all the mandatory requirements of the Listing Regulations.

  The status of compliance with the non – mandatory requirements listed in Regulation 27(1) read with Part E of Schedule II of the Listing Regulations are as under:

  - During the year under review, there was no audit qualification in the Company's Financial Statements.
  - The Internal Auditor reports directly to the Audit Committee in all functional matters.
  - The Company follows a robust process of communicating with the Shareholders which has been explained later in the Report under "Means of Communication."

- **Unclaimed Suspense Account:**

  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:

| Particulars | No. of Shareholders | No. of Shares |
|---|---|---|
| No. of shares as on 1 April 2024 | 2 | 2,000 |
| 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) | - | - |
| **No. of shares as on 31 March 2025** | **2** | **2,000** |

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.

- **Information in respect of unclaimed dividend and when due for transfer is given below:**

| Financial Year Ended | Date of declaration of Dividend | Date of transfer to unpaid/ unclaimed dividend account | Last date for claiming unpaid Dividend | Due date for transfer to IEP Fund |
|---|---|---|---|---|
| 31-03-2018 | 28-09-2018 | 28-10-2018 | 27-10-2025 | 26-11-2025 |
| 31-03-2019 | 27-09-2019 | 27-10-2019 | 26-10-2026 | 25-11-2026 |
| 31-03-2020 | 29-09-2020 | 29-10-2020 | 28-10-2027 | 27-11-2027 |
| 31-03-2021 | 24-09-2021 | 24-10-2021 | 23-10-2028 | 22-11-2028 |
| 31-03-2022 | 27-09-2022 | 27-10-2022 | 26-10-2029 | 25-11-2029 |
| 31-03-2023 | 29-09-2023 | 29-10-2023 | 28-10-2030 | 27-11-2030 |
| 31-03-2024 | 27-09-2024 | 27-10-2024 | 26-10-2031 | 25-11-2031 |

Shareholders who have not so far encashed their dividend warrant(s) are requested to seek issue of duplicate warrant(s) by writing to KFin immediately.

- **Transfer of 'Underlying Shares' to Investor Education and Protection Fund ('IEPF') (in cases where dividends have remained unclaimed for a period of seven consecutive years):**

  In terms of Section 124(6) of the Act, read with IEPF (Accounting, Audit, Transfer and Refund) Rules, 2016, the Company is required to transfer the shares in respect of which dividends have remained unclaimed for a period of seven consecutive years to the IEPF Account established by the Central Government. As required under the said Rules, the Company had transferred equity Shares to IEPF Account in the month of November 2024.

- **Reconciliation of Share Capital Audit Report:**

  A qualified practicing Company Secretary has carried out Audit every Quarter to reconcile the total admitted Capital with NSDL and CDSL and the total issued and listed capital. The Audit confirms that the total issued/ paid-up capital is in agreement with the aggregate total number of shares in physical form, shares allotted and advised for demat credit but pending execution and the total number of dematerialised shares held with NSDL and CDSL.

  Pursuant to Regulation 40(9) of the Listing Regulations, certificates have been issued, on an annual basis, by a Company Secretary in practice, certifying due compliance of share transfer formalities by the Company.

- **Subsidiary Monitoring Framework:**

  All the Subsidiary Companies of the Company are managed with their Boards having the rights and obligations to manage these Companies in the best interest of their stakeholders. The Company nominates its representatives on the Board of Subsidiary Companies and monitors performance of such Companies. Synopsis of the Meetings along with the minutes of the meetings of the Subsidiary Companies are placed before the Company's Board periodically.

## 12. MEANS OF COMMUNICATION:

- **Quarterly/ Half-yearly/ Annual Results:**

  The quarterly/half-yearly/annual results are published within the timeline stipulated under Listing Regulations. The results are also uploaded on NEAPS/ (NSE Portal) and BSE Online Portal. The financial results are published within the time stipulated under the Listing Regulations in newspapers viz. Financial Express (in English) and Loksatta (in Marathi).

  The Financial Statements as stated above are also available on the website of the Company and can be accessed at the web link: https://glenmarkpharma.com/investors/results-sheet/.

  As a part of the Green initiative, the Annual Reports are sent by E-mail to Shareholders whose e-mail ids are registered with the Depositories/ KFin.

- **Analyst/Investor Meets:**

  The Chairman & Managing Director and Executive Director & Global Chief Financial Officer periodically have conference calls with institutional investors and analysts. Official press releases and presentations before making to the institutional investors and analysts are uploaded on NEAPS/ (NSE Portal) and BSE Online Portal and posted on the

Company's website. The recordings and transcripts of the call with analysts for quarterly/ half-yearly/annual results are available on the Company's website at https://glenmarkpharma.com/.

- **Press releases, presentations, etc.:**

  Official press and media releases are sent to Stock Exchanges and are displayed on Company's website: https://glenmarkpharma.com/.

- **Management Discussion & Analysis Report:**

  The Management Discussion & Analysis Report forms part of the Board's Report. All the matters pertaining to industry structure and developments, opportunities and threats, segment/product wise performance, outlook, risks and concerns, internal control and systems, etc. are discussed in the said report.

- **Company's Corporate Website:**

  Company has its own website viz. https://glenmarkpharma.com/ which contains all the vital information relating to the Company and its products. Website also has separate dedicated section 'Investors' wherein information relevant for shareholders is available.

  The Company also regularly provides information to the stock exchanges as per the requirements of the Listing Regulations. The Company's website is updated regularly to include information on new developments and business opportunities pertaining to the Company.

- **SCORES (SEBI Complaint Redress System):**

  The investor complaints are processed in a centralised web-based complaints redress system. It also enables the market intermediaries and listed companies to receive the complaints from investors against them, redress such complaints and report redressal. All the activities, from lodging of a complaint to disposal, are carried out online automatically and the status of every complaint can be checked online at any time.

  SEBI has requested the shareholder to approach the Company directly at the first instance for their grievance. If the Company does not resolve the complaint of the shareholders within stipulated time, then they may lodge the complaint with SEBI/Stock Exchanges for further action.

  Further, SEBI vide its Circular No. SEBI/HO/OIAE/IGRD/CIR/P/2023/156 dated 20 September 2023 read with Circular No. SEBI/HO/OIAE/IGRD/ CIR/P/2023/183 dated 01 December 2023 has notified the revised framework for handling and monitoring of investor complaints received through SCORES platform by the Company and designated Stock Exchanges effective from 01 April 2024. The shareholders can access the new version of SCORES 2.0 at https://scores.sebi.gov.in/.

- **Online Dispute Resolution Portal:**

  SEBI vide its Circular No. SEBI/HO/OIAE/OIAE_IAD-1/P/ CIR/2023/131 dated 31 July 2023 (subsumed as part of the SEBI Master Circular No. SEBI/HO/OIAE/OIAE_IAD-3/P/CIR/2023/195 dated 28 December 2023) have issued a Circular for online resolution of disputes in the Indian securities market.

  With the said Circular, the existing dispute resolution mechanism in the Indian securities market is being streamlined under the aegis of Stock Exchanges and Depositories by expanding their scope and by establishing a common Online Dispute Resolution Portal ('ODR Portal') which harnesses online conciliation and online arbitration for resolution of disputes arising in the Indian securities market.

  The shareholders can access the ODR Portal at https://smartodr.in/login.

- **Letters and Reminders to Shareholders for unclaimed shares/dividends:**

  The Company sends annual reminder letters to shareholders who have not claimed their dividends. Reminder letters are also sent to those shareholders whose Unclaimed Dividend/Shares are liable to be transferred to the IEPF account.

  The Company has also uploaded the names of the Members and the details of the unclaimed dividend on the website of the Company pertaining to transfer to IEPF. The Members may log in at the website to find out whether their dividend for any of the years is outstanding.

## 13. CORPORATE IDENTITY NUMBER (CIN):

The Corporate Identity Number (CIN), allotted by Ministry of Company Affairs, Government of India is L24299MH1977PLC019982.

## 14. PLANT LOCATIONS:

The Company's plants are located at:

### GLENMARK PHARMACEUTICALS

**Manufacturing Facilities Formulations**

- Plot No. E 37-39, MIDC Industrial Area, D Road, Satpur, Nashik – 422 007, Maharashtra
- Plot No. S-7 and S-9, Colvale, Industrial Estate Colvale, Bardez – 403 513, Goa
- Unit – I, Village Kishanpura, Baddi-Nalagarh Road, Tehsil Baddi, Dist. – Solan, HP – 173 205
- Unit – II, Village Bhattanwala, PO Rajpura, Tehsil Nalagarh, Dist. – Solan, HP – 174 101
- Unit – III, Village Kishanpura, Baddi – Nalagarh Road, Tehsil Baddi, Dist. – Solan, HP – 173 205
- Plot No 2, Phase – II, Pharma Zone, Special Economic Zone Area, Pithampur, Indore 454 775, Madhya Pradesh
- Plot No. B-25, Shendra MIDC, Chhatrapati Sambhaji Nagar – 431 154, Maharashtra
- Samlik-Marchak, Industrial Growth Centre, Near Ranipool, Dist. – Gangtok, Sikkim 737 135
- Fibichova 143, 566 17, Vysoke Myto, Czech Republic
- Calle 9 Ing Meyer Oks N 593, Parque Industrial Pilar, B1629MX Buenos Aires, Argentina
- 4147 Goldmine Road, Monroe, North Carolina 28 110, USA

**R&D Centres**

- Plot No. A 607, TTC Industrial Area, MIDC Mahape, Vashi, Navi Mumbai 400 709, Maharashtra
- Plot No. C 152, MIDC Malegaon Industrial Area, Sinnar, Dist. – Nashik – 422 113, Maharashtra
- Plot No. M4, Taloja Industrial area, MIDC Taloja, Taluka Panvel, Dist. Raigad – 410 208, Maharashtra

**Clinical Research Centre**

- Plot No. M4, Taloja Industrial area, MIDC Taloja, Taluka Panvel, Dist. Raigad – 410 208, Maharashtra

### GLENMARK HEALTHCARE LIMITED

- Plot No. D-7 & D-8, Additional MIDC Area, Dindori, Village Akrale, Taluka – Dindori, Nashik – 422004, Maharashtra

### ICHNOS GLENMARK INNOVATION INC.

**Global Headquarters**

- 1 World Trade Center, 76th Floor, Suite D, New York, NY 10007, USA

**Research Centres**

- Route de La Corniche 5A, 1066 Epalinges, Switzerland

## 15. CREDIT RATINGS:

- S&P Global has affirmed Long-Term Rating as 'BB+', Outlook 'Stable'.
- Fitch Ratings has affirmed Long-Term Issuer Default Rating (IDR) as 'BB', Outlook 'Stable'.
- Crisil Ratings has reaffirmed Long Term Rating as 'Crisil AA', outlook 'Stable'. Short Term ratings reaffirmed as 'Crisil A1+'.
- India Ratings and Research (Ind-Rs) has affirmed Long Term Rating as 'IND AA', Outlook 'Stable'. Short Term ratings affirmed at 'IND A1+'.

## 16. OUTSTANDING GDR's/ADR's/WARRANTS OR ANY CONVERTIBLE INSTRUMENTS EXERCISED, DATE AND LIKELY IMPACT ON EQUITY:

**Employee Stock Options Scheme 2016:**

The shareholders of the Company had approved Employee Stock Options Scheme 2016 in August 2016 and the Company had issued options on 27 October 2016 having expiry period to exercise these options till 31 July 2020. The Nomination and Remuneration Committee had extended the period of expiry up to 31 July 2025. During the F.Y. 2024-25, no new options were issued or exercised. As of 31 March 2025, 37,779 options were outstanding and

are due for exercise. 12,653 options were exercised in the month of April 2025. This led to an increase in the paid up capital of the Company from 28,21,88,156 equity shares of ₹ 1 each to 28,22,00,809 equity shares of ₹ 1 each. On exercising the convertible options so granted under the ESOS of the Company, the paid-up equity share capital of the Company will increase by a like number of shares.

The Nomination and Remuneration Committee at its meeting dated 22 May 2025 approved the grant of 1,19,318 options to the eligible employee.

The information in compliance with Regulation 14 of the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 as amended is appended as Annexure IV to the Board's Report.

## 17. FINANCE:

**U.S. $ 40,000,000, International Finance Corporation (IFC), ECB Facility:**

The Company has obtained LRN from RBI to raise an ECB Facility to the extent of U.S. $ 40 million. The ECB Facility for U.S. $ 40 million was executed in February, 2021 and the Company availed U.S. $ 16,574,250 in April, 2021 and the proceeds were utilized for the purpose of refinancing the FCC Bonds. The Company further availed U.S. $ 7,500,000 and U.S. $ 1,203,000 in June, 2021 and September, 2021 respectively. The ECB Facility was raised from International Finance Corporation with a maturity of 5.7 years. The interest margin over U.S. $ LIBOR was 3.08% p.a. up to September, 2021; 2.83%p.a. up to December 2023 and 3.26% over SOFR thereafter.

The Company prepaid and closed the outstanding loan of U.S. $ 15,798,281.25 along with accrued interest in August, 2024.

## 18. NATIONAL AUTOMATED CLEARING HOUSE (NACH):

To avoid loss of dividend warrants in transit and undue delay in receipt of dividend warrants, the Company has provided NACH facility to the members for the remittance of dividend. Members holding shares in physical form and desirous of availing this facility are requested to provide their latest bank account details (Core Banking Solutions Enabled Account Number, 9 digit MICR and 11 digit IFS Code), along with their Folio Number to KFin.

Members holding shares in electronic form are hereby informed that bank particulars registered against their respective depository accounts will be used by the Company for payment of dividend. The Company or KFin cannot act on any request received directly from the members holding shares in electronic form for any change of bank particulars or bank mandates. Such changes are to be advised only to the depository participant of the members.

## 19. CODE FOR PREVENTION OF INSIDER TRADING:

The Company has comprehensive guidelines on Prevention of insider trading. The Company has also adopted a software and adhered to the System Driven Disclosure for regulating, monitoring and reporting of trading by Designated Persons to deter the insider trading in the securities of the Company based on the Unpublished Price Sensitive Information which are in compliance with the SEBI Regulation on prevention of Insider Trading.

## 20. INVESTOR HELPDESK FOR CLARIFICATIONS / ASSISTANCE, IF ANY, PLEASE CONTACT:

| Particulars | Corporate Office | Registrars & Transfer Agents |
|---|---|---|
| Persons to contact | Mr. Harish Kuber | Mr. Anandan K |
| Address | Glenmark Pharmaceuticals Limited<br>Glenmark House,<br>B. D. Sawant Marg, Chakala,<br>Off. Western Express Highway,<br>Andheri (E), Mumbai 400 099 | KFin Technologies Limited<br>Selenium Tower B,<br>Plot No. 31 & 32<br>Gachibowli, Financial District,<br>Nanakramguda,<br>Serilingampally<br>Hyderabad – 500 008 |
| Telephone | (022) 40189999 | 1800 3094 001 |
| Fax No. | (022) 40189986 | - |
| Email | complianceofficer@glenmarkpharma.com | anandan.k@kfintech.com |
| Website | www.glenmarkpharma.com | www.kfintech.com |
| Investor Redressal | complianceofficer@glenmarkpharma.com | einward.ris@kfintech.com |

**Declaration regarding affirmation of Code of Conduct:**

In accordance with Regulation 26(3) and Schedule V of the Listing Regulations, 2015, this is to confirm that all the members of the Board and the senior management personnel have affirmed compliance with the Code of Conduct for the F.Y. ended 31 March 2025.

For and on behalf of the Board of Directors

**Glenn Saldanha**
Chairman & Managing Director
(DIN : 00050607)

Place: Mumbai
Date: 23 May 2025

## CERTIFICATION BY THE CHIEF EXECUTIVE OFFICER (CEO) AND CHIEF FINANCIAL OFFICER (CFO) ON FINANCIAL STATEMENTS OF THE COMPANY

We, Glenn Saldanha, Chairman & Managing Director and V.S. Mani, Executive Director & Global Chief Financial Officer, of Glenmark Pharmaceuticals Limited, certify that:

(a) We have reviewed financial statements and the cash flow statement for the year and that to the best of our knowledge and belief:

  i) These statements do not contain any materially untrue statement or omit any material fact or contain statements that might be misleading;

  ii) These statements together present a true and fair view of the Company's affairs and are in compliance with existing accounting standards, applicable laws and regulations.

(b) There are, to the best of our knowledge and belief, no transactions entered into by the Company during the year which are fraudulent, illegal or violative of the Company's code of conduct.

(c) We accept responsibility for establishing and maintaining the internal controls for financial reporting and that we have evaluated the effectiveness of internal control systems of the Company pertaining to financial reporting and we have disclosed to the auditors and the Audit Committee, deficiencies in the design or operation of such internal controls, if any, of which we are aware and the steps we have taken or propose to take to rectify these deficiencies.

(d) We have indicated to the auditors and the Audit Committee:

  (i) There has not been any significant change in internal control over financial reporting during the year.

  (ii) There has been no significant change in accounting policies during the year.

  (ii) During the year there were no instances of fraud which we have become aware. The management and its employees have a significant role in the Company's internal control system over financial reporting.

For and on behalf of the Board of Directors

**Glenn Saldanha**
Chairman & Managing Director
(DIN: 00050607)

**V.S. Mani**
Executive Director & Global Chief Financial Officer
(DIN: 01082878)

Place: Mumbai
Date: 23 May 2025

## PRACTICING COMPANY SECRETARIES' CERTIFICATE ON CORPORATE GOVERNANCE

To,

The Members,

**Glenmark Pharmaceuticals Limited**

We have examined the compliance of the conditions of Corporate Governance by Glenmark Pharmaceuticals Limited ('the Company') for the year ended on March 31, 2025, as stipulated under Regulations 17 to 27, 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 ("SEBI Listing Regulations").

The compliance of the conditions of Corporate Governance is the responsibility of the management of the Company. Our examination was limited to the review of procedures and implementation thereof, as adopted by the Company for ensuring compliance with conditions of Corporate Governance. It is neither an audit nor an expression of opinion on the financial statements of the Company.

In our opinion and to the best of our information and according to the explanations given to us, and the representations made by the Directors and the Management, we certify that the Company has complied with the conditions of Corporate Governance as stipulated in the SEBI Listing Regulations for the year ended on March 31, 2025.

We further state that such compliance 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 of the Company.

For **S. S. Rauthan & Associates**

Company Secretaries

Firm Registration No.: S1999MH026900

**CS Surjan Singh Rauthan**

Proprietor

M. No. FCS-4807, COP No.3233

Peer Reviewed Cert. No.: 1840/2022

UDIN: F004807G000410773

Place: Mumbai

Date: 23 May 2025

# CERTIFICATE ON NON-DISQUALIFICATION OF DIRECTOR

(Pursuant to Regulation 34(3) and Schedule V Para C Clause (10) (i) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

To,
The Members,
**Glenmark Pharmaceuticals Limited**
CIN: L24299MH1977PLC019982
B-2, Mahalaxmi Chambers,
22 Bhulabhai Desai Road, Mumbai – 400 026

We have examined the relevant registers, records, forms, returns and disclosures received from the Directors of **Glenmark Pharmaceuticals Limited** having registered office at B-2 Mahalaxmi Chambers, 22 Bhulabhai Desai Road, Mumbai–400 026 (hereinafter referred to as '**the Company**'), produced before us 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 Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

It is the responsibility of Directors to submit relevant documents with complete and accurate information in accordance with the provisions of the Companies Act, 2013. Our responsibility is to express an opinion on these based on our verification. In our opinion and to the best of our information and according to the verifications (including Directors Identification Number (DIN) status at the portal www.mca.gov.in) as considered necessary and explanations furnished to us by the Company & its officers, we hereby certify that none of the Directors on the Board of the Company as stated below for the Financial Year ended on 31st March, 2025 have been debarred or disqualified from being appointed or continuing as Directors of companies by the Securities and Exchange Board of India, Ministry of Corporate Affairs, or any such other Statutory Authority.

| Sr. No. | Name of Director | DIN | Date of Appointment/re-appointment |
|---|---|---|---|
| 1. | Mr. Glenn Saldanha | 00050607 | May 16, 2022 |
| 2. | Mrs. Cherylann Pinto | 00111844 | May 16, 2022 |
| 3. | Mr. V.S. Mani | 01082878 | May 29, 2023 |
| 4. | Ms. Blanche Saldanha | 00007671 | September 29, 2023 |
| 5. | Ms. Sona Saira Ramasastry | 08398547 | April 01, 2024 |
| 6. | Mr. Rajesh Desai | 00007960 | June 26, 2020 |
| 7. | Mr. Dipankar Bhattacharjee | 08770548 | #August 14, 2020 |
| 8. | Mrs. Vijayalakshhmi Rajaram Iyer | 05242960 | February 10, 2023 |
| 9. | Mr. Pradeep Kumar Sinha | 00145126 | #February 14, 2025 |

*# Re-appointment of Mr. Dipankar Bhattacharjee (DIN: 08770548) and appointment of Mr. Pradeep Kumar Sinha (DIN: 00145126) was approved by the shareholders by passing special resolution through postal ballot result dated April 25, 2025.*

Ensuring the eligibility of for the appointment/ continuity of every Director on the Board is the responsibility of the management of the Company. Our responsibility is to express an opinion on these based on our 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 of the Company.

For **S. S. Rauthan & Associates**

Company Secretaries
Firm Registration No.: S1999MH026900

**CS Surjan Singh Rauthan**

Proprietor
M. No. FCS-4807, COP No.3233
Peer Reviewed Cert. No.: 1840/2022
UDIN: F004807G000410575

Place: Mumbai
Date: 23 May 2025

# Business Responsibility and Sustainability Report FY 2025

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

| | | |
|---|---|---|
| 1 | Corporate Identity Number (CIN) of the Company | L24299MH1977PLC019982 |
| 2 | Name of the Company | Glenmark Pharmaceuticals Limited |
| 3 | Year of incorporation | 1977 |
| 4 | Registered office address | B/2, Mahalaxmi Chambers, 22, Bhulabhai Desai Road, Mumbai - 400026, Maharashtra, India |
| 5 | Corporate office address | Glenmark House, B. D. Sawant Marg, Chakala, Off Western Express Highway, Andheri (E), Mumbai - 400 099, Maharashtra, India |
| 6 | E-mail | complianceofficer@glenmarkpharma.com |
| 7 | Telephone | +91 22 4018 9999 |
| 8 | Website | http://www.glenmarkpharma.com |
| 9 | The financial year for which reporting is being done | 1st April, 2024 to 31st March, 2025 |
| 10 | Name of the stock exchange(s) where shares are listed | National Stock Exchange of India Limited (NSE)<br>BSE Limited (BSE) |
| 11 | Paid-up capital | INR 282.19 M |
| 12 | Name and contact details of the person who may be contacted in case of any queries on the BRSR report | Mr. Harish Kuber<br>Company Secretary & Compliance Officer<br>complianceofficer@glenmarkpharma.com<br>+91 22 4018 9999 |
| 13 | Reporting boundary | The disclosure under this BRSR is on a standalone* basis unless otherwise stated |
| 14 | Name of assurance provider | DNV Business Assurance India Private Limited |
| 15 | Type of assurance obtained | Reasonable level of assurance for BRSR core indicators |

**Standalone year pertains to Glenmark Pharmaceuticals Limited India.*

### II. Products/services

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

| S. No. | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
|---|---|---|---|
| 1. | Pharmaceuticals | The Company specializes in research, development, manufacturing, and sales of a diverse range of pharmaceutical products, including branded generics, generics, specialty medications, and over the counter (OTC) treatments. The Company's expertise spans across multiple therapeutic areas, including dermatology, respiratory health, oncology, cardiology, diabetes, gynecology, gastroenterology, and anti-infectives, among others. | 100% |

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

| S. No. | Product/Service | NIC Code | % of total turnover contributed |
|---|---|---|---|
| 1. | The Company's primary products and services, accounting for 90% of its turnover, include the research, development, manufacturing, and sale of branded generics, generics, specialty medicines, and over the counter (OTC) pharmaceutical products. These offerings span a wide range of therapeutic areas such as dermatology, respiratory care, oncology, cardiology, diabetes management, gynecology, gastroenterology, and anti-infective treatments, among others. | 210 | 100% |

## III. Operations

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

| Location | Number of plants | Number of offices | Total |
|---|---|---|---|
| National | 8 | 15 | 23 |
| International | 3 | 48 | 51 |

**Note:** Apart from the above office and plants, Glenmark Pharmaceuticals Limited (the Company) has the following facilities in India:

- 3 research and development centers located at Sinnar, Taloja and Mahape to drive innovation for development of new pharmaceutical products.
- 4 warehouses are located at Indore, Howrah, Panchkula & Bhiwandi to enhance distribution efficiency, inventory management and fulfilling the regulatory compliance requirements such as Good Distribution Practice (GDP) etc.

19. Markets served by the entity:

a. Number of locations

| Locations | Number |
|---|---|
| National (No. of States) | 28 states and 8 union territories |
| International (No. of Countries) | More than 80 |

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

Our products are exported to more than 80 countries with a strong footprint in US, Europe, Asia, Russia and Brazil, etc. of our total standalone turnover of INR 92,264.09 Mn. the percentage of revenue from exports accounted for 51.39% INR 47,416.62 Mn.

c. A brief on types of customers

With a diverse portfolio of pharmaceutical products, the Company serves a broad customer base across key therapeutic areas such as dermatology, respiratory, oncology, cardiology, diabetes, gynecology, gastroenterology, and anti-infectives. These products address the needs of a wide range of patients, facilitated through a comprehensive distribution network that includes wholesalers, distributors, pharmacy chains, healthcare providers, government institutions, and hospitals. Furthermore, the Company extends its global presence by exporting products to international markets through both its subsidiaries and third-party distributors.

## IV. Employees

20. Details as at the end of the Financial Year:

a. Employees and workers (including differently abled):

| S. No. | Particulars | Total (A) | Male | | Female | |
|---|---|---|---|---|---|---|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| **EMPLOYEES** | | | | | | |
| 1. | Permanent (D) | 11,641 | 10,775 | 93 | 866 | 7 |
| 2. | Other than Permanent (E) | 311 | 241 | 77 | 70 | 23 |
| **3.** | **Total employees (D + E)** | **11,952** | **11,016** | **92** | **936** | **8** |
| **WORKERS[1]** | | | | | | |
| 4. | Permanent (F) | 1,836 | 1,799 | 98 | 37 | 2 |
| 5. | Other than Permanent (G) | 2,835 | 2,610 | 92 | 225 | 8 |
| **6.** | **Total workers (F + G)** | **4,671** | **4,409** | **94** | **262** | **6** |

b. Differently abled employees and workers:

| S. No | Particulars | Total (A) | Male | | Female | |
|---|---|---|---|---|---|---|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| | **DIFFERENTLY ABLED EMPLOYEES** | | | | | |
| 1. | Permanent (D) | 74 | 61 | 82 | 13 | 18 |
| 2. | Other than Permanent(E) | N/A | N/A | N/A | N/A | N/A |
| **3.** | **Total differently abled employees (D + E)** | **74** | **61** | **82** | **13** | **18** |
| | **DIFFERENTLY ABLED WORKERS** | | | | | |
| 4. | Permanent (F) | 14 | 13 | 93 | 1 | 7 |
| 5. | Other than Permanent (G) | N/A | N/A | N/A | N/A | N/A |
| **6.** | **Total differently abled workers (F + G)** | **14** | **13** | **93** | **1** | **7** |

21. Participation/Inclusion/Representation of women

| | Total (A) | No. and percentage of Females | |
|---|---|---|---|
| | | No. (B) | % (B / A) |
| Board of Directors | 9 | 4 | 44 |
| Key Management Personnel | 4 | 1 | 25 |

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

| | FY 2024 – 25 | | | FY 2023-24 | | | FY 2022-23 | | |
|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| **Permanent Employees** | 15% | 17% | 15% | 18% | 19% | 18% | 19% | 24% | 19% |
| **Permanent Workers** | 17% | 19% | 17% | 15% | 6% | 15% | 24% | 14% | 24% |

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

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

The details of subsidiary/associate/joint venture companies are provided in Form AOC-1, as annexure-1 in the Board's Report and this forms part of the Integrated Annual Report.

[1] GRI 2-8

## VI. CSR Details

24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
    ii. Turnover (in ₹): 92,264.09 Mn
    iii. Net worth (in ₹): 245,039.56 Mn

## 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 2024 – 25 | | FY 2023 - 24 | |
|---|---|---|---|---|---|
| | | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Number of complaints filed during the year | Number of complaints pending resolution at close of the year |
| Communities | https://glenmarkpharma.com/about-us/governance/ | Nil | Nil | Nil | Nil |
| Investors | | Nil | Nil | Nil | Nil |
| Shareholders | | 2 | Nil | 6 | Nil |
| Employees and workers | | 19 | 3 | 18 | 3 |
| Customers | | 3,717 | 365 | 2,666 | 356 |
| Value Chain Partners | | 3 | Nil | Nil | Nil |
| Other (Please Specify) | | 7 | 1 | 3 | Nil |

We conduct our business with integrity and transparency, upholding the highest standards as defined by our core values and the Glenmark Code of Conduct. Our guiding policies, including grievance redressal mechanisms, are available at https://glenmarkpharma.com/about-us/governance/, with additional internal policies accessible via the Company's intranet. For customer grievances, refer to Principle 9, essential indicator 1 of this report. Additionally, we provide a dedicated platform for reporting ethical and compliance concerns at https://glenmarkpharma.com/ethics-compliance/.

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

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

| Sr. No. | Material identified issue | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate Positive or negative implications) |
|---|---|---|---|---|---|
| 1. | Product Quality, Safety and Recall Management | Risk | Risk: Product quality, safety, and recall management pose significant risks for our Company due to their direct impact on patient health and regulatory compliance. Any lapse can lead to product recalls, legal liabilities, reputational damage, and financial losses. Additionally, the risk of counterfeit medicines undermines patient safety and erodes trust in our brand. | • Established centralized Quality Management System accredited with ISO standards to maintain high-quality benchmarks across research, manufacturing, and distribution. We also ensure strict adherence to Good Manufacturing Practices (GMP)<br>• Conduct rigorous audits of our third-party suppliers and our pharmacovigilance activities help monitor and swiftly address | Negative: Non-compliance with product quality standards can result in product recalls, financial losses, legal liabilities, and damage to our brand value and reputation. |

| Sr. No. | Material identified issue | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate Positive or negative implications) |
|---|---|---|---|---|---|
| | | | | product safety and quality issues, enhancing our overall assurance framework.<br>• Regular testing is undertaken for all products prior to dispatch, to allow for timely correction, if required. | |
| 2. | Innovation and Research and Development | Opportunity | Opportunity: Innovation and the development of new products and therapies plays a critical role in enhancing our competitive edge, enabling expansion into new geographies and markets. This not only drives additional revenue and strengthens brand reputation but also demonstrates a strong commitment to addressing unmet medical needs and improving patient well-being. | - | Positive: Innovation and development of new therapies drives additional revenue, enable long-term growth through patents, and support market expansion. A diverse product portfolio addressing key healthcare needs enhances brand reputation, while R&D investments open financial opportunities through exclusivity, licensing, and strategic partnerships. |
| 3. | Access and Affordability of Medicines | Opportunity | Opportunity: Expanding access to underserved markets presents a strong growth opportunity by increasing sales, revenue, and market share. Enhancing the availability and affordability of medicines strengthens brand reputation and supports better public health outcomes. These efforts also align with global health priorities, enabling public-private partnerships, government tenders, and inclusion in national health programs, further driving business growth. | - | Positive: Focused efforts for access to affordable medicines strengthens our customer base, enhances competitive advantage, and supports business expansion into new geographies, contributing to the our long-term sustainable growth. |

| Sr. No. | Material identified issue | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate Positive or negative implications) |
|---|---|---|---|---|---|
| 4. | Occupational Health, Safety and Wellbeing | Risk | Risk: Employees and workers may be exposed to toxic or hazardous chemicals, solvents, and Active Pharmaceutical Ingredients (APIs), potentially leading to occupational health issues. Workplace safety incidents and ergonomic risks further contribute to health and safety concerns. Inadequate awareness of operational hazards and insufficient training to mitigate these risks can heighten vulnerabilities. Additionally, operations involving heavy equipment often expose workers to elevated temperatures, as well as chemical and physical hazards, increasing the overall risk to health and safety. | • Ensure strict compliance with health and safety laws, regulations, and guidelines through various proactive measures. These include the implementation of ISO 45001 and the British Safety Council's 5-Star Safety System, along with alignment to global safety programs.<br>• Regular health, safety, and fire safety audits are conducted to identify and mitigate risks.<br>• Monthly reviews of EHS performance metrics, safety campaigns, and initiatives like the Safety Champion Program further strengthen safety culture.<br>• Mandatory use of PPE for all personnel entering plant premises reinforces our commitment to workplace safety. | Negative: Health and safety incidents can lead to significant financial implications. These may include regulatory fines, legal liabilities, increased insurance premiums, and costs related to medical treatment and compensation. Operational disruptions due to accidents can impact productivity and lead to delays in manufacturing and supply, affecting revenue.<br>Reputational damage may also result in loss of customer trust and investor confidence, potentially impacting market share and long-term profitability. |
| 5. | Human Capital Management | Opportunity | Opportunity: Human Capital Management is a key opportunity to drive long-term value. Hiring the right talent for the right roles improves productivity in plant operations, enables innovation in R&D, enhances product quality, and supports business expansion. Investing in a diverse and inclusive workforce, while fostering continuous employee growth, builds a resilient and high-performing organization capable of delivering on its mission effectively. | - | Positive: Skilled and motivated employees enhance operational efficiency, drive innovation in research and development, and improve product quality, leading to faster time-to-market and higher competitiveness. Career growth initiatives also reduce turnover, lowering recruitment and training costs. Furthermore, a high-performing workforce contributes directly to business growth, profitability, and sustained market leadership. |

| Sr. No. | Material identified issue | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate Positive or negative implications) |
|---|---|---|---|---|---|
| 6. | Sustainable Supply Chain | Risk and Opportunity | Risk: Supply chain disruptions can significantly impact the timely supply and sales of products, leading to delays in delivery to patients and healthcare providers, which may hinder treatment processes. Such delays and product unavailability can also negatively affect brand value and reputation.<br>Opportunity: An efficient supply chain management system streamlines operations, reduces redundancies, and ensures effective logistics and inventory management. Strategic collaborations strengthen relationships with logistics partners, suppliers, distributors, and other stakeholders. Additionally, optimizing resources within the supply chain helps minimize operational expenditure and conserve company resources. | • Implement risk mitigation plans for the identified potential risks and vulnerabilities across our supply chain.<br>• Assess all suppliers on parameters such as reliability, product quality, ethical practices, and compliance with international and local regulatory standards before onboarding and at regular intervals thereafter.<br>• Conduct periodic audits of suppliers and third-party manufacturers to ensure consistent adherence to Glenmark's quality, safety, and sustainability standards. Include ESG criteria in audit scope.<br>• Leverage advanced digital tools and analytics for real-time monitoring of inventory, logistics, and supplier performance. Improve forecasting capabilities to anticipate and respond to potential disruptions swiftly.<br>• To reduce dependency on a single geography or supplier, we have cultivated a diversified supplier base. We also prioritize local sourcing.<br>• Develop and routinely update contingency plans to ensure business continuity in the event of supply chain disruptions. This includes maintaining backup suppliers, alternate production facilities, and strategic buffer stocks. | Negative: Supply chain disruptions can lead to delays in the procurement of raw materials, hindering production timelines and affecting the timely delivery of products to customers. This may significantly impact operational continuity, leading to reduced productivity and potentially diminishing our revenue generation capabilities.<br>Positive: Sustainable supply chain management enhances the efficiency of material and product flows, contributing to improved overall operational performance. Strengthening supply chain resilience helps prevent disruptions and ensures the consistent and timely delivery of products and services, reinforcing customer trust and business continuity. |

| Sr. No. | Material identified issue | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate Positive or negative implications) |
|---|---|---|---|---|---|
| 7. | Data Privacy and Cyber Security | Risk | Risk: Cyberattacks can lead to the theft of sensitive data such as patient records, clinical results, proprietary research, and intellectual property, causing financial losses, operational disruptions, and damage to brand reputation. Furthermore, failure to comply with data privacy laws like HIPAA and GDPR may result in legal action and penalties. Inadequate security measures weaken competitive advantage and expose the Company to significant risks, both financial and reputational. | • Established a robust IT management system with layered controls, including multi-factor authentication, antivirus software, and firewalls to safeguard data.<br>• Enforce strict access control mechanisms to ensure only authorized personnel can access confidential information.<br>• Limit data collection and retention of essential information to reduce the risk of breaches.<br>• Ensure compliance with relevant data protection regulations such as GDPR and HIPAA.<br>• Develop a comprehensive incident response plan with clear procedures for managing cybersecurity incidents.<br>• Conduct regular employee training on endpoint and network security, along with best practices to prevent IT threats.<br>• Continuously monitor and analyze systems for new vulnerabilities through regular network and system scans. | Negative: Failure to comply with the Code of Conduct or local laws may result in regulatory penalties, operational disruptions, financial losses, and significant reputational damage. |
| 8. | Corporate Governance and Business Ethics | Risk and Opportunity | Risk : Non-compliance with local laws and regulatory requirements, such as CGMP and CGLP, may result in hefty fines, sanctions, or legal action. Violations of quality standards, unethical pricing, or neglect of safety protocols can compromise patient health, erode customer trust, and damage the Company'sreputation. Additionally, undermining relationships with key stakeholders—including healthcare providers and regulatory | • Establish a robust corporate governance structure with strong oversight of business strategy, ensuring compliance with all statutory and regulatory requirements.<br>• Promote transparency through timely and accurate disclosure of financial and non-financial information by aligning with global reporting frameworks. | Negative: Non-compliance with Code of conduct and violation of local laws could lead to imposition of penalties by regulatory agencies, business disruption, revenue loss and reputational risks.<br>Positive: A strong, ethical and legally compliant corporate governance framework fosters stakeholder trust and strengthens our |

| Sr. No. | Material identified issue | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate Positive or negative implications) |
|---|---|---|---|---|---|
| | | | bodies—can impact the Company's credibility and long-term brand value.<br>Opportunity: Upholding high ethical standards and strict legal compliance, with integrity, transparency, and accountability helps build stakeholder trust and strengthens our reputation. Consistently maintaining ethical business practices aligned with our core values fosters a positive corporate culture, mitigates business risks, and supports long-term sustainable growth. | • Conduct regular internal and external audits to evaluate governance practices, financial controls, and adherence to applicable laws and ethical standards.<br>• Ensure a well-balanced board composition with a diverse skill set, including adequate representation of Independent Directors to safeguard stakeholder interests.<br>• Enforce strict compliance with the Glenmark Code of Conduct by providing regular training to employees across all levels.<br>• Maintain a strong ethical business culture by implementing comprehensive policies and procedures addressing ethical conduct and compliance obligations.<br>• Ensure transparency in critical business areas such as innovation, product development, and clinical trials to prevent conflicts of interest. | reputation. It also supports sustainable business growth by effectively mitigating legal, financial, and operational risks. |
| 9. | Climate Action | Risk and Opportunity | Risk: Climate change poses both physical and transitional risks to us. Physically, the increasing frequency and severity of extreme weather events, such as floods, droughts, and heatwaves can directly disrupt our operations, supply chains, and infrastructure. Transition-related risks arise from the evolving regulatory landscape, where new environmental laws and stricter compliance requirements may | • Develop and implement a climate resilience strategy by identifying and addressing potential vulnerabilities within our operations and supply chain which will help ensure business continuity in the face of climate-related disruptions.<br>• Reduction of greenhouse gas (GHG) emissions through adoption of energy-efficient practices, | Negative:<br>We recognize that climate change can disrupt our operations and supply chain, leading to delays in procuring raw materials, interruptions in our manufacturing processes, and challenges in delivering products to our customers on time. These disruptions |

| Sr. No. | Material identified issue | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate Positive or negative implications) |
|---|---|---|---|---|---|
| | | | necessitate changes in operational processes. These adjustments could lead to additional expenditures, impacting profitability. Furthermore, the broader impacts of climate change may hinder our ability to expand or operate efficiently in affected regions, thereby posing a threat to long-term growth.<br>Opportunity: Despite the risks, climate change also presents opportunities for us to strengthen our competitive position. By adopting sustainable and environmentally responsible practices, we can improve operational efficiency, reduce energy and resource consumption, and ultimately lower costs over the long term. In addition, a strong sustainability strategy enhances our appeal to environmentally conscious stakeholders, including consumers, investors, and strategic partners. This growing interest in sustainable business practices can lead to increased brand value, market share, and long-term growth potential for us. | transitioning to cleaner fuels, and increasing the share of renewable energy in the overall energy mix. These measures will contribute to a lower carbon footprint and long-term sustainability.<br>• By strengthening supply chain resilience against climate-related risks by diversifying suppliers and sourcing locations, we will mitigate disruptions and maintain operational stability even during extreme climate events. | can affect our efficiency, customer satisfaction, and overall business performance.<br>Positive:<br>At the same time, we see a valuable opportunity to build operational resilience by adopting sustainable practices. By proactively addressing both the physical and transitional risks of climate change, we aim to ensure the long-term stability and sustainable growth of our business. |
| 10. | Natural Resource Management | Risk and Opportunity | Risk: Responsible management of natural resources is essential to ensure environmental compliance, protect public health, and maintain operational efficiency. Improper disposal of wastewater and waste, along with excessive air pollutant emissions, can lead to legal penalties and damage our reputation. Moreover, high water consumption and poor air quality management pose risks to both our productivity and the well-being of workers and surrounding communities. By adhering to environmental | • Implement water conservation measures by deploying water-efficient equipment and optimizing processes to reduce consumption.<br>• Ensure proper treatment and reuse of wastewater across all our operations to minimize dependency on freshwater resources.<br>• Long-term plan is to install Zero Liquid Discharge systems across all our manufacturing sites. | Negative: Improper management of natural resources can expose us to considerable financial risks. An overreliance on local water sources may lead to supply shortages and costly operational disruptions. Similarly, improper waste disposal practices increase the likelihood of legal action, fines, and higher compliance costs, while also damaging our reputation and customer |

| Sr. No. | Material identified issue | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate Positive or negative implications) |
|---|---|---|---|---|---|
| | | | regulations and adopting sustainable practices in water, waste, and air pollution management, we can mitigate these risks and promote long-term operational resilience.<br><br>Opportunity: By improving water efficiency, adopting sustainable waste management practices like the 3Rs (Reduce, Reuse, Recycle), and implementing advanced air pollution control technologies, we can conserve resources and reduce operational costs. Embracing renewable energy and innovative solutions not only helps mitigate environmental risks but also opens avenues for regulatory incentives, carbon credits, and enhanced corporate reputation. These initiatives support long-term sustainability while driving operational excellence and stakeholder trust. | • Maintain a comprehensive water inventory and regularly monitor our performance on water conservation initiatives.<br>• Promote waste recycling to lower our reliance on virgin natural resources and reduce environmental impact.<br>• Adopt co-processing methods for waste with calorific value to recover energy and minimize landfill disposal.<br>• Ensure full compliance with all applicable waste management regulations and hazardous waste rules.<br>• Innovate continuously to reduce waste generation during manufacturing, packaging, and other operational activities.<br>• Track and review our waste management performance, including metrics on waste reused, recycled, co-processed, and safely disposed.<br>• Invest in advanced air pollution control technologies and monitor emissions to ensure compliance with environmental standards.<br>• Regularly assess and improve air quality management practices to safeguard worker health and minimize community impact.<br>• Engage with regulatory bodies proactively to stay updated on environmental requirements and leverage any available incentives.<br>• Foster a culture of sustainability and environmental responsibility across all levels of the organization. | trust—factors that can undermine long-term financial performance. Additionally, failing to adequately control air emissions risks incurring regulatory penalties and expensive remediation efforts. This can also harm public perception, which may negatively impact brand value and restrict future growth opportunities.<br><br>Positive: Effective natural resource management across water, waste, and air pollution plays a vital role in reducing costs and enhancing profitability. By conserving and reusing water, we can significantly lower procurement expenses while also minimizing operational risks linked to water scarcity. In parallel, recycling waste not only helps conserve resources but also creates additional revenue streams and reduces the costs associated with waste disposal. Furthermore, investing in air pollution controls ensures compliance with environmental regulations, helping avoid costly fines and operational disruptions. |

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|---|---|---|---|---|---|---|---|
| Policy and management processes | | | | | | | | | |
| **1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)** | | | | | Yes | | | | |
| **b. Has the policy been approved by the Board? (Yes/No)** | | | | | Yes | | | | |
| **c. Web Link of the Policies, if available** | | | | | | | | | |
| Principle 1: Ethics, transparency | • Code of Conduct (https://glenmarkpharma.com/code-of-conduct/)<br>• Board Diversity Policy (https://glenmark.b-cdn.net/gpl_pdfs/about_us/Board%20Diversity%20Policy.pdf)<br>• Anti Bribery and Anti-Corruption Policy (Available on company's intranet)<br>• Code of Ethics (Available on Company's intranet) | | | | | | | | |
| Principle 2: Product and service responsibility | • Environmental Health & Safety Policy (https://glenmarkpharma.com/ responsibility/our-policy/) | | | | | | | | |
| Principle 3: Human resources | • Occupational Health and Safety Policy (https://glenmarkpharma.com/ responsibility/our-policy/)<br>• Environmental Health and Safety Policy (https://glenmarkpharma.com/ responsibility/our-policy/)<br>• Nomination and Remuneration Policy (https://glenmark.b-cdn.net/gpl_pdfs/about_us/nomination_and_remuneration_policy.pdf)<br>• Whistleblower Policy (https://glenmarkpharma.com/about-us/governance/)<br>• Code of Conduct (https://glenmarkpharma.com/code-of-conduct/)<br>• Redressal Mechanism for Employee (Available on Company's intranet) | | | | | | | | |
| Principle 4: Responsive to stakeholders, particularly the marginalized | • Code of Conduct (https://glenmarkpharma.com/code-of-conduct/)<br>• Code of Ethics (Available on Company's intranet)<br>• Redressal Mechanism for Employee (Available on company's intranet)<br>• Corporate Social Responsibility Policy (https://glenmarkpharma.com/about-us/governance/) | | | | | | | | |
| Principle 5: Respect for human rights | • Human Rights Policy (https://glenmark.b-cdn.net/gpl_pdfs/about_us/ Human%20Rights%20Policy_A.pdf)<br>• Whistleblower Policy (https://glenmarkpharma.com/about-us/governance/)<br>• Code of Ethics (Available in Company's intranet)<br>• Code of Conduct (https://glenmarkpharma.com/code-of-conduct/) | | | | | | | | |
| Principle 6: Environmental responsibility | • Environment Policy (https://glenmarkpharma.com/responsibility/our-policy/)<br>• Occupational Health and Safety Policy (https://glenmarkpharma.com/ responsibility/our-policy/)<br>• Biodiversity Policy (https://glenmark.b-cdn.net/gpl_pdfs/responsibility/employee/Biodiversity%20Policy.pdf)<br>• Water Policy (https://glenmark.b-cdn.net/gpl_pdfs/responsibility/employee/Water%20Policy.pdf) | | | | | | | | |
| Principle 7: Public policy advocacy | • Code of Conduct (https://glenmark.b-cdn.net/gpl_pdfs/about_us/GlenmarkPharma_Code_of_Conduct.pdf)<br>• Code of Ethics (Available on Company's intranet) | | | | | | | | |
| Principle 8: Inclusive growth | Corporate Social Responsibility Policy (https://glenmark.b-cdn.net/gpl_pdfs/ about_us/CSR%20Policy.pdf) | | | | | | | | |
| Principle 9: Customer engagement | IT Policy (Available on the Company's intranet)<br>Code of Conduct (https://glenmark.b-cdn.net/gpl_pdfs/about_us/GlenmarkPharma_Code_of_Conduct.pdf) | | | | | | | | |

| | | |
|---|---|---|
| 2. | **Whether the entity has translated the policy into procedures. (Yes/No)** | Yes |
| 3. | **Do the enlisted policies extend to your value chain partners? (Yes/No)** | Yes |
| 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 entity and mapped to each principle.** The Company adheres to CGMP standards and adopted TCFD apart from accreditations by Central Drugs Standard Control Organisation (CDSCO: India), Science Based Targets Initiative (SBTi), Taskforce on Nature-related Financial Disclosures (TNFD), ISO 14001:2015 & 45001:2018 and international regulatory authorities such as USFDA, WHO etc. | |
| 5. | **Specific commitments, goals and targets set by the entity with defined timelines, if any.** Please refer to the Integrated Report for ESG related commitments, goals and targets. | |
| 6. | **Performance of the entity against specific commitments, goals and targets along with reasons in case the same are not met.** Please refer the Integrated Report for the performance of the entity on ESG related commitments, goals and targets. | |

**Governance, leadership and oversight**

| | | |
|---|---|---|
| 7. | **Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure.)** Refer to the message from the Chairman & Managing Director in the Integrated Report of Glenmark Pharmaceuticals Limited. | |
| 8. | **Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy.** | Glenn Saldanha<br>Chairman & Managing Director |
| 9. | **Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.** | Yes, Glenmark Pharmaceuticals Limited has established a dedicated ESG Committee, overseen by the Board, to guide and monitor progress towards its ESG priorities, commitments, goals, and targets. The Committee ensures active and consistent engagement from senior management in addressing emerging ESG risks and identifying new opportunities. Its focus is on embedding ESG considerations across key business functions, including stakeholder relations, risk management, manufacturing processes, workforce engagement, and supply chain operations. The Committee plays a crucial role in assessing the advancement of the Company's ESG strategy, which is designed to deliver positive outcomes for the economy, environment, and society. Detailed information about the ESG Committee can be found in the Corporate Governance section. |

**10. Details of Review of NGRBCs by the Company:**

| | | **Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee** | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | **Subject for Review** | **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** |
| 1 | Performance against above policies and follow up action | | | | | Yes | | | | |
| 2 | Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances | | | | | Yes | | | | |

| | | |
|---|---|---|
| 11. | **Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.** | No |

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

No

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

### Essential Indicators

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

| Segment | Total number of training and awareness programs held | Topics / principles covered under the training and its impact | % age of persons in respective category covered by awareness programmes |
|---|---|---|---|
| Board of Directors | 7 | Familiarisation/ awareness programmes for the Board of Directors/ KMPs of the Company are done periodically as part of Board process covering various areas pertaining to the business, strategy, risks, operations, regulations, code of business conduct and ethics, economy and environmental, social and governance parameters. In addition, frequent updates are shared with all the Board members/ KMPs to appraise them of developments in the Company, key regulatory changes, risks, compliances and legal cases. | 100% |
| Key Managerial Personnel | 7 | | 100% |
| Employees other than BoD and KMPs | 2,013 | Prevention of Sexual Harassment at Workplace, POSH ICC Member, Biodiversity Policy, Environment Health and Safety, Health and Hygiene, Occupational Health Safety, HR Induction Module, HR Policy, Privacy Labor Relations, Emergency Evacuation Policy, Onsite Emergency Preparedness, Procedure for Factory Security System, Road Safety, Lock out Tag out Procedure, Code of Ethics and Professional Conduct, Donation Policy, Suspected Fraud, Misconduct, Serious Breach and/or persistent Non-compliance, Meeting with Regulatory Authorities, Medical Checkup, Procedure for Handling Complaints by Volunteer / Subjects, Privacy and Protection of Personally Identifiable Information(PII), Data Protection and Privacy , Procedure of Entry and Exit at :-Microbiology Lab, Qc Department, Factories, etc | 97% |
| Workers | | | 100% |

**2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format**

(Note: the entity shall make disclosures based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Nil

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

Not Applicable

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

Yes, Glenmark has a Global Anti-Bribery and Anti-Corruption ("ABAC") policy. This policy is global in scope and applies to all employees of Glenmark Pharmaceuticals Limited, and Business Partners engaged in activities with Glenmark. Glenmark's Code of Conduct states the way we work and do business; the ABAC policy ensures that Glenmark's business is conducted in a legal and socially responsible manner. The ABAC policy covers the principles and requirements of ABAC, including maintenance of business documentation and financial records. Our Code of Conduct expects that we honor ABAC laws, and our ABAC policy aligns with all relevant international and local ABAC laws. Beyond English, the policy is also available in Polish, Czech, Portuguese, Russian, Slovakian and Spanish languages on our intranet. Training on this policy is part of the

induction process for all new Employees. All existing Employees receive regular training on how to implement and adhere to this policy.

https://glenmarkpharma.com/code-of-conduct/

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

| Particulars | FY 2024-25 | FY 2023-24 |
|---|---|---|
| Directors | Nil | Nil |
| KMPs | | |
| Employees | | |
| Workers | | |

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

| Particulars | FY 2024-25 | FY 2023-24 |
|---|---|---|
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | Nil | Nil |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | | |

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

Not Applicable

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

| Particulars | FY 2024-25 | FY 2023-24 |
|---|---|---|
| Number of days of accounts payables | 275 | 273 |

**9. Open-ness of business**

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

| Parameter | Metrics | FY 2024-25 | FY 2023-24 |
|---|---|---|---|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases | 12% | 10% |
| | b. Number of trading houses where purchases are made from | 89 | 90 |
| | c. Purchases from top 10 trading houses as % of total purchases from trading houses | 60% | 67.8% |
| Concentration of Sales | a. Sales to dealers / distributors as % of total sales | 59.52% | 57.71% |
| | b. Number of dealers / distributors to whom sales are made | 292 | 298 |
| | c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors | 51.00% | 53.87% |
| Share of RPTs in | a. i) Purchases (Purchases with related parties / Total Purchases) | 0.21% | 0 |
| | b. Sales (Sales to related parties / Total Sales) | 40.07% | 41.85% |
| | c. Loans & advances (Loans & advances given to related parties / Total loans & advances) | 96.92% | 99.03% |
| | d. Investments (Investments in related parties / Total Investments made) | 99.63% | 93.83% |

### Leadership Indicators

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

| Total number of awareness programmes held | Topics / principles covered under the training | %age of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|---|---|---|
| 05 | Supplier code of conduct, Emergency Response and Preparedness Plan, EHS Policy, Contractors EHS Agreement, Plastic Waste Management. | 100 |

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

Yes, we have established robust processes to manage conflicts of interest involving our Board members and Senior Management. All Directors are required to disclose their interests in other entities, including shareholdings, annually or upon any change. They also submit an annual declaration under the Code of Conduct, affirming their commitment to act in the Company's best interests and to avoid any personal or business relationships that could result in a conflict. During Board meetings, Directors abstain from discussions or decisions on matters in which they have an interest. Similarly, Senior Management is required to provide an annual confirmation that they have not entered into any material financial or commercial transactions that could conflict with the Company's interests.

## PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

### Essential Indicators

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

| Particulars | FY 2024-25 | FY 2023-24 | Details of improvements in environmental social impacts |
|---|---|---|---|
| R&D | 100% | 100% | • Installed the necessary equipment to facilitate the transition from High-speed Diesel (HSD) to Low Sulphur Heavy Stock (LSHS).<br>• Implemented a visual monitoring mechanism for the Effluent Treatment Plant (ETP) at the Sikkim facility for statutory authority.<br>• Installed a solar water heating system at the Nalgarh facility to reduce dependency on thermal energy and minimize greenhouse gas emissions.<br>• Upgraded the Direct Expansion Heat Exchanger of the Air Handling Unit (AHU) to a Chilled Air Handling Unit at the Nashik facility to eliminate the use of refrigerants and coolants, resulting in reduced greenhouse gas emissions. |
| Capex | 0.02% | 3.40 | |

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

Yes

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

100% of the input materials were sourced sustainably.

**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.**

We are actively engaged in the manufacture and sale of pharmaceutical products, and the primary waste generated at the end-of-life of these products is plastic. In line with Extended Producer Responsibility (EPR) guidelines, we have implemented robust systems and practices for waste management that comply with pollution control board regulations, ensuring an environmentally friendly approach.

The plastic waste resulting from the end-of-life of our products includes rigid, flexible, and multi-layered packaging materials. To manage this waste effectively, we have partnered with a third-party agency authorized by the pollution control board to collect the waste generated from our operations and facilitate reuse and recycling efforts. The recyclable portion

of the waste is transformed into valuable products, such as plastic granules, while the residual waste is co-processed to recover energy and ensure safe disposal.

Additionally, we have established a centralized agreement with the third-party agency for the recycling of electronic waste (e-waste). Battery waste is responsibly managed by being sent to authorized dealers or returned to the supplier for proper recycling.

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

Yes, the Extended Producer Responsibility (EPR) is applicable to the Company as outlined in the Plastic Waste Management Rules 2016 and subsequent amendments. We have obtained EPR authorization from the Central Pollution Control Board (CPCB) under both the Brand Owner and Importer categories. Our waste collection plan aligns with the EPR targets set by the CPCB. Additionally, the Company submits annual returns to the CPCB as part of its EPR compliance obligations.

## Leadership Indicators

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

| NIC Code | Name of Product/ Service | % of total turnover contributed | Boundary for which the Life Cycle Perspective / Assessment was conducted | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/ No) If yes, provide the web-link. |
|---|---|---|---|---|---|
| 210 | Soprobec pMDI | 0.10% | Cradle-to-Grave System boundary in the LCA Study of Soprobec pMDI | Yes | Results are available but not communicated in public domain |

2. **If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

| Name of Product / Service | Description of the risk / concern | Action Taken |
|---|---|---|
| | Not Applicable | |

3. **Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

Not Applicable

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

| Particulars | FY 2024-25 | | | FY 2023-24 | | |
|---|---|---|---|---|---|---|
| | Re-Used | Recycled | Safely Disposed | Re-Used | Recycled | Safely Disposed |
| Plastics (including packaging) | Nil | 1,432* | 1,621** | Nil | 2,712 | 88 |
| E-waste | NA | NA | NA | N/A | N/A | N/A |
| Hazardous waste | NA | NA | NA | N/A | N/A | N/A |
| Other waste | NA | NA | NA | N/A | N/A | N/A |

*Post-consumed plastic recycled following EPR guidelines as per CPCB.

**Post-consumed plastic safely disposed by End-Of-life treatment following EPR guidelines as per CPCB.

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

| Indicate product category | Reclaimed products and their packaging materials as % of total products sold in respective category |
|---|---|
| Plastic Waste | 100% |

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

**Essential Indicators**

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

| Category | Total (A) | % of employees covered by | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Health insurance | | Accident insurance | | Maternity benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B / A) | Number (C) | % (C / A) | Number (D) | % (D / A) | Number (E) | % (E / A) | Number (E) | % (F / A) |
| **Permanent employees** | | | | | | | | | | | |
| Male | 10,775 | 10,775 | 100 | 10,775 | 100 | N/A | N/A | 5,688 | 52.8 | 4,025 | 37.4 |
| Female | 866 | 866 | 100 | 866 | 100 | 866 | 100 | N/A | N/A | 622 | 71.8 |
| **Total** | **11,641** | **11,641** | **100** | **11,641** | **100** | **866** | **100** | **5,688** | **52.8** | **4,647** | **39.9** |
| **Other than Permanent employees** | | | | | | | | | | | |
| Male | 241 | 133 | 55.2 | 101 | 41.9 | N/A | N/A | 37 | 15.4 | 5 | 2.1 |
| Female | 70 | 64 | 91.4 | 40 | 57.1 | 70 | 100 | N/A | N/A | 3 | 4.3 |
| **Total** | **311** | **197** | **63.3** | **141** | **45.3** | **70** | **100** | **37** | **15.4** | **8** | **2.6** |

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

| Category | Total (A) | % of workers covered by | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Health insurance | | Accident insurance | | Maternity benefits | | Paternity Benefits | | Day Care Facilities | |
| | | Number (B) | % (B / A) | Number (C) | % (C / A) | Number (D) | % (D / A) | Number (E) | % (E / A) | Number (E) | % (F/ A) |
| **Permanent workers** | | | | | | | | | | | |
| Male | 1,799 | 1,799 | 100 | 1,799 | 100 | N/A | N/A | 1,799 | 100 | 1,799 | 100 |
| Female | 37 | 37 | 100 | 37 | 100 | 37 | 100 | N/A | N/A | 37 | 100 |
| **Total** | **1,836** | **1,836** | **100** | **1,836** | **100** | **37** | **100** | **1,799** | **100** | **1,836** | **100** |
| **Other than Permanent workers** | | | | | | | | | | | |
| Male | 2,610 | 2,172 | 83 | 1,553 | 60 | N/A | N/A | 72 | 2.8 | 2,610 | 100 |
| Female | 225 | 221 | 98 | 107 | 48 | 225 | 100 | N/A | N/A | 225 | 100 |
| **Total** | **2,835** | **2,393** | **84** | **1,660** | **59** | **225** | **100** | **72** | **2.8** | **2,835** | **100** |

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

| Particulars | FY 2024-25 | FY 2023-24 |
|---|---|---|
| Cost incurred on wellbeing measures as a % of total revenue of the Company | 0.19% | 0.17% |

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

| Benefits | FY 2024-25 | | | FY 2023-24 | | |
|---|---|---|---|---|---|---|
| | 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% | N/A | 100% | 100% | N/A |
| ESI | 100% | 100% | Yes | 100% | 100% | Yes |
| Others – please specify | N/A | N/A | N/A | N/A | N/A | N/A |

**3. Accessibility of workplaces**

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

Most of our premises and offices have elevators, wider aisles, and clear pathways facilitating easy movement of differently abled employees.

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

Glenmark is an equal opportunity employer committed to fostering diversity at the workplace, both in its employees and leadership team including differently abled. Diversity, inclusiveness and respect for all stems from our organizational values and are essential to our success. We ensure the collaborative work environment free of discrimination and harassment. At Glenmark, we are committed to maintaining an environment that celebrates our people – their differences, values and contribution. We provide fair remuneration ensuring that the compensation packages are equitable, competitive, and commensurate with the nature of the work performed, as well as the skills, qualifications, and experience of the individual. We adhere to applicable laws and regulations governing wages and maintain transparency in our compensation packages.

Here is the link to our policy-

https://glenmarkpharma.com/responsibility/equal-opportunity-for-all/#:~:text=We%20are%20committed%20to%20the,free%20of%20discrimination%20and%20harassment.

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

| | FY 2024-25 | | FY 2023-24 | |
|---|---|---|---|---|
| | Return to work rate (%) | Retention Rate (%) | Return to work rate (%) | Retention Rate (%) |
| Male | 100% | 84% | 100% | 90% |
| Female | 100% | 74% | 98% | 93% |
| Total | 100% | 83% | 100% | 90% |

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

| Particulars | Yes/No (If Yes, then give details of the mechanism in brief) |
|---|---|
| Permanent Workers | Glenmark has established a robust Employee Grievance Policy and Ethics Portal to ensure the swift and effective resolution of any concerns. Employees have access to multiple reporting channels, including their direct supervisors, HR, the Compliance Officer, the Grievance Officer, and an independently managed Ethics Line. This line allows for confidential or anonymous reporting in various languages.<br>Grievances can be reported easily via phone or through the dedicated web portal at http://glenmark.ethicspoint.com, with contact details prominently displayed at the workplace. Additionally, employees can reach out via email at grievance.officer@glenmarkpharma.com for direct communication.<br>It's important to note that Glenmark's grievance redressal mechanisms extend to both permanent and contractual employees. For those engaged through third-party agencies, grievances should be addressed in accordance with the respective agency's policies. |
| Other than Permanent Workers | |
| Permanent Employees | |
| Other than Permanent Employees | |

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

| Category | FY 2024-25 | | | FY 2023-24 | | |
|---|---|---|---|---|---|---|
| | Total employees / workers in respective category (A) | No. of employees / workers in respective category, who are part of association(s) or Union (B) | % (B / A | Total employees / Workers in respective category (C) | No. of employees / workers in respective category, who are part of association(s) or Union (D) | % (D / C) |
| Male | 10,775 | 112 | 1% | 10,003 | Nil | N/A |
| Female | 866 | 130 | 15% | 796 | Nil | N/A |
| **Total Permanent Employees** | **11,641** | **242** | **2%** | **10,799** | **Nil** | **N/A** |
| | | | | | | |
| Male | 1,799 | 350 | 19% | 1,877 | 359 | 19% |
| Female | 37 | 6 | 16% | 60 | 6 | 10% |
| **Total Permanent Workers** | **1,836** | **356** | **19%** | **1,937** | **365** | **19%** |

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

| Category | FY 2024-25 | | | | | FY 2023-24 | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | On Health and safety measures | | On Skill upgradation | | Total (D) | On Health and safety measures | | On Skill upgradation | |
| | | No. (B) | % (B / A) | No. (C) | % (C / A) | | No. (E) | % (E / D) | No. (F) | % (F / D) |
| **Employees** | | | | | | | | | | |
| Male | 10,775 | 10,775 | 100 | 9,933 | 92 | 10,003 | 10,003 | 100% | 8,506 | 85% |
| Female | 866 | 866 | 100 | 866 | 100 | 796 | 796 | 100% | 796 | 100% |
| **Total** | **11,641** | **11,641** | **100** | **10,799** | **93** | **10,799** | **10,799** | **100%** | **9,302** | **86%** |
| **Workers** | | | | | | | | | | |
| Male | 1,799 | 1,799 | 100 | 1,799 | 100 | 1,877 | 1,877 | 100% | 1,877 | 100% |
| Female | 37 | 37 | 100 | 37 | 100 | 60 | 60 | 100% | 60 | 100% |
| **Total** | **1,836** | **1,836** | **100** | **1,836** | **100** | **1,937** | **1,937** | **100%** | **1,937** | **100%** |

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

| Category | FY 2024-25 | | | FY 2023-24 | | |
|---|---|---|---|---|---|---|
| | Total (A) | No. (B) | % (B / A) | Total (C) | No. (D) | % (D/C) |
| **Employees** | | | | | | |
| Male | 9,419 | 9,419 | 100 | 10,003 | 10,003 | 100% |
| Female | 760 | 760 | 100 | 796 | 796 | 100% |
| **Total** | **10,179** | **10,179** | **100** | **10,799** | **10,799** | **100%** |
| **Workers** | | | | | | |
| Male | 1,329 | 1,329 | 100 | 1,877 | 1,877 | 100% |
| Female | 34 | 34 | 100 | 60 | 60 | 100% |
| **Total** | **1,363** | **1,363** | **100** | **1,937** | **1,937** | **100%** |

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

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

Yes, we have implemented a comprehensive Occupational Health and Safety (OHS) Management System across all our facilities in India, which includes 8 manufacturing sites and 3 R&D centers. This system applies to both permanent and contractual employees. Seven of our eight manufacturing sites are certified to ISO 45001:2018, underscoring our commitment to maintaining the highest standards in health and safety.

Our governance framework rigorously monitors key Environment, Health, and Safety (EHS) performance indicators, with continuous oversight through both internal and external audits to ensure effectiveness. We provide detailed guidelines on onsite emergency preparedness, workplace hazards, and preventive measures. Additionally, we have placed clear safety signage, emergency contact information, evacuation plans, fire alarms, and enforce personal protective equipment (PPE) requirements to proactively manage and mitigate OHS risks.

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

Workplace hazard identification is carried out through various methods, including Risk Assessments (RA), Hazard Identification and Risk Assessment (HIRA), plant safety inspections, Job Safety Analysis (JSA), and Process Hazard Analysis (PHA). For non-routine tasks, we have established comprehensive systems and practices, along with internal guidelines, to ensure 100% compliance with the Permit to Work (PTW) process, which is supported by a prior risk assessment. This process evaluates factors such as the severity and likelihood of potential hazards, the nature of the task, and the surrounding environment. We strongly encourage all employees and workers to report unsafe actions, conditions, incidents, accidents, or near-miss occurrences through various reporting channels. Once hazards are identified, we implement appropriate mitigation strategies to prevent workplace risks.

Hazard Identification & Risk Assessment Process:

- Department heads, in collaboration with the EHS head, are responsible for identifying hazards and assessing the associated risks related to their activities and equipment, and for implementing corrective actions as needed.
- To assess risk levels, we use Croner's "nomogram" tool, which factors in the likelihood of occurrence, frequency of exposure, severity, potential harm, and property damage. Based on the identified risks, we apply a combination of engineering, administrative, and PPE controls to eliminate or reduce the risk to an acceptable level.
- We involve employees at all levels in the hazard identification process and assign them responsibility for risk mitigation in the workplace. This collaborative approach strengthens our overall safety culture.
- The site leadership team, which includes plant heads and department heads, undergoes training in the IS14489 OHS auditing standard. Employees also receive ISO 45001 Internal Auditor training to enhance their ability to identify hazards and risks within plant premises. OHS inspections are conducted daily by the EHS head in coordination with area owners, weekly by the plant head, and monthly by other department heads. The findings from these inspections are reviewed every weekend by the Global EHS head and the Global Manufacturing head to ensure compliance. On a monthly basis, the same information is presented to the President of Operations for further review.

- We regularly conduct Safety Champions programs and hold monthly reviews of EHS performance metrics and ongoing campaigns to ensure continuous improvement.
- Our internal Standard Operating Procedure (SOP) on “Risk Assessment and Safe Working Procedure” ensures a structured approach to risk management.
- Additionally, we conduct annual assessments of Global Safety Programs across all sites to ensure the ongoing effectiveness of our safety initiatives.

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

Yes, we have implemented robust and well-established systems, processes, and practices that enable workers to report work-related hazards effectively. Dedicated safety committees are in place to identify workplace risks and hazards, recommend and implement corrective actions, support management in achieving safety standards, and oversee the investigation and documentation of incidents. To support hazard reporting and allow workers to remove themselves from unsafe situations, the following initiatives are in place:

- Monthly Safety Campaigns are conducted on topics such as electrical safety, emergency equipment, emergency preparedness, machine guarding, the Permit to Work (PTW) system, chemical safety, Lock Out Tag Out & Try Out (LOTO), hand and finger protection, road safety and traffic management, safe behavior, and working at height. These campaigns aim to reduce incident rates and enhance awareness among all employees and workers.
- Through the Safety Champion Programme, employees and workers who identify unsafe acts and unsafe conditions (UA & UC), report them via the online portal, or conduct Tool Box Talks (TBT) are recognized and rewarded for their contributions to workplace safety.
- Global Safety Programs have been implemented across all Glenmark facilities, with regular assessments conducted. These 16 programs include Contractor Safety, Chemical Safety, Working at Height Safety, Lock Out Tag Out System Safety, Electrical Safety, Confined Space Safety, Machine Guarding Safety, Emergency Preparedness & Response, Management of Change Control, Personal Protective Equipment, Occupational Health Management, Industrial Hygiene, Traffic Management, Ergonomics, Process Safety, and Lifting Tools & Tackles. Several of these programs have been digitalized through the launch of e-learning modules on topics such as Chemical Safety, Machine Guarding, Contractor Safety, Lock Out Tag Out, and Confined Space Entry to ensure ease of access and effective learning.
- Monthly EHS Performance Assessments are conducted based on various Environmental, Health, and Safety (EHS) indicators, and high-performing individuals are recognized as “Best EHS Performers.”
- Behavior-Based Safety Surveys have been carried out at select locations through interviews focused on EHS parameters, targeting top and middle management as well as value chain partners.
- The British Safety Council conducted a gap audit at the Chhatrapati Sambhaji Nagar (Aurangabad) site, further strengthening our safety evaluation processes.British Safety Council has conducted gap audit and hand-holding sessions for Chhatrapati Sambhaji Nagar (Aurangabad) site.
- Conducted training on “Control of Substances Hazardous to Health” (COSHH) to Site EHS leads
- Conducted site inspection & interaction with Senior Leadership team at Baddi & Indore site to design safety leadership program through external agency.
- Conducted Safety leadership workshop at Baddi & Indore for developing safety culture at site
- Conducted Well-being workshop at Head Office and Chhatrapati Sambhaji nagar site for Senior Management.
- A Near-Miss and Hazard Management Online Portal has been established, enabling employees to report near-miss incidents and hazards. This system ensures timely risk evaluation and corrective actions. An internal SOP titled “Reporting of Near-Miss & Hazard and Implementation of Corrective Action Through Online Portal” is available on the company intranet to guide the process.
- Training Programs on incident investigation and root cause analysis have been delivered by external health and safety experts to enhance internal capability.

- OHS Inspections are regularly carried out at sites by Department Heads and Site Leaders to identify hazards early and implement corrective measures before incidents occur.
- Safety Committee Meetings serve as an essential platform for employees to raise safety concerns, which are then discussed and resolved to mitigate associated risks.

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

Yes, we regularly organize medical camps and health screenings aimed at detecting non-work-related health conditions and ensuring timely treatment. To further support the overall well-being of our employees and workers, we also conduct various wellness initiatives, including sessions on nutrition, fitness activities, yoga programs, and health and safety awareness training

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

| Safety Incident/Number | Category | FY 2024-25 | FY 2023-24 |
|---|---|---|---|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0.22 | 0.08 |
| | Workers | 0.48 | 0 |
| Total recordable work-related injuries | Employees | 3 | 3 |
| | Workers | 4 | 1 |
| No. of fatalities | Employees | 0 | 0 |
| | Workers | 0 | 0 |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | 0 | 0 |
| | Workers | 0 | 0 |

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

We are committed to ensuring workplace safety by embedding a "Safety is everyone's duty" mindset across all levels of the organization, from management to operational employees. Our manufacturing sites are ISO 45001:2018 certified, following the "Plan, Do, Check, Act" framework to manage OHS risks such as falls, fire, equipment injuries, and toxic exposure. We employ robust mechanisms like Global Safety Programs, the Work Permit System, regular OHS inspections, real-time Near-Miss & Hazard reporting, and emergency response drills to continuously enhance safety standards. This collaborative approach has cultivated a strong, adaptable safety culture that drives ongoing improvements in employee health and safety.

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

| | FY 2024- 25 | | | FY 2023-24 | | |
|---|---|---|---|---|---|---|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working Conditions | Nil | N/A | N/A | Nil | N/A | N/A |
| Health & Safety | Nil | N/A | N/A | Nil | N/A | N/A |

**14. Assessments for the year:**

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

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

We conduct regular internal safety audits across all our facilities, implementing corrective actions based on the audit findings. Seven of our eight manufacturing sites hold ISO 45001:2018 certification, underscoring our dedication to safety excellence. To ensure preparedness, we organize regular mock drills and safety training for all employees and workers. We have established an emergency response team, trained to handle any crisis, with ongoing training in first aid, firefighting, and other critical safety procedures. Furthermore, we host awareness sessions on safety topics to continually engage and educate our workforce, ensuring a strong culture of safety at every level.

### Leadership Indicators

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

   Yes. We have 3 life insurance policies covering all employees and workers of Glenmark Pharmaceuticals Limited which include Group Term Life Insurance, Term life in lieu of EDLI and Group Personal Accident.

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

   We ensure that statutory dues as applicable to the transactions within its remit are deducted and deposited in accordance with the applicable regulations. The Company also expects its value chain partners to uphold business responsibility principles and values of transparency and accountability by timely payment of statutory dues.

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

| | Total no. of affected employees/ workers | | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment | |
|---|---|---|---|---|
| | FY 2024-25 | FY2023-24 | FY 2024-25 | FY 2023-24 |
| Workers | Nil | Nil | Nil | Nil |
| Employees | Nil | Nil | Nil | Nil |

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

   No

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

| | % of value chain partners (by value of business done with such partners) that were assessed |
|---|---|
| Health and Safety Practices | 100% |
| Value Chain Partners | 100% |

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

   Not Applicable

## PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

### Essential Indicators

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

   The process of identifying and engaging with stakeholders at Glenmark follows four key steps: stakeholder identification, review, communication channels, and engagement frequency.

   - Stakeholder Identification: We identify relevant stakeholders based on factors like impact, interest, legitimacy, influence, and criticality. Each stakeholder group has distinct concerns, needs, expectations, and priorities.
   - Review Process: We periodically review and update the stakeholder identification process to reflect their feedback and any significant operational or strategic changes within the organization.
   - Communication Channels: The communication channels we use are tailored to each stakeholder group, considering their type, accessibility, and size. These include one-on-one meetings, virtual and in-person sessions, site visits, surveys, feedback, and focused group discussions.

- Frequency of Engagement: The frequency of engagement with each stakeholder group is determined by their specific needs, as identified through the stakeholder review process, ensuring effective and relevant communication.

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

Please refer the Integrated Annual Report for the FY 2025.

### Leadership Indicators

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

We engage with relevant stakeholders as needed, following our stakeholder engagement plan, to gather insights on economic, environmental, and social matters regularly. Feedback is collected through various channels, including physical meetings, virtual calls, emails, surveys, and phone conversations. This input is periodically presented to the Board to inform decision-making on key sustainability issues.

**2. Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes / No). If so, provide details of instances as to how the input received from stakeholders on these topics was incorporated into policies and activities of the entity.**

We have identified key Environment, Social, and Governance (ESG) issues through a thorough materiality assessment. This process involved surveys of our employees and senior management, an analysis of relevant sustainability frameworks, and benchmarking against industry peers. We gathered valuable stakeholder input through targeted questionnaires, allowing us to prioritize the most critical ESG topics. Our business strategy, goals, and targets are strategically aligned with these material issues to ensure a focused and impactful approach.

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

We are committed to supporting and empowering society's underrepresented and disadvantaged groups. Recognizing the unique challenges faced by women, differently abled individuals, and other vulnerable populations, GPL places special emphasis on addressing their needs. Our CSR initiatives focus on critical areas such as education, health and hygiene, environmental sustainability, and the welfare of women and children. These efforts are specifically designed to uplift underprivileged, marginalized, and vulnerable communities. Throughout the reporting period, no significant issues were reported by these stakeholder groups, reflecting the effectiveness of our inclusive approach.

## PRINCIPLE 5 Businesses should respect and promote human rights

### Essential Indicators

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

| Category | FY 2024-25 | | | FY 2023-24 | | |
|---|---|---|---|---|---|---|
| | Total (A) * | No. of employees / workers covered (B) | % (B / A) | Total (C) | No. of employees' workers covered (D) | % (D / C) |
| **Employees** | | | | | | |
| Permanent | 11,641 | 5,594 | 48% | 10,799 | 10,799 | 100% |
| Other than permanent | 311 | Nil | N/A | 120 | Nil | N/A |
| **Total Employees** | **11,952** | **5,594** | **47%** | **10,919** | **10,799** | **98.90%** |
| **Workers** | | | | | | |
| Permanent | 1,836 | 1,836 | 100% | 1,937 | 1,937 | 100% |
| Other than permanent | 2,835 | Nil | N/A | 3,431 | Nil | N/A |
| **Total Workers** | **4,671** | **1,836** | **39.3** | **5,368** | **1,937** | **36.08%** |

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

| Category | FY 2024-25 | | | | | | FY 2023-24 | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | Equal to Minimum Wage | | More than Minimum Wage | | Total (D) | Equal to Minimum Wage | | More than Minimum Wage | |
| | | No. (B) | % (B / A) | No. (C) | % (C / A) | | No. (E) | % (E / D) | No. (F) | % (F / D) |
| **Employees** | | | | | | | | | | |
| **Permanent** | | | | | | | | | | |
| Male | 10,775 | 220 | 2% | 10,555 | 98% | 10,003 | 163 | 1.63% | 9,840 | 98.37% |
| Female | 866 | 32 | 4% | 834 | 96% | 796 | 26 | 3.27% | 770 | 96.70% |
| **Other than Permanent** | | | | | | | | | | |
| Male | 241 | 132 | 55% | 109 | 45% | 66 | 64 | 96.97% | 2 | 3.03% |
| Female | 70 | 18 | 26% | 52 | 74% | 54 | 52 | 96.20% | 2 | 3.70% |
| **Workers** | | | | | | | | | | |
| **Permanent** | | | | | | | | | | |
| Male | 1,799 | 373 | 21% | 1,426 | 79% | 1,877 | 310 | 16.52% | 1,567 | 83.48% |
| Female | 37 | 23 | 62% | 14 | 38% | 60 | 26 | 43.3% | 34 | 56.67% |
| **Other than Permanent** | | | | | | | | | | |
| Male | 2,610 | 984 | 38% | 1,626 | 62% | 3,029 | 1,059 | 34.96% | 1,970 | 65.04% |
| Female | 225 | 99 | 44% | 126 | 56% | 402 | 126 | 31.34% | 276 | 68.66% |

**3. Details of remuneration/ salary/ wages**

a. Median remuneration/ wages

| Category | Male | | Female | |
|---|---|---|---|---|
| | Number | Median remuneration/ salary/ wages of respective category | Number | Median remuneration/ salary/ wages of respective category |
| Board of Directors (BoD) | 2 | ₹ 162,840,046 | 1 | ₹ 62,247,822.15 |
| Key Managerial Personnel | 1 | ₹ 6,281,621 | 0 | |
| Employees other than BoD and KMP | 10772 | ₹ 10,29,583 | 865 | ₹ 1,375,135 |
| Workers | 1799 | ₹ 503,718 | 37 | ₹ 426,967 |

**Note:**

- We have one Key Managerial Personnel (KMP), wherein all our Board of Directors (BoDs) also serve as KMPs.
- The sitting fees paid to Non-Executive Directors are excluded from the calculation of median remuneration.

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

| Particulars | FY 2024-25 | FY 2023-24 |
|---|---|---|
| Gross wages paid to females as a % of total wages | 9.40% | 9.45% |

**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

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

The Company has established a grievance redressal mechanism to address any complaints related to human rights violations. All employees and workers are encouraged to report concerns involving injustice, unfair treatment, criticism, or violations of dignity. Any breach of human rights, as outlined in Glenmark's Human Rights Policy Statement, should be reported to the local HR department or the Glenmark legal team at globalcompliance@glenmarkpharma.com. We are committed to promptly investigating and addressing these concerns, ensuring appropriate action is taken in response to any confirmed violations.

The Glenmark Human Rights Policy Statement is available at: https://glenmark.b-cdn.net/gpl_pdfs/about_us/Human%20Rights%20Policy_A.pdf

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

| Particulars | FY 2024-25 | | | FY 2023-24 | | |
|---|---|---|---|---|---|---|
| | Filed | Pending | Remarks | Filed | Pending | Remarks |
| Sexual Harassment | 4 | 0 | N/A | 5 | Nil | N/A |
| Discrimination at workplace | Nil | Nil | N/A | Nil | Nil | N/A |
| Child Labor | Nil | Nil | N/A | Nil | Nil | N/A |
| Forced labor/ Involuntary labor | Nil | Nil | N/A | Nil | Nil | N/A |
| Wages | Nil | Nil | N/A | Nil | Nil | N/A |
| Other human rights related issues | 19 | 3 | N/A | 18 | 3 | N/A |

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

| Particulars | FY 2024-25 | FY 2023-24 |
|---|---|---|
| Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 4 | 5 |
| Complaints on POSH as a % of female employees / workers | 0.44% | 0.58% |
| Complaints on POSH upheld | 4 | 5 |

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

We have established robust mechanisms to protect complaints in cases of discrimination and harassment:

- Implemented an Employee Grievance Redressal Policy and a Prevention of Sexual Harassment (POSH) Policy specifically to address such issues.
- Employees are encouraged to raise concerns freely and without fear of retaliation. We strictly prohibit any form of negative treatment towards individuals who report issues in good faith.
- Any person found retaliating against a complainant will face corrective measures, which may include disciplinary actions up to and including termination of employment or contract.
- In line with Glenmark's Human Rights Policy Statement, no reprisal or retaliatory action will be taken against employees who report human rights violations.
- All reports of discrimination and harassment are handled with strict confidentiality and resolved promptly.
- Additionally, we regularly provide comprehensive training on human rights and prevention of sexual harassment to all employees and workers.

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

Yes. Human rights requirements are an integral part of our business agreements and contracts. Our Supplier Code of Conduct mandates that all suppliers prohibit child labor, forced labor, human trafficking, and modern-day slavery. It also requires suppliers to avoid discrimination based on race, color, gender, age, nationality, religion, sexual orientation, or marital status, with compliance monitored through periodic audits. Additionally, suppliers must comply with all applicable laws and industry standards related to wages, overtime, and mandated benefits.

**10. Assessments for the year:**

| % of your plants and offices that were assessed (by entity or statutory authorities or third parties) | |
|---|---|
| Child labour | 100% |
| Forced/involuntary labour | 100% |
| Sexual harassment | 100% |
| Discrimination at workplace | 100% |
| Wages | 100% |
| Working Conditions | 100% |
| Health and Safety | 100% |

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

No significant risks/concerns identified during the assessment.

## Leadership Indicators

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

We routinely review our business processes to ensure they align with our commitment to human rights, particularly in addressing grievances and complaints. Our current Human Rights Policy effectively identifies, addresses, and mitigates all known risks related to human rights.

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

We have established a comprehensive human rights due diligence process to proactively identify and address potential violations within our operations, including child labor, forced labor, discrimination, harassment, and restrictions on freedom of association. Our core values serve as the foundation of a responsible and esteemed organization, guiding us to conduct business with utmost respect for the dignity and fundamental rights of our workforce. We ensure strict compliance with all applicable statutory laws, human rights directives, and internal codes of conduct, which are rigorously reviewed on a quarterly basis.

During the current reporting period, we assessed 100% of our operations for adherence to human rights standards and have provided specialized training on relevant laws and practices to all employees. We are committed to aligning our business practices with the principles set forth in the United Nations Universal Declaration of Human Rights, and we expect all individuals working for or on behalf of Glenmark to uphold these principles. Our Human Rights Policy underscores respect for all human rights, the elimination of discriminatory practices, the promotion of diversity, the prohibition of child and forced labor, and the provision of a safe, healthy, and transparent working environment where open communication is encouraged and respected globally.

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

Yes, the premises and offices of the Company are accessible to differently abled visitors as per the requirements of the Rights of Persons with Disabilities Act, 2016. The offices have necessary infrastructure arrangements facilitating easy access to differently abled visitors.

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

| % of value chain partners (by value of business done with such partners) that were assessed | |
|---|---|
| Child labour | 100% |
| Forced/involuntary labour | 100% |
| Sexual harassment | 100% |
| Discrimination at workplace | 100% |
| Wages | 100% |
| Working Conditions | 100% |
| Health and Safety | 100% |

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

At our Company, we place a strong emphasis on workplace safety. We conduct internal audits on a regular basis to monitor safety-related parameters across our premises, and we take corrective actions promptly based on the findings. Currently, 7 out of our 8 manufacturing facilities are ISO 45001:2018 certified, and we undergo third-party audits every year as part of maintaining this certification.

We also conduct regular mock drills and safety training sessions to ensure our employees and workers are well-prepared for any emergencies. We've formed an Emergency Response Team (ERT) made up of trained employees who are equipped to handle emergencies on-site. They receive ongoing training in areas such as first aid, firefighting, and other essential emergency procedures.

In addition, we organize periodic awareness sessions to educate our teams on key safety practices and relevant safety topics. These efforts help us build a strong safety culture across all our facilities and ensure the well-being of everyone on site.

## PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

**1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

| Parameter | FY 2024-25 | FY 2023-24 |
|---|---|---|
| **From renewable sources** | | |
| Total electricity consumption (A) (GJ) | 16,602 | 18,481 |
| Total fuel consumption (B) (GJ) | 22,097 | 8,958 |
| Energy consumption through other sources (C) (GJ) | Nil | Nil |
| **Total energy consumed from renewable sources (A+B+C) (GJ)** | **38,699** | **27,439** |
| From non-renewable sources | | |
| Total electricity consumption (D) (GJ) | 3,77,263 | 3,50,055 |
| Total fuel consumption (E) (GJ) | 1,54,524 | 1,36,968 |
| Energy consumption through other sources (F) (GJ) | Nil | Nil |
| Total energy consumed from nonrenewable sources (D+E+F) (GJ) | 5,31,787 | 4,87,023 |
| **Total energy consumed (A+B+C+D+E+F) (GJ)** | **5,70,486** | **5,14,462** |
| Energy intensity per rupee of turnover (Total energy consumed in GJ / Revenue from operations in INR Crores) | 62 | 65 |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (GJ)<br>(Total energy consumed in GJ / Revenue from operations adjusted for PPP in USD terms | 1,277 | 1,460 |
| Energy intensity in terms of physical output (GJ/MT of Production) | 38 | 34 |

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

Yes, reasonable level of assurance for BRSR core indicators has been carried out by an external agency for FY2024-25. The external agency is DNV Business Assurance India Private Limited.

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

Not applicable

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

| Parameter | FY 2024-25 | FY 2023-24 |
|---|---|---|
| Water withdrawal by source (in kiloliters) | | |
| (i) Surface water | 4,036 | 5,182 |
| (ii) Groundwater | 2,88,064 | 2,65,516 |
| (iii) Third party water | 2,37,532 | 2,04,066 |
| (iv) Seawater / desalinated water | Nil | Nil |
| (v) Others | Nil | Nil |
| Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v) | 5,29,632 | 4,74,764 |
| **Total volume of water consumption (in kiloliters)** | **5,07,302** | **4,67,791** |
| **Water intensity per rupee of turnover** (Total water consumption in KL / Revenue from operations in INR Crores) | 55 | 59 |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption in KL / Revenue from operations adjusted for PPP in USD terms) | 1,136 | 1,328 |
| **Water intensity in terms of physical output (KL/MT of production)** | **34** | **31** |

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

Yes, reasonable level of assurance for BRSR core indicators has been carried out by an external agency for FY2024-25. The external agency is DNV Business Assurance India Private Limited.

**4. Provide the following details related to water discharged:**

| Parameter | FY 2024-25 | FY 2023-24 |
|---|---|---|
| Water discharge by destination and level of treatment (in kiloliters) | | |
| (i) To Surface water | N/A | N/A |
| - No treatment | N/A | N/A |
| - With treatment – please specify level of treatment | N/A | N/A |
| (ii) To Groundwater | N/A | N/A |
| - No treatment | N/A | N/A |
| - With treatment – please specify level of treatment | N/A | N/A |
| (iii) To Seawater | N/A | N/A |
| - No treatment | N/A | N/A |
| - With treatment – please specify level of treatment | N/A | N/A |
| (iv) Sent to third parties | N/A | N/A |
| - No treatment | N/A | N/A |
| - With treatment – Tertiary Treatment | 22,330 | 6,973 |
| (v) Others | N/A | N/A |
| - No treatment | N/A | N/A |
| - With treatment – please specify level of treatment | N/A | N/A |
| **Total water discharged (in kiloliters)** | **22,330** | **6,973** |

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

Yes, reasonable level of assurance for BRSR core indicators has been carried out by an external agency for FY2024-25. The external agency is DNV Business Assurance India Private Limited.

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

All GPL manufacturing facilities, with the exception of Taloja and Baddi, have implemented Zero Liquid Discharge (ZLD) systems on-site. Wastewater generated from operations is treated and reused for various activities, including utility operations and gardening, effectively minimizing freshwater consumption.

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

| Parameter | FY 2024-25 | FY 2023-24 |
|---|---|---|
| NOx | 120 | 121 |
| SOx | 9 | 43 |
| Particulate Matter (PM) | 71 | 58 |
| Persistent organic pollutants (POP) | N/A | N/A |
| Volatile organic compounds (VOC) | N/A | N/A |
| Hazardous air pollutants (HAP) | N/A | N/A |
| Others – ozone-depleting substances (HCFC - 22 or R-22) | N/A | N/A |

* In FY 2024, we reported the figures for the main plant in mg/Nm3 unit using the latest monthly report as a reference. However, this year we are reporting annual data for all our manufacturing plants and R&D centers within the reporting boundary in tonnes/annum.

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

No. It is not applicable

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

| Parameter | Unit | FY 2024-25 | FY 2023-24 |
|---|---|---|---|
| **Total Scope 1 emissions** (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) | Metric tons of CO2 equivalent | 17,263 | 15,240 |
| **Total Scope 2 emissions*** (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) | Metric tons of CO2 equivalent | 76,186 | 69,622 |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) | Metric tons of CO2 equivalent / INR Crores | 10 | 11 |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP in USD terms) | Metric tons of CO2 equivalent / INR Crores adjusted for PPP | 209 | 241 |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output | Metric tons of CO2 equivalent / MT of Production | 6 | 6 |

*We have calculated our Scope 2 emissions using a market-based approach.

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

Yes, reasonable level of assurance for BRSR core indicators has been carried out by an external agency for FY 2024-25. The external agency is DNV Business Assurance India Private Limited.

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

We have initiated several projects aimed at reducing greenhouse gas emissions across multiple sites. At the Baddi facility, we have installed a briquette boiler, while both the Goa Main and Hormone sites have transitioned to Piped Natural Gas to fulfill their boiler fuel requirements. Additionally, Glenmark has entered into an agreement with O2 Renewable Energy XXIV Private Limited to secure open access to solar power for its CSN and Nashik plants. This initiative is expected to provide approximately 6.2 MW of power, which will account for around 52% of the electricity consumed at these facilities. The investment of approximately INR 2 crore is projected to deliver a payback period of about 12 months and reduce carbon emissions by approximately 10% of GPL's total emissions.

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

| Parameter | FY 2024-25 | FY 2023-24 |
|---|---|---|
| **Total waste generated (in metric tons)** | | |
| Plastic waste (A) | 276 | 715 |
| E-waste (B) | 9 | 3 |
| Bio-medical waste (C) | 26 | 19 |
| Construction and demolition waste (D) | 167 | 196 |
| Battery waste (E) | 11 | 6 |
| Radioactive waste (F) | 0 | 0 |
| Other Hazardous waste. (Chemical Sludge, Date Expired products, Off-Specification products, Used/Spent Oil, Process Waste residue containing Oil etc.) Please specify, if any. (G) | 1,220 | 1,120 |
| Other Non-hazardous waste generated (H). (Uncontaminated Metal & non-metallic scrap, plastic scrap, wooden scrap, paper scrap, wooden scrap etc.) Please specify, if any.<br>(Break-up by composition i.e. by materials relevant to the sector) | 2,099 | 1,772 |
| **Total (A+B + C + D + E + F + G + H)** | **3,808** | **3,831** |
| **Waste intensity per rupee of turnover**<br>(Total waste generated in MT / Revenue from operations in INR Crores) | 0.41 | 0.48 |
| **Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)**<br>(Total waste generated in MT / Revenue from operations adjusted for PPP in USD terms) | 8.53 | 11 |
| **Waste intensity in terms of physical output (Waste generated in MT/ MT of production)** | 0.26 | 0.25 |
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons) | | |
| **Category of waste** | | |
| (i) Recycled | 2,548 | 2,706 |
| (ii) Re-used | Nil | Nil |
| (iii) Other recovery operations | Nil | Nil |
| **Total** | **2,548** | **2,706** |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tons) | | |
| Category of waste | | |
| (i) Incineration | 156 | 163 |
| (ii) Landfilling | 0 | 45 |
| (iii) Other disposal operations (Pre-processing, Co-processing & Recycling) | 1,058 | 917 |
| **Total** | **1,214** | **1,125** |

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

Yes, reasonable level of assurance for BRSR core indicators has been carried out by an external agency for FY2024-25. The external agency is DNV Business Assurance India Private Limited.

**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.**

We have established a comprehensive waste management plan and standard operating procedures (SOPs) for handling various types of waste across all its sites. We prioritize the segregation of waste, energy recovery through co-processing, and the safe disposal of any residual waste. Approximately 69% of our total waste is diverted for energy recovery through co-processing, utilizing waste as an alternative fuel. All manufacturing and R&D facilities have successfully achieved Zero Waste-To-Landfill status.

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

Not applicable.

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

Not applicable.

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

Yes. The Company is compliant with all the applicable environmental laws / regulations / guidelines in India.

## Leadership Indicators

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

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

**(i) Name of the area:** Pithampur

**(ii) Nature of operations:** Manufacturing Unit

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

| Parameter | FY 2024-25 | FY 2023-24 |
|---|---|---|
| **Water withdrawal by source (in kiloliters)** | | |
| (i) Surface water | Nil | Nil |
| (ii) Groundwater | Nil | Nil |
| (iii) Third party water | 1,02,606 | 1,00,876 |
| (iv) Seawater / desalinated water | Nil | Nil |
| (v) Others | Nil | Nil |
| **Total volume of water withdrawal (in kiloliters)** | **1,02,606** | **1,00,876** |
| **Total volume of water consumption (in kiloliters)** | 1,02,606 | 1,00,876 |
| **Water intensity per rupee of turnover (Water consumed / revenue from operations in INR Crores)** | 11 | 13 |
| **Water discharge by destination and level of treatment (in kiloliters)** | | |
| (i) Into Surface water | N/A | N/A |
| - No treatment | | |
| - With treatment | | |
| (ii) Into Groundwater | | |
| - No treatment | | |
| - With treatment | | |
| (iii) Into Seawater | | |
| - No treatment | | |
| - With treatment | | |
| (iv) Sent to third parties | | |
| - No treatment | | |
| - With treatment | | |
| (v) Others | | |
| - No treatment | | |
| - With treatment | | |
| **Total water discharged (in kiloliters)** | | |

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

No

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

| Parameter | Unit | FY 2024-25 | FY 2023-24 |
|---|---|---|---|
| **Total Scope 3 emissions** (Break-up of the GHG into $CO_2$, $CH_4$, $N_2O$, HFCs, PFCs, $SF_6$, NF3, if available) | Metric tons of $CO_2$ equivalent | 1,56,645 | 1,70,970 |
| **Total Scope 3 emissions per rupee of turnover** | tCO2 eq/Revenue in Million INR | 17 | 22 |
| **Total Scope 3 emission intensity** | tCO2 eq/FTE | N/A | N/A |

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

No. It is not applicable.

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

Not applicable

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

| Sr. No | Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|---|---|---|---|
| 1 | Switching from thermal energy to renewable energy | • Installation of rooftop of solar power plants.<br>• Sourcing of solar energy for Taloja & Mahape facilities. | Reduction of GHG emission through sourcing of renewable energy |
| 2 | Deployment of energy efficient equipment | Replacement of energy intensive equipment with energy efficient equipment and automation of processes to conserve energy sources. | Energy conservation |

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

Yes, we have developed a comprehensive Disaster Management Plan / Onsite Emergency Plan that outlines various important components, including the organizational structure, factory layout, objectives, processes, process hazards and their control measures, natural disaster preparedness, environmental impact assessment, emergency evacuation protocols, emergency declaration procedures, plant safe shutdown procedures, and an organogram for the emergency action plan.

The Company has clearly defined responsibilities, assembly points, medical arrangements, Material Safety Data Sheets (MSDS), external contact numbers, and crucial mutual aid contacts to ensure efficient operations during any emergency.

In the event of business disruptions, we have implemented risk mitigation strategies, complete with standard operating procedures and detailed guidelines outlining roles and responsibilities, as well as action plans for timely responses. These plans are tailored to address commonly identified business disruption risks, focusing on aspects such as “responding to,” “mitigating the effects of,” and “restoring” operations safely and responsibly. The action plans include specific measures to address identified risks, aiming to prevent casualties and injuries, facilitate swift relief and rescue operations as needed, and expedite the return to normal operations.

Moreover, all employees and contract workers receive training to effectively respond to emergencies or disasters.

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

No adverse impact to the environment arising from our value chain.

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

Out of 760 suppliers for raw materials and packaging materials, 185 are classified as critical suppliers, for whom the Company has assessed environmental impacts. These critical suppliers account for 90% of the total value of business among our value chain partners.

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

Nil

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

### Essential Indicators

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

7

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

| Sr. No. | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/ National) |
|---|---|---|
| 1. | Indian Pharmaceutical Alliance (IPA) | National |
| 2. | Indian Drug Manufacturers' Association (IDMA) | National |
| 3. | Pharmaceuticals Export Promotion Council (PHARMEXCIL) | National |
| 4. | Federation of Indian Chambers of Commerce and Industry (FICCI) | National |
| 5. | Federation of Pharma Entrepreneurs (FOPE) | National |
| 6. | Bombay Chamber of Commerce and Industry (BCCI) | State |
| 7. | Swiss-Indian Chamber of Commerce (SICC) | National |

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

| Name of authority | Brief of the case | Corrective action taken |
|---|---|---|
| Not Applicable | | |

### Leadership Indicators

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

| Sr. No. | Public policy advocated | Method resorted for such advocacy | Whether information available in public domain? (Yes/ No) | Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others) | Web Link, if available |
|---|---|---|---|---|---|
| 1 | Strengthening innovation and pharmaceutical R&D landscape of the domestic pharmaceutical sector | Representation directly and through industry associations | No | Periodically | N/A |

| Sr. No. | Public policy advocated | Method resorted for such advocacy | Whether information available in public domain? (Yes/ No) | Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others) | Web Link, if available |
|---|---|---|---|---|---|
| 2 | Focus on quality and strengthening regulatory measures against spurious/ counterfeit products in the market | Representation directly and through associations | No | Periodically | N/A |
| 3 | Advocacy on rationalization of regulatory procedures, pharmaceutical pricing, reducing global trade related barriers to ensure timely access to affordable medicines | Representation through associations | No | Periodically | N/A |

## PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

### Essential Indicators

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

   Not Applicable

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

   Not Applicable

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

   The CSR partners regularly interact with local communities to address grievances and provide solutions. They also organize awareness campaigns and oversee the execution of various Corporate Social Responsibility (CSR) projects and initiatives.

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

| Particulars | FY 2024-25 | FY 2023-24 |
|---|---|---|
| Directly sourced from MSME/ small producers | 7% | 7% |
| Directly from within India | 70% | 78% |

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 2024-25 | FY 2023-24 |
|---|---|---|
| Rural | 0.02% | 0.03% |
| Semi-urban | 11.60% | 11.16% |
| Urban | 22.48% | 23.41% |
| Metropolitan | 65.90% | 65.40% |

### Leadership Indicators

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

   Not Applicable.

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

In the financial year 2024–25, we successfully implemented CSR initiatives in the aspirational districts of Khandwa (Madhya Pradesh), Nandurbar (Maharashtra), Khunti (Jharkhand) and Darrang (Assam) reaffirming our commitment to inclusive and sustainable community development in underserved regions.

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

No, the Company does not have any preferential procurement policy.

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

Not Applicable

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

Not Applicable

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

| S. No. | Intellectual Property based on traditional knowledge | Owned/ Acquired (Yes/No) | Benefit shared (Yes / No) | Basis of calculating benefit share |
|---|---|---|---|---|
| Not Applicable | | | | |

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

| Name of the Authority | Brief of the case | Corrective action taken |
|---|---|---|
| Not Applicable | | |

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

| CSR Project | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalized groups |
|---|---|---|
| Details of the beneficiaries impacted through our CSR initiatives are presented in the 'Social and Relationship Capital' section of this Integrated Report. Our CSR efforts are designed to serve the economically and socially disadvantaged communities across both rural and urban geographies. | | |

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

### Essential indicators

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

We have established clear mechanisms to capture feedback and respond effectively to consumer concerns promptly across all markets where we operate. These include:

- Multiple Access Points: Consumers can raise product-related concerns through our common mailbox (details can be found on our corporate website), or via local country office websites, phone numbers, and dedicated mailboxes.
- Dedicated Helplines: We have call centers in the USA, India, UK, Netherlands, and Germany to provide direct support for complaints and feedback from consumers in these regions.
- Active Follow-up: Each complaint is monitored with the help of dedicated teams in the respective country. Our local pharmacovigilance staff reaches out for consent and further details when needed to ensure a complete understanding of the issue.
- Transparent Resolution: After resolving a complaint, the consumer is informed of the outcome, closing the loop with clarity.

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

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

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

| Particulars | FY 2024-25 | | | FY 2023-24 | | |
|---|---|---|---|---|---|---|
| | Received during the year | Pending resolution at the end of the year | Remarks | Received during the year | Pending resolution at the end of the year | Remarks |
| Data privacy | Nil | Nil | N/A | Nil | Nil | N/A |
| Advertising | Nil | Nil | N/A | Nil | Nil | N/A |
| Cybersecurity | Nil | Nil | N/A | Nil | Nil | N/A |
| Delivery of essential services | Nil | Nil | N/A | Nil | Nil | N/A |
| Restrictive trade practices | Nil | Nil | N/A | Nil | Nil | N/A |
| Unfair trade practices | Nil | Nil | N/A | Nil | Nil | N/A |
| Others | 3,717 | 365 | N/A | 2,666 | 356 | N/A |

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

| | Number | Reason for Recall |
|---|---|---|
| Voluntary Recall | 24 | Out of Specification for various tests, Nitrosamine Impurities and Product quality complaints. |
| Forced Recall | 0 | - |

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

Yes, we have well-defined policies and procedures in place to safeguard sensitive medical and personal information and prevent unauthorized access. Our Privacy Policy and related protocols are accessible to employees and relevant stakeholders via the Company's intranet.

**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:**

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

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

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

Nil, no incidents of data breaches occurred.

## Leadership Indicators

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

   https://glenmarkpharma.com/product-overview/

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

   We comply with all relevant regulatory requirements by providing our stakeholders with information on the appropriate and safe use of our products. Safe usage details are mentioned on all our product packaging and labels.

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

   We have defined processes to inform stakeholders about any risk of disruption or discontinuation of our products.

   - In line with regulatory requirements, including those set by the National Pharmaceutical Pricing Authority, we issue a public notice for relevant stakeholders and inform the Government in advance before discontinuing any scheduled formulation.
   - In order to ensure minimum disruption of access of medicines to patients, the Company has also implemented certain anti- counter feating measures for some of the critical products.
   - As we operate in a well-established market where therapeutic alternatives are readily available, continuity of care is ensured even in the event of a product discontinuation.

     No major disruption or discontinuation of our services was reported in FY 2025.

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

   Our product labelling complies with all applicable regulatory requirements, and includes additional information where required based on the nature of the product and its packaging.

   We also track customer satisfaction through service-level surveys and ongoing monitoring to ensure service excellence. Beyond surveys, we gather feedback through Annual Partnership Health Checks in our B2B engagements. Our Medical Affairs team stays in regular touch with healthcare professionals, while we also engage with patient groups to better understand their needs. Feedback from consumers is managed by our Medical Information and PV teams to support timely action and continuous improvement.

# INDEPENDENT ASSURANCE STATEMENT

## to the Management of Glenmark Pharmaceuticals Limited

Glenmark Pharmaceuticals Limited (Corporate Identity Number L24299MH1977PLC019982, (hereafter referred to as 'Glenmark' or 'the Company') has commissioned DNV Business Assurance India Private Limited ('DNV', 'us' or 'we') to undertake an independent assurance of the Company's disclosures in its Business Responsibility and Sustainability Report (hereafter referred to as 'BRSR') for the Financial Year (FY) 2024-25. The disclosures include the BRSR Core attributes as per Annexure 17A of Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155, dated November 11, 2024.

**Our Conclusion:**

Based on our review and procedures followed for a reasonable level of assurance, DNV is of the opinion that, in all material aspects, the BRSR Core Key Performance Indicators (KPIs) under 9 ESG attributes (as listed in Annexure I of this statement) for the FY 2024-25 are reported in accordance with reporting requirements outlined in the Industry Standard on Reporting of BRSR Core.

### Scope of Work and Boundary

The scope of our engagement includes a reasonable level of assurance of the '9 BRSR Core Attributes' for the FY 2024-25.
Boundary for the engagement covers the performance of Glenmark's operations in India 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 Glenmark in India which includes 1 Head office, 7 manufacturing locations and 3 R&D centers and other offices located in India for BRSR core attributes 5-9. For BRSR core attributes 1-4, the boundary is 10 sites in India covering Company's 7 manufacturing locations and 3 R&D centers.

### Reporting Criteria and Standards

The disclosures have been prepared by Glenmark in reference to:

- Industry Standard on Reporting of BRSR Core, Circular No.: SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated Dec 20, 2024.
- BRSR Core (Annexure 17A) and BRSR reporting guidelines (Annexure 16) as per Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155, dated November 11, 2024.
- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.

### Assurance Methodology/Standard and Level of Assurance

This assurance engagement for reasonable level of assurance has been carried out in accordance with DNV's VeriSustain™ protocol, V6.0, which is based on our professional experience and international assurance practice, and the international standard in Assurance Engagements, ISAE 3000 (revised)- Assurance Engagements other than Audits or Reviews of Historical Financial Information. DNV's VeriSustain™ Protocol, V6.0 has been developed in accordance with the most widely accepted reporting and assurance standards.

**Our competence, and Independence**

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

This engagement work was carried out by an independent team of sustainability assurance professionals. During the reporting period i.e. FY 2024-25, DNV, to the best of its knowledge, was not involved in any non-audit/non-assurance work with the Company and its Group entities which could lead to any Conflict of Interest. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement. DNV maintains complete impartiality toward stakeholders interviewed during the assurance process.

Apart from DNV's VeriSustainTM protocol (V6.0), DNV team has also followed ISO 14064-3 - Specification with guidance for the verification and validation of greenhouse gas statements; ISO 14046 - Environmental management - Water footprint - Principles, requirements, and guidelines, to evaluate disclosure wrt. Greenhouse gases and water disclosures respectively.

### Basis of our conclusion

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

- Reviewed the disclosures under BRSR Core, encompassing the framework for assurance consisting of a set of Key Performance Indicators (KPIs) under 9 ESG attributes. The Industry Standard on Reporting of BRSR Core used a basis of reasonable level of assurance.
- Evaluation of the design and implementation of key systems, processes and controls for collecting, managing and reporting the BRSR Core indicators. Assessment of operational control and reporting boundaries.
- Seek extensive evidence across all relevant areas, ensuring a detailed examination of BRSR Core indicators. Engaged directly with stakeholders to gather insights and corroborative evidence for each disclosed indicator.

- DNV audit team conducted on-site audits for data testing and to assess the uniformity in reporting processes and also, quality checks at different locations of the Company. Sites for data testing and reporting system checks were selected based on the percentage contribution each site makes to the reported indicator, complexity of operations at each location (high/low/medium) and reporting system within the organization. Sites selected for audits are listed in Annexure II.
- Interviews with selected senior managers responsible for management of disclosures and review of selected evidence to support environmental KPIs and metrics disclosed in the Report. We were free to choose interviewees and interviewed those with overall responsibility of monitoring, data collation and reporting the selected indicators.
- Verification of the consolidated reported performance disclosures in context to the Principle of Completeness as per VeriSustain™ Protocol, V6.0 for reasonable level of assurance for the disclosures.

## Inherent Limitations

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

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

## Responsibility of the Company

Glenmark has the sole responsibility for the preparation of the BRSR and is responsible for all information disclosed in the BRSR Core and BRSR. 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. Glenmark is also responsible for ensuring the maintenance and integrity of its website and any referenced BRSR disclosures on their website.

## DNV's Responsibility

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

**Use and distribution of Assurance statement**

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

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

| For DNV Business Assurance India Private Limited, | |
|---|---|
| Parab, Ankita Digitally signed by Parab, Ankita Date: 2025.08.26 19:18:48 +05'30' | Sharma, Anjana Digitally signed by Sharma, Anjana Date: 2025.08.26 19:35:36 +05'30' |
| Ankita Parab<br>Lead Verifier | Anjana Sharma<br>Assurance Reviewer |
| Assurance Team: Varsha Bohiya, Himanshu Babbar, Syed Rameez | |

**26/08/2025, Mumbai, India.**





# Annexure I

## BRSR Core KPIs - reasonable level of assurance

| BRSR Core Attribute | Cross- reference to the BRSR |
|---|---|
| Attribute1: Green-house gas (GHG) footprint* | Section C: Principle 6- Essential Indicator 7* |
| Attribute 2: Water footprint | Section C: Principle 6- Essential Indicator 3, 4 |
| Attribute 3: Energy footprint | Section C: Principle 6- Essential Indicator 1 |
| Attribute 4: Embracing circularity - details related to waste management by the entity | Section C: Principle 6- Essential Indicator 9 |
| Attribute 5: Enhancing Employee Wellbeing and Safety | Section C: Principle 3- Essential Indicator 1-c, 11 |
| Attribute 6: Enabling Gender Diversity in Business | Section C: Principle 5- Essential Indicator 3-b, 7 |
| Attribute 7: Enabling Inclusive Development | Section C: Principle 8- Essential Indicator 4, 5 |
| Attribute 8: Fairness in Engaging with Customers and Suppliers | Section C: Principle 9- Essential Indicator 7, Section C: Principle 1- Essential Indicator 8 |
| Attribute 9: Open-ness of business | Section C: Principle 1- Essential Indicator 9 |

** Scope 1 GHG emissions are calculated based on 2006 IPCC Guidelines for National Greenhouse Gas Inventories, IPCC sixth assessment report and GHG Protocol 2024. Scope 2 emissions are reported based on market-based approach. Scope 2 GHG emissions for Indian operations are calculated based on the Grid Electricity EF - Central Electricity Authority, Govt. of India, CO2 baseline database for Indian Power Sector, version 20, December 2024.*

# Annexure II

## Sites selected for audits

| S.no | Site | Location |
|---|---|---|
| 1. | Corporate Office | Mumbai |
| 2. | Manufacturing plants- on-site audit | Goa, Nashik, Baddi, Taloja |
| 3. | Manufacturing plants- remote audit | Indore |

# Independent Auditor's Report

**To the Members of Glenmark Pharmaceuticals Limited**

**Report on the Audit of Standalone Financial Statements**

## Opinion

We have audited the accompanying standalone financial statements of Glenmark Pharmaceuticals Limited ('the Company'), which comprise the Balance Sheet as at 31 March 2025, the Statement of Profit and Loss (including other comprehensive income), the Statement of Cash Flows and the Statement of Changes in Equity for the year then ended, and a summary of the material accounting policies and other explanatory information (hereinafter referred to as the "standalone financial statements").

In our opinion and to the best of our information and according to the explanations given to us, the aforesaid standalone financial statements give the information required by the Companies Act, 2013 ('the Act') in the manner so required and give a true and fair view in conformity with the accounting principles generally accepted in India including Indian Accounting Standards ('Ind AS') prescribed under Section 133 of the Act, of the state of affairs of the Company as at 31 March 2025, and 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 standalone financial statements in accordance with the Standards on Auditing (SAs) 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 Standalone 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 ('ICAI') together with the ethical requirements that are relevant to our audit of the standalone 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 opinion on the standalone financial statements.

## Key Audit Matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the standalone financial statements for the year ended 31 March 2025. These matters were addressed in the context of our audit of the standalone financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

We have determined the matters described below to be the key audit matters to be communicated in our report.

| Key audit matter | How our audit addressed the key audit matter |
|---|---|
| **Impairment of investments in and loss allowances of loans given to subsidiaries** [Refer note 5(i)(A)(a) and 5(ii) of the standalone financial statements]<br><br>As at 31 March 2025, the Company has investments in subsidiaries of ₹ 151,385.54 million (net of provision for impairment) and has loans to subsidiaries of ₹ 57,542.54 million.<br><br>Investments in subsidiaries are accounted for at cost less impairment loss, if any. Loans given to subsidiaries are measured at amortised cost.<br><br>Loans are assessed for loss allowances and investments are assessed for impairment annually or earlier if indicator exists. If indicators exist, the loss allowances of loans and impairment of the investments are estimated in order to determine the extent of loss allowances and impairment losses, if any. Any such losses are recognised in Statement of Profit and Loss. | Our audit included, but was not limited to, the following procedures:<br><br>• Assessed the appropriateness of accounting policy in respect of impairment and loss allowances in accordance with Ind AS.<br><br>• Obtained understanding of management's process for loss allowances and for identification of indicators of impairment. Evaluated the design and tested the operating effectiveness of internal controls over loss allowances and impairment assessment process.<br><br>• With the assistance of our internal valuation specialists evaluated the reasonableness of the valuation methodologies and discount rates used by the management to determine the recoverable values.<br><br>• Evaluated the reasonableness of the management's estimates and judgement based on our understanding of the business of the respective subsidiaries, past results and external factors. |

| Key audit matter | How our audit addressed the key audit matter |
|---|---|
| Management judgement is required in assessing impairment indicators and recoverable amount for impairment testing. The recoverable amounts have been determined by the management using discounted cash flow valuation method.<br><br>Key assumptions underpinning management's assessment of the recoverable amounts include but are not limited to projection of future cash flows, revenue growth rates, terminal values operating profit margins, estimated future operating capital expenditure, external market conditions and discount rates.<br><br>Changes to these assumptions could lead to material changes in estimated recoverable amounts, resulting in either impairment or reversals of impairment taken in prior years.<br><br>We determined impairment of investments in and loss allowances of loans given to subsidiaries as a key audit matter since these assessments are complex and involve significant management estimation and judgement. | • Tested the mathematical accuracy of the management workings with regard to cash flows, sensitivity analysis and loss allowances.<br><br>• Performed sensitivity analysis around aforesaid key assumptions to assess the effect of reasonably possible variations on the estimated recoverable amounts of investments in and loans receivable from respective subsidiaries. |
| **Litigations**<br><br>[Refer note 30 of the standalone financial statements]<br><br>The Company is involved in various legal proceedings including product liability, contracts, employment claims, and other regulatory matters relating to the conduct of its business.<br><br>The Company assesses the need to make provision or to disclose contingent liability on a case-to-case basis considering the underlying facts of each litigation.<br><br>The eventual outcome of the litigations is uncertain and estimation at balance sheet date involves extensive judgement of management including input from legal counsel due to complexity of each litigation. Adverse outcomes could significantly impact on the Company's reported results and balance sheet position.<br><br>Considering the judgement involved in determining the need to make a provision or disclose as contingent liability, the matter is considered a key audit matter. | Our audit included, but was limited to the following procedures:<br><br>• Evaluated the design and tested the operating effectiveness of controls in respect of the identification and evaluation of litigations, the recording / reassessment of the related liabilities, provisions, and disclosures.<br><br>• Obtained a list of litigations from the Company's in-house legal counsel; identified material litigations from the aforementioned list and performed inquiries with the said counsel; obtained and read the underlying documents to assess the assumptions used by management in arriving at the conclusions.<br><br>• Circulated, obtained, and read legal confirmations from Company's external legal counsels in respect of material litigation and considered that in our assessment.<br><br>• Verified the disclosures related to provisions and contingent liabilities in the standalone Ind AS financial statements to assess consistency with underlying documents. |

## 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 information included in the Annual Report but does not include the standalone financial statements and our auditor's report thereon.

Our opinion on the standalone 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 standalone financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the standalone 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.

## Management's and Board of Directors' Responsibilities for the Standalone Financial Statements

The Company's Management and Board of Directors are responsible for the matters stated in Section 134(5) of the Act with respect to the preparation of these standalone 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. 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 judgements and estimates that are reasonable and prudent; and 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 standalone financial statements, the Management and the Board of Directors are 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 the Board of Directors 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 Standalone Financial Statements

Our objectives are to obtain reasonable assurance about whether the standalone 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 standalone financial statements.

As part of an audit in accordance with SAs, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the standalone 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 in place adequate internal financial controls with reference to standalone financial statements 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 the Management and the Board of Directors.

- Conclude on the appropriateness of the Management's and the Board of Directors' 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 standalone 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 the standalone financial statements, including the disclosures, and whether the standalone financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Materiality is the magnitude of misstatements in the standalone financial statements that, individually or in aggregate, makes it probable that the economic decisions of a reasonably knowledgeable user of the standalone financial statements may be influenced. We consider quantitative materiality and qualitative factors in (i) planning the scope of our audit work and in evaluating the results of our work; and (ii) to evaluate the effect of any identified misstatements in the standalone financial statements.

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 standalone financial statements of the current period 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 Section 143(11) of the Act, we give in the "Annexure A" a statement on the matters specified in paragraphs 3 and 4 of the Order.

2. As required by Section 143(3) of the Act, based on our audit, 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 purpose of our audit of the accompanying standalone financial statements;

   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, except for the matter stated in the paragraph 3(vi) below on reporting under Rule 11(g);

   c) The balance sheet, statement of profit and loss (including other comprehensive income), statement of cash flows 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 standalone financial statements comply with Ind AS specified under Section 133 of the Act;

   e) On the basis of the written representations received from the directors and taken on record by the Board of Directors, none of the directors is disqualified as on 31 March 2025 from being appointed as a director in terms of Section 164(2) of the Act;

   f) With respect to adequacy of internal financial controls with reference to standalone financial statements of the Company and the operating effectiveness of such controls, refer our separate report in Annexure B. Our report expresses an unmodified opinion on the adequacy and operating effectiveness of the Company's internal financial controls with respect to standalone financial statements; and

   g) The modification relating to the maintenance of accounts and other matters connected therewith are stated in paragraph (b) above on reporting under Section 143(3)(b) and paragraph 3(vi) below on reporting under Rule 11(g).

3. 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 (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 as at 31 March 2025 on its financial position in its standalone financial statements – refer Note 30 (i) to the standalone 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 during the year ended 31 March 2025.

   iv. a) The Management has represented that, to the best of its knowledge and belief no funds have been advanced, loaned, invested by the Company to or in any other person or entity, 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, no funds have been received by the Company from any person or entity, 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.

   c) Based on audit procedures that has 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 (i) and (ii) of Rule 11(e), as provided under sub clause (a) & (b) above, contain any material misstatement.

   v. The final dividend proposed for the previous year, declared, and paid by the Company during the year is in accordance with Section 123 of the Act, as applicable.

As stated in Note 36 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 and in accordance with requirements of the Implementation Guide on Reporting on Audit Trail under Rule 11(g) of the Companies (Audit and Auditors) Rules, 2014, except for the instances mentioned below, the Company has used accounting softwares for maintaining its books of account, which have a feature of recording audit trail (edit log) facility and the same has operated throughout the year for all relevant transactions recorded in the respective softwares:

(a) The feature of recording audit trail (edit log) facility was not enabled at the database layer to log any direct data changes for the accounting software.

(b) We are unable to comment if the audit trail (edit log) facility was enabled at the database layer to log any direct data changes in respect of secondary software used by Warehouse Partner for recording Sales in absence of independent auditor's report in relation to controls at the third-party service provider.

Further, where audit trail (edit log) facility was enabled and operated throughout the year, we did not come across any instance of audit trail feature being tampered with during the course of our audit. Additionally, the audit trail has been preserved by the Company as per the statutory requirements for record retention.

4. With regards to the other matters to be included in the Auditor's Report in accordance with the requirement of Section 197(16) of the Act, as amended in our opinion and to the best of our information and according to the explanations given to us, the remuneration paid/ provided by the Company to its directors during the current year is in accordance with the provisions of Section 197 of the Act.

**For Suresh Surana & Associates LLP**
Chartered Accountants
Firm's Registration No.: 121750W / W100010

**Vinodkumar Varma**
Partner
Membership No. 105545
UDIN: 25105545BMNVNT1750

Place: Mumbai
Date: 23 May 2025

## ANNEXURE A TO INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS OF GLENMARK PHARMACEUTICALS LIMITED FOR THE YEAR ENDED 31 MARCH 2025

(Referred to in paragraph 1 under the heading 'Report on Other Legal and Regulatory Requirements' of our report on even date)

i. (a) (A) The Company is maintaining proper records showing full particulars, including quantitative details and situation of property, plant and equipment.

(B) The Company is maintaining proper records showing full particulars of intangible assets.

(b) The Company has a regular program of physical verification of its fixed assets under which fixed assets are verified in a phased manner over a period of three years, which, in our opinion, is reasonable having regard to the size of the Company and the nature of its assets. In accordance with this program, certain fixed assets were verified during the year, and no material discrepancies were noticed on such verification.

(c) According to information and explanations given to us and based on our examination of the records of the Company, the title deeds of all the immovable properties (other than properties where the Company is the lessee, and the lease agreements are duly executed in the favor of the Company) are held in the 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.

(e) According to information and explanations given to us and based on our examination of the records of the Company, there are no proceedings initiated or are pending against the Company for holding any benami property under the Benami Transactions (Prohibition) Act, 1988 (45 of 1988) and rules made thereunder.

ii. (a) According to the information and explanations given to us, the inventories have been physically verified by the management at reasonable intervals during the year. No discrepancies of 10% or more in the aggregate for each class of inventories were noticed on such physical verification of inventories when compared with books of account.

(b) The Company has 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, immovable properties, and plant and machinery of certain locations. The details filed with such banks on quarterly are in agreement with the accounts of the Company.

iii. (a) According to the information and explanations given to us, the Company has provided loans and granted guarantees during the year, in respect of which details are as below:

(A) The Company has granted loan and provided guarantees to subsidiaries as follows:

(Amount ₹ in millions)

| Particulars | Loan | Guarantees |
|---|---|---|
| Aggregate amount during the year | 19,710.29 | 5,683.50 |
| Balance outstanding as at balance sheet date | 57,542.54 | 23,512.22 |

(B) The Company has not provided loans or advance in nature of loan or stood guarantee or provided security to any other party.

(b) According to the information and explanations given to us, in our opinion the investments made guarantees provided during the year and terms and conditions of the loans given and guarantees provided during the year are, prima facie, not prejudicial to the interest of the Company.

(c) According to the information and explanations given to us and on the basis of our examination of the records of the Company, in the case of loans given, the repayment of principal and payment of interest has been stipulated, and the repayments or receipts have been regular.

(d) According to the information and explanations given to us and on the basis of our examination of the records of the Company, in respect of loan granted there is no overdue amount remaining outstanding as at balance sheet date.

(e) According to the information and explanations given to us and on the basis of our examination of the records of the Company, there are no loan given falling due during the year, which has been renewed or extended or fresh loans given to settle the over dues of existing loans given to the same party.

(f) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the Company has not given any loans either repayable on demand or without specifying any terms or period of repayment. Accordingly, reporting under Clause 3(iii)(f) of the Order is not applicable.

iv. In our opinion and according to information and explanations provided to us, the Company has complied with the provisions of Sections 185 and 186 of the Act in respect of loans, investments, guarantees and securities, as applicable.

v. According to the information and explanations given to us, the Company has not accepted any deposits within the meaning of Sections 73 to 76 of the Act and the rules made thereunder not applicable. Accordingly, reporting under clause 3(v) of the Order is not applicable.

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 sub-section (1) of Section 148 of the Act in respect of Company's products and are of the opinion that, prima facie, the prescribed accounts and records have been made and maintained. However, we have not made a detailed examination of the cost records with a view to determine whether they are accurate or complete.

vii. (a) According to the information and explanations given to us and on the basis of our examination of the records of the Company, in our opinion the Company has been regular in depositing the undisputed statutory dues including Goods and Service Tax, Provident Fund, Employees' State Insurance, Income Tax, Sales Tax, Value Added Tax, Service Tax, Duty of Custom, Duty of Excise, cess and other material statutory dues as applicable to the appropriate authorities during the year. No undisputed amounts payable in respect of the aforesaid statutory dues were outstanding as on the last day of the financial year for a period of more than six months from the date they became payable.

(b) According to the information and explanation given to us and records of the Company examined by us, there are no statutory dues referred to in sub clause (a) above that have not been deposited with appropriate authorities on account to any disputes except, Income tax, Service tax, Duty of Custom, Duty of Excise, Goods and Service Tax and cess thereon which are as under:

| Name of the Statute | Nature of Dues | Amount (₹ in million) | Amount paid under protest. (₹ in million) | Period to which amount relates | Forum where dispute is pending |
|---|---|---|---|---|---|
| Income Tax Act,1961 | Income Tax, interest and penalty | 5.49 | 5.49 | FY 2007-2008 | Hon'ble Supreme Court of India |
| | | 612.87 | - | FY 2004-2005 and FY 2008- 2009 to FY 2012-2013 | Hon'ble High Court, Mumbai |
| | | 14.00 | - | FY 2009-2010 | Income Tax Appellate Tribunal |
| | | 1,885.86 | 10.74 | FY 2009-2010 to FY 2011-2012, FY 2013-2014 , FY 2015-2016 to FY 2021-2022 | Commissioner of Income Tax Appeal |
| The Central Excise Act, 1994 | Duty of Excise, interest and penalty | 10.45 | 10.45 | FY 2012-2013 and FY 2017-2018 | Commissioner of Central Excise (Appeal) |
| | | 44.26 | 10.86 | FY 2005-2006 to FY 2007-2008 and FY 2012-2013 | Customs, Excise and Services Tax Appellate Tribunal (CESTAT)-Mumbai |
| The Finance Act, 1994 | Service Tax, interest and penalty | 363.06 | 13.80 | FY 2012-2013 to FY 2015-2016 | Customs, Excise and Services Tax Appellate Tribunal (CESTAT) – Mumbai |
| The Custom Act, 1962 | Custom Duty, interest and penalty | 771.75 | 74.11 | FY 2012-2013 to FY 2013-2014 and FY 2017-2018 | Customs, Excise and Services Tax Appellate Tribunal (CESTAT) – Mumbai |
| The Central Goods and Service Tax Act, 2017 | GST | 4.25 | 4.25 | FY 2019-2020 | Hon'ble High Court, Mumbai |
| | | 17.09 | 17.09 | FY2016-2017 | Hon'ble High Court, Sikkim |
| | | 2,852.84 | 140.45 | FY 2017-2018 to FY 2022-2023 | Commissioner CGST Appeal |
| Madhyapradesh VAT Act, 2002 | VAT | 3.21 | 1.13 | FY 2017-2018 | Additional Commissioner of Commercial Tax |

viii. According to the information and explanations given to us and on the basis of our examination of the records of the Company, there are no transactions which are previously not recorded in the books of accounts which have been surrendered or disclosed as income during the year in the tax assessments under the Income Tax Act, 1961.

ix. (a) In our opinion and according to the information and explanations given to us, the Company has not defaulted in repayment of loans or borrowings or in the payment of interest thereon to any bank or financial institution or government during the year. The Company did not have any outstanding debentures during the year.

(b) The Company has not been declared a willful defaulter by any bank or financial institution or government or any government authority.

(c) In our opinion and according to the information and explanations given to us, the Company has applied the term loans for the purpose for which loans were obtained.

(d) On an overall examination of the financial statements of the Company, funds raised on short-term basis have, prima facie, not been used during the year for long-term purposes by the Company.

(e) On an overall examination of the financial statements of the Company, the Company has not taken any funds from any entity or person on account of or to meet the obligations of its subsidiaries. The Company doesn't have associates or Joint ventures.

(f) The Company has not raised loans during the year on the pledge of securities held in its subsidiaries or associate company.

x. (a) According to the information and explanations given to us, the Company has not raised moneys by way of initial public offer or further public offer (including debt instruments) during the year. Accordingly, reporting under clause 3(x)(a) of the Order is not applicable.

(b) According to the information and explanations given to us, the Company has not made any preferential allotment or private placement of shares or convertible debenture (fully, partially, or optionally convertible) during the year. Accordingly, reporting under clause 3(x)(b) of the Order is not applicable.

xi. (a) Based on examination of the books and records of the Company and according to the information and explanations given to us, considering the principles of materiality outlined in Standards on Auditing, we report that no fraud by the Company or on the Company has been noticed or reported during the year.

(b) According to the information and explanations given to us, no report under sub-section (12) of section 143 of the Companies Act has been filed in form ADT-4 as prescribed under Rule 13 of Companies (Audit and Auditors) Rules, 2014 with the Central Government during the year and up to the date of this report.

(c) According to the information and explanations given to us, including the representation made to us by the management of the Company, there were no whistle blower complaints received by the Company during the year.

xii. According to the information and explanations given to us, the Company is not a Nidhi Company. Accordingly, the reporting under clause 3(xii) of the Order is not applicable.

xiii. In our opinion and according to the information and explanations given to us, the transactions with related parties are in compliance with Sections 177 and 188 of the Companies Act, 2013, where applicable, and the details of the related party transactions have been disclosed in the standalone financial statements as required by the applicable Indian Accounting Standards.

xiv. (a) Based on information and explanations provided to us and our audit procedures, in our opinion, the Company has an internal audit system commensurate with the size and nature of its business.

(b) We have considered the reports issued by the internal auditor of the Company covering the period under audit.

xv. According to the information and explanations given to us, the Company has not entered into any non-cash transactions with directors or persons connected with them during the year. Accordingly, reporting under Section 192 of the Act is not applicable to the Company.

xvi. (a) According to the information and explanations given to us, the Company is not required to be registered under Section 45-IA of the Reserve Bank of India Act, 1934. Accordingly, reporting under clause 3(xvi) (a) of the Order is not applicable.

(b) According to the information and explanations given to us, the Company has not conducted any Non-Banking Financial or Housing Finance activities during the year.

(c) According to the information and explanation given to us, the Company is not a Core Investment Company. Accordingly, reporting under clause 3(xi) (c) of the Order is not applicable.

(d) According to the information and explanations given to us, the group has no Core Investment Company. Accordingly, reporting under clause 3(xi)(d) of the Order is not applicable.

xvii. The Company has not incurred cash losses in the current and in the immediately preceding financial year.

xviii. There has been no resignation of statutory auditors during the year. Accordingly, reporting under clause 3(xviii) of the Order is not applicable to the Company.

xix. According to the information and explanations given to us and on the basis of the financial ratios, 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. In our opinion and according to the information and explanations given to us, there is no unspent amount under sub-section (5) of Section 135 of the Companies Act, 2013 pursuant to any project. Accordingly, reporting under clauses 3(xx) of the Order is not applicable.

**For Suresh Surana & Associates LLP**
Chartered Accountants
Firm's Registration No.: 121750W / W100010

**Vinodkumar Varma**
Partner
Membership No. 105545
UDIN: 25105545BMNVNT1750

Place: Mumbai
Date: 23 May 2025

# ANNEXURE B TO INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS OF GLENMARK PHARMACEUTICALS LIMITED FOR THE YEAR ENDED 31 MARCH 2025

**(Referred to in paragraph 2(f) under the heading 'Report on Other Legal and Regulatory Requirements' of our report on even date)**

Independent Auditor's Report on the internal financial controls with reference to the financial statements 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 the financial statements of Glenmark Pharmaceuticals Limited ('the Company') as at 31 March 2025 in conjunction with our audit of the standalone financial statements of the Company for the year ended on that date.

## Responsibilities of Management and Board of Directors for Internal Financial Controls

The Company's Management and Board of Directors are 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 ('the Guidance Note') issued by the Institute of Chartered Accountants of India ('the 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 the Company's 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 Act.

## Auditor's Responsibility

Our responsibility is to express an opinion on the Company's internal financial controls with reference to standalone financial statements based on our audit. We conducted our audit in accordance with the Guidance Note issued by the ICAI and the Standards on Auditing prescribed under Section 143(10) of the Act, to the extent applicable to an audit of internal financial controls. 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 standalone financial statements were 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 standalone financial statements and their operating effectiveness. Our audit of internal financial controls with reference to standalone financial statements includes obtaining an understanding of such internal financial controls, 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 standalone 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 standalone financial statements.

## Meaning of Internal Financial Controls with Reference to 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 standalone financial statements include 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 standalone 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 unauthorized acquisition, use, or disposition of the company's assets that could have a material effect on the standalone 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 controls 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 standalone financial statements and such controls were operating effectively as at 31 March 2025, 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.

**For Suresh Surana & Associates LLP**
Chartered Accountants
Firm's Registration No.: 121750W / W100010

**Vinodkumar Varma**
Partner
Membership No. 105545
UDIN: 25105545BMNVNT1750

Place: Mumbai
Date: 23 May 2025

# Standalone Balance Sheet
## as at March 2025

(All amounts in million of Indian Rupees, unless otherwise stated)

| Particulars | Notes | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|---|
| **ASSETS** | | | |
| **Non-current assets** | | | |
| Property, plant and equipment | 3 | 16,608.09 | 14,970.05 |
| Capital work-in-progress | 3 | 1,213.38 | 1,754.95 |
| Right-of-use asset | 3 | 1,244.17 | 415.73 |
| Intangible assets | 4 | 1,939.50 | 2,176.67 |
| Intangible assets under development | 4 | 332.21 | 221.70 |
| Financial assets | 5 | | |
| i. Investments | | 151,949.07 | 129,647.91 |
| ii. Loans | | 57,542.54 | 75,056.60 |
| iii. Other financial assets | | 456.88 | 444.59 |
| Deferred tax assets (net) | 6 | - | 1,658.47 |
| Other non-current assets | 7 | 1,270.23 | 982.53 |
| **Total non-current assets** | | **232,556.07** | **227,329.20** |
| **Current assets** | | | |
| Inventories | 8 | 13,693.11 | 11,426.86 |
| Financial assets | 9 | | |
| i. Trade receivables | | 25,501.56 | 24,844.74 |
| ii. Cash and cash equivalents | | 1,314.51 | 1,279.64 |
| iii. Bank balances other than cash and cash equivalents | | 12.91 | 11.86 |
| iv. Other financial assets | | 189.87 | 1,305.59 |
| Other current assets | 10 | 7,064.78 | 7,946.05 |
| **Total current assets** | | **47,776.74** | **46,814.74** |
| **Total assets** | | **280,332.81** | **274,143.94** |
| **EQUITY AND LIABILITIES** | | | |
| **Equity** | | | |
| Equity share capital | 11 & 12 | 282.19 | 282.19 |
| Other equity | | 244,757.37 | 229,424.01 |
| **Total equity** | | **245,039.56** | **229,706.20** |
| **Liabilities** | | | |
| **Non-current liabilities** | | | |
| Financial liabilities | 13 | | |
| i. Borrowings | | - | - |
| ii. Lease liabilities | | 930.51 | 224.47 |
| iii. Other financial liabilities | | 1,321.04 | 1,319.39 |
| Deferred tax liabilities (net) | 6 | 582.61 | - |
| **Total non-current liabilities** | | **2,834.16** | **1,543.86** |
| **Current liabilities** | | | |
| Financial liabilities | 14 | | |
| i. Borrowings | | 6,988.20 | 6,572.36 |
| ii. Lease liabilities | | 379.14 | 276.10 |
| iii. Trade payables | | | |
| - Total outstanding dues of Micro enterprises and Small enterprises | | 214.41 | 173.32 |
| - Total outstanding dues of other than Micro enterprises and Small enterprises | | 21,012.17 | 26,830.50 |
| iv. Other current financial liabilities | | 1,636.47 | 4,749.97 |
| Other current liabilities | 15 | 970.79 | 744.20 |
| Provisions | 16 | 1,257.91 | 1,150.34 |
| Current tax liabilities (net) | 17 | - | 2,397.09 |
| **Total current liabilities** | | **32,459.09** | **42,893.88** |
| **Total liabilities** | | **35,293.25** | **44,437.74** |
| **Total equity and liabilities** | | **280,332.81** | **274,143.94** |

The accompanying notes are integral part of these financial statements.

As per our report of even date attached.

**For Suresh Surana & Associates LLP**
Chartered Accountants
Firm's Registration No.: 121750W / W100010

**Vinodkumar Varma**
Partner
Membership No: 105545

Place: Mumbai
Date : 23 May 2025

For and on behalf of the Board of Directors

**Glenn Saldanha**
Chairman & Managing Director
DIN : 00050607

**Cherylann Pinto**
Executive Director
DIN : 00111844

**V S Mani**
Executive Director &
Global Chief Financial Officer
DIN : 01082878

**Harish Kuber**
Company Secretary &
Compliance Officer

Place: Mumbai
Date : 23 May 2025

# Standalone Statement of Profit and Loss
## for the year ended 31 March 2025

(All amounts in million of Indian Rupees, unless otherwise stated)

| Particulars | Notes | Year Ended 31 March 2025 | Year Ended 31 March 2024 |
|---|---|---|---|
| **Income** | | | |
| Revenue from operations | **18** | 92,264.09 | 78,911.19 |
| Other income (net) | **19** | 3,563.66 | 11,680.24 |
| **Total income** | | **95,827.75** | **90,591.43** |
| **Expenses** | | | |
| Cost of materials consumed | **20** | 27,814.47 | 29,904.11 |
| Purchases of stock-in-trade | **21** | 3,732.07 | 3,227.82 |
| Changes in inventories of finished goods, stock-in-trade and work-in-process | **22** | 444.76 | (1,030.70) |
| Employee benefits expense | **23** | 16,034.98 | 14,347.75 |
| Finance costs | **24** | 487.33 | 2,771.10 |
| Depreciation and amortisation expense | **3 & 4** | 2,186.29 | 2,021.62 |
| Other expenses | **25** | 21,796.01 | 20,045.58 |
| **Total expenses** | | **72,495.91** | **71,287.28** |
| **Profit before exceptional items and tax** | | **23,331.84** | **19,304.15** |
| Exceptional items - expense / (income) | **38** | 1,791.66 | (50,703.31) |
| **Profit before tax** | | **21,540.18** | **70,007.46** |
| **Tax expense** | **6** | | |
| Current tax | | 3,160.87 | 10,499.92 |
| Deferred tax | | 2,275.81 | 7,834.63 |
| **Total Tax expense** | | **5,436.68** | **18,334.55** |
| **Profit for the year** | | **16,103.50** | **51,672.91** |
| **Other comprehensive income** | | | |
| **Items that will not be reclassified to profit or loss** | | | |
| - Remeasurement of the post-employment benefit obligation | **26** | (99.39) | (73.14) |
| - Income tax relating to the above | | 34.73 | 25.56 |
| **Other comprehensive income / (loss) for the year** | | **(64.66)** | **(47.58)** |
| **Total comprehensive income for the year** | | **16,038.84** | **51,625.33** |
| **Earnings per equity share of ₹ 1 each** | **29** | | |
| Basic (in ₹) | | 57.07 | 183.13 |
| Diluted (in ₹) | | 57.07 | 183.12 |

The accompanying notes are integral part of these financial statements.

As per our report of even date attached.

**For Suresh Surana & Associates LLP**
Chartered Accountants
Firm's Registration No.: 121750W / W100010

**Vinodkumar Varma**
Partner
Membership No: 105545

Place: Mumbai
Date : 23 May 2025

For and on behalf of the Board of Directors

**Glenn Saldanha**
Chairman & Managing Director
DIN : 00050607

**Cherylann Pinto**
Executive Director
DIN : 00111844

**V S Mani**
Executive Director &
Global Chief Financial Officer
DIN : 01082878

**Harish Kuber**
Company Secretary &
Compliance Officer

Place: Mumbai
Date : 23 May 2025

# Standalone Statement of Changes in Equity
## for the year ended 31 March 2025

(All amounts in million of Indian Rupees, unless otherwise stated)

### A. Equity share capital

| Particulars | Amount |
|---|---|
| **Balance as at 1 April 2023** | 282.17 |
| - Shares issued during the year | 0.02 |
| **Balance as at 31 March 2024** | 282.19 |
| - Shares issued during the year | - |
| **Balance as at 31 March 2025** | **282.19** |

### B. Other equity

| Particulars | Reserves and Surplus | | | | | | | Total |
|---|---|---|---|---|---|---|---|---|
| | Securities premium | Capital reserve | Capital redemption reserve | Stock compensation reserve | General reserve | Special Economic Zone Reinvestment Reserve Account | Retained earnings | |
| **Balance as at 1 April, 2024** | **16,865.58** | **1.00** | **200.00** | **25.16** | **1,384.18** | **66.80** | **210,881.28** | **229,424.01** |
| Profit for the year | **-** | **-** | **-** | **-** | **-** | **-** | 16,103.50 | **16,103.50** |
| Transfer from Retained earning | - | - | - | - | - | **470.00** | (470.00) | **-** |
| Transfer to Retained earning | - | - | - | - | - | **(66.80)** | 66.80 | **-** |
| Other comprehensive income - Remeasurement of the net defined benefit plans (net of tax) (refer note 26) | - | - | - | - | - | - | (64.66) | **(64.66)** |
| **Total comprehensive income for the year** | **-** | **-** | **-** | **-** | **-** | **403.20** | **15,635.64** | **16,038.84** |
| Dividends to equity shareholders | - | - | - | - | - | - | (705.47) | **(705.47)** |
| Employee share based compensation expense (refer note 12(VII)) | - | - | - | - | - | - | - | **-** |
| Shares issued under Employee Stock Option ('ESOP') Scheme | - | - | - | - | - | - | - | **-** |
| | **-** | **-** | **-** | **-** | **-** | **-** | **(705.47)** | **(705.47)** |
| **Balance as at 31 March, 2025** | **16,865.58** | **1.00** | **200.00** | **25.16** | **1,384.18** | **470.00** | **225,811.45** | **244,757.37** |

# Standalone Statement of Changes in Equity
## for the year ended 31 March 2025

(All amounts in million of Indian Rupees, unless otherwise stated)

| Particulars | Reserves and Surplus | | | | | | | Total |
|---|---|---|---|---|---|---|---|---|
| | Securities premium | Capital reserve | Capital redemption reserve | Stock compensation reserve | General reserve | Special Economic Zone Reinvestment Reserve Account | Retained earnings | |
| **Balance as at 1 April, 2023** | **16,853.60** | **1.00** | **200.00** | **25.51** | **1,384.18** | - | **160,028.17** | **178,492.46** |
| Profit for the year | **-** | **-** | **-** | **-** | **-** | - | 51,672.91 | **51,672.91** |
| Transfer from Retained earning | - | - | - | - | - | 820.90 | (820.90) | **-** |
| Transfer to Retained earning | - | - | - | - | - | (754.10) | 754.10 | **-** |
| Other comprehensive income - Remeasurement of the net defined benefit plans (net of tax) (refer note 26) | - | - | - | - | - | - | (47.58) | **(47.58)** |
| **Total comprehensive income for the year** | **-** | **-** | **-** | **-** | **-** | **66.80** | **51,558.53** | **51,625.33** |
| Dividends to equity shareholders | - | - | - | - | - | - | (705.42) | **(705.42)** |
| Employee share based compensation expense (refer note 12(VII)) | - | - | - | (0.35) | - | - | - | **(0.35)** |
| Shares issued under Employee Stock Option ('ESOP') Scheme | 11.98 | - | - | - | - | - | - | **11.98** |
| | **11.98** | **-** | **-** | **(0.35)** | **-** | **-** | **(705.42)** | **(693.79)** |
| **Balance as at 31 March, 2024** | **16,865.58** | **1.00** | **200.00** | **25.16** | **1,384.18** | **66.80** | **210,881.28** | **229,424.01** |

Refer note 11 and 12 for details on equity share capital and other equity

The accompanying notes are integral part of these standalone financial statements.
As per our report of even date attached.

**For Suresh Surana & Associates LLP**
Chartered Accountants
Firm's Registration No.: 121750W / W100010

**Vinodkumar Varma**
Partner
Membership No: 105545

Place: Mumbai
Date : 23 May 2025

For and on behalf of the Board of Directors

**Glenn Saldanha**
Chairman & Managing Director
DIN : 00050607

**Cherylann Pinto**
Executive Director
DIN : 00111844

**V S Mani**
Executive Director &
Global Chief Financial Officer
DIN : 01082878

**Harish Kuber**
Company Secretary &
Compliance Officer

Place: Mumbai
Date : 23 May 2025

# Standalone Statement of Cash Flows
## for the year ended 31 March 2025
(All amounts in million of Indian Rupees, unless otherwise stated)

| | Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|---|
| A. | **Cash flow from operating activities** | | |
| | Profit before tax | 21,540.18 | 70,007.46 |
| | Adjustments to reconcile profit before tax to net cash provided by operating activities: | | |
| | Depreciation and amortisation expenses | 2,186.29 | 2,021.62 |
| | Finance costs | 487.33 | 2,771.10 |
| | Interest income | (2,051.76) | (1,735.35) |
| | Dividend income | (0.06) | (2,283.88) |
| | Loss on sale of property, plant and equipment | 0.41 | 2.48 |
| | Income from mutual fund | (24.47) | (70.51) |
| | Employee share based compensation expense | - | (0.35) |
| | Fair valuation of investment | 0.27 | (7,449.54) |
| | Provision for bad and doubtful debts/ expected credit losses | 30.03 | - |
| | Provision for gratuity and compensated absence | 300.54 | 322.98 |
| | Provision for sales returns | 2.31 | 10.90 |
| | Exceptional items - expense / (income) | 1,791.66 | (50,703.31) |
| | Unrealised foreign exchange loss/ (gain) | (1,180.55) | (1,734.05) |
| | **Operating profit before working capital changes** | **23,082.18** | **11,159.55** |
| | **Adjustments for changes in working capital** | | |
| | - (Increase) /Decrease in trade receivables | (290.60) | (632.02) |
| | - (Increase) / Decrease in other receivables | 1,990.80 | (2,575.65) |
| | - (Increase) / Decrease in inventories | (2,266.25) | (1,475.17) |
| | - Increase / (Decrease) in trade and other payables | (10,799.40) | (2,720.25) |
| | **Net changes in operating assets and liabilities** | **(11,365.45)** | **(7,403.09)** |
| | - Income taxes paid (net of refunds) | (5,828.76) | (8,710.96) |
| | **Net cash generated from / (used in) operating activities** | **5,887.97** | **(4,954.50)** |
| B. | **Cash flow from investing activities** | | |
| | Purchase of property, plant and equipment and intangible assets (including capital work-in-progress) | (3,409.54) | (1,951.14) |
| | Proceeds from sale of property, plant and equipment, intangible assets | 13.65 | 4.95 |
| | Investments in subsidiaries | - | (90.50) |
| | Other investment made | (117.50) | - |
| | Proceed from sale of investment in subsidiary (net of expenses) | 7,450.30 | 54,496.09 |
| | Proceeds from Mutual Fund (net) | 24.47 | 70.51 |
| | Loans (given to)/repaid by subsidiaries (net) | (10,866.20) | (25,625.10) |
| | (Increase)/decrease in bank deposits and margin money | (0.66) | (1.29) |
| | Interest received | 2,010.25 | 2,784.50 |
| | Dividend received | 0.06 | 2,283.88 |
| | **Net cash generated from /(used in) investing activities** | **(4,895.17)** | **31,971.90** |
| C. | **Cash flow from financing activities** | | |
| | Proceeds from fresh issue of share capital including securities premium | - | 12.00 |
| | Repayments of long-term borrowings | (1,406.77) | (24,491.77) |
| | Proceeds from/(repayment of) short-term borrowings (net) | 1,998.99 | 1,500.00 |
| | Interest paid | (442.02) | (2,623.89) |
| | Dividend paid | (704.42) | (704.52) |
| | Payment of lease liability (including interest) | (399.89) | (356.30) |
| | **Net cash generated from /(used in) financing activities** | **(954.11)** | **(26,664.48)** |
| | **Net (decrease) / increase in cash and cash equivalents** | **38.69** | **352.92** |
| | **Opening balance of cash and cash equivalents** | **1,279.64** | **926.96** |

# Standalone Statement of Cash Flows
## for the year ended 31 March 2025

(All amounts in million of Indian Rupees, unless otherwise stated)

| Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| Exchange fluctuation on cash and cash equivalent | (3.82) | (0.24) |
| **Closing balance of cash and cash equivalents** | **1,314.51** | **1,279.64** |
| **Cash and cash equivalents comprise of:** | | |
| Cash on hand | 9.23 | 8.19 |
| Balances with banks in current accounts and Exchange Earner's Foreign Currency (EEFC) accounts | 1,305.28 | 1,271.45 |
| | **1,314.51** | **1,279.64** |

**Note :**

1. The Cash Flow Statement has been prepared under the "Indirect Method" as set out in Ind AS 7, 'Statement of Cash Flows'.
2. Figures in bracket indicate cash outflow.
3. Loan given to subsidiary amounted to ₹ 29,634.25 (2024 - ₹ 18,933.65) converted into Investment during the year (Refer Note 27)
4. Reconciliation of Financing Activities

| Particulars | As at 31 March 2024 | Borrowings made during the year | Amount repaid during the year | Exchange rate difference | As at 31 March 2025 |
|---|---|---|---|---|---|
| Long term borrowings* | 1,572.36 | - | (1,406.77) | (165.59) | - |
| Short term borrowings | 5,000.00 | - | 1,998.99 | (10.79) | 6,988.20 |

| Particulars | As at 31 March 2023 | Borrowings made during the year | Amount buy / repaid during the year | Exchange difference | As at 31 March 2024 |
|---|---|---|---|---|---|
| Long term borrowings* | 28,064.00 | - | (24,491.77) | (1,999.87) | 1,572.36 |
| Short term borrowings | 3,500.00 | - | 1,500.00 | - | 5,000.00 |

*Refer note 13(i) for current/non-current classification

The accompanying notes are integral part of these standalone financial statements.

As per our report of even date attached.

**For Suresh Surana & Associates LLP**
Chartered Accountants
Firm's Registration No.: 121750W / W100010

**Vinodkumar Varma**
Partner
Membership No: 105545

Place: Mumbai
Date : 23 May 2025

For and on behalf of the Board of Directors

**Glenn Saldanha**
Chairman & Managing Director
DIN : 00050607

**Cherylann Pinto**
Executive Director
DIN : 00111844

**V S Mani**
Executive Director &
Global Chief Financial Officer
DIN : 01082878

**Harish Kuber**
Company Secretary &
Compliance Officer

Place: Mumbai
Date : 23 May 2025

# Note to the Standalone Financial Statement
## for the year ended 31 March 2025
(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 1 – BACKGROUND INFORMATION AND SUMMARY OF MATERIAL ACCOUNTING POLICIES

### 1. COMPANY INFORMATION

Glenmark Pharmaceuticals Limited ( the "Company") is a public limited company incorporated in Mumbai, India. The registered office of the Company is at B/2, Mahalaxmi Chambers, 22 Bhulabhai Desai Road, Mumbai – 400026, India.

The Company is primarily engaged in the business of development, manufacturing and marketing of pharmaceutical products. The Company's research and development facilities are located at Mahape, Sinnar and Taloja and manufacturing facilities are located at Nasik, Colvale, Baddi, Nalagarh, Sikkim, Indore and Aurangabad in India.

The Company's shares are listed on Bombay stock Exchange Limited ("BSE") and the National Stock Exchange of India ("NSE").

### 2. BASIS OF PREPARATION, MEASUREMENT AND SUMMARY OF MATERIAL ACCOUNTING POLICIES

**2.1** The standalone financial statements (financial statements) of the Company have been prepared in accordance with the Indian Accounting Standards (Ind AS) as notified by Ministry of Corporate Affairs pursuant to Section 133 of the Companies Act, 2013 ('Act') read with the Companies (Indian Accounting Standards) Rules, 2015, as amended and other relevant provisions of the Act.

The preparation of these financial statements in conformity with Ind AS requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Company's accounting policies. The areas involving a higher degree of judgment or complexity, or area where assumptions and estimates are significant to these financial statements are disclosed in note 3.

These financial statements have been prepared on a historical cost basis, except for certain financial assets and liabilities, defined benefit plans - assets/ (liabilities) and share-based payments.

All assets and liabilities have been classified as current and non-current as per the Company's normal operating cycle and other criteria set out in the Schedule III of the Act and Ind AS 1, Presentation of Financial Statements.

The material accounting policies that are used in the preparation of these financial statements are summarised below. These accounting policies are consistently used throughout the periods presented in the financial statements.

These financial statements are presented in Indian Rupees ('INR'), which is also the Company's functional currency. Amounts in figures presented have been rounded to INR million unless otherwise stated.

## MATERIAL ACCOUNTING POLICIES

### 2.2 Fair value measurement

Fair value is the price that would be received to sell 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 to 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. All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorized 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) market prices in active markets for identical assets or liabilities
- Level 2 — Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable
- Level 3 — Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable

For assets and liabilities that are recognised in the financial statements on a recurring basis, the Company

(All amounts in million of Indian Rupees, unless otherwise stated)

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.

## 2.3 Foreign currency transactions

Functional currency is the currency of the primary economic environment in which the Company operates whereas presentation currency is the currency in which the financial statements are presented. Indian Rupee is the functional as well as presentation currency for the Company.

Foreign currency transactions are recorded at the exchange rates prevailing at the date of such transactions. Monetary assets and liabilities as at the balance sheet date are translated at the rates of exchange prevailing at the date of the balance sheet. Gain/loss arising on account of differences in foreign exchange rates on settlement/translation of monetary assets and liabilities are recognised in the statement of profit and loss, unless they are considered as an adjustment to borrowing costs, in which case they are capitalised along with the borrowing cost attributable to qualifying assets.

## 2.4 Revenue recognition

The Company applies principles provided under Ind AS 115 'Revenue from contracts with customers' which provides a single, principles-based approach to the recognition of revenue from all contracts with customers. It focuses on the identification of performance obligations in a contract and requires revenue to be recognised when or as those performance obligations are satisfied.

Company receives revenue for supply of goods to external customers against orders received. The majority of contracts that Company enters into relate to sales orders containing single performance obligations for the delivery of pharmaceutical and consumer healthcare products. The average duration of a sales order is less than 12 months.

Revenue from sale of goods is recognised when control of the goods is transferred to the customer, there are no unfulfilled obligations, the amount of revenue can be reliably measured, and it is probable that future economic benefits associated with the transaction will flow to the Company. The point at which control get transferred is determined by each customer arrangement, but generally occur on delivery to the customer.

Revenue represents net invoice value including fixed and variable consideration. Variable consideration arises on the sale of goods as a result of discounts and allowances given and accruals for estimated future returns and rebates. Revenue is not recognised in full until it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur.

The methodology and assumptions used to estimate rebates and returns are monitored and adjusted regularly in the light of contractual and legal obligations, historical trends, past experience and projected market conditions. Once the uncertainty associated with the returns and rebates is resolved, revenue is adjusted accordingly.

Company enters into development and marketing collaborations and out-licences of the Company's compounds or products to other parties. These contracts give rise to fixed and variable consideration from upfront payments, development milestones, sales-based milestones and royalties. Income dependent on the achievement of a development milestone is recognised when it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur, which is usually when the related event occurs. Sales-based milestone income is recognised when it is highly probable that the sales threshold will be reached.

Sales-based royalties on a licence of intellectual property are not recognised until the relevant product sale occurs. If the time between the recognition of revenue and payment from the customer is expected to be more than one year and the impact is material, the amount of consideration is discounted using appropriate discount rates.

Goods and Service Tax and other value added taxes are excluded from revenue.

## 2.5 Property, plant and equipment

**Recognition and measurement**

Items of property, plant and equipment are measured at cost less accumulated depreciation and accumulated impairment losses, if any. Cost comprises of purchase price (after deducting trade discount/rebate) / cost of construction, non-refundable duties and taxes, borrowing costs, other expenditure that are directly attributable to the acquisition of the asset. The cost of self-constructed assets includes the cost of materials and other costs directly attributable to bringing the asset to a working condition for its intended use.

When parts of an item of property, plant and equipment have significant cost in relation to total cost and different useful lives, they are accounted for as separate items (major components) of property, plant and equipment.

Profits and losses upon disposal of an item of property, plant and equipment are determined by comparing the proceeds from disposal with the carrying amount of property, plant and equipment and are recognised within "other income/expense" in the statement of profit and loss.

(All amounts in million of Indian Rupees, unless otherwise stated)

The cost of replacing part of an item of property, plant and equipment is recognised in the carrying amount of the item if it is probable that the future economic benefits embodied within the part will flow to the Company, its cost can be measured reliably and it has a useful life of at least twelve months. The costs of other repairs and maintenance are recognised in the statement of profit and loss as incurred.

**Depreciation**

Depreciation is recognised in the statement of profit and loss on a straight-line basis over the estimated useful lives of property, plant and equipment. Leased assets are depreciated over the shorter of the lease term or their useful lives, unless it is reasonably certain that the Company will obtain ownership by the end of the lease term.

The below given useful lives best represent the useful lives of these assets based on internal assessment and supported by technical advice where necessary which is different from the useful lives as prescribed under Part C of Schedule II of the Companies Act, 2013.

The estimated useful lives are as follows:

| | |
|---|---|
| Factory and other buildings | 26 - 61 years |
| Plant and machinery | 1 – 21 years |
| Furniture, fixtures and office equipment | 1 – 10 years |
| Vehicles | 1– 8 years |

Leasehold land is amortised over the period of respective leases.

Depreciation methods, useful lives and residual values are reviewed at each reporting date.

## 2.6 Borrowing costs

Borrowing costs primarily comprise interest on the Company's borrowings. Borrowing costs directly attributable to the acquisition, construction or production of a qualifying asset are capitalised during the period that is necessary to complete and prepare the asset for its intended use or sale. Other borrowing costs are expensed in the period in which they are incurred and reported under 'finance costs'. Borrowing costs are recognised using the effective interest rate method.

## 2.7 Intangible assets

**Research and development**

Expenses on research activities undertaken with the prospect of gaining new scientific or technical knowledge and understanding are recognised in the statement of profit and loss as incurred.

Development activities involve a plan or design for the production of new or substantially improved products and processes. Development expenditure is capitalised only if development costs can be measured reliably, the product or process is technically and commercially feasible, future economic benefits are probable, the assets are controlled by the Company and the Company intends to and has sufficient resources to complete development and to use or sell the asset. The expenditure capitalised includes the cost of materials and other costs directly attributable to preparing the asset for its intended use. Other development expenditure is recognised in the statement of profit and loss as incurred.

The Company's internal drug development expenditure is capitalised only if they meet the recognition criteria as mentioned above. Where uncertainties exist that the said criteria may not be met, the expenditure is recognised in the statement of profit and loss as incurred. Where the recognition criteria are met, intangible assets are recognised. Based on the management estimate of the useful lives, indefinite useful life assets are tested for impairment and assets with limited life amortised on a straight-line basis over their useful economic lives from when the asset is available for use. During the periods prior to their launch (including periods when such products have been out-licenced to other companies), these assets are tested for impairment on an annual basis, as their economic useful life is indeterminable till then.

Payments to in-license products and compounds from third parties generally taking the form of up-front payments and milestones are capitalised and amortised on a straight-line basis, over their useful economic lives from when the asset is available for use. During the periods prior to their launch, these assets are tested for impairment on an annual basis, as their economic useful life is indeterminable till then.

The Company monetise the molecules under development, as active market exists at each stage / phase wise molecule development, either through out licencing arrangement or subsequent product launches. Accordingly the molecule under development which meets criteria under Ind AS 38 Intangible Assets; para 57 are classified as intangible assets.

**De-recognition of intangible assets**

Intangible assets are de-recognised either on their disposal or where no future economic benefits are expected from their use or disposal. Losses arising on such de-recognition are recorded in the statement of profit and loss, and are measured as the difference between the net disposal proceeds, if any, and the carrying amount of respective intangible assets as on the date of de-recognition.

(All amounts in million of Indian Rupees, unless otherwise stated)

Intangible assets relating to products under development, other intangible assets not available for use and intangible assets having indefinite useful life are subject to impairment testing at each reporting date. All other intangible assets are tested for impairment when there are indications that the carrying value may not be recoverable. Any impairment losses are recognised immediately in the statement of profit and loss.

**Other intangible assets**

Other intangible assets that are acquired by the Company, which have finite useful lives, are measured at cost less accumulated amortisation and accumulated impairment losses, if any.

Subsequent expenditure is capitalised only when it increases the future economic benefits embodied in the specific asset to which they relate.

Software for internal use, which is primarily acquired from third-party vendors, including consultancy charges for implementing the software, are capitalised. Subsequent costs are charged to the statement of profit and loss as incurred. The capitalised costs are amortised over the estimated useful life of the software.

**Amortisation**

Amortisation of intangible assets, intangible assets not available for use and intangible assets having indeterminable life, is recognised in the statement of profit and loss on a straight-line basis over the estimated useful lives from the date they are available for use.

The estimated useful lives of intangible assets are 1 - 10 years.

## 2.8 Impairment of non-financial assets

The carrying amounts of the Company's non-financial assets, are reviewed at each reporting date to determine whether there is any indication of impairment. If any such indication exists, then the asset's recoverable amount is estimated. Intangible assets that have indefinite lives or that are not yet available for use are tested for impairment annually; their recoverable amount is estimated annually each year at the reporting date.

For the purpose of impairment testing, assets are grouped together into the smallest group of assets that generate cash inflows from continuing use that are largely independent of the cash inflows of other assets or groups of assets ("cash-generating unit"). The recoverable amount of an asset or cash-generating unit is the greater of its value in use or its fair value less costs to sell. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. Intangibles with indefinite useful lives are tested for impairment individually.

An impairment loss is recognised if the carrying amount of an asset or its cash-generating unit exceeds its estimated recoverable amount. Impairment losses are recognised in the statement of profit and loss.

Impairment losses recognised in prior periods are assessed at each reporting date for any indications that the loss has decreased or no longer exists. An impairment loss is 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 loss had been recognised.

## 2.9 Investments and financial assets

**Classification**

The Company classifies its financial assets in the following measurement categories:

- those to be measured subsequently at fair value (either through other comprehensive income, or through profit or loss), and
- those measured at amortised cost.

The classification depends on the entity's business model for managing the financial assets and the contractual terms of the cash flows.

For assets measured at fair value, gains and losses will either be recorded in the statement of profit and loss or other comprehensive income. For investments in debt instruments, this will depend on the business model in which the investment is held. For investments in equity instruments, this will depend on whether the Company has made an irrevocable selection at the time of initial recognition to account for the equity investment at fair value through other comprehensive income.

The Company reclassifies debt investments when and only when its business model for managing those assets changes.

**Measurement**

At initial recognition, the Company measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs that are directly attributable to the acquisition of the financial asset. Transaction costs of financial assets carried at fair value through profit or loss are expensed in the statement of profit and loss.

Financial assets with embedded derivatives are considered in their entirety when determining whether

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their cash flows are solely payment of principal and interest.

**Measurement of debt instruments**

Subsequent measurement of debt instruments depends on the Company's business model for managing the asset and the cash flow characteristics of the asset. There are three measurement categories into which the Company classifies its debt instruments:

- **Amortised cost:** Assets that are held for collection of contractual cash flows where those cash flows represent solely payments of principal and interest are measured at amortised cost. A gain or loss on a debt investment that is subsequently measured at amortised cost and is not part of a hedging relationship is recognised in profit or loss when the asset is derecognised or impaired. Interest income from these financial assets is included in other income using the effective interest rate method.

- **Fair value through other comprehensive income (FVOCI):** Assets that are held for collection of contractual cash flows and for selling the financial assets, where the assets' cash flows represent solely payments of principal and interest, are measured at fair value through other comprehensive income (FVOCI). Movements in the carrying amount are taken through OCI, except for the recognition of impairment gains or losses, interest income and foreign exchange gains and losses which are recognised in the statement of profit and loss. When the financial asset is derecognised, the cumulative gain or loss previously recognised in OCI is reclassified from equity to the statement of profit and loss and recognised in other income/ expenses. Interest income from these financial assets is included in other income using the effective interest rate method.

- **Fair value through profit or loss (FVTPL):** Assets that do not meet the criteria for amortised cost or FVOCI are measured at fair value through profit or loss. A gain or loss on a debt investment that is subsequently measured at fair value through profit or loss and is not part of a hedging relationship is recognised in the statement of profit and loss and presented net in the statement of profit and loss within other income/expenses in the period in which it arises. Interest income from these financial assets is included in other income.

**Measurement of equity instruments**

The Company subsequently measures all equity investments at fair value other than those elected to be at cost under Ind AS 27. Where the Company's management has elected to present fair value gains and losses on equity investments in other comprehensive income, there is no subsequent reclassification of fair value gains and losses to profit or loss. Dividends from such investments are recognised in the statement of profit and loss as other income when the Company's right to receive payments is established.

Changes in the fair value of financial assets at fair value through profit or loss are recognised in other income/ expenses in the statement of profit and loss. Impairment losses (and reversal of impairment losses) on equity investments measured at FVOCI are not reported separately from other changes in fair value.

**Impairment of financial assets**

The Company assesses on a forward looking basis the expected credit losses associated with its assets carried at amortised cost and FVOCI debt instruments. The impairment methodology applied depends on whether there has been a significant increase in credit risk.

For trade receivables only, the Company applies the simplified approach permitted by Ind AS 109 Financial Instruments, which requires expected lifetime losses to be recognised from initial recognition of the receivables.

**De-recognition of financial assets**

A financial asset is derecognised only when

- the Company has transferred the rights to receive cash flows from the financial asset or

- retains the contractual rights to receive the cash flows of the financial asset, but assumes a contractual obligation to pay the cash flows to one or more recipients.

Where the entity has transferred an asset, the Company evaluates whether it has transferred substantially all risks and rewards of ownership of the financial asset. In such cases, the financial asset is derecognised. Where the entity has not transferred substantially all risks and rewards of ownership of the financial asset, the financial asset is not derecognised.

Where the entity has neither transferred a financial asset nor retains substantially all risks and rewards of ownership of the financial asset, the financial asset is derecognised if the Company has not retained control of the financial asset. Where the Company retains control of the financial asset, the asset is continued to be recognised to the extent of continuing involvement in the financial asset.

**Interest income from financial assets**

Interest income from debt instruments is recognised using the effective interest rate method. The effective interest rate is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the gross carrying amount of a financial asset. When calculating the effective interest

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rate, the Company estimates the expected cash flows by considering all the contractual terms of the financial instrument (for example, prepayment, extension, call and similar options) but does not consider the expected credit losses.

## 2.10 Financial liabilities

Non derivative financial liabilities include trade and other payables.

Company present the hybrid contract in balance sheet as a single contractual arrangement. The embedded derivative component is classified as at FVTPL for measurement purposes; the host contract, as a financial liability is measured at amortised cost using the effective interest method.

Borrowings and other financial liabilities are initially recognised at fair value (net of transaction costs incurred). Difference between the fair value and the transaction proceeds on initial recognition is recognised as an asset/liability based on the underlying reason for the difference.

Subsequently all financial liabilities are measured at amortised cost using the effective interest rate method.

Borrowings are derecognised from the balance sheet when the obligation specified in the contract is discharged, cancelled or expired. The difference between the carrying amount of a financial liability that has been extinguished or transferred to another party and the consideration paid, including any non-cash assets transferred or liabilities assumed, is recognised in the statement of profit and loss. The gain/loss is recognised in other equity in case of transaction with shareholders.

Borrowings are classified as current liabilities unless the Company has an unconditional right to defer settlement of the liability for at least 12 months after the reporting period. Where there is a breach of a material provision of a long-term loan arrangement on or before the end of the reporting period with the effect that the liability becomes payable on demand on the reporting date, the entity does not classify the liability as current, if the lender agreed, after the reporting period and before the approval of the financial statements for issue, not to demand payment as a consequence of the breach.

Trade payables are recognised initially at their transaction values which also approximate their fair values and subsequently measured at amortised cost less settlement payments.

## 2.11 Inventories

Inventories of finished goods, stock in trade, work in process, consumable stores and spares, raw material, packing material are valued at cost or net realisable value, whichever is lower. Cost of inventories is determined on a weighted moving average basis. Cost of materials comprises all costs of purchase, duties, taxes (other than those subsequently recoverable from tax authorities) and all other costs incurred in bringing the inventory to their present location and condition. Cost of work-in-process and finished goods include the cost of materials consumed, labour, manufacturing overheads and other related costs incurred in bringing the inventories to their present location and condition. Fixed production overheads are allocated on the basis of normal capacity of production facilities.

Net realisable value is the estimated selling price in the ordinary course of business, less the estimated costs of completion and selling expenses.

The factors that the Company considers in determining the allowance for slow moving, obsolete and other non-saleable inventory includes estimated shelf life, planned product discontinuances, price changes, ageing of inventory and introduction of competitive new products, to the extent each of these factors impact the Company's business and markets. The Company considers all these factors and adjusts the inventory provision to reflect its actual experience on a periodic basis.

## 2.12 Accounting for income taxes

Income tax expense consists of current and deferred tax. Income tax expense is recognised in the statement of profit and loss except to the extent that it relates to items recognised in other comprehensive income, in which case it is recognised in other comprehensive income. Current tax is the expected tax payable on the taxable income for the year, using tax rates enacted at the reporting date, and any adjustment to tax payable in respect of previous years.

Deferred tax is recognised for temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and the amounts used for taxation purposes.

Deferred tax is not recognised for the following temporary differences:

- The initial recognition of assets or liabilities in a transaction that is not a business combination and that affects neither accounting nor taxable profit, and

- Taxable temporary differences relating to investments in subsidiaries to the extent the Company is probable that the temporary difference will reverse in the foreseeable future and taxable profit will be available against which the temporary difference can be utilised.

Deferred tax is measured at the tax rates that are expected to be applied to the temporary differences when they reverse, based on the laws that have been enacted or substantively enacted by the reporting date.

(All amounts in million of Indian Rupees, unless otherwise stated)

Deferred tax assets are not recognised for temporary differences between the carrying amount and tax bases of investments in subsidiaries, where it is not probable that the differences will reverse in the foreseeable future and taxable profit will not be available against which the temporary difference can be utilised.

A deferred tax asset is recognised to the extent that it is probable that future taxable profits will be available against which the temporary difference can be utilised. Deferred tax assets are reviewed at each reporting date and are reduced to the extent that it is no longer probable that the related tax benefit will be realised.

Deferred tax assets and liabilities are offset if there is a legally enforceable right to offset current tax liabilities and assets, and they relate to income taxes levied by the same tax authority on the same taxable entity, or on different tax entities, but they intend to settle current tax liabilities and assets on a net basis or their tax assets and liabilities will be realised/ settled simultaneously.

## 2.13 Leases

The Company has applied Ind AS 116 using the modified retrospective approach.

The Company recognises a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for any lease payments made at or before the commencement date, plus any initial direct costs incurred and an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located, less any lease incentives received.

The right-of-use asset is subsequently depreciated using the straight-line method from the commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. The estimated useful lives of right-of-use assets are determined on the same basis as those of property and equipment. In addition, the right-of-use asset is periodically reduced by impairment losses, if any, and adjusted for certain re-measurements of the lease liability.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, company's incremental borrowing rate. Generally, the company uses its incremental borrowing rate as the discount rate.

Lease payments included in the measurement of the lease liability comprise the following:

- Fixed payments, including in-substance fixed payments;
- Variable lease payments that depend on an index or a rate, initially measured using the index or rate as at the commencement date;
- Amounts expected to be payable under a residual value guarantee; and
- The exercise price under a purchase option that the company is reasonably certain to exercise, lease payments in an optional renewal period if the company is reasonably certain to exercise an extension option, and penalties for early termination of a lease unless the company is reasonably certain not to terminate early.

The lease liability is measured at amortised cost using the effective interest method. It is remeasured when there is a change in future lease payments arising from a change in an index or rate, if there is a change in the Company's estimate of the amount expected to be payable under a residual value guarantee, or if Company changes its assessment of whether it will exercise a purchase, extension or termination option.

When the lease liability is remeasured in this way, a corresponding adjustment is made to the carrying amount of the right-of-use asset, or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

The Company presents right-of-use assets that do not meet the definition of investment property in 'property, plant and equipment' and lease liabilities in 'loans and borrowings' in the Balance sheet.

### Short-term leases and leases of low-value assets

The Company has elected not to recognise right-of-use assets and lease liabilities for short-term leases that have a lease term of 12 months. The Company recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

### Land acquired on long term leases

The Company has capitalised the land acquired on long term lease. Such leases are acquired on payment of an upfront amount and do not carry any other minimum lease payments/other rentals over the lease term. The asset is initially recognised at the value of the upfront premium/charges paid to acquire the lease.

## 2.14 Equity

Share capital is determined using the nominal value of shares that are issued. Incremental costs directly attributable to the issue of ordinary shares are recognised as a deduction from equity, net of any tax effects.

Securities premium includes any premium received on the issue of share capital. Any transaction costs

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associated with the issue of shares is deducted from Securities premium, net of any related income tax benefits.

Retained earnings include all current and prior period results, as disclosed in the statement of profit and loss.

## 2.15 Employee benefits

### Short-term benefits

Short-term benefit obligations are measured on an undiscounted basis and are expensed as the related service is provided. A liability is recognised for the amount expected to be paid under short-term cash bonus or profit-sharing plans if the Company has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be estimated reliably.

### Defined contribution plans

A defined contribution plan is a post-employment benefit plan under which the Company pays fixed contributions into a separate entity and will have no legal or constructive obligation to pay further amounts. Obligations for contributions to recognised provident funds, approved superannuation schemes and other social securities, which are defined contribution plans, are recognised as an employee benefit expense in the statement of profit and loss as incurred.

### Defined benefit plans

A defined benefit plan is a post-employment benefit plan other than a defined contribution plan. The Company's net obligation in respect of an approved gratuity plan, which is a defined benefit plan, and certain other defined benefit plans is calculated separately for each material plan by estimating the ultimate cost to the entity of the benefit that employees have earned in return for their service in the current and prior periods. This requires an entity to determine how much benefit is attributable to the current and prior periods and to make estimates (actuarial assumptions) about demographic variables and financial variables that will affect the cost of the benefit. The cost of providing benefits under the defined benefit plan is determined using actuarial valuation performed annually by a qualified actuary using the projected unit credit method.

The benefit is discounted to determine the present value of the defined benefit obligation and the current service cost. The discount rate is the yield at the reporting date on risk free government bonds that have maturity dates approximating the terms of the Company's obligations and that are denominated in the same currency in which the benefits are expected to be paid.

The fair value of any plan assets is deducted from the present value of the defined benefit obligation to determine the amount of deficit or surplus. The net defined benefit liability/ (asset) is determined as the amount of the deficit or surplus, adjusted for any effect of limiting a net defined benefit asset to the asset ceiling. The net defined benefit liability/(asset) is recognised in the balance sheet.

**Defined benefit costs are recognised as follows:**

- Service cost in the statement of profit and loss
- Net interest on the net defined benefit liability (asset) in the statement of profit and loss
- Remeasurement of the net defined benefit liability/ (asset) in other comprehensive income

Service costs comprise of current service cost, past service cost, as well as gains and losses on curtailment and settlements. The benefit attributable to current and past periods of service is determined using the plan's benefit formula. However, if an employee's service in later years will lead to a materially higher level of benefit than in earlier years, the benefit is attributed on a straight-line basis. Past service cost is recognised in the statement of profit and loss in the period of plan amendment. A gain or loss on the settlement of a defined benefit plan is recognised when the settlement occurs.

Net interest is calculated by applying the discount rate at the beginning of the period to the net defined benefit liability/(asset) at the beginning of the period, taking account of any changes in the net defined benefit liability/(asset) during the period as a result of contribution and benefit payments.

Remeasurement comprises of actuarial gains and losses, the return on plan assets (excluding interest), and the effect of changes to the asset ceiling (if applicable). Remeasurement recognised in other comprehensive income is not reclassified to the statement of profit and loss.

### Compensated absence

Eligible employees are entitled to accumulate compensated absences up to prescribed limits in accordance with the Company's policy and receive cash in lieu thereof. The Company measures the expected cost of accumulating compensated absences as the additional amount that the Company expects to pay as a result of the unused entitlement that has accumulated at the date of the balance sheet. Such measurement is based on actuarial valuation as at the date of the balance sheet carried out by a qualified actuary.

### Termination benefits

Termination benefits are recognised as an expense when the Company is demonstrably committed, without

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realistic possibility of withdrawal, to a formal detailed plan to either terminate employment before the normal retirement date, or to provide termination benefits as a result of an offer made to encourage voluntary redundancy. Termination benefits for voluntary redundancies are recognised as an expense if the Company has made an offer encouraging voluntary redundancy, it is probable that the offer will be accepted, and the number of acceptances can be estimated reliably.

## 2.16 Provisions, contingent liabilities and contingent assets

Provisions are recognised when present obligations as a result of past events will probably lead to an outflow of economic resources from the Company and they can be estimated reliably. Timing or amount of the outflow may still be uncertain. A present obligation arises from the presence of a legal or constructive obligation that has resulted from past events.

Provisions are measured at the best estimate of expenditure required to settle the present obligation at the reporting date, based on the most reliable evidence, including the risks and uncertainties and timing of cashflows associated with the present obligation.

In those cases where the possible outflow of economic resource as a result of present obligations is considered improbable or remote, or the amount to be provided for cannot be measured reliably, no liability is recognised in the balance sheet.

Any amount that the Company can be virtually certain to collect from a third party with respect to the obligation is recognised as a separate asset up to the amount of the related provisions. All provisions are reviewed at each reporting date and adjusted to reflect the current best estimate.

Contingent assets are not recognised.

## 2.17 Share based compensation

All employee services received in exchange for the grant of any equity-settled share-based compensation are measured at their fair values. These are indirectly determined by reference to the fair value of the share options awarded. Their value is appraised at the grant date and excludes the impact of any non-market vesting conditions (for example, profitability and sales growth targets).

All share-based compensation is ultimately recognised as an expense in the statement of profit and loss with a corresponding credit to equity (Stock compensation reserve). If vesting periods or other vesting conditions apply, the expense is allocated over the vesting period, based on the best available estimate of the number of share options expected to vest. Non-market vesting conditions are included in assumptions about the number of options that are expected to become exercisable. Estimates are subsequently revised, if there is any indication that the number of share options expected to vest differs from previous estimates.

No adjustment is made to expense recognised in prior periods if fewer share options are ultimately exercised than originally estimated. Upon exercise of share options, the proceeds received net of any directly attributable transaction costs up to the nominal value of the shares issued are allocated to share capital with any excess being recorded as Securities premium.

## 2.18 Earnings per share

Basic earnings per share is computed by dividing the net profit for the period attributable to the equity shareholders of the Company by the weighted average number of equity shares outstanding during the period. The weighted average number of equity shares outstanding during the period and for all periods presented is adjusted for events, such as bonus shares, other than the conversion of potential equity shares that have changed the number of equity shares outstanding, without a corresponding change in resources.

For the purpose of calculating diluted earnings per share, the net profit for the period attributable to equity shareholders and the weighted average number of shares out standing during the period is adjusted for the effects of all dilutive potential equity shares.

## 2.19 Statement of cash flow

Statement of Cash Flows is prepared segregating the cash flows into operating, investing and financing activities. Cash flow from operating activities is reported using indirect method, adjusting the profit before tax excluding exceptional items for the effects of:

(i) changes during the period in inventories and operating receivables and payables, transactions of a non-cash nature;

(ii) non-cash items such as depreciation, provisions, unrealised foreign currency gains and losses and;

(iii) all other items for which the cash effects are investing or financing cash flows.

Cash and cash equivalents (including bank balances) shown in the Statement of Cash Flows exclude items which are not available for general use as at the date of Balance Sheet.

(All amounts in million of Indian Rupees, unless otherwise stated)

### 2.20 Government Grants

Government grants are recognised if there is reasonable assurance that:

(i) the entity will comply with the conditions attaching to them and

(ii) the grants will be received.

Government grants shall be recognised in profit or loss on a systematic basis over the periods in which the entity recognises as expenses the related costs for which the grants are intended to compensate.

Government grants related to assets are recognised as income in equal amounts over the expected useful life of the related asset.

Export entitlement from government authority are recognised in the profit or loss as other operating revenue when the right to receive is established as per the terms of the scheme in respect of the exports made by the Company with no further related cost and where there is no significant uncertainty regarding the ultimate collection of the relevant export proceeds.

## 3. CRITICAL ACCOUNTING ESTIMATES AND SIGNIFICANT JUDGMENT IN APPLYING ACCOUNTING POLICIES

### Estimation Uncertainity

The preparation of these financial statements in conformity with Ind AS requires the application of judgment by management in selecting appropriate assumptions for calculating financial estimates, which inherently contain some degree of uncertainty. Management estimates are based on historical experience and various other assumptions that are believed to be reasonable in the circumstances, the results of which form the basis for making judgments about the reported carrying values of assets and liabilities and the reported amounts of revenues and expenses that may not be readily apparent from other sources. Actual results may differ from these estimates under different assumptions or conditions.

Estimates of life of various tangible and intangible assets, and assumptions used in the determination of employee-related obligations and fair valuation of financial and equity instrument, impairment of tangible and intangible assets represent certain of the significant judgments and estimates made by management.

### Revenue

Gross turnover is reduced by rebates, discounts, allowances and product returns given or expected to be given, which vary by product arrangements and buying groups. These arrangements with purchasing organisations are dependent upon the submission of claims sometime after the initial recognition of the sale. Accruals are made at the time of sale for the estimated rebates, discounts or allowances payable or returns to be made, based on available market information and historical experience.

Because the amounts are estimated they may not fully reflect the final outcome, and the amounts are subject to change dependent upon, amongst other things, the types of buying group and product sales mix.

The level of accrual for rebates and returns is reviewed and adjusted regularly in the light of contractual and legal obligations, historical trends, past experience and projected market conditions. Market conditions are evaluated using wholesaler and other third-party analyses, market research data and internally generated information. Revenue is not recognised in full until it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur.

Future events could cause the assumptions on which the accruals are based to change, which could affect the future results of the Company.

### Useful lives of various assets

Management reviews the useful lives of depreciable assets at each reporting date, based on the expected utility of the assets to the Company. The useful life are specified in note 2.5 and 2.7

### Leases

Ind AS 116 requires Company to make certain judgments and estimations, and those that are significant are disclosed below.

Critical judgments are required when an entity is,

- determining whether or not a contract contains a lease,
- establishing whether or not it is reasonably certain that an extension option will be exercised,
- considering whether or not it is reasonably certain that a termination option will not be exercised.

Key sources of estimation and uncertainty include:

- calculating the appropriate discount rate,
- estimating the lease term.

### Research and developments costs

Management monitors progress of internal research and development projects by using a project management system. Significant judgement is required in distinguishing research from the development phase. Development costs are recognised as an asset when all the criteria are met, whereas research costs are expensed as incurred.

(All amounts in million of Indian Rupees, unless otherwise stated)

Management also monitors whether the recognition requirements for development costs continue to be met. This is necessary due to inherent uncertainty in the economic success of any product development.

### Post-employment benefits

The cost of post-employment benefits is determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, expected rate of return on assets, future salary increases and mortality rates. Due to the long term nature of these plans such estimates are subject to significant uncertainty.

### Fair value of financial instruments

Management uses valuation techniques in measuring the fair value of financial instruments where active market quotes are not available. In applying the valuation techniques, management makes maximum use of market inputs and uses estimates and assumptions that are, as far as possible, consistent with observable data that market participants would use in pricing the instrument. Where applicable data is not observable, management uses its best estimate about the assumptions that market participants would make. These estimates may vary from the actual prices that would be achieved in an arm's length transaction at the reporting date.

### Impairment

An impairment loss is recognised for the amount by which an asset's or cash-generating unit's carrying amount exceeds its recoverable amount. To determine the recoverable amount, management estimates expected future cash flows from each asset or cash-generating unit and determines a suitable interest rate in order to calculate the present value of those cash flows. In the process of measuring expected future cash flows, management makes assumptions about future operating results. These assumptions relate to future events and circumstances. The actual results may vary, and may cause significant adjustments to the Company's assets.

In most cases, determining the applicable discount rate involves estimating the appropriate adjustment to market risk and the appropriate adjustment to asset-specific risk factors.

### Current taxes

Significant judgments are involved in determining the provision for income taxes including judgment on whether tax positions are probable of being sustained in tax assessments. A tax assessment can involve complex issues, which can only be resolved over extended time periods. The recognition of taxes that are subject to certain legal or economic limits or uncertainties is assessed individually by management based on the specific facts and circumstances.

### Deferred tax

The assessment of the probability of future taxable profit in which deferred tax assets can be utilized is based on the Company's latest approved budget forecast, which is adjusted for significant non-taxable profit and expenses and specific limits to the use of any unused tax loss or credit. If a positive forecast of taxable profit indicates the probable use of a deferred tax asset, especially when it can be utilise without a time limit, that deferred tax asset is usually recognised in full. The recognition of deferred tax assets that are subject to certain legal or economic limits or uncertainties is assessed individually by management based on the specific facts and circumstances.

### Expected credit loss

The Company applies expected credit losses (ECL) model for measurement and recognition of loss allowance on the following:

i Trade receivables.

ii Financial assets measured at amortised cost other than trade receivables.

In case of trade receivables, the Company follows a simplified approach wherein an amount equal to lifetime ECL is measured and recognised as loss allowance. In case of other assets (listed as (ii) above), the Company determines if there has been a significant increase in credit risk of the financial asset since initial recognition. If the credit risk of such assets has not increased significantly, an amount equal to twelve month ECL is measured and recognised as loss allowance. However, if credit risk has increased significantly, an amount equal to lifetime ECL is measured and recognised as loss allowance.

The financial statements have been prepared using the measurement basis specified by Ind AS for each type of asset, liability, income and expense. The measurement bases are more fully described in the accounting policies.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods.

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 2 - New and amended standards

Ministry of Corporate Affairs ("MCA") notifies new standards or amendments to the existing standards under Companies (Indian Accounting Standards) Rules as issued from time to time. During the year ended March 31, 2025, MCA has notified Ind AS 117 - Insurance Contracts and amendments to Ind As 116 – Leases , relating to sale and lease back transactions, applicable from April 1, 2024. The Company has assessed that there is no significant impact on its financial statements.

On May 9, 2025, MCA notifies the amendments to Ind AS 21 - Effects of Changes in Foreign Exchange Rates. These amendments aim to provide clearer guidance on assessing currency exchangeability and estimating exchange rates when currencies are not readily exchangeable. The amendments are effective for annual periods beginning on or after April 1, 2025. The Company is currently assessing the probable impact of these amendments on its financial statements.

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 3 - PROPERTY, PLANT AND EQUIPMENT

**Note 3.1 - Property, plant and equipment other than right-of-use asset comprise the following:**

| Particulars | Freehold Land | Leasehold Land | Factory Building | Other Building | Plant and Equipment | Furniture and Fixture | Office Equipment | Vehicles | Total | Capital work-in-progress |
|---|---|---|---|---|---|---|---|---|---|---|
| **Gross carrying value** | | | | | | | | | | |
| **Balance as at 1 April 2024** | **50.27** | **256.11** | **5,876.23** | **737.83** | **16,929.05** | **1,246.14** | **283.07** | **63.62** | **25,442.32** | **1,754.95** |
| - Acquisitions | - | - | 425.89 | 6.95 | 2,459.81 | 74.22 | 22.46 | 25.06 | 3,014.39 | 884.48 |
| - Disposals/ Transfers | - | - | (0.08) | (1.45) | (46.08) | (0.17) | (3.45) | (13.39) | (64.62) | (1,426.05) |
| **Balance as at 31 March 2025** | **50.27** | **256.11** | **6,302.04** | **743.33** | **19,342.78** | **1,320.19** | **302.08** | **75.29** | **28,392.09** | **1,213.38** |
| **Accumulated Depreciation** | | | | | | | | | | |
| **Balance as at 1 April 2024** | **-** | **57.44** | **1,114.04** | **189.79** | **7,836.00** | **995.98** | **230.35** | **48.67** | **10,472.27** | - |
| - Depreciation charge for the year | - | 3.93 | 129.71 | 17.90 | 1,130.18 | 60.23 | 16.64 | 3.27 | 1,361.86 | - |
| - Disposals/ Transfers | - | - | (0.00) | (0.33) | (33.80) | (0.17) | (3.45) | (12.38) | (50.13) | - |
| **Balance as at 31 March 2025** | **-** | **61.37** | **1,243.75** | **207.36** | **8,932.38** | **1,056.04** | **243.54** | **39.56** | **11,784.00** | **-** |
| **Net carrying value** | | | | | | | | | | |
| **As at 31 March 2025** | **50.27** | **194.74** | **5,058.29** | **535.97** | **10,410.40** | **264.15** | **58.54** | **35.73** | **16,608.09** | **1,213.38** |

| Particulars | Freehold Land | Leasehold Land | Factory Building | Other Building | Plant and Equipment | Furniture and Fixture | Office Equipment | Vehicles | Total | Capital work-in-progress |
|---|---|---|---|---|---|---|---|---|---|---|
| **Gross carrying value** | | | | | | | | | | |
| **Balance as at 1 April 2023** | **50.27** | **256.11** | **5,680.13** | **723.46** | **15,417.39** | **1,187.76** | **258.07** | **60.88** | **23,634.07** | **1,590.71** |
| - Acquisitions | - | - | 196.10 | 14.37 | 1,546.71 | 58.61 | 26.58 | 6.90 | **1,849.27** | 1,271.81 |
| - Disposals/Transfers | - | - | - | - | (35.05) | (0.23) | (1.58) | (4.16) | **(41.02)** | (1,107.57) |
| **Balance as at 31 March 2024** | **50.27** | **256.11** | **5,876.23** | **737.83** | **16,929.05** | **1,246.14** | **283.07** | **63.62** | **25,442.32** | **1,754.95** |
| **Accumulated Depreciation** | | | | | | | | | | |
| **Balance as at 1 April 2023** | **-** | **53.51** | **995.05** | **173.23** | **6,866.05** | **929.87** | **215.48** | **47.55** | **9,280.74** | - |
| - Depreciation charge for the year | - | 3.93 | 118.99 | 16.56 | 997.99 | 66.34 | 16.45 | 4.85 | **1,225.11** | - |
| - Disposals/Transfers | - | - | - | - | (28.04) | (0.23) | (1.58) | (3.73) | **(33.58)** | - |
| **Balance as at 31 March 2024** | **-** | **57.44** | **1,114.04** | **189.79** | **7,836.00** | **995.98** | **230.35** | **48.67** | **10,472.27** | **-** |
| **Net carrying value** | | | | | | | | | | |
| **Balance as at 31 March 2024** | **50.27** | **198.67** | **4,762.19** | **548.04** | **9,093.05** | **250.16** | **52.72** | **14.95** | **14,970.05** | **1,754.95** |

Notes:

a) Refer note 14(i) for details of assets pledged against borrowings.

b) The Company has not revalued its property, plant and equipment during the current year and previous year.

c) Title deed of all immovable properties are held in the name of the Company.

(All amounts in million of Indian Rupees, unless otherwise stated)

**Ageing of capital work-in-progress as on 31 March 2025**

| Particulars | Amount in capital work-in-progress for a period of | | | | Total |
|---|---|---|---|---|---|
| | Less than 1 year | 1 - 2 years | 2 - 3 years | More than 3 years | |
| Projects in progress | 726.98 | 202.55 | 119.89 | 163.96 | 1,213.38 |
| Projects temporarily suspended | - | - | - | - | - |
| **Total** | **726.98** | **202.55** | **119.89** | **163.96** | **1,213.38** |

**Ageing of capital work-in-progress as on 31 March 2024**

| Particulars | Amount in capital work-in-progress for a period of | | | | Total |
|---|---|---|---|---|---|
| | Less than 1 year | 1 - 2 years | 2 - 3 years | More than 3 years | |
| Projects in progress | 1,063.81 | 405.78 | 169.55 | 115.81 | 1,754.95 |
| Projects temporarily suspended | - | - | - | - | - |
| **Total** | **1,063.81** | **405.78** | **169.55** | **115.81** | **1,754.95** |

There is no capital work-in-progress whose completion is overdue or has exceeded its cost as compare to its original plan as at 31 March 2025 and 31 March 2024.

## NOTE 3.2 - Right-of-use asset

The Company has entered into an lease arrangement for office premises and furniture in the ordinary course of business. Such leases are generally for a period of 2 to 12 years, with option of renewal on a periodic basis by mutual consent of both parties. Most of the operating leases provide for a percentage increase in rent, at the end of the original lease terms, for future renewed periods. These leasing arrangements are cancellable by the lessor/lessee within 1 to 3 months' notice except in case of certain leases where there is a lock in period/ non-cancellable period of 4 to 5 years. The Company does not have any lease restrictions and commitment towards variable rent as per the contract.

| Particulars | Other Building | Office Equipment | Total |
|---|---|---|---|
| **Gross carrying value** | | | |
| **Balance as at 1 April 2024** | **1,352.33** | **146.36** | **1,498.69** |
| - Additions | 1,114.99 | 38.82 | 1,153.81 |
| - Deletions | (880.09) | - | (880.09) |
| **Balance as at 31 March 2025** | **1,587.23** | **185.18** | **1,772.41** |
| **Amortisation and impairment** | | | |
| **Balance as at 1 April 2024** | **985.76** | **97.20** | **1,082.96** |
| - Depreciation charge for the year | 258.11 | 48.65 | 306.76 |
| - Deletions | (861.48) | - | (861.48) |
| **Balance as at 31 March 2025** | **382.39** | **145.85** | **528.24** |
| **Net carrying value** | | | |
| **As at 31 March 2025** | **1,204.84** | **39.33** | **1,244.17** |

| Particulars | Other Building | Office Equipment | Total |
|---|---|---|---|
| **Gross carrying value** | | | |
| **Balance as at 1 April 2023** | **1,226.12** | **122.27** | **1,348.39** |
| - Additions | 126.21 | 24.09 | 150.30 |
| - Deletions | - | - | - |
| **Balance as at 31 March 2024** | **1,352.33** | **146.36** | **1,498.69** |
| **Amortisation and impairment** | | | |
| **Balance as at 1 April 2023** | **762.66** | **52.40** | **815.06** |
| - Depreciation charge for the year | 223.10 | 44.80 | 267.90 |
| - Deletions | - | - | - |
| **Balance as at 31 March 2024** | **985.76** | **97.20** | **1,082.96** |
| **Net carrying value** | | | |
| **As at 31 March 2024** | **366.57** | **49.16** | **415.73** |

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 4 - INTANGIBLE ASSET

### Intangible assets comprise the following

| Particulars | Computer software | Product development/ Brands | Total | Intangible assets under development |
|---|---|---|---|---|
| **Gross carrying value** | | | | |
| **Balance as at 1 April 2024** | **2,721.55** | **4,264.92** | **6,986.47** | **221.70** |
| - Additions | 249.19 | 31.31 | 280.50 | 174.30 |
| - Disposals/transfers | - | - | - | (63.79) |
| **Balance as at 31 March 2025** | **2,970.74** | **4,296.23** | **7,266.97** | **332.21** |
| **Amortisation and impairment** | | | | |
| **Balance as at 1 April 2024** | **2,154.45** | **2,655.35** | **4,809.80** | - |
| - Amortisation for the year | 249.53 | 268.14 | 517.67 | - |
| - on disposals/transfers | - | - | - | - |
| **Balance as at 31 March 2025** | **2,403.98** | **2,923.49** | **5,327.47** | **-** |
| **Net carrying value** | | | | |
| **As at 31 March 2025** | **566.76** | **1,372.74** | **1,939.50** | **332.21** |

| Particulars | Computer software | Product development/ Brands | Total | Intangible assets under development |
|---|---|---|---|---|
| **Gross carrying value** | | | | |
| **Balance as at 1 April 2023** | **2,611.44** | **4,242.57** | **6,854.01** | **132.66** |
| - Additions | 110.15 | 22.35 | 132.50 | 123.12 |
| - Disposals/transfers | (0.04) | - | (0.04) | (34.08) |
| **Balance as at 31 March 2024** | **2,721.55** | **4,264.92** | **6,986.47** | **221.70** |
| **Amortisation and impairment** | | | | |
| **Balance as at 1 April 2023** | **1,897.60** | **2,383.63** | **4,281.23** | - |
| - Amortisation for the year | 256.89 | 271.72 | 528.61 | - |
| - on disposals/transfers | (0.04) | - | (0.04) | - |
| **Balance as at 31 March 2024** | **2,154.45** | **2,655.35** | **4,809.80** | **-** |
| **Net carrying value** | | | | |
| **As at 31 March 2024** | **567.10** | **1,609.57** | **2,176.67** | **221.70** |

The Company has not revalued its Intangible assets during the current year and previous year.

### Ageing of Intangible assets under development as on 31 March 2025

| Particulars | Amount of Intangible assets under development for a period of | | | | Total |
|---|---|---|---|---|---|
| | Less than 1 year | 1 - 2 years | 2 - 3 years | More than 3 years | |
| Projects in progress | 183.83 | 58.87 | 40.90 | 48.61 | 332.21 |
| Projects temporarily suspended | - | - | - | - | - |
| **Total** | **183.83** | **58.87** | **40.90** | **48.61** | **332.21** |

### Ageing of Intangible assets under development as on 31 March 2024

| Particulars | Amount of Intangible assets under development for a period of | | | | Total |
|---|---|---|---|---|---|
| | Less than 1 year | 1 - 2 years | 2 - 3 years | More than 3 years | |
| Projects in progress | 125.62 | 42.08 | 28.29 | 25.71 | 221.70 |
| Projects temporarily suspended | - | - | - | - | - |
| **Total** | **125.62** | **42.08** | **28.29** | **25.71** | **221.70** |

There is no Intangible assets under development whose completion is overdue or has exceeded its cost as compare to its original plan as at 31 March 2025 and 31 March 2024.

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 5 - NON-CURRENT FINANCIAL ASSETS

### (i) Investments

| Particulars | | | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|---|---|
| **Unquoted** | | | | |
| **(A)** | **Equity shares** | | | |
| **(a)** | **Investments in subsidiary companies - carried at cost** | | | |
| | a) | Glenmark Impex LLC, Russia | 1,435.61 | 1,435.61 |
| | | [577,767,277 (2024-577,767,277) shares of RUB 1 each] | | |
| | b) | Glenmark Philippines Inc., Philippines | 116.70 | 116.70 |
| | | [640,490 (2024-640,490) shares of Pesos 200 each] | | |
| | c) | Glenmark Pharmaceuticals (Nigeria) Ltd., Nigeria | 208.97 | 208.97 |
| | | [645,114,304 (2024-645,114,304) shares of Naira 1 each] | | |
| | | less: Provision for impairment | (208.97) | (208.97) |
| | d) | Glenmark Pharmaceuticals Malaysia Sdn.Bhd.,Malaysia | 97.72 | 97.72 |
| | | [5,686,618 (2024 -5,686,618) shares of RM 1 each] | | |
| | e) | Glenmark Holding S. A., Switzerland | 143,231.75 | 113,597.50 |
| | | [1,642,239,894 (2024 - 1,342,239,894) shares of CHF 1 each] | | |
| | f) | Glenmark Pharmaceuticals (Australia) Pty.Ltd., Australia. | 101.72 | 101.72 |
| | | [2,644,002 (2024-2,644,002) shares of AUD 1 each] | | |
| | g) | Glenmark Pharmaceuticals Egypt S.A.E., Egypt | 421.74 | 421.74 |
| | | [55,426,520 (2024 - 55,426,520) shares of EGP 1 each] | | |
| | h) | Glenmark Pharmaceuticals FZE, (U.A.E) | 12.92 | 12.92 |
| | | [1 (2024 -1) shares of AED 1,000,000 each] | | |
| | i) | Glenmark Dominicana, SRL, Dominican Republic | 0.23 | 0.23 |
| | | [153 (2024 -153) shares of RD 1000 each] | | |
| | j) | Glenmark Pharmaceuticals (Kenya) Limited, Kenya | 97.18 | 97.18 |
| | | [1,560,400 (2024 - 1,560,400) shares of KSHS 100 each] | | |
| | k) | Glenmark Pharmaceuticals Venezuela, CA, Venezuela | 715.13 | 715.13 |
| | | [169,954,890 (2024 -169,954,890) shares of Bolivar 1 each] | | |
| | | less: Provision for impairment | (715.13) | (715.13) |
| | l) | Glenmark Pharmaceuticals Colombia SAS, Colombia | 577.47 | 577.47 |
| | | [275,456 (2024 - 275,456) shares of COP 1000 each] | | |
| | m) | Glenmark Pharmaceuticals Peru SAC, Peru | 827.79 | 827.79 |
| | | [41,133,332 (2024 -41,133,332) shares of PEN 1 each] | | |
| | n) | Glenmark Pharmaceuticals Mexico, S.A. DE C.V., Mexico | 1,695.29 | 1,695.29 |
| | | [404,975,500 (2024 -404,975,500) shares of Mexican peso 1 each] | | |
| | o) | Glenmark Pharmaceuticals Europe Ltd., U.K. | 578.23 | 578.23 |
| | | [6,285,121 (2024-6,285,121) shares of GBP 1 each] | | |
| | p) | Glenmark South Africa (Pty) Ltd., South Africa | 1,044.20 | 1,044.20 |
| | | [113,656 (2024 - 113,656) shares of ZAR 1 each] | | |
| | q) | Glenmark Uruguay S.A., Uruguay | 774.53 | 774.53 |
| | | [201,240,258 (2024- 201,240,258) shares of UYU 1 each] | | |
| | r) | Glenmark Pharmaceuticals (Thailand) Co.Ltd., Thailand | 3.72 | 3.72 |
| | | [26,215 (2024 - 26,215) Ordinary shares of THB 100 each] | | |
| | s) | Glenmark-Pharmaceuticals Ecuador S.A., Ecuador | 245.49 | 245.49 |
| | | [3,576,357 (2024- 3,576,357) shares of USD 1 each] | | |
| | t) | Glenmark Pharmaceuticals Singapore Pte. Ltd., Singapore | 32.73 | 32.73 |
| | | [650,010 (2024- 650,010) shares of SGD 1 each] | | |
| | u) | Glenmark Healthcare Limited | 90.50 | 90.50 |
| | | [90,50,000 (2024 - 90,50,000) shares of ₹ 10 each] | | |

(All amounts in million of Indian Rupees, unless otherwise stated)

| Particulars | | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|---|
| **(b)** | **Investment in associate company** | | |
| | O2 Renewable Energy XXIV Private Limited ( at FVTPL ) (Refer note 2) | | |
| | (1,70,000 Equity Shares of ₹ 10 each) | 1.70 | - |
| **(c)** | **Other investments** | | |
| | a) 213,032 ( 2024 - 213,032 ) Equity Shares of Narmada Clean Tech Ltd. of ₹ 10 each. **( at FVTPL)** | 2.13 | 2.13 |
| | b) 1 (2024 - 1) Time Share of Dalmia Resorts Limited **( at FVTPL)** | 0.02 | 0.02 |
| | c) 18,000 (2024 - 18,000) Equity shares of Shivalik Solid Waste Management Ltd of ₹10 each **( at FVTPL)** | 0.18 | 0.18 |
| **(B)** | **Preference shares** | | |
| **(a)** | **Investment in subsidiary - carried at cost** | | |
| | 2 (2024 - 2) Preference shares of THB 100 each of Glenmark Pharmaceuticals (Thailand) Co.Ltd. (amount less than Rupees ten thousand) | - | - |
| **(b)** | **Other investments** | | |
| | 1,176,471 ( 2024 - 1,176,471) Preferred shares of Napo Pharmaceuticals Inc of USD 0.85 each **(at FVTPL)** | 42.65 | 42.65 |
| **(C)** | **Government securities** | | |
| | National Savings Certificate - Sixth Issue **(at amortised cost)** | 0.02 | 0.02 |
| **(D)** | **Investment in Debentures** | | |
| | O2 Renewable Energy XXIV Private Limited ( at FVTPL ) (Refer note 2) | | |
| | (15,800 Compulsory Convertible Debenture of ₹ 1000 each) | 15.80 | - |
| **(E)** | **Other investments** | | |
| | Investment in Limited Liability Partnership (LLP) - ABCD Technologies LLP **( at FVOCI)** | 500.00 | 400.00 |
| | **Total** | **151,948.02** | **122,196.27** |
| | **Quoted** | | |
| **(F)** | **Equity shares (FVTPL)** | | |
| | 9,000 (2024 - 9,000) Bank of India of ₹10 each | 0.96 | 1.24 |
| | 1,209 (2024 - 1,209) IDBI Bank Limited of ₹10 each | 0.09 | 0.10 |
| | | **1.05** | **1.34** |
| **(G)** | **Investments in subsidiary company - (at FVTPL)** | | |
| | Glenmark Life Sciences Limited, India (now known as Alivus Lifescience Limited) | - | 7,450.30 |
| | [ Nil (2024- 9,609,571 ) equity shares of ₹ 2 each] | | |
| | **Total** | **151,949.07** | **129,647.91** |
| | Aggregate value of quoted investment | 1.05 | 7,451.64 |
| | Aggregate market value of quoted investment | 1.05 | 7,451.64 |
| | Aggregate carrying value of unquoted investment | 151,948.03 | 122,196.27 |
| | Aggregate amount of impairment in value of investment | 924.10 | 924.10 |

Note 1 - The fair values of investments in equity preference shares and compulsory Convertible Debenture being carried at ₹ 562.48 (2024 - ₹ 444.98 ) cannot be reliably determined and therefore the Company is carrying these investments at cost less impairment charge if any being the management's best estimate of their fair values.

Note 2 - During the year, the Company has invested ₹ 1.70, equivalent to 34% in equity instruments and ₹ 15.80 in the Compulsory Convertible Debenture of the O2 Renewable Energy XXIV Private Limited [(O2RE)]. O2RE is a special purpose vehicle in partnership with O2 Energy SG Pte Ltd. for Generation and transmission of solar energy and other sources of renewable energy. As per the Shareholders Agreement, the Company does not have power to participate in the financial and operating policy decisions of O2RE and hence does not exercise significant influence.

(All amounts in million of Indian Rupees, unless otherwise stated)

### (ii) Loans

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| **Unsecured, considered good** | | |
| Loans to related parties* (Refer note 27 and 32) | 57,542.54 | 75,056.60 |
| **Total** | **57,542.54** | **75,056.60** |

* There are no advances in the nature of loans granted to Promoters, Directors, KMPs and their related parties (as defined under Companies Act, 2013), either severally or jointly with any other person.

### (iii) Other non-current financial assets

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| **Unsecured, considered good** | | |
| Security deposits* | 415.53 | 395.63 |
| Bank deposit including margin money | 41.35 | 48.96 |
| **Total** | **456.88** | **444.59** |

*Security deposits represent rental, utility and trade deposits given in the normal course of business realisable after twelve months from the reporting date.

## NOTE 6 - TAXES

| Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| Current income tax expense | 3,160.87 | 10,499.92 |
| Deferred income tax expense/ (benefit) | (570.90) | 3,436.29 |
| Minimum Alternate Tax (MAT) Credit (Entitlement)/ utilisation | 2,846.71 | 4,398.34 |
| **Total** | **5,436.68** | **18,334.55** |

Pursuant to the Taxation Law (Amendment) Ordinance 2019 ('Ordinance') Issued by Ministry of Law and Justice (Legislative Department) on 20 September 2019 which is effective 1 April 2019, Indian companies have the option to pay corporate income tax at the rate of 22% plus applicable surcharge and cess subject to certain conditions. The Ordinance has been subsequently been enacted as Taxation Laws (Amendment) Act, 2019. The Company made an assessment of the impact and decided to continue with the existing tax structure until utilisation of accumulated minimum alternative tax (MAT) credit and other exemptions. The Company has also re-measured its deferred tax liability following the clarification issued by Technical Implementation Group of Ind AS implementation Committee by applying the lower tax rate in measurement of deferred taxes only to extent that the deferred tax liabilities are expected to be reversed in the period during which it expects to be subject to lower tax rate.

The relationship between the expected tax expense based on the applicable tax rate of the Company and the tax expense actually recognised in the statement of profit and loss can be reconciled as follows:

| Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| **Income tax expense at tax rates applicable** | **7,527.01** | **24,463.41** |
| Tax adjustment for tax-exempt income | | |
| - Income exempt from tax | (158.67) | - |
| Other tax adjustments | | |
| - Lower tax rate for capital gain on sale of brand/business | (125.92) | (14,328.28) |
| - Disallowance of donation/corporate social responsibility expenses | 138.06 | 126.12 |
| Utilisation of earlier year's MAT Credit Entitlement, for which DTA not created | (1,238.00) | - |
| Effect of reversal of earlier year's MAT credit entitlement | - | 4,398.34 |
| Effect of DTA not recognised on current year's MAT credit entitlement | - | 3,888.32 |
| - Other allowances / disallowances (net) | (705.80) | (213.36) |
| **Actual tax expense (net)** | **5,436.68** | **18,334.55** |

The tax effect of significant temporary differences that resulted in deferred tax assets and liabilities and a description of the items that create those differences are given below:

(All amounts in million of Indian Rupees, unless otherwise stated)

| Particulars | As at 31 March 2024 | Recognised in statement of profit and loss | Recognised in other comprehensive income | As at 31 March 2025 |
|---|---|---|---|---|
| **Deferred tax assets** | | | | |
| Provision for credit losses | 1,057.72 | 10.48 | - | 1,068.20 |
| Difference in Right-of-use asset and lease liabilities | 154.60 | (126.42) | - | 28.18 |
| Accruals deductible on actual payment | 697.09 | (162.29) | 34.73 | 569.53 |
| MAT credit entitlement | 2,846.71 | (2,846.71) | - | - |
| **Total** | **4,756.12** | **(3,124.94)** | **34.73** | **1,665.91** |
| **Deferred tax liabilities** | | | | |
| Difference in depreciation on property, plant and equipment | 2,227.35 | 21.17 | - | 2,248.52 |
| Mark to Market gain on shares held in Glenmark Life Sciences Limited (Now known Alivus life sciences Ltd.) | 867.65 | (867.65) | - | - |
| Other taxable temporary differences | 2.65 | (2.65) | - | - |
| **Total** | **3,097.65** | **(849.13)** | **-** | **2,248.52** |
| **Net deferred income tax asset/(liability)** | **1,658.47** | **(2,275.81)** | **34.73** | **(582.61)** |

| Particulars | As at 31 March 2023 | Recognised in statement of profit and loss | Recognised in other comprehensive income | As at 31 March 2024 |
|---|---|---|---|---|
| **Deferred tax assets** | | | | |
| Provision for credit losses | 1,057.72 | - | - | 1,057.72 |
| Difference in Right-of-use asset and lease liabilities | 124.33 | 30.27 | - | 154.60 |
| Accruals deductible on actual payment | 3,175.41 | (2,503.88) | 25.56 | 697.09 |
| MAT credit entitlement | 7,245.05 | (4,398.34) | - | 2,846.71 |
| **Total** | **11,602.51** | **(6,871.95)** | **25.56** | **4,756.12** |
| **Deferred tax liabilities** | | | | |
| Difference in depreciation on Property, plant and equipment | 2,062.48 | 164.87 | - | 2,227.35 |
| Mark to Market gain on shares held in Glenmark Life Sciences Limited (Now known Alivus life sciences Ltd.) | - | 867.65 | - | 867.65 |
| Other taxable temporary differences | 72.49 | (69.84) | - | 2.65 |
| **Total** | **2,134.97** | **962.68** | **-** | **3,097.65** |
| **Net deferred income tax asset/(liability)** | **9,467.54** | **(7,834.63)** | **25.56** | **1,658.47** |

In assessing the reliability of deferred tax assets, management considers whether it is more likely than not that some portion or all of the deferred tax assets will be realised. The ultimate realisation of deferred tax assets is dependent upon the generation of future taxable income during the periods in which the temporary differences become deductible. The amount of the deferred tax assets considered realisable, however, could be reduced in the near term if estimates of future taxable income including taxable temporary differences in the future periods are reduced.

Accordingly, the deferred tax assest on account of MAT Credit Entitlement as on 31.03.2025 of ₹ 7,048.66 (as on 31.03.2024 ₹ 8,286.66) has not been recognised in the books.

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 7 - OTHER NON-CURRENT ASSETS

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| **Unsecured, considered good** | | |
| Capital advances | 57.36 | 33.98 |
| Advance tax [ net of provision ₹ 47,369.40 (2024- ₹ 32,983.88) ] | 1,206.56 | 935.76 |
| Prepaid expenses | 6.31 | 12.79 |
| **Total** | **1,270.23** | **982.53** |

## NOTE 8 - INVENTORIES

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Raw material | 7,377.92 | 5,318.26 |
| Packing material | 3,254.42 | 2,595.02 |
| Work-in-process | 920.17 | 905.75 |
| Stores and spares | 711.76 | 719.81 |
| Finished goods | 1,181.85 | 1,359.07 |
| Stock-in-trade | 246.99 | 528.95 |
| **Total** | **13,693.11** | **11,426.86** |

Refer note 14(i) for hypothecation of stocks of raw materials, packing materials, finished goods and work-in-process.

Inventory write downs are accounted, considering the nature of inventory, ageing of inventory as well as provisioning policy of the Company. The Company recorded inventory write down expense of ₹ 720.67 ( 2024 - ₹ 1,461.88). This is included as part of cost of materials consumed and changes in inventories of finished goods, work-in-process and stock -in- trade in the statement of profit and loss, as the case may be.

## NOTE 9 - CURRENT FINANCIAL ASSETS

### (i) Trade Receivables

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| **Unsecured** | | |
| Considered good (Refer note 35) | 25,501.56 | 24,844.74 |
| Credit impaired | 3,408.34 | 3,378.31 |
| Allowance for credit impaired/ expected credit losses | (3,408.34) | (3,378.31) |
| **Total** | **25,501.56** | **24,844.74** |
| Amount receivable from related parties (Refer note 32(b)) | 19,518.82 | 20,148.24 |

The Company's exposure to credit risk and currency risks are disclosed in Note 35

The trade receivables have been recorded at their respective carrying amounts and are not considered to be materially different from their fair values as these are expected to realise within a short period from the date of balance sheet. All of the Company's trade receivables have been reviewed for indications of impairment. Certain trade receivables were found to be impaired and an allowance for credit losses of ₹ 30.03 (2024 - ₹ 331.41) has been recorded during the year. The movement in the allowance for credit impaired/ expected credit losses is as follows:

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Opening balance | 3,378.31 | 3,046.90 |
| Allowance for credit losses during the year (net) | 30.03 | 331.41 |
| **Closing balance** | **3,408.34** | **3,378.31** |

(All amounts in million of Indian Rupees, unless otherwise stated)

**Trade receivables ageing schedule as at 31 March 2025**

| Particulars | Outstanding for following periods from due date of payments | | | | | | Total |
|---|---|---|---|---|---|---|---|
| | Not due | Less than 6 months | 6 months - 1 year | 1 - 2 years | 2 - 3 years | More than 3 years | |
| (i) Undisputed trade receivables - considered good | 15,914.87 | 5,534.46 | 1,994.32 | 1,777.20 | 114.07 | 166.64 | 25,501.56 |
| (ii) Undisputed trade receivables - which have significant increase in credit risk | - | - | - | - | - | - | - |
| (iii) Undisputed trade receivables - credit impaired | - | - | - | 25.31 | 159.69 | 3,223.34 | 3,408.34 |
| (iv) Disputed trade receivables - considered good | - | - | - | - | - | - | - |
| (v) Disputed trade receivables - which have significant increase in credit risk | - | - | - | - | - | - | - |
| (vi) Disputed trade receivables - credit impaired | - | - | - | - | - | - | - |
| | **15,914.87** | **5,534.46** | **1,994.32** | **1,802.51** | **273.76** | **3,389.98** | **28,909.90** |
| Less - Allowance for credit impaired/ Expected credit losses | | | | | | | 3,408.34 |
| **Total** | | | | | | | **25,501.56** |

**Trade receivables ageing schedule as at 31 March 2024**

| Particulars | Outstanding for following periods from due date of payments | | | | | | Total |
|---|---|---|---|---|---|---|---|
| | Not due | Less than 6 months | 6 months - 1 year | 1 - 2 years | 2 - 3 years | More than 3 years | |
| (i) Undisputed trade receivables - considered good | 12,927.59 | 5,766.83 | 3,461.44 | 1,707.20 | 872.02 | 109.66 | 24,844.74 |
| (ii) Undisputed trade receivables - which have significant increase in credit risk | - | - | - | - | - | - | - |
| (iii) Undisputed trade receivables - credit impaired | - | - | - | 20.13 | 146.93 | 3,211.25 | 3,378.31 |
| (iv) Disputed trade receivables - considered good | - | - | - | - | - | - | - |
| (v) Disputed trade receivables - which have significant increase in credit risk | - | - | - | - | - | - | - |
| (vi) Disputed trade receivables - credit impaired | - | - | - | - | - | - | - |
| | **12,927.59** | **5,766.83** | **3,461.44** | **1,727.33** | **1,018.95** | **3,320.91** | **28,223.05** |
| Less - Allowance for credit impaired/ Expected credit losses | | | | | | | 3,378.31 |
| **Total** | | | | | | | **24,844.74** |

(All amounts in million of Indian Rupees, unless otherwise stated)

### (ii) Cash and cash equivalents

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Balances with banks in current accounts and Exchange Earner's Foreign Currency (EEFC) accounts | 1,305.28 | 1,271.45 |
| Cash on hand | 9.23 | 8.19 |
| **Total** | **1,314.51** | **1,279.64** |

### (iii) Bank balances other than cash and cash equivalents

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Other bank balance - Dividend accounts (Refer Note 1 below) | 12.91 | 11.86 |
| **Total** | **12.91** | **11.86** |

Note 1 - Dividend accounts represent balances maintained in specific bank accounts for payment of dividends. The use of these funds is restricted and can only be used to pay dividends. The corresponding liability for payment of dividends is included under other current financial liability in note 14(iv).

### (iv) Other current financial assets

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| **Unsecured, considered good** | | |
| Security deposits (Refer Note 1 below) | 32.28 | 33.62 |
| Export incentives | 94.14 | 59.53 |
| Bank deposit including margin money | 63.45 | 56.23 |
| Other receivable | - | 1,156.21 |
| **Total** | **189.87** | **1,305.59** |

Note 1 - Security deposits represent rental and trade deposits given in the normal course of business realisable within twelve months from the reporting date.

## NOTE 10 - OTHER CURRENT ASSETS

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| **Unsecured, considered good (unless otherwise stated)** | | |
| Advances recoverable in kind | 1,106.24 | 1,636.18 |
| Input taxes receivable | 3,891.24 | 5,292.71 |
| Advances to vendors | 1,772.85 | 703.38 |
| Prepaid expenses | 202.73 | 222.06 |
| Other assets [net of provision for share application money ₹101.78 (2024 - ₹ 101.78)] | 91.72 | 91.72 |
| **Total** | **7,064.78** | **7,946.05** |

## NOTE 11 - EQUITY AND RESERVES

### a) Ordinary shares

The Company presently has only one class of ordinary shares. For all matters submitted to vote in the shareholders meeting, every holder of ordinary shares, as reflected in the records of the Company on the date of the shareholders' meeting, has one vote in respect of each share held. All shares are equally eligible to receive dividends and the repayment of capital in the event of liquidation of the Company.

(All amounts in million of Indian Rupees, unless otherwise stated)

### b) Dividends

Indian statutes mandate that dividends be declared out of distributable profits in accordance with the regulations. Should the Company declare and pay dividends, such dividends are required to be paid in INR to each holder of equity shares in proportion to the number of shares held. Dividends are taxable in the hands of the shareholders and tax is deducted by the Company at applicable rates.

### c) Reserves

**Securities premium reserve** – The amount received by the Company over and above the face value of shares issued is shown under this head. It is available for utilisation as per the provisions of the Companies Act, 2013.

**Capital redemption reserve** – The capital redemption reserve had been created as per the requirement of earlier provisions of Companies Act, 1956. Such reserve is not currently available for distribution to the shareholders. The reserve can be utilised in accordance with the provisions of section 69 of the Companies Act, 2013.

**General reserve** - The Company has transferred a portion of the net profit of the Company before declaring dividend to general reserve pursuant to the earlier provisions of Companies Act, 1956. Mandatory transfer to general reserve is not required under the Companies Act, 2013.

**Retained earnings** – Accumulated earnings include all current and prior period profits as disclosed in the statement of profit and loss.

**Stock compensation reserve -** Stock compensation reserve consists of employee compensation cost allocated over the vesting period of options granted to employees. Such cost is recognised in statement of profit and loss and is credited to the reserve. Upon exercise of options, such reserves are reclassified to equity share capital at the nominal capital value and excess through securities premium as the case may be.

**Special Economic Zone (SEZ) reinvestment reserve -** The SEZ Re-Investment reserve has been created out of profit of eligible SEZ units in terms of the provisions of Section 10AA(1)(ii) of the Income-Tax Act, 1961. The reserve has been utilised for acquiring new plant and machinery for the purpose of its business in terms of section 10AA(2) of the Income-Tax Act, 1961.

## NOTE 12 - EQUITY SHARE CAPITAL

| Share capital | As at 31 March 2025 | | As at 31 March 2024 | |
|---|---|---|---|---|
| | No. of Shares | Amount | No. of Shares | Amount |
| **(I) Authorised** | | | | |
| Equity Shares of ₹1 each | 2,370,000,000 | 2,370.00 | 2,370,000,000 | 2,370.00 |
| Cumulative redeemable non-convertible preference shares of ₹100 each | 4,000,000 | 400.00 | 4,000,000 | 400.00 |
| **Issued, subscribed and fully paid-up equity shares of ₹ 1 each** | | | | |
| **At the beginning of the year** | 282,188,156 | 282.19 | 282,168,156 | 282.17 |
| Add: Issued during the year | - | - | 20,000 | 0.02 |
| **At the end of the year** | **282,188,156** | **282.19** | **282,188,156** | **282.19** |

| (II) List of shareholders holding more than 5% shares | As at 31 March 2025 | | As at 31 March 2024 | |
|---|---|---|---|---|
| | % of Holding | No. of Shares | % of Holding | No. of Shares |
| Saldanha Family Trust | 45.45 | 128,241,936 | 45.45 | 128,241,936 |

(All amounts in million of Indian Rupees, unless otherwise stated)

**(III) Details of Shareholding of Promoters are as below :**

| Sr. No. | Shares held by promoters as at 31 March 2025 | | | |
|---|---|---|---|---|
| | Promoter Name | No.of Shares | % of total shares ** | % change during the year |
| 1 | Saldanha Family Trust | 128,241,936 | 45.45 | - |
| 2 | Blanche Saldanha | 1,114,327 | 0.39 | - |
| 3 | Glenn Saldanha | 994,689 | 0.35 | - |
| 4 | Cherylann Pinto | 758,485 | 0.27 | - |
| 5 | Robin Pinto | 497,500 | 0.18 | - |
| 6 | Neha Saldanha | 26,000 | 0.01 | - |

| Sr. No. | Shares held by promoters as at 31 March 2024 | | | |
|---|---|---|---|---|
| | Promoter Name | No.of Shares | % of total shares ** | % change during the year |
| 1 | Saldanha Family Trust | 128,241,936 | 45.45 | - |
| 2 | Blanche Saldanha | 1,110,327 | 0.39 | - |
| 3 | Glenn Saldanha | 983,439 | 0.35 | - |
| 4 | Cherylann Pinto | 758,485 | 0.27 | - |
| 5 | Robin Pinto | 497,500 | 0.18 | - |
| 6 | Neha Saldanha | 26,000 | 0.01 | - |

** The percentage shareholding above has been computed considering the outstanding number of shares of 282,188,156 as at 31 March 2025 and 31 March 2024.

**(IV)** As at 31 March 2025, pursuant to Employee Stock Options Scheme 2016, 37,779 (2024 - 37,779) options were outstanding, which upon exercise are convertible into equivalent number of equity shares.

**(V) Right, preference and restriction on shares**

The Company presently has only one class of ordinary equity shares. For all matters submitted to vote in the shareholders meeting, every holder of ordinary equity shares, as reflected in the records of the Company on the date of the shareholders' meeting, has one vote in respect of each share held. All shares are equally eligible to receive dividends and the repayment of capital in the event of liquidation of the Company.

**(VI)** In the period of five years immediately preceding 31 March 2025, the Company has not allotted any shares as fully paid up pursuant to contracts without payment being received in cash. Further, the Company has neither issued bonus shares nor bought back any shares during the aforementioned period.

**(VII) Employee Stock Option Scheme 2016 (ESOS)**

The Company has formulated an Employee Stock Option Scheme 2016 '(ESOS 2016)' under which it has made grants on various dates from time to time. Each grant has a vesting period which varies from 1 - 6 years from the date of grant depending on the terms of the grant. The grants are made at the market price of the equity shares of the Company on either the date of the grant or the closing price of the date prior to the day of the grant or the price decided by the Nomination & Remuneration Committee of the Board. Pursuant to ESOS 2016, 37,779 (2024 - 37,779 ) options were outstanding as at 31 March 2025, which upon exercise are convertible into equivalent number of equity shares. Employee stock compensation charged/(write back) during the year is ₹ Nil (2024 - ₹ (0.35)).

(All amounts in million of Indian Rupees, unless otherwise stated)

The aggregate share options and weighted average exercise price under the above mentioned plan are as follows:

| Particulars | 2024-2025 | | 2023-2024 | |
|---|---|---|---|---|
| | Number | weighted average price (₹) | Number | weighted average price (₹) |
| Outstanding at the beginning of the year | 37,779 | 385.31 | 78,717 | 319.71 |
| Granted during the year | - | - | - | - |
| Forfeited during the year | - | - | (20,938) | 479.48 |
| Exercised during the year | - | - | (20,000) | 28.55 |
| Outstanding at the end of the year | 37,779 | 385.31 | 37,779 | 385.31 |

Out of above Nil (2024 - Nil) options outstanding as of 31 March 2025 are unvested.

All share based employee payments would be settled in equity. The Company has no legal or constructive obligation to repurchase or settle the options.

The fair value of options granted are determined using the Black-Scholes valuation model. Significant inputs into the calculation are:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Share price (₹) | 600 | 600 |
| Exercise price (₹) | 600 | 600 |
| Weighted average volatility rate | 30% | 33% |
| Dividend payout | 250% | 250% |
| Risk free rate | 8.05% | 8.05% |
| Average remaining life | - | - |

The underlying expected volatility was determined by reference to historical data, adjusted for unusual share price movements. No special features inherent to the options granted were incorporated into the measurement of fair value.

## NOTE 13 - NON-CURRENT FINANCIAL LIABILITIES

### (i) Borrowings

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| **Unsecured loans (at amortised cost)** | | |
| IFC - ECB Facility | - | 1,572.36 |
| **Total** | **-** | **1,572.36** |
| Less: Current portion of non-current borrowings | - | (1,572.36) |
| **Total long-term borrowings** | **-** | **-** |

**(A) U.S. $ 40,000,000, International Finance Corporation (IFC), ECB Facility:**

The Company had obtained LRN from RBI to raise an ECB Facility to the extent of US $ 40 million. The ECB Facility for US $ 40 million was executed in February, 2021 and the Company availed U.S. $ 16,574,250 in April, 2021 and the proceeds were utilized for the purpose of refinancing the FCC Bonds. The Company further availed US $ 7,500,000 and US $ 1,203,000 in June, 2021 and September, 2021 respectively. The ECB Facility was raised from International Finance Corporation with a maturity of 5.7 years. The interest margin over US $ LIBOR was 3.08%p.a. up to September, 2021; 2.83%p.a. up to December 2023 and 3.26% over SOFR thereafter.

The Company prepaid and closed the outstanding loan of US $ 15,798,281.25 along with accrued interest during the year.

**(B) Maturity profile of non-current borrowings**

| Year ending | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| 2025 | - | 1,579.95 |

As per the loan arrangement, the Company is required to comply with certain financial covenants and the Company was in compliance with such covenants during the continuity of said loan.

(All amounts in million of Indian Rupees, unless otherwise stated)

### (ii) Lease liability

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Lease liability (Refer note 31) | 930.51 | 224.47 |
| **Total** | **930.51** | **224.47** |

### (iii) Other non-current financial liabilities

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Security deposits from customers | 1,321.04 | 1,319.39 |
| **Total** | **1,321.04** | **1,319.39** |

## NOTE 14 - CURRENT FINANCIAL LIABILITIES

### (i) Borrowings

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| **Secured loans** | | |
| Loans repayable on demand from banks | 2,988.20 | - |
| **Unsecured loans** | | |
| From banks | 4,000.00 | 5,000.00 |
| Current maturity of non-current borrowings (Refer Note 13) | - | 1,572.36 |
| **Total** | **6,988.20** | **6,572.36** |

Secured loans includes working capital facilities, secured by hypothecation of stocks of raw materials, packing materials, finished goods, work-in-process, receivables and equitable mortgage on fixed assets at certain locations.

Unsecured loans includes working capital facilities and other short term credit facilities.

The Company has borrowed secured/unsecured loans at interest rates ranging between 7.35% - 9.61% p.a.

The Company has not defaulted on repayment of secured /unsecured loans and interest during the year.

### (ii) Lease liability

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Lease liability (Refer Note 31) | 379.14 | 276.10 |
| **Total** | **379.14** | **276.10** |

### (iii) Trade payables

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Trade payables outstanding dues to Micro enterprises and Small enterprises under MSMED Act, 2006 [ Refer note (i) below] | 214.41 | 173.32 |
| Trade payables outstanding dues to creditors other than Micro enterprises and Small enterprises : | | |
| Others | 16,527.28 | 16,695.65 |
| Related party (Refer Note 27 and 32) | 4,484.89 | 10,134.85 |
| **Total** | **21,226.58** | **27,003.82** |

The Company's exposure to credit risk and currency risks are disclosed in note 35

(All amounts in million of Indian Rupees, unless otherwise stated)

**Note (i) Dues to Micro enterprises and Small enterprises**

The Company has certain dues to suppliers registered under Micro, Small and Medium Enterprises Development Act, 2006 ('MSMED Act' ). The disclosures pursuant to the said MSMED Act are as follows :

| Particulars | | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|---|
| a) | The principle amount remaining unpaid to any supplier at the end of the year | 214.41 | 173.32 |
| b) | Interest due remaining unpaid to any supplier at the end of the year | - | - |
| c) | The amount of interest paid by the buyer in terms of section 16 of MSMED Act, 2006, along with the amount of the payment made to the supplier beyond the appointed day during the year | - | - |
| d) | The amount of 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 the interest specified under the MSMED Act, 2006 | - | - |
| e) | The amount of interest accrued and remaining unpaid at the end of each accounting year | - | - |
| f) | The amount of further interest remaining due and payable even in the succeeding years, until such date when the interest dues above are actually paid to the small enterprises, for the purpose of disallowance of a deductible expenditure under section 23 of the MSMED Act, 2006 | - | - |

Disclosure of payable to vendors as defined under the "Micro, Small and Medium Enterprises Development Act, 2006" is based on the information available with the Company regarding the status of registration of such vendors under the said Act, as per the intimation received from them on request made by the Company. There are no overdue principle amounts/ interest payable amounts for delayed payments to such vendors at the Balance sheet date. There are no delays in payment made to such suppliers during the year or for any earlier years and accordingly there is no interest paid or outstanding interest in this regard in respect of payment made during the year or on balance brought forward from previous year, except disclosed above.

**Ageing for trade payables as at 31 March 2025**

| Particulars | | Outstanding for following periods from due date of payments | | | | | Total |
|---|---|---|---|---|---|---|---|
| | | Not due | Less than 1 year | 1 - 2 years | 2 - 3 years | More than 3 years | |
| (i) | MSME | 214.41 | - | - | - | - | 214.41 |
| (ii) | Others | 17,449.40 | 2,873.93 | 405.59 | 70.59 | 212.66 | 21,012.17 |
| (iii) | Disputed dues - MSME | - | - | - | - | - | - |
| (iv) | Disputed dues - Others | - | - | - | - | - | - |
| **Total** | | **17,663.81** | **2,873.93** | **405.59** | **70.59** | **212.66** | **21,226.58** |

**Ageing for trade payables as at 31 March 2024**

| Particulars | | Outstanding for following periods from due date of payments | | | | | Total |
|---|---|---|---|---|---|---|---|
| | | Not due | Less than 1 year | 1 - 2 years | 2 - 3 years | More than 3 years | |
| (i) | MSME | 173.32 | - | - | - | - | 173.32 |
| (ii) | Others | 23,832.26 | 2,509.70 | 154.75 | 163.96 | 169.83 | 26,830.50 |
| (iii) | Disputed dues - MSME | - | - | - | - | - | - |
| (iv) | Disputed dues - Others | - | - | - | - | - | - |
| **Total** | | **24,005.58** | **2,509.70** | **154.75** | **163.96** | **169.83** | **27,003.82** |

(All amounts in million of Indian Rupees, unless otherwise stated)

### (iv) Other Current Financial Liabilities

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Interest accrued but not due | 4.68 | 40.72 |
| Unclaimed dividend* | 12.91 | 11.86 |
| Employee dues | 24.08 | 15.69 |
| Sundry creditors for capital goods | 152.74 | 675.51 |
| Accrued expenses | 592.69 | 3,177.01 |
| Payable to related parties (Refer Note 27) | 849.37 | 829.18 |
| **Total** | **1,636.47** | **4,749.97** |

*There are no amounts due and outstanding to be credited to Investor Education & Protection Fund (IEPF). Unclaimed Dividends shall be transferred to IEPF as and when they become due.

## NOTE 15 - OTHER CURRENT LIABILITIES

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Statutory dues | 966.87 | 619.67 |
| Advance from customers | 3.92 | 124.53 |
| **Total** | **970.79** | **744.20** |

## NOTE 16 - PROVISIONS

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Provisions for employee benefits: | | |
| - Gratuity (Refer Note 26) | 585.38 | 514.27 |
| - Compensated absences (Refer Note 26) | 372.81 | 338.66 |
| Provision for sales return | 299.72 | 297.41 |
| **Total** | **1,257.91** | **1,150.34** |

| Movement of provision for sales return | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Balance at the beginning of the year | 297.41 | 286.51 |
| Provided during the year | 299.72 | 297.41 |
| Utilised/ reversed during the year | (297.41) | (286.51) |
| **Balance at the end of the year** | **299.72** | **297.41** |

## NOTE 17 - CURRENT TAX LIABILITIES (NET)

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Provision for income tax [net of advance tax ₹ Nil (2024 - ₹ 8,627.89) ] | - | 2,397.09 |
| **Total** | **-** | **2,397.09** |

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 18 - REVENUE FROM OPERATIONS

| Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| Sale of products | 89,884.71 | 76,278.08 |
| Sale of services | 220.71 | 219.53 |
| Other operating revenue* | 2,158.67 | 2,413.58 |
| **Total** | **92,264.09** | **78,911.19** |

*Other operating revenue primarily comprises of Export incentives, Sale of Abbreviated New Drug Applications (ANDA), Sale of scrap, Production linked incentive and others.

### Disaggregation of revenue:

The Company's revenue disaggregated by primary geographical markets is as follows:

| Geographical area | For the year ended 31 March 2025 | For the year ended 31 March 2024 |
|---|---|---|
| | Total Revenue | Total Revenue |
| India | 44,847.41 | 33,730.95 |
| North America | 19,215.92 | 16,131.43 |
| Europe | 11,953.89 | 3,975.85 |
| Rest of the World ( Including Latin America ) | 16,246.87 | 25,072.96 |
| **Total** | **92,264.09** | **78,911.19** |

Reconciliation of revenue recognised in the Income statement with the contracted price

| Particulars | For the year ended 31 March 2025 | For the year ended 31 March 2024 |
|---|---|---|
| Revenue as per contracted price | 104,897.96 | 93,936.65 |
| Less : Trade discounts, sales and expiry returns | 12,633.87 | 15,025.46 |
| **Sale of products, services and other operating revenue** | **92,264.09** | **78,911.19** |

Contract liabilities from contracts with customers:

The Company records a contract liability when cash payments are received in advance of its performance.

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Advance from customers | 3.92 | 124.53 |

## NOTE 19 - OTHER INCOME

| Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| Dividend income | 0.06 | 2,283.88 |
| Interest income | 2,051.76 | 1,735.35 |
| Exchange gain (net) | 1,439.16 | 64.50 |
| Miscellaneous income | 72.68 | 7,596.51 |
| **Total** | **3,563.66** | **11,680.24** |

## NOTE 20 - COST OF MATERIALS CONSUMED

| Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| Consumption of raw material and packing material | 27,157.88 | 29,290.38 |
| Consumption of stores and spares | 656.59 | 613.73 |
| **Total** | **27,814.47** | **29,904.11** |

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 21 - PURCHASES OF STOCK-IN-TRADE

| Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| Purchase of finished goods | 3,732.07 | 3,227.82 |
| **Total** | **3,732.07** | **3,227.82** |

## NOTE 22 - CHANGES IN INVENTORIES OF FINISHED GOODS, WORK-IN-PROCESS AND STOCK-IN-TRADE

| Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| (Increase)/Decrease in stock of finished goods, stock-in-trade and work-in-process | 444.76 | (1,030.70) |
| **Total** | **444.76** | **(1,030.70)** |

## NOTE 23 - EMPLOYEE BENEFITS EXPENSE

| Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| Salaries, wages and bonus | 15,040.55 | 13,411.70 |
| Contribution to provident and other funds (Refer Note 26) | 895.46 | 854.98 |
| Employee stock compensation cost | - | (0.35) |
| Staff welfare expenses | 98.97 | 81.42 |
| **Total** | **16,034.98** | **14,347.75** |

## NOTE 24 - FINANCE COSTS

| Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| Interest expenses on | | |
| - Bank loans | 182.41 | 338.19 |
| - ECB facility | 79.36 | 2,266.21 |
| - Lease (Refer note 31) | 73.77 | 58.42 |
| - Others | 151.79 | 108.28 |
| **Total** | **487.33** | **2,771.10** |

## NOTE 25 - OTHER EXPENSES

| Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| Labour charges | 1,259.07 | 1,207.26 |
| Power, fuel and water charges | 1,000.25 | 901.80 |
| Other manufacturing expenses | 482.95 | 475.53 |
| Consumable - Lab chemicals and reagents | 691.28 | 884.04 |
| Repairs and maintenance - plant and machinery | 71.47 | 65.40 |
| Repairs and maintenance - building | 38.89 | 45.74 |
| Repairs and maintenance - others | 1,179.94 | 1,075.26 |
| Rent | 105.63 | 126.03 |
| Rates and taxes | 154.44 | 48.92 |
| Director sitting fees | 8.10 | 12.00 |
| Selling and Marketing expenses | 2,741.53 | 2,700.20 |
| Sales promotion expenses | 3,288.91 | 3,216.85 |
| Commission on sales | 254.63 | 256.94 |

(All amounts in million of Indian Rupees, unless otherwise stated)

| Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| Travelling expenses | 2,060.40 | 1,966.10 |
| Freight outward | 3,280.01 | 2,640.43 |
| Telephone expenses | 16.49 | 17.58 |
| Allowance for doubtful debts / expected credit losses (net) | 30.03 | - |
| Insurance premium | 208.59 | 156.33 |
| Electricity charges | 145.94 | 147.35 |
| Loss on sale of property, plant and equipment/ Intangible assets (net) | 0.41 | 2.48 |
| Auditors remuneration | | |
| - Audit fees | 16.00 | 16.00 |
| - Other services | 3.55 | 3.95 |
| - Reimbursement of expenses | 0.98 | 1.04 |
| Corporate social responsibility expense (Refer note 34) | 307.15 | 368.13 |
| Legal and professional charges | 913.73 | 829.29 |
| Other expenses | 3,535.64 | 2,880.93 |
| **Total** | **21,796.01** | **20,045.58** |

## NOTE 26 - EMPLOYEE POST-RETIREMENT BENEFITS

The following are the employee benefit plans applicable to the employees of the Company.

### a) Gratuity (defined benefit plan)

In accordance with the applicable laws, the Company provides for gratuity, a defined benefit retirement plan ("the Gratuity Plan") covering eligible employees. The Gratuity Plan provides for a lump sum payment to vested employees on retirement, death, incapacitation or termination of employment of amounts that are based on salary and tenure of employment. Liabilities with regard to the gratuity plan are determined by actuarial valuation.

The Company recognised total retirement benefit costs related to all retirement plans are as follows:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Current service cost | 117.01 | 111.67 |
| Net interest on defined benefit schemes | 36.74 | 32.00 |
| **Amount recognised in profit and loss** | **153.75** | **143.67** |

The remeasurement components recognised in other comprehensive income for the Company's defined benefit plans comprise the following:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| **Actuarial (gains)/losses** | | |
| Based on adjustment of demographic assumptions | 0.90 | - |
| Based on adjustment of financial assumptions | 32.80 | 18.38 |
| Due to liability experience adjustment | 72.49 | 80.86 |
| Return on plan assets (excluding amounts in net interest on defined benefit schemes) | (6.80) | (26.10) |
| **Total remeasurement loss recognised in the statement of other comprehensive income** | **99.39** | **73.14** |

The following table shows the change in present value of defined benefit obligations, the change in plan assets and the funded status recognised in the financial statements for the Company's defined benefit plans.

(All amounts in million of Indian Rupees, unless otherwise stated)

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Present value of funded obligations | 1,207.82 | 1,088.85 |
| Fair value of plan assets | (622.44) | (574.58) |
| Net defined benefit liability | **585.38** | **514.27** |
| Being: | | |
| Retirement benefit liabilities | 585.38 | 514.27 |

The movements in the net defined benefit liability recognised within the balance sheet are as follows:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Beginning balance | 514.27 | 431.56 |
| Cost recognised in statement of profit and loss | 153.75 | 143.67 |
| Remeasurement (gains) / losses recognised in other comprehensive income | 99.39 | 73.14 |
| Actual employer contributions | - | - |
| Benefits paid | (182.03) | (134.10) |
| Transfer In/ (out) | - | - |
| **Closing balance** | **585.38** | **514.27** |

The change in the present value of defined benefit obligations are as follows:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Beginning balance | 1,088.85 | 942.17 |
| Current service cost | 117.01 | 111.67 |
| Interest cost on the defined benefit obligations | 77.80 | 69.87 |
| Actual benefit payments | (182.03) | (134.10) |
| Transfer In/ (out) | - | - |
| Actuarial (gains)/losses - Demographic assumptions | 0.90 | - |
| Actuarial (gains)/losses - Financial assumptions | 32.80 | 18.38 |
| Actuarial (gains)/losses - Liability experience | 72.49 | 80.86 |
| **Closing balance** | **1,207.82** | **1,088.85** |

The following table shows the change in the fair value of plan assets:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Beginning balance | 574.58 | 510.61 |
| Interest income on plan assets | 41.06 | 37.87 |
| Actual employer contributions | - | - |
| Actual return on assets (excluding interest income on plan assets) | 6.80 | 26.10 |
| **Closing balance** | **622.44** | **574.58** |

The Company expects to contribute ₹705.69 to its defined benefit plans in F.Y. 2025-2026.

The principal actuarial assumptions used for the defined benefit obligations are as follows:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Discount Rate | 6.75% | 7.15% |
| Salary Escalation rate (%) | 3.00% | 3.00% |

The major categories of plan assets as a percentage of total plan assets are as follows:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Assets administered by respective insurance companies | 100% | 100% |

(All amounts in million of Indian Rupees, unless otherwise stated)

A breakup of the defined benefit plan related balance sheet amounts are as follows:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Present value of funded obligations | 1,207.82 | 1,088.85 |
| Fair value of plan assets | (622.44) | (574.58) |
| **Net defined benefit liability** | **585.38** | **514.27** |

A feature all plans have in common is that the discount rate has a significant impact on the present value of obligations. The other assumptions have varying impacts on the different plans in different geographic regions. In the breakup presented below, the varying impact of changes in the key assumptions is shown as below.

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Discount rate +0.50% p.a. | (40.43) | (36.16) |
| Discount rate -0.50% p.a. | 43.10 | 38.50 |
| Rate of compensation +0.50% p.a. | 44.50 | 39.91 |
| Rate of compensation -0.50% p.a. | (42.05) | (37.75) |

### b) Compensated absence plan (other long term benefit plan)

The Company permits encashment of leave accumulated by their employees on retirement and separation. The liability for encashment of privilege leave is determined and provided on the basis of actuarial valuation performed by an independent actuary at the date of the balance sheet.

The Company recognised total retirement benefit costs related to all retirement plans as follows:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Current service cost | 55.76 | 99.03 |
| **Personnel expenses** | **55.76** | **99.03** |
| Net interest on long term benefit schemes | 24.20 | 18.69 |
| **Actuarial (gains)/losses** | | |
| Based on adjustment of demographic assumptions | 1.53 | - |
| Based on adjustment of financial assumptions | 18.35 | 10.68 |
| Due to liability experience adjustment | 46.73 | 50.85 |
| Return on plan assets (excluding amounts in net interest on defined benefit schemes) | 0.22 | 0.06 |
| **Amount recognised in Profit and loss** | **146.79** | **179.31** |

The following table shows the change in present value of long term benefit obligations, the change in plan assets and the funded status recognised in the financial statements for the Company's long term benefit plans.

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Present value of funded obligations | 597.69 | 548.75 |
| Fair value of plan assets | (224.88) | (210.09) |
| Net long term benefit liability | **372.81** | **338.66** |
| Being: | | |
| Retirement benefit liabilities | 372.81 | 338.66 |

The movements in the net long term benefit liability recognised within the balance sheet are as follows:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Beginning balance | 338.66 | 252.03 |
| Cost recognised in the statement of profit and loss | 146.79 | 179.31 |
| Benefits paid | (112.65) | (92.68) |
| **Closing balance** | **372.80** | **338.66** |

(All amounts in million of Indian Rupees, unless otherwise stated)

The change in the present value of long term benefit obligations are as follows:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Beginning balance | 548.75 | 447.67 |
| Current service cost | 55.76 | 99.03 |
| Interest cost on the long term benefit obligations | 39.21 | 33.20 |
| Actual benefit payments | (112.64) | (92.68) |
| Actuarial (gains)/losses - Demographic assumptions | 1.53 | - |
| Actuarial (gains)/losses - Financial assumptions | 18.35 | 10.68 |
| Actuarial (gains)/losses - Liability experience | 46.73 | 50.85 |
| **Closing balance** | **597.69** | **548.75** |

The following table shows the change in the fair value of plan assets:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Beginning balance | 210.09 | 195.64 |
| Interest income on plan assets | 15.00 | 14.51 |
| Return on plan assets | (0.21) | (0.06) |
| **Closing balance** | **224.88** | **210.09** |

The Company expects to contribute ₹453.86 to its long term benefit plan in F.Y. 2025-2026.

The principal actuarial assumptions used for the long term benefit obligations are as follows:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Discount rate (weighted average) | 6.75% | 7.15% |
| Rate of compensation increase (weighted average) | 3.00% | 3.00% |

The major categories of plan assets as a percentage of total plan assets are as follows:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Insurance contracts | 100% | 100% |

A breakup of the long term benefit plan related balance sheet amounts are as follows.

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Present value of obligations | 597.69 | 548.75 |
| Fair value of plan assets | (224.88) | (210.09) |
| **Net long term benefit liability** | **372.81** | **338.66** |

The present value of long term benefit obligations by category of members are as follows:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Active number of employees | 13,340 | 12,664 |
| Present value of obligations | 597.69 | 548.75 |

A feature all plans have in common is that the discount rate has a significant impact on the present value of obligations. The other assumptions have varying impacts on the different plans in different geographic regions. In the breakup presented below, the varying impact of changes in the key assumptions is shown below.

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Discount rate +0.50 % p.a. | (22.61) | (20.99) |
| Discount rate -0.50 % p.a. | 24.25 | 22.50 |
| Rate of compensation increase +0.50 % p.a. | 25.04 | 23.32 |
| Rate of compensation decrease -0.50 % p.a. | (23.52) | (21.91) |

(All amounts in million of Indian Rupees, unless otherwise stated)

### c) Provident fund and others (defined contribution plan)

Apart from being covered under the gratuity plan described earlier, employees participate in a provident fund plan; a defined contribution plan. The Company makes annual contributions based on a specified percentage of salary of each covered employee to a government recognised provident fund. The Company does not have any further obligation to the provident fund plan beyond making such contributions. Upon retirement or separation an employee becomes entitled for this lump sum benefit, which is paid directly to the concerned employee by the fund. The Company contributed ₹ 594.92 (2024 - ₹ 532.00) towards the provident fund plan and other funds during the year ended 31 March 2025.

## NOTE 27 - RELATED PARTY DISCLOSURES

### a) Parties where direct/indirect control exists

#### i) Subsidiary companies

Glenmark Pharmaceuticals Europe Ltd.

Glenmark Pharmaceuticals S.R.O.

Glenmark Pharmaceuticals SK, S.R.O.

IGI Therapeutics SA (Formerly known as Ichnos Sciences SA)

Glenmark Holding S.A.

Glenmark Pharmaceuticals SP z.o.o.

Glenmark Pharmaceuticals Inc.

Glenmark Therapeutics Inc.

Glenmark Farmaceutica Ltda

Glenmark Generics S.A

Glenmark Pharmaceuticals Mexico, S.A. DE C.V.

Glenmark Pharmaceuticals Peru SAC

Glenmark Pharmaceuticals Colombia SAS.

Glenmark Uruguay S.A.

Glenmark Pharmaceuticals Venezuela, C.A

Glenmark Dominicana SRL

Glenmark Pharmaceuticals Egypt S.A.E.

Glenmark Pharmaceuticals FZE

Glenmark Impex L.L.C

Glenmark Philippines Inc.

Glenmark Pharmaceuticals (Nigeria) Ltd

Glenmark Pharmaceuticals Malaysia Sdn Bhd

Glenmark Pharmaceuticals (Australia) Pty Ltd

Glenmark South Africa (pty) Ltd

Glenmark Pharmaceuticals South Africa (pty) Ltd

Glenmark Pharmaceuticals (Thailand) Co. Ltd

Glenmark Pharmaceuticals B.V.

Glenmark Arzneimittel GmbH - Germany

Glenmark Pharmaceuticals Canada Inc.

Glenmark Pharmaceuticals Kenya Ltd

Viso Farmaceutica S.L.U.

Glenmark Specialty SA

(All amounts in million of Indian Rupees, unless otherwise stated)

Glenmark Pharmaceuticals Distribution s.r.o.

Glenmark Pharmaceuticals Nordic AB

Glenmark Ukraine LLC

Glenmark-Pharmaceuticals Ecuador S.A.

Glenmark Pharmaceuticals Singapore Pte. Ltd.

IGI Biotherapeutics SA (Formerly known as Ichnos Sciences Biotherapeutics SA)

Ichnos Glenmark Innovation Inc. (Formerly known as Ichnos Sciences Inc.)

Alivus Lifescience Limited (formerly known as Glenmark Life Sciences Limited)

Glenmark Healthcare Limited (with effect from 12th May 2023)

Glenmark Farmaceutica SpA (with effect from 1st March 2023)

Sintesy Pharma S.R.L (with effect from 10th February 2023)

Glenmark Arzenimittel GmbH - Austria (with effect from 9th November 2023)

**b) (i) Enterprise over which key managerial personnel excercise significant influence**

Glenmark Foundation

Glenmark Aquatic Foundation

Trilegal (upto 31 March 2024)

**(ii) Other related party in which directors are interested**

Piramal Pharma Limited (upto 31 March 2024)

**c) Key Management Personnel**

Mr. Glenn Saldanha (Chairman & Managing Director)

Mrs. Cherylann Pinto (Executive Director)

Mr. V S Mani (Executive Director & Global Chief Financial Officer)

Mrs. B.E.Saldanha (Non-executive Director)

Mr. Rajesh Desai (Non-executive Director)

Mr. D.R.Mehta (Non-executive Director up to 31st March 2024)

Mr. Bernard Munos (Non-executive Director up to 31st March 2024)

Dr. Brian W. Tempest (Non-executive Director up to 31st March 2024)

Mr. Sridhar Gorthi (Non-executive Director up to 31st March 2024)

Mr. Dipankar Bhattacharjee (Non-executive Director)

Ms. Sona Saira Ramasastry (Non-executive Director)

Mrs. Vijayalakshmi Rajaram Iyer (Non-executive Director)

Mr. Pradeep Kumar Sinha ( Non-executive Director with effect from 14th February 2025)

Mr. Harish Kuber (Company Secretary & Compliance Officer)

(All amounts in million of Indian Rupees, unless otherwise stated)

## d) Transactions with related parties during the year

| Particulars | 2024-2025 | 2023-2024 |
|---|---|---|
| **Companies where direct/indirect control exists** | | |
| Sale of materials & services | 36,104.02 | 32,017.42 |
| Other operating income | 1,154.87 | 656.93 |
| Purchase of materials,services and reimbursements | 4,295.55 | 10,932.66 |
| Purchase of tangible asset | - | 17.55 |
| Sale of tangible asset | 4.63 | - |
| Investment in subsidiary | - | 146.57 |
| Loans given to subsidiary | 19,862.40 | 40,477.18 |
| Loan given to subsidiary converted into investment | 29,634.26 | 19,023.65 |
| Loans repaid by subsidiary | 9,011.22 | 14,858.06 |
| Interest income | 1,839.94 | 1,709.51 |
| Other income | 46.87 | 2,354.76 |
| **Transactions with entities over which Key Management Personnel exercise significant influence** | | |
| **Contribution incurred for CSR activities to** | | |
| Glenmark Foundation | 103.65 | 133.63 |
| Glenmark Aquatic Foundation | 80.50 | 70.00 |
| **Disclosure in respect of major related party transactions during the Year:** | | |
| **Sale of materials & services** | | |
| Glenmark Pharmaceuticals Inc. | 15,796.44 | 13,016.03 |
| Glenmark Specialty S A | 5,308.63 | 4,698.10 |
| **Other Operating Income** | | |
| Glenmark Specialty S.A. | 1,063.66 | 529.67 |
| **Purchase of materials, services and reimbursement** | | |
| Glenmark Pharmaceuticals Inc. | 1,852.03 | 1,504.59 |
| Glenmark Impex L.L.C. | 1,052.05 | 866.47 |
| Glenmark Pharmaceuticals Europe Ltd. | 649.97 | 812.03 |
| Glenmark Pharmaceuticals FZE | 562.26 | 404.29 |
| **Sale of tangible asset** | | |
| Glenmark Pharmaceuticals Inc. | 4.36 | - |
| **Loans given** | | |
| Glenmark Holding S.A. | 19,710.29 | 40,253.64 |
| **Loan given to subsidiary converted into investment** | | |
| Glenmark Holding S.A. | 29,634.26 | 18,933.65 |
| **Loans repaid** | | |
| Glenmark Holding S.A. | 9,011.22 | 14,843.06 |
| **Interest income** | | |
| Glenmark Holding S.A. | 1,782.47 | 1,663.66 |
| **Other income** | | |
| Glenmark Holding S.A. | 19.07 | 44.61 |
| Glenmark Pharmaceuticals Inc. | 26.41 | 24.92 |
| **Key Management Personnel** | | |
| **Remuneration** | | |
| Mr. Glenn Saldanha | 180.67 | 168.61 |
| Mrs. Cherylann Pinto | 62.25 | 60.84 |
| Mr. V S Mani | 145.01 | 102.12 |
| Mr. Harish Kuber | 6.28 | 5.53 |
| **Sitting fees paid to Non-executive Directors** | 8.10 | 12.00 |

(All amounts in million of Indian Rupees, unless otherwise stated)

The directors are covered under the Company's gratuity policy and ESOP scheme along with other employees of the Company. Proportionate amount of gratuity and stock compensation expense is not included in the aforementioned disclosures as it cannot be separately ascertained.

### e) Related party balances

| | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| **Net Receivable/(Payable) from/ (to) subsidiary companies/enterprise** | **71,842.35** | **84,318.97** |
| Glenmark Farmaceutica Ltda. | 1,495.46 | 3,265.37 |
| Glenmark Philippines Inc. | 597.41 | 355.27 |
| IGI Therapeutics SA (Formerly known as Ichnos Sciences SA) | 85.57 | 8.19 |
| Glenmark Holding S.A. | 56,747.91 | 74,466.36 |
| Glenmark Pharmaceuticals (Nigeria) Ltd. | 446.67 | 446.67 |
| Glenmark Impex L.L.C. | 1,631.11 | 758.81 |
| Glenmark Pharmaceuticals South Africa (Pty) Ltd. | 629.87 | 398.47 |
| Glenmark Pharmaceuticals FZE. | (701.67) | (620.32) |
| Glenmark Generics SA. | 26.48 | 13.57 |
| Glenmark Pharmaceuticals Venezuela., C.A | 1,558.20 | 1,558.20 |
| Glenmark Pharmaceuticals Malaysia Sdn.Bhd. | 441.35 | 790.43 |
| Glenmark Pharmaceuticals Peru SAC. | 11.59 | 23.85 |
| Glenmark Pharmaceuticals Europe Ltd. | 382.75 | (828.16) |
| Glenmark Pharmaceuticals Inc. | (3,537.70) | (8,495.35) |
| Glenmark Pharmaceuticals s.r.o. | 1,610.11 | 2,364.13 |
| Glenmark Pharmaceuticals SK, s.r.o. | (0.01) | (0.01) |
| Glenmark Pharmaceuticals SP z.o.o. | (0.16) | (0.16) |
| Glenmark Pharmaceuticals (Thailand) Co. Ltd. | 76.52 | 49.73 |
| Glenmark Uruguay S.A. | (849.37) | (829.18) |
| Glenmark Pharmaceuticals Colombia SAS | 203.78 | 113.27 |
| Glenmark Pharmaceuticals Kenya Ltd | 2,095.88 | 1,768.29 |
| Glenmark Pharmaceuticals Mexico S.A. DE C.V. | 716.47 | 674.69 |
| Glenmark Pharmaceuticals Egypt S.A.E. | 316.32 | 286.46 |
| Glenmark Pharmaceuticals Canada Inc. | 657.51 | 469.46 |
| Glenmark Specialty S A | 6,253.45 | 6,851.36 |
| Glenmark Ukraine LLC | 540.29 | 359.41 |
| Glenmark-Pharmaceuticals Ecuador S.A. | 252.53 | 162.36 |
| Glenmark Pharmaceuticals Singapore Pte. Ltd. | (44.96) | (55.14) |
| Glenmark Therapeutics Inc. | 58.46 | 9.58 |
| IGI Biotherapeutics SA (Formerly known as Ichnos Sciences Biotherapeutics SA) | 3.83 | - |
| Glenmark Arzneimittel Gmbh. | (200.39) | (135.71) |
| Ichnos Glenmark Innovation Inc. (Formerly known as Ichnos Sciences Inc.) | - | 3.40 |
| Glenmark Healthcare Ltd | 291.63 | 122.76 |
| Glenmark Pharmaceuticals (Australia) Pty Ltd | 45.47 | - |
| Piramal Pharma Limited | NA | (41.00) |
| Trilegal | NA | 3.91 |
| **Share application money pending allotment** | **91.72** | **91.72** |
| Glenmark Pharmaceuticals Mexico S.A. DE C.V. | 91.71 | 91.71 |
| Glenmark Pharmaceuticals Peru SAC. | 0.01 | 0.01 |

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 28 - RESEARCH AND DEVELOPMENT EXPENDITURE

During the year, the Company's research and development expenditure is ₹ 3,531.18 (2024 - ₹ 4,486.47).

## NOTE 29 - EARNINGS PER SHARE (EPS)

The basic earnings per share for the year ended 31 March 2025 has been calculated using the net profits attributable to equity shareholders.

Calculation of basic and diluted EPS is as follows:

| Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| Profit for the year | 16,103.50 | 51,672.91 |
| Weighted average number of shares outstanding during the year for basic EPS | 282,188,156 | 282,170,724 |
| Effect of dilutive potential ordinary shares: | | |
| Employee stock options | 21,886 | 8,022 |
| Weighted average number of shares outstanding during the year for diluted EPS | 282,210,042 | 282,178,746 |
| **Basic EPS, in ₹** | **57.07** | **183.13** |
| **Diluted EPS, in ₹** | **57.07** | **183.12** |

## NOTE 30 - CONTINGENCIES AND COMMITMENTS

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| **(i) Contingent Liabilities** | | |
| **Claims against the Company not acknowledged as debts** | | |
| Labour disputes | 86.44 | 62.02 |
| Disputed taxes and duties | 5,688.08 | 8,269.41 |

The Company's pending litigations comprise of proceedings pending with various direct tax, indirect tax and other authorities. The Company has reviewed all its pending litigations and proceedings and has adequately provided for where provisions are required and disclosed as contingent liabilities where applicable, in its financial statements. The Company does not expect the outcome of these proceedings to have a materially adverse effect on its financial statements.

(a) In January 2014, the National Pharmaceutical Pricing Authority (NPPA) issued a demand notice of ₹ 12.24 Crs as overcharging liability of product "Doxovent 400 mg tab" for the period February 2010 to May 2013. The notice also envisaged a payment of ₹ 3.33 Crs towards interest @15% p.a. on the overcharged amount up to 31 January, 2014. The Company had filed a petition under Article 32 with the Hon'ble Supreme Court of India (Hon'ble Court), challenging the issue of the above mentioned demand notice on various grounds. This petition was tagged along with other petitions filed by other pharmaceutical companies, pending before Hon'ble Court relating to the inclusion criteria of certain drugs including "Theophylline" in the schedule of the DPCO, 1995. The Hon'ble Court passed an ad-interim order stating that no coercive steps be taken against the Company towards the said demand. Whilst the matter was pending before the Hon'ble Supreme Court, in October 2015, NPPA issued a fresh demand notice of ₹ 12.24 Crs as overcharging liability and ₹ 6.39 Crs as interest thereon calculated upto 30 September, 2015 to which the Company has responded stating that the matter was sub-judice. On 20 July, 2016 Hon'ble Supreme Court heard the Company's petition and ordered the petition to be transferred back to Hon'ble Delhi High Court to be heard on merits subject to deposit of 50% of the overcharged claimed amount. The Company has deposited ₹ 6.12 Crs (50% of the overcharged claimed amount). The pleadings have been completed and matter is pending for final hearing before Hon'ble Delhi High Court.

(b) In October 2019, National Pharmaceutical Pricing Authority (NPPA) issued a Show Cause Notice alleging that the Company had violated DPCO 2013 by self-invoking Para 32 in respect of its product Remogliflozin Etabonate + Metformin by not seeking approval for exemption from the Government. Although the Company has responded to the Show cause notice, on 2 January, 2020, NPPA issued a letter seeking production of documents /records under Para 29. The Company challenged the decision of NPPA by filing a writ petition before Hon'ble Delhi High Court. In January 2020, Hon'ble Delhi High Court was pleased to note NPPA's submission that without prejudice to the rights of the parties, NPPA will grant a hearing to the Company, to decide on the Company's entitlement under paragraph 32 of the DPCO, 2013 and dispose of the petition, with

(All amounts in million of Indian Rupees, unless otherwise stated)

a noting that in view of the personal hearing, the impugned orders will not be given effect to. Although NPPA granted the Company personal hearing, it issued a ceiling price notification in March 2020 notifying the price of Remoglifozin Etabonate + Metformin Hydrocloride without deciding the entitlement under paragraph 32 of the DPCO, 2013. The Company thereafter challenged various orders passed by NPPA by filing a fresh writ petition. After hearing both Parties, Hon'ble Delhi High Court was pleased to grant interim relief that no coercive action, based on the Impugned Orders dated 3 March, 2020 and 20 March, 2020, be taken against Company. The matter is currently sub-judice.

(c) The Company launched two fixed dose combinations (FDCs)- (i) Remogliflozin Etabonate 100 mg + Vildagliptin 50 mg+ Metformin Hydrochloride 500 mg and (ii) Remoglifozin Etabonate 100 mg + Vildagliptin 50 mg+ Metformin Hydrochloride 1000 mg under the brand name Remo MV during October 2021. The Company provided intimation of launch to NPPA on 13 October, 2021 in compliance with para 32 of DPCO 2013. NPPA responded to Company's intimation that para 32 cannot be self-invoked and that prior approval of NPPA is required. The Company sent its counter reply stating that para 32 does not contemplate an approval, what is required is a mere intimation along with DCGI approval for the new drug and valid patent. It was also highlighted by the Company that similar issue is pending for consideration of the Hon'ble Delhi High Court in W.P.(C) 3831/2020. However on 04 March,2023 the Multidisciplinary Committee of experts of NPPA recommended the retail price of the aforesaid FDCs @ ₹ 8.76 per tablet and ₹ 9.06 per tablet respectively. Pursuant thereto and in line with the recommendation NPPA issued notification dated 26 March, 2024 fixing the ceiling price. The Company has filed a writ petition challenging the fixation of ceiling price on the ground that the aforesaid FDCs are covered under para 32 of DPCO, 2013 and that they are exempt from price control. Vide order dated 09.01.2025 Hon'ble Delhi High Court was pleased to grant interim relief that no coercive steps shall be taken against Glenmark till the next date of hearing. The petition is kept for final hearing.

(d) On a complaint by a stockiest with the Competition Commission of India ("CCI") in July 2015 against pharma Companies (including the Company and its C&F agent) and the Trade associations, alleging refusal to supply medicines to it in spite of having all valid licenses and documents, CCI ordered the Director General ("DG") to investigate and submit a report. CCI clubbed this matter with other matters on a similar complaint against other pharmaceutical Companies and local Trade associations. On submission of DG's report, CCI issued notices to the Company and some of its employees to submit their objections to the said Report. Despite having contested DG's claim, CCI in its order has found the Company and concerned employees guilty of having contravened provision 3(1) of the Competition Act, 2002 and has levied penalty under the Act. The Company and the concerned employees have appealed the said Order at National Company Law Tribunal ("NCLAT"). The appeals is pending for final hearing.

(e) An Information was filed by Mr. Kailash Gupta (President- All India Chemists and Distributors Federations) on 19.01.2012 against Glenmark and others alleging refusal /withholding of supply of products for want of NOC from AIOCD. Pursuant to the information, Competition Commission of India (CCI) vide its order dated 07.02.2012 directed the Director General ("DG") to investigate and submit a report. DG conducted the investigation and vide its investigation report dated 03.04.2024 concluded that Glenmark withheld the supply to Shri Kesari Nandan Pharma, Amritsar. Glenmark has filed its detailed reply and the matter will be listed for hearing before the CCI in due course.

(f) In response to FDA action on Zantac and its generic equivalent (ranitidine) in late 2019 and early 2020, lawsuits were filed in various jurisdictions against brand-name and generic manufacturers, distributors, and retailers of Zantac and ranitidine, a number of which were consolidated in a Multidistrict Litigation (MDL) in the Southern District of Florida. Plaintiffs in all of the lawsuits allege that ranitidine potentially contains a probable human carcinogen, N-Nitrosodimethylamine (NDMA), that they have developed or will develop cancer as a result of their ingestion of ranitidine, and/or that they were otherwise injured. Glenmark Pharmaceuticals Ltd. (GPL) and Glenmark Pharmaceuticals Inc., USA (GPI) were named in the MDL but all claims against them were dismissed in June 2021 on the basis of federal pre-emption. Plaintiffs are appealing those dismissals in the United States Court of Appeals for the Eleventh Circuit, and those appeals remain pending. In addition to the MDL, GPI has also been named in several non-MDL cases that are proceeding in state court (California, Illinois, New Mexico, New York, and Pennsylvania). GPL and GPI secured dismissals of all cases in Illinois and New York as well as many of the claims in Pennsylvania. The California cases settled for $1.184M in November 2024. The remaining cases are in the early stages. GPL and GPI will continue to defend these cases vigorously.

(g) From time to time the Company and its certain subsidiaries are involved in various intellectual property claims and other legal proceedings, which are considered normal to its business. Some of these litigations have been resolved through settlement agreements with the plaintiffs.

i. A multiple putative class and individual actions were filed in 2018 by purchasers of branded Zetia and generic Zetia (ezetimibe) against Glenmark Pharmaceuticals Ltd (GPL) and its U.S. subsidiary Glenmark Pharmaceuticals Inc., USA (GPI) before the United States District Court for the Eastern District of Virginia seeking relief under the US antitrust laws. The Plaintiffs allege that GPL, GPI, and Merck & Co Inc. (Merck) violated the federal and state antitrust laws by entering into a so-called reverse payment patent settlement agreement in Hatch-Waxman patent litigation in

(All amounts in million of Indian Rupees, unless otherwise stated)

May 2010 related to Merck's branded Zetia product. GPL and GPI arrived at a settlement with Three Plaintiff Groups collectively representing all of the claims against GPL, GPI and Merck in relation to multiple antitrust and consumer protection lawsuits, including a class action, consolidated in the Eastern District of Virginia, US (the "Court"). The settlements made clear that they are commercial settlements and not on the basis of GPL and/or GPI having conceded or admitted any liability, offence, wrongdoing or illegality. Three opt-out cases (in California and New Jersey) were settled for $7M in February 2025. A fourth opt-out case (in Minnesota) is still pending.

**(ii) Commitments**

**(a)** Estimated amount of contracts remaining to be executed on capital account, net of advances, not provided for as at 31 March 2025 aggregate ₹ 1,097.13 (2024 - ₹ 1,159.87)

**(b)** Estimated amount of contracts remaining to be executed on other than capital account, net of advances, not provided for as at 31 March 2025 aggregate ₹ 10,263.91 (2024 - ₹ 7,292.46 )

| (iii) | Others | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|---|
| **(a)** | **Guarantees** | | |
| | Bank guarantees | 2,228.06 | 2,301.54 |
| **(b)** | **Letter of comfort/ Corporate Guarantees on behalf of subsidiaries :** | | |
| | Glenmark Holding SA. | 10,254.00 | 5,000.40 |
| | Glenmark Pharmaceuticals Inc | 10,681.25 | 10,417.50 |
| **(c)** | **Performance Guarantee on behalf of subsidiaries :** | | |
| | Glenmark Pharmaceuticals Distribution s.r.o. | 556.50 | 534.00 |

## NOTE 31 - LEASES

### Company as lessee

The Company's leased assets primarily consist of leases for office premises and godowns. Leases of office premises and godowns generally have lease term between 2 to 12 years. The Company has applied low value exemption for leases laptops, lease lines, furniture and equipment and accordingly are excluded from Ind AS 116. The leases includes non cancellable periods and renewable option at the discretion of lessee which has been taken into consideration for determination of lease term.

The weighted average incremental borrowing rate applied to lease liabilities recognised was 10% - 10.40% p.a.

There are several lease agreements with extension and termination options, management exercises significant judgement in determining whether these extension and termination options are reasonably certain to be exercised. Since it is reasonable certain to exercise extension option and not to exercise termination option, the Company has opted to include such extended term and ignore termination option in determination of lease term.

i) Set out below are the carrying amounts of right-of-use assets recognised and the movements during the period:

| Particulars | 2024-25 | 2023-24 |
|---|---|---|
| **As at 1 April** | **415.73** | **533.33** |
| Additions | 1,153.81 | 150.30 |
| Termination | (18.61) | - |
| Depreciation expenses | (306.76) | (267.90) |
| **As at 31 March** | **1,244.17** | **415.73** |

(All amounts in million of Indian Rupees, unless otherwise stated)

ii) Set out below are the carrying amounts of lease liabilities (included under other financial liabilities) and the movements during the period:

| Particulars | 2024-25 | 2023-24 |
|---|---|---|
| **As at 1 April** | **500.57** | **648.15** |
| Additions | 1,153.81 | 150.30 |
| Termination | (18.61) | - |
| Accretion of interest | 73.77 | 58.42 |
| Payments | (399.89) | (356.30) |
| **As at 31 March** | **1,309.65** | **500.57** |
| Current | 379.14 | 276.10 |
| Non-current | 930.51 | 224.47 |

iii) The following are the amounts recognised in profit or loss for the year ended:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Depreciation expense of right-of-use assets | 306.76 | 267.90 |
| Interest expense on lease liabilities | 73.77 | 58.42 |
| Expense relating to short-term leases and low value assets | 105.63 | 126.03 |
| **Total** | **486.16** | **452.35** |

The Company had total cash outflows for leases of ₹505.52 (2024 - ₹482.33).

iv) The table below provides details regarding contractual maturity of the lease liability on an undiscounted basis:

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| within 1 year | 396.88 | 286.76 |
| 1-5 years | 1,200.00 | 274.43 |
| 5 years and above | 1.08 | 3.04 |
| **Total** | **1,597.96** | **564.23** |

## NOTE 32 - DISCLOSURE PURSUANT TO SECURITIES AND EXCHANGE BOARD OF INDIA (LISTING OBLIGATIONS & DISCLOSURE REQUIREMENTS) REGULATIONS, 2015 AND SECTION 186 OF COMPANIES ACT, 2013

| Particulars | | Maximum amount outstanding during the year | | As at | |
|---|---|---|---|---|---|
| | | 2024-2025 | 2023-2024 | 31 March 2025 | 31 March 2024 |
| **a)** | **Loans and advances to subsidiaries** | | | | |
| | Glenmark Holding S.A. | 74,466.36 | 74,466.36 | 56,747.91 | 74,466.36 |
| | Glenmark Pharmaceuticals (Nigeria) Ltd. | 115.26 | 115.26 | 115.26 | 115.26 |
| | Less: Allowance for impairment | | | (115.26) | (115.26) |
| | Glenmark Pharmaceuticals (Thailand) Co. Ltd. | 17.16 | 16.00 | 17.16 | 16.00 |
| | Glenmark Pharmaceuticals Kenya Ltd | 170.90 | 169.23 | 170.90 | 166.69 |
| | Glenmark Pharmaceuticals Egypt S.A.E. | 316.32 | 286.46 | 316.32 | 286.46 |
| | Glenmark Healthcare Limited | 290.25 | 223.54 | 290.25 | 121.09 |
| | | | | **57,542.54** | **75,056.60** |

(All amounts in million of Indian Rupees, unless otherwise stated)

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| **b) Receivable from subsidiary companies** | | |
| IGI Therapeutics SA (Formerly known as Ichnos Sciences SA) | 85.57 | 8.19 |
| Glenmark Pharmaceuticals (Nigeria) Ltd. | 331.41 | 331.41 |
| Glenmark Philippines Inc. | 597.41 | 355.27 |
| Glenmark Impex L.L.C. | 1,631.11 | 758.81 |
| Glenmark Pharmaceuticals South Africa (Pty) Ltd. | 629.87 | 398.47 |
| Glenmark Pharmaceuticals Venezuela., C.A | 1,558.20 | 1,558.20 |
| Glenmark Pharmaceuticals Peru SAC. | 11.59 | 23.85 |
| Glenmark Pharmaceuticals s.r.o. | 1,610.11 | 2,364.13 |
| Glenmark Pharmaceuticals (Thailand) Co. Ltd. | 59.36 | 33.72 |
| Glenmark Pharmaceuticals Kenya Ltd | 1,924.98 | 1,601.61 |
| Glenmark Pharmaceuticals Colombia SAS | 203.78 | 113.27 |
| Glenmark Pharmaceuticals Mexico S.A. DE C.V. | 716.47 | 674.69 |
| Glenmark Pharmaceuticals Malaysia Sdn.Bhd. | 441.35 | 790.43 |
| Glenmark Generics SA. | 26.48 | 13.57 |
| Glenmark Pharmaceuticals Canada Inc. | 657.51 | 469.46 |
| Glenmark Specialty S A | 6,253.45 | 6,851.36 |
| Glenmark Ukraine LLC | 540.29 | 359.41 |
| Glenmark Pharmaceuticals Ecuador S.A. | 252.53 | 162.36 |
| Glenmark Therapeutics Inc. | 58.46 | 9.58 |
| Glenmark Farmaceutica Ltda. | 1,495.46 | 3,265.37 |
| IGI Biotherapeutics SA (Formerly known as Ichnos Sciences Biotherapeutics SA) | 3.83 | - |
| Ichnos Glenmark Innovation Inc. (Formerly known as Ichnos Sciences Inc.) | - | 3.40 |
| Glenmark Healthcare Limited | 1.38 | 1.67 |
| Glenmark Pharmaceuticals Europe Ltd. | 382.75 | - |
| Glenmark Pharmaceuticals (Australia) Pty Ltd | 45.47 | - |
| **c) Payable to subsidiaries** | | |
| Glenmark Pharmaceuticals FZE. | 701.67 | 620.32 |
| Glenmark Pharmaceuticals SK, s.r.o. | 0.01 | 0.01 |
| Glenmark Pharmaceuticals Europe Ltd. | - | 828.16 |
| Glenmark Uruguay S.A. | 849.37 | 829.18 |
| Glenmark Pharmaceuticals SP z.o.o. | 0.16 | 0.16 |
| Glenmark Pharmaceuticals Singapore Pte. Ltd. | 44.96 | 55.14 |
| Glenmark Pharmaceuticals Inc. | 3,537.70 | 8,495.35 |
| Glenmark Arzneimittel Gmbh. | 200.39 | 135.71 |

**d) Movement of shares during the year**

| Pariculars | No. of Shares in Million | | | |
|---|---|---|---|---|
| | As at 1 April 2024 | Invested / Bonus shares received during the Year | Sold/written off during the Year | Balance as at 31 March 2025 |
| **Investments in Subsidiary Companies - Unquoted - non trade** | | | | |
| Glenmark Holding S.A. | 1,342,239,894 | 300,000,000 | - | 1,642,239,894 |

**e)** For disclosure of guarantees on behalf of subsidiaries refer note 30(iii)(b)

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 33 - FAIR VALUE MEASUREMENTS

**Financial instruments by category**

| Particulars | As at 31 March 2025 | | | | As at 31 March 2024 | | | |
|---|---|---|---|---|---|---|---|---|
| | FVTPL | FVOCI | Amortised cost | Total carrying value | FVTPL | FVOCI | Amortised cost | Total carrying value |
| **Financial assets** | | | | | | | | |
| Loans | - | - | 57,542.54 | 57,542.54 | - | - | 75,056.60 | 75,056.60 |
| Trade receivables | - | - | 25,501.56 | 25,501.56 | - | - | 24,844.74 | 24,844.74 |
| Cash and cash equivalents | - | - | 1,314.51 | 1,314.51 | - | - | 1,279.64 | 1,279.64 |
| Bank balances other than cash and cash equivalents | - | - | 12.91 | 12.91 | - | - | 11.86 | 11.86 |
| Investments | 63.53 | 500.00 | 0.02 | 563.55 | 7,496.62 | 400.00 | 0.02 | 7,896.64 |
| Other financial assets | - | - | 646.75 | 646.75 | - | - | 1,750.18 | 1,750.18 |
| **Total** | **63.53** | **500.00** | **85,018.29** | **85,581.82** | **7,496.62** | **400.00** | **102,943.04** | **110,839.66** |
| **Financial Liabilities** | | | | | | | | |
| Borrowings | - | - | 6,988.20 | 6,988.20 | - | - | 6,572.36 | 6,572.36 |
| Lease liabilities | - | - | 1,309.65 | 1,309.65 | - | - | 500.57 | 500.57 |
| Trade payables | - | - | 21,226.58 | 21,226.58 | - | - | 27,003.82 | 27,003.82 |
| Other financial liabilities | - | - | 2,957.51 | 2,957.51 | - | - | 6,069.36 | 6,069.36 |
| **Total** | **-** | **-** | **32,481.94** | **32,481.94** | **-** | **-** | **40,146.11** | **40,146.11** |

Fair value hierarchy:

The fair value of financial assets and liabilities as referred above have been classified into three categories depending on the inputs used in the valuation technique. The hierarchy gives the highest priority to quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and lowest priority to unobservable inputs (Level 3 measurements).

The categories used are as follows:

- Level 1: Quoted prices for financial assets in an active market amounting to ₹ 1.05 (2024 - ₹ 7,451.64);
- Level 2: Directly or indirectly observable market inputs, other than Level 1 inputs
- Level 3: Inputs which are not based on observable market data.

Investment in subsidiaries are carried at cost not included above.

Trade receivables comprise amounts receivable from the sale of goods and services.

The management considers that the carrying amount of trade and other receivables approximates their fair value.

Bank balances and cash comprise cash and short-term deposits held by the Company. The carrying amount of these assets approximates their fair value.

Trade and other payables principally comprise amounts outstanding for trade purchases and on-going costs. The management considers that the carrying amount of trade payables approximates to their fair value.

The Bonds are interest bearing instruments with an embedded derivative instrument of conversion option. The instrument`s value predominately consist of liability measured at amortised cost; the embedded derivative is measured at FVTPL.

## NOTE 34 - EXPENDITURE ON CORPORATE SOCIAL RESPONSIBILITY

The information regarding projects undertaken and expenses incurred on CSR activities during the year ended 31 March 2025 is as follows :

i Gross amount required to be spent by the Company during the year as per provisions of section 135 of the Companies Act, 2013 - ₹307.15 (2024 - ₹368.13)

(All amounts in million of Indian Rupees, unless otherwise stated)

ii Amount spent during the year on CSR by way of contribution to the trusts and projects undertaken (excess amount spent is carried forward):

**2024-2025**

| Particulars | Amount paid in cash | Amount carried forward to next year | Total amount |
|---|---|---|---|
| (i) Construction/acquisition of any asset | | | |
| (ii) On purposes other than (i) above: | | | |
| Promoting education | 34.98 | | 34.98 |
| Promoting Healthcare including preventive Healthcare and Community Development, Skill Development and Livelihood | 184.21 | | 184.21 |
| Training to promote olympic sports | 80.50 | | 80.50 |
| Impact Assessment Expenses | 1.80 | | 1.80 |
| Surplus arising out of the previous financial years | 6.64 | | 6.64 |
| Surplus carried forward to next year | | (0.98) | (0.98) |
| **Total** | **308.13** | **(0.98)** | **307.15** |

**2023-2024**

| Particulars | Amount paid in cash | Amount carried forward to next year | Total amount |
|---|---|---|---|
| (i) Construction/acquisition of any asset | | | |
| (ii) On purposes other than (i) above: | | | |
| Promoting education | 121.85 | | 121.85 |
| Promoting Healthcare including preventive Healthcare and Community Development, Skill Development and Livelihood | 171.63 | | 171.63 |
| Training to promote Olympic sports | 70.00 | | 70.00 |
| Others | 0.72 | | 0.72 |
| Impact Assessment Expenses | 1.82 | | 1.82 |
| Surplus arising out of the previous financial years | 8.75 | | 8.75 |
| Surplus carried forward to next year | | (6.64) | (6.64) |
| **Total** | **374.77** | **(6.64)** | **368.13** |

| Particulars | 2024-2025 | 2023-2024 |
|---|---|---|
| (a) amount required to be spent by the company during the year, | 307.15 | 368.13 |
| (b) amount of expenditure incurred, | 308.13 | 374.77 |
| (c) shortfall at the end of the year, | - | - |
| (d) total of previous years shortfall, | - | - |
| (e) reason for shortfall, | - | - |
| (f) nature of CSR activities, | Child Health, Sustainable Livelihood, Access to Healthcare, Employee Volunteering, Promotion of Sports | |
| (g) details of related party transactions, e.g., contribution to a trust controlled by the company in relation to CSR expenditure as per relevant Accounting Standard, | 184.15 | 203.63 |
| (h) where a provision is made with respect to a liability incurred by entering into a contractual obligation, the movements in the provision during the year should be shown separately. | - | - |

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 35 - RISK MANAGEMENT OBJECTIVES AND POLICIES

The Company is exposed to a variety of financial risks which results from the Company's operating and investing activities. The Company focuses on actively securing its short to medium term cash flows by minimising the exposure to financial markets.

The Company does not actively engage in the trading of financial assets for speculative purposes nor does it write options.

Financial assets that potentially subject the Company to concentrations of credit risk consist principally of cash equivalents, accounts receivables, other receivables, investment securities and deposits. By their nature, all such financial instruments involve risk including the credit risk of non-performance by counter parties.

The Company's cash equivalents and deposits are invested with banks.

The Company's trade and other receivables are actively monitored to review credit worthiness of the customers to whom credit terms are granted and also avoid significant concentrations of credit risks.

The Company's interest-rate risk arises from long-term borrowings. Borrowings obtained at variable rates expose the Company to cash flow interest-rate risk. Borrowings issued at fixed rates expose the Company to fair value interest-rate risk.

### Foreign currency sensitivity

The foreign currency sensitivity analysis has been performed in relation to US Dollar (USD), Euro (EUR) and Russian rouble (RUB).

US Dollar conversion rate was ₹ 83.34 at the beginning of the year and scaled to a high of ₹ 87.64 and to low of ₹ 83.05. The closing rate is ₹ 85.45. Considering the volatility in direction of strengthening dollar upto 10% , the sensitivity analysis has been disclosed at 10% movements on strengthening and weakening effect for presenting comparable movement due to currency fluctuations.

Foreign currency denominated financial assets and liabilities, translated into USD at the closing rate, are as follows.

| Particulars | 31 March 2025 | | 31 March 2024 | |
|---|---|---|---|---|
| | USD (million) | INR | USD (million) | INR |
| **Short-term exposure** | | | | |
| Financial assets | 255.03 | 21,792.55 | 241.09 | 20,092.62 |
| Financial liabilities | (99.45) | (8,498.00) | (181.36) | (15,114.29) |
| **Total** | **155.57** | **13,294.55** | **59.73** | **4,978.33** |
| **Long term exposure** | | | | |
| Financial assets | 661.91 | 56,560.23 | 900.54 | 75,050.76 |
| Financial liabilities | - | - | - | - |
| **Total** | **661.91** | **56,560.23** | **900.54** | **75,050.76** |

If the INR had strengthened against the US Dollar by 10% then this would have the following impact:

| Particulars | 31 March 2025 INR | 31 March 2024 INR |
|---|---|---|
| Net results for the year (loss)/gain | (6,985.48) | (8,002.91) |
| Equity | - | - |

If the INR had weakened against the US Dollar by 10% then this would have the following impact:

| Particulars | 31 March 2025 INR | 31 March 2024 INR |
|---|---|---|
| Net results for the year (loss)/gain | 6,985.48 | 8,002.91 |
| Equity | - | - |

EUR conversion rate was ₹ 89.93 at the beginning of the year and scaled to a high of ₹ 95.06 and to low of ₹ 87.92. The closing rate is ₹ 92.46. Considering the volatility in direction of strengthening EUR upto 10% , the sensitivity analysis has been disclosed at 10% movements on strengthening and weakening effect for presenting comparable movement due to currency fluctuations.

(All amounts in million of Indian Rupees, unless otherwise stated)

Foreign currency denominated financial assets and liabilities, translated into EUR at the closing rate, are as follows.

| Particulars | 31 March 2025 | | 31 March 2024 | |
|---|---|---|---|---|
| | EUR (million) | INR | EUR (million) | INR |
| **Short term exposure** | | | | |
| Financial assets | 19.79 | 1,829.78 | 27.29 | 2,453.92 |
| Financial liabilities | (8.97) | (829.37) | (7.87) | (707.88) |
| **Total** | **10.82** | **1,000.41** | **19.42** | **1,746.04** |
| **Long term exposure** | | | | |
| Financial assets | - | - | - | - |
| Financial liabilities | - | - | - | - |
| **Total** | **-** | **-** | **-** | **-** |

If the INR had strengthened against the EUR by 10% then this would have the following impact:

| Particulars | 31 March 2025 INR | 31 March 2024 INR |
|---|---|---|
| Net results for the year (loss)/gain | (100.04) | (174.60) |
| Equity | - | - |

If the INR had weakened against the EUR by 10% then this would have the following impact:

| Particulars | 31 March 2025 INR | 31 March 2024 INR |
|---|---|---|
| Net results for the year (loss)/gain | 100.04 | 174.60 |
| Equity | - | - |

RUB conversion rate was ₹ 0.89 at the beginning of the year and scaled to a high of ₹ 1.05 and to low of ₹ 0.75. The closing rate is ₹ 1.01. Considering the volatility in direction of strengthening RUB upto 10% , the sensitivity analysis has been disclosed at 10% movements on strengthening and weakening effect for presenting comparable movement due to currency fluctuations.

Foreign currency denominated financial assets and liabilities, translated into RUB at the closing rate, are as follows.

| Particulars | 31 March 2025 | | 31 March 2024 | |
|---|---|---|---|---|
| | RUB (million) | INR | RUB (million) | INR |
| **Short term exposure** | | | | |
| Financial assets | 1,619.54 | 1,635.74 | 839.70 | 755.73 |
| Financial liabilities | - | - | - | - |
| **Total** | **1,619.54** | **1,635.74** | **839.70** | **755.73** |
| **Long term exposure** | | | | |
| Financial assets | - | - | - | - |
| Financial liabilities | - | - | - | - |
| **Total** | **-** | **-** | **-** | **-** |

If the INR had strengthened against the RUB by 10% then this would have the following impact:

| Particulars | 31 March 2025 INR | 31 March 2024 INR |
|---|---|---|
| Net results for the year (loss)/gain | (163.57) | (75.57) |
| Equity | - | - |

If the INR had weakened against the RUB by 10% then this would have the following impact:

| Particulars | 31 March 2025 INR | 31 March 2024 INR |
|---|---|---|
| Net results for the year (loss)/gain | 163.57 | 75.57 |
| Equity | - | - |

(All amounts in million of Indian Rupees, unless otherwise stated)

## Interest rate sensitivity

The Company's policy is to minimise interest rate cash flow risk exposures on long-term borrowings. The Company has no long term borrowings in USD. Since, there are no long term borrowings in USD, there are no element of interest rate risk associated with this and hence interest rate sensitivity analysis has not been performed.

The Company has taken several short term borrowings on fixed rate of interest. Since, there is no interest rate risk associated with such fixed rate loans; an interest rate sensitivity analysis has not been performed.

The bank deposits are placed on fixed rate of interest of approximately 6.20% to 6.40%. As the interest rate does not vary unless such deposits are withdrawn and renewed, sensitivity analysis is not performed.

The Company has outstanding borrowings of USD Nil (2024 - USD 18.957 million) which are linked to SOFR/Benchmark prime lending rate (BPLR).

Increases by 25 basis points then such increase shall have the following impact on:

| Particulars | 31 March 2025 INR | 31 March 2024 INR |
|---|---|---|
| Net results for the year (loss)/gain | - | (3.95) |

In case of LIBOR/Benchmark prime lending rate (BPLR) decreases by 25 basis points then such decrease shall have the following impact on:

| Particulars | 31 March 2025 INR | 31 March 2024 INR |
|---|---|---|
| Net results for the year (loss)/gain | - | 3.95 |

## Credit risk analysis

The Company's exposure to credit risk is limited to the carrying amount of financial assets recognised at the date of the balance sheet, as summarised below:

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Cash & cash equivalents | 1,314.51 | 1,279.64 |
| Bank balances other than cash and cash equivalents | 12.91 | 11.86 |
| Trade receivables | 25,501.56 | 24,844.74 |
| Current financial assets | 189.87 | 1,305.59 |
| Non current financial assets | 209,948.49 | 205,149.10 |
| **Total** | **236,967.34** | **232,590.93** |

Trade receivables are usually due within 60-180 days. Generally and by practice most customers enjoy a credit period of upto 180 days and are not interest bearing, which is the normal industry practice. All trade receivables are subject to credit risk exposure. However, the Company does not identify specific concentrations of credit risk with regard to trade and other receivables, as the amounts recognised represent a large number of receivables from various customers.

Trade receivables are typically unsecured and are derived from revenue earned from customers. Credit risk has always been managed by each business segment through credit approvals, establishing credit limits and continuously monitoring the credit worthiness of customers to which the company grants credit terms in the normal course of business. In accordance with Ind AS 109, the Company uses expected credit loss model to assess the impairment loss or gain. The Company uses a provision matrix to compute the expected credit loss allowance for trade receivables. The provision matrix takes into account available external and internal credit risk factors such as default risk of industry, credit default swap quotes, credit ratings from international credit rating agencies and historical experience for customers.

Given below is ageing of accounts receivable:

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Outstanding for more than 6 months | 4,052.23 | 6,150.33 |
| Others | 21,449.33 | 18,694.41 |
| **Total** | **25,501.56** | **24,844.74** |

(All amounts in million of Indian Rupees, unless otherwise stated)

The Company continuously monitors defaults of customers and other counterparties, identified either individually or by the Company, and incorporates this information into its credit risk controls. The Company's policy is to deal only with creditworthy counterparties.

The Company's management considers that all the above financial assets that are not impaired for each of the reporting dates and are of good credit quality, including those that are past due. None of the Company's financial assets are secured by collateral or other credit enhancements.

In respect of trade and other receivables, the Company's credit risk exposure towards any single counterparty or any group of counterparties having similar characteristics is considered to be negligible. The credit risk for liquid funds and other short-term financial assets is considered negligible, since the counterparties are reputable banks with high quality external credit ratings.

### Liquidity risk analysis

The Company manages its liquidity needs by carefully monitoring scheduled debt servicing payments for long-term financial liabilities as well as cash-outflows due in day-to-day business. Liquidity needs are monitored in various time bands, on a day-to-day and week-to-week basis, as well as on the basis of a rolling 30-day projection. Long-term liquidity needs for a 180-day and a 360-day lookout period are identified monthly.

The Company maintains cash and marketable securities to meet its liquidity requirements for up to 30-day periods. Funding in regards to long-term liquidity needs is additionally secured by an adequate amount of committed credit facilities and the ability to sell long-term financial assets.

As at 31 March, the Company's liabilities have contractual maturities which are summarised below:

| Particulars | As at 31 March 2025 | | As at 31 March 2024 | |
|---|---|---|---|---|
| | Within 1 year | 1 to 5 years | Within 1 year | 1 to 5 years |
| Trade payable | 21,226.58 | - | 27,003.82 | - |
| Borrowings | 6,988.20 | - | 6,572.36 | - |
| Other financial liabilities | 2,015.61 | 2,251.55 | 5,026.07 | 1,543.86 |
| **Total** | **30,230.39** | **2,251.55** | **38,602.25** | **1,543.86** |

For long term borrowings refer Note 13 and for Lease obligations refer Note 31 for further details.

## NOTE 36 - CAPITAL MANAGEMENT POLICIES AND PROCEDURES

The Company objectives when managing capital are to safeguard their ability to continue as a going concern so that they can continue to provide returns for shareholders and benefits for other stakeholders, and maintain an optimal structure to reduce the cost of capital. In order to maintain or adjust the Capital structure, the Company may adjust the amounts of dividends paid to shareholders, return capital to shareholders, issue new shares or sell new assets to reduce debt.

Net Debt = total borrowings less cash and cash equivalent. Total 'equity' as shown in the balance sheet.

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Total debt | 6,988.20 | 6,572.36 |
| Less: Cash & cash equivalents | 1,314.51 | 1,279.64 |
| **Net debt (A)** | **5,673.69** | **5,292.72** |
| **Total equity (B)** | 245,039.56 | 229,706.20 |
| **Net debt to equity ratio (A/B)** | **0.02** | **0.02** |

| Dividends | 31 March 2025 | 31 March 2024 |
|---|---|---|
| (i) Equity shares | | |
| Final dividend paid during the year ended | 705.47 | 705.42 |

(ii) Dividends not recognised at the end of the reporting period.

In addition to the above dividends, since year end the Board of Directors have recommended the payment of a final dividend of ₹ 2.50 (2024 - ₹ 2.50) per fully paid up equity share. This proposed dividend is subject to the approval of shareholders in the ensuing annual general meeting.

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 37 - RECLASSIFICATION

Certain prior year amounts have been reclassified for consistency with the current year presentation. As a result, certain line items have been amended in the financial statements. These reclassifications had no effect on the reported results of operations. Comparative figures have been adjusted to conform to the current year's presentation.

## NOTE 38 - EXCEPTIONAL ITEMS

### 31 March 2025

The Company had earlier reported that the Company and its US subsidiary (Glenmark Pharmaceuticals Inc., USA) had arrived at a settlement with three Plaintiff Groups collectively representing all of the claims against the Company and Merck in relation to multiple antitrust and consumer protection lawsuits, including a class action, consolidated in the Eastern District of Virginia, U.S. (the "Court") for a total amount of US$ 87.5 million (US Dollar Eighty Seven Point Five million), payable over two financial years. Four End-Payor Plaintiffs, Humana Inc. (District of New Jersey), Centene Corporation, WellCare Health Plans, Inc., New York Quality Healthcare Corporation dba Fidelis Care, and Health Net, LLC (collectively "Centene") (District of New Jersey), Kaiser Foundation Health Plan, Inc. (Northern District of California), and United Healthcare Services, Inc. (District of Minnesota), opted out of the 2023 settlements. The Company and its US subsidiary (GPI) arrived at a settlement, in February 2025, with Humana, Centene, and Kaiser for a sum of US$ 7.0 million representing all of their claims against GPI and the Company. The settlement Agreement required the amount to be paid by the Company one month post obtaining all necessary approvals. The settlements made clear that it is a commercial settlements and not on the basis of the Company having conceded or admitted any liability, offence, wrongdoing or illegality.

In view of the above, the Company has charged the same to profit and loss account the settlement amount along with other associated legal cost for the case and others of ₹ 1,623.74 for the year ended 31 March 2025. Due to the non-recurring nature of the provision, the Company has classified this provision as an exceptional item in the financial statements for the year ended 31 March 2025.

IGI, the innovation arm of the Company underwent restructuring during the year. This was done to optimise operations in line with IGI's long-term vision. Accordingly, exceptional loss of ₹ 167.92 has been incurred for the year ended 31 March 2025 which comprises of restructuring costs, severance payments, and other one-time costs.

### 31 March 2024

Exceptional item in the standalone financial statement for the year ended 31 March 2024 ₹ 50,703.31 (gain), primarily comprises of stake sale (net of expenses) in Glenmark Lifescience Ltd, impairment loss relating to investment, loan given and trade receivables from the Company's subsidiary in Nigeria, remediation, legal, inventory provision and others.

Pursuant to Board approval dated 21 September 2023, the Company entered into share purchase agreement with Nirma Limited (the "Buyer") for the sale of 91,895,379 equity shares representing 75% of the current issued and paid-up equity share capital of Glenmark Life Sciences Limited ("GLS"), a subsidiary of the Company, to the Buyer at a price of ₹ 615/- per share, aggregating to ₹ 56,515 million (subject to adjustments as agreed among the parties), in accordance with the terms of the share purchase agreement dated 21 September 2023 among the Company, GLS and the Buyer. Accordingly, 91,895,379 equity shares representing 75% of the current issued and paid-up equity share capital of the GLS, were transferred by the Company to Buyer as follows:

A. On 6 March, 2024, 67,389,944 equity shares, representing 55% of the issued and paid-up equity share capital of the GLS were transferred by the Company to Buyer.

B. On 12 March , 2024, 24,505,435 equity shares, representing 20% of the issued and paid-up equity share capital of the GLS were transferred by the Company to Buyer.

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 39 - ACCOUNTING RATIOS

| Particulars | Numerator | Denominator | F.Y. 2024-25 | F.Y. 2023-24 | % variance | Reason for variance |
|---|---|---|---|---|---|---|
| a) Current Ratio | Current Assets | Current Liabilities | 1.47 | 1.09 | 34.86% | Mainly on account of decrease in current liability |
| (b) Debt-Equity Ratio | Total Debt | Shareholder's Equity | 0.03 | 0.03 | -0.33% | |
| (c) Debt Service Coverage Ratio | Earnings available for debt service | Debt Service | 9.99 | 4.67 | 113.98% | Mainly on account of lower borrowing and lower interest payment in FY 2024-25 as compared to previous year |
| (d) Return on Equity Ratio | Net profit - preferred dividends | Average shareholder equity | 7.35% | 6.97% | 5.39% | |
| (e) Inventory turnover ratio | Sale of products | Average inventory | 7.16 | 6.83 | 4.75% | |
| (f) Trade Receivables turnover ratio | Net sale of products and services | Average trade receivables | 3.58 | 3.07 | 16.75% | |
| (g) Trade payables turnover ratio | Net Credit Purchases | Average Trade Payables | 1.33 | 1.34 | -0.95% | |
| (h) Net capital turnover ratio | Net sale of products and services | Working Capital | 5.88 | 19.51 | -69.85% | Mainly on account of increase in revenue and decrease in current liabilities compared to previous year |
| (i) Net profit ratio | Net profit | Net sale of products and services | 19.36% | 18.62% | 3.99% | |
| (j) Return on Capital employed | Earning before interest and taxes | Capital employed | 8.09% | 4.44% | 82.05% | Mainly on account of higher profit before exceptional item and taxes and lower Finance cost in FY 2024-25 as compared to previous year |
| (k) Return on investment | Gain on sale of Investment | Average investment X Holding period | 0% | 366103% | Not applicable | |
| (l) Return on investment | Change in fair value of quoted investment (except subsidiary) | Average investment X Holding period | -24.31% | 59.24% | -141.19% | Mainly on account of change in market value of quoted investment. |

(a) Earning available for debt service = Net Profit after taxes + Non-cash operating expenses like depreciation and other amortisations + Interest + other adjustments like loss on sale of Fixed assets etc.+/- adjustment of Exceptional items and relevant tax expense and De-recognition of deferred tax asset on the MAT credit

(b) Debt service = Interest Payments + Scheduled Principal Repayments for the year

(c) Average inventory = (Opening inventory balance + Closing inventory balance) / 2

(d) Net credit sales = Net credit sales consist of gross credit sales minus sales return

(e) Average trade receivables = (Opening trade receivables balance + Closing trade receivables balance) / 2

(f) Net credit purchases = Net credit purchases consist of gross credit purchases minus purchase return

(g) Average trade payables = (Opening trade payables balance + Closing trade payables balance) / 2

(h) Working capital = Current assets - Current liabilities.

(i) Earning before interest and taxes = Profit before exceptional items and tax + Finance costs - Other Income

(j) Capital Employed = Tangible Net Worth + Total Debt + Deferred Tax Liability

(k) Return on investment = Gain on sale of investment / (Average investment x holding period )

(All amounts in million of Indian Rupees, unless otherwise stated)

(l) Return on investment = Change in fair value of quoted investment (except subsidiary) / (Average investment x holding period )

(m) Net Profit = Net profit after tax + adjustment of Exceptional items and relevant tax expense and De-recognition of deferred tax asset on the MAT credit

## NOTE 40 - SEGMENT REPORTING

In accordance with Ind AS 108 "Operating Segments", segment information has been given in the consolidated Ind AS financial statements, and therefore, no separate disclosure on segment information is given in these financial statements.

## NOTE 41 - OTHER STATUTORY INFORMATION

a) The Company does not have any benami property, where any proceeding has been initiated or pending against the Company for holding any benami property.

b) The Company has not traded or invested in Crypto currency or Virtual Currency during the financial year.

c) 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:-

   i) 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

   ii) provide any guarantee, security or the like to or on behalf of the ultimate beneficiaries.

d) The Company does not have any transaction which is previously 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).

e) The Company is not declared willful defaulter by any bank or financials institution or lender during the year.

f) The Company does not have any charges or satisfaction which is yet to be registered with ROC beyond the statutory period.

g) The title deeds of all the immovable properties, (other than immovable properties where the Company is the lessee and the lease agreements are duly executed in favour of the Company) disclosed in the financial statements included in property, plant and equipment and capital work-in progress are held in the name of the Company as at the balance sheet date.

h) The Company does not have any transactions with companies which are struck off under section 248 of the Companies Act, 2013 or section 560 of the Companies Act, 1956.

i) 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:

   i) 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

   ii) provide any guarantee, security or the like on behalf of the ultimate beneficiaries.

j) The Company is in compliance with the number of layers prescribed under clause (87) of section 2 of the Companies Act, 2013 read with the Companies (Restriction on number of Layers) Rules, 2017 (as amended).

k) The Company has not given any loans or advances in the nature of loans to promoters, directors, KMPs and/ or related parties (as defined under Companies Act, 2013), either severally or jointly with any other person, that are repayable on demand, or without specifying any terms or period of repayment.

l) The Company has used accounting software for maintaining its books of account, which have 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 no audit trail has been enabled at the data base level for the primary software used for maintaining its books of accounts, to log any direct data changes for the accounting software (SAP). The audit trail feature has not been tampered with and being preserved by the Company as per the statutory requirements of record retention.

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 42 - AUTHORISATION OF FINANCIAL STATEMENTS

The financial statements for the year ended 31 March 2025 were approved by the Board of Directors on 23 May 2025.

As per our report of even date attached.

**For Suresh Surana & Associates LLP**
Chartered Accountants
Firm's Registration No.: 121750W / W100010

**Vinodkumar Varma**
Partner
Membership No. 105545

Place: Mumbai
Date : 23 May 2025

For and on behalf of the Board of Directors

**Glenn Saldanha**
Chairman & Managing Director
DIN : 00050607

**Cherylann Pinto**
Executive Director
DIN : 00111844

**V S Mani**
Executive Director &
Global Chief Financial Officer
DIN : 01082878

**Harish Kuber**
Company Secretary &
Compliance Officer

Place: Mumbai
Date : 23 May 2025

# Independent Auditor's Report

**To the Members of Glenmark Pharmaceuticals Limited**

**Report on the Audit of the Consolidated Financial Statements**

## Opinion

We have audited the accompanying consolidated financial statements of **Glenmark Pharmaceuticals Limited** ('the Holding Company') and its subsidiaries (the Holding Company and its subsidiaries together referred to as 'the Group'), which comprise the consolidated balance sheet as at 31 March 2025, the consolidated statement of profit and loss (including other comprehensive income), the consolidated statement of cash flows and the consolidated statement of changes in equity for the year then ended, and a summary of the material accounting policies and other explanatory information (hereinafter referred to as 'consolidated financial statements').

In our opinion and to the best of our information and according to the explanations given to us and based on the consideration of the reports of the other auditors on separate financial statements and on the other financial information of the subsidiaries the aforesaid consolidated financial statements give the information required by the Companies Act, 2013 ('Act') in the manner so required and give a true and fair view in conformity with the accounting principles generally accepted in India including Indian Accounting Standards ('Ind AS') prescribed under Section 133 of the Act, of the consolidated state of affairs of the Group as at 31 March 2025, and their consolidated profit (including other comprehensive income), its consolidated cash flows and the consolidated changes in equity for the year ended on that date.

## Basis for Opinion

We conducted our audit in accordance with the Standards on Auditing 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 Consolidated 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 ('ICAI') together with the ethical requirements that are relevant to our audit of the consolidated 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, and the audit evidence obtained by the other auditors in terms of their reports referred to in the Other Matters section below, is sufficient and appropriate to provide a basis for our opinion on the consolidated financial statements.

## Key Audit Matters

Key audit matters are those matters that, in our professional judgement and based on the consideration of the reports of the other auditors on separate financial statements and on the other financial information of the subsidiaries, were of most significance in our audit of the consolidated financial statements for the year ended 31 March 2025. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

We have determined the matters described below to be the key audit matters to be communicated in our report.

| Key audit matter | How our audit addressed the key audit matter |
|---|---|
| **Impairment of intangible assets (including intangible assets under development)**<br><br>[Refer note 5 of the consolidated financial statements]<br><br>As at 31 March 2025, the Group is carrying intangible assets of ₹ 10,971.93 million and intangible assets under development of ₹ 2,928.40 million in its consolidated financial statements relating to multiple Cash Generating Units ("CGUs").<br><br>These intangibles are subject to test of impairment by the management at least annually in case of each intangible asset having indefinite or indeterminable useful life and intangible assets under development, and when impairment indicators exist in case of all other intangible assets, in accordance with the applicable accounting standards. Any such losses are recognised in consolidated statement of profit and loss. | Our audit included, but was not limited to, the following procedures:<br>• Obtained understanding of management's process for identification of indicators of impairment. Evaluated the design and tested the operating effectiveness of internal controls over impairment assessment process.<br><br>• With the assistance of our internal valuation specialists, evaluated the reasonableness of the valuation methodologies and discount rates used by the management to determine the recoverable values. |

| Key audit matter | How our audit addressed the key audit matter |
|---|---|
| Management judgement is required in assessing impairment indicators and recoverable amount for impairment testing. The recoverable amounts have been determined by the management using discounted cash flow valuation method.<br><br>Key assumptions underpinning management's assessment of the recoverable amounts include but are not limited to projection of future cash flows, revenue growth rates, terminal values, operating profit margins, estimated future operating capital expenditure, external market conditions and discount rates.<br><br>Changes to these assumptions could lead to material changes in estimated recoverable amounts, resulting in either impairment or reversals of impairment taken in prior years.<br><br>We determined impairment of intangible assets (including intangible assets under development) as a key audit matter since these assessments are complex and involve significant management estimation and judgement. | • Evaluated the reasonableness of the management's estimates and judgement based on our understanding of the business of the respective subsidiaries, past results and external factors.<br><br>• Tested the mathematical accuracy of the management workings with regards to cash flows, sensitivity analysis and loss allowances.<br><br>• Performed sensitivity analysis around aforesaid key assumptions to assess the effect of reasonably possible variations on the estimated recoverable amounts. |
| **Revenue recognition in US Subsidiary [Refer note 19 of the consolidated financial statements]**<br><br>The Group's sales to customers in the United States of America ('US') fall under certain commercial and governmental reimbursement schemes of which the most significant ones are chargebacks, failure to supply penalties and Medicaid Drug Rebate Program ('Medicaid'). The provision recognised as at 31 March 2025 for revenue deductions related to such items aggregated to ₹ 130,147.93 million.<br><br>These arrangements result in deductions to gross sales recognised by the Group and require the management to estimate and recognise obligations of the Group to provide such deductions to its customers for sales made during the reporting period.<br><br>Accordingly, the Group has recognised an accrual of ₹ 130,147.93 million for the year ended 31 March 2025 towards these arrangements and has adjusted revenues to the extent of ₹ 130,147.93 million pertaining to Group's US operations during the year ended 31 March 2025. Refer Note 19 to the consolidated financial statements.<br><br>Ind AS 115 requires the management to estimate the amount of variable consideration to which it will be entitled to the extent it is not highly probable that such amount will reverse. Variable consideration may include discounts and sales returns. The estimate depends on contractual terms, relevant regulations, historical experience, as well as forecasts of sales volumes by sales channel. Additionally, dispensing of the product and the final determination of the net selling price may occur several months later. | This has been identified as a key audit matter by the US component (i.e. US Subsidiary) auditor. The US component audit included, but was not limited to, the following procedures:<br><br>• Obtained an understanding of the management process for estimation and accounting treatment of transactions arising from various discount schemes, mandated contracts, chargebacks, rebates, failure to supply penalties and Medicaid compliance requirements, pertaining to Group's revenue operations in US.<br><br>• Evaluated the design and tested the operating effectiveness of controls implemented by the Group for approval of such schemes, for recording of such transactions and obligations arising from such arrangements completely and accurately, and for ensuring appropriate accounting treatment thereof.<br><br>• Tested the calculations for accruals under applicable schemes by testing the data with supporting documents such as Group's stated commercial policies, terms of underlying contracts inspected on a sample basis, stock lying at wholesalers, historical levels of product returns, and wholesale acquisition cost (WAC) determined for such calculations.<br><br>• Tested credit notes issued, and payments made during the year under such schemes and arrangements, on a sample basis, from underlying supporting documents such as contracts, sales data, and satisfaction of eligibility criteria as per terms of the scheme. |

| Key audit matter | How our audit addressed the key audit matter |
|---|---|
| The US Component auditor focused on this area since these arrangements are complex and determining appropriate accruals and adjustments requires significant judgement and estimation by management. This judgement is particularly complex in US healthcare environment which involves multi-layered product discounting due to competitive pricing pressure apart from regulatory requirements such as Medicaid. Considering the materiality of the amount involved and high estimation uncertainty requiring significant judgement as discussed above, this matter was determined to be a key audit matter for the current period audit. | • Tested subsequent settlements, payments, and rebates given to customers under various schemes and arrangements to determine adequacy of the accruals made at year end.<br>• Evaluated the historical accuracy of the Group's estimates of year-end accruals relating to such arrangements made in previous years.<br>• Reviewed related contracts and performed procedures to validate contractual terms and inventory levels of significant customers and wholesalers.<br>• Identified and tested specific journal entries such as those manually posted directly to revenue, outside of expected hours, or by unexpected individuals and for large or unusual amounts.<br>• Agreed a sample of revenue transactions to customers' cash deposits and withdrawals.<br>• Performed test of details on a sample of revenue transactions recorded during the year, including specific periods before and after the year-end. For the samples selected, inspected supporting documents, including contracts and related amendments for revisions to performance obligations or price terms, and invoices.<br>• Evaluated the adequacy and appropriateness of the disclosures made in the accompanying consolidated financial statements relating to such arrangements in accordance with the requirements of the accounting standards. |
| **Recoverability of deferred tax assets**<br><br>[Refer note 7 of the consolidated financial statements]<br><br>At the balance sheet date, deferred tax assets recognised for carried forward tax losses amounted to ₹ 9,618.43 million. Refer note 3.13 of significant accounting policies and other explanatory information and note 7 of the consolidated financial statements of the Group for the year ended 31 March 2025.<br><br>The assessment of meeting the recognition criteria as well as assessment of recoverability of deferred tax assets within the period prescribed under the tax laws, as applicable to the respective entities in the Group, involves use of significant assumptions and estimates. Determining forecasts of future results and taxable profits includes key assumptions such as future growth rates and market conditions. The projected cash flows are assessed using a number of scenarios to cover reasonable changes in the assumptions underlying the projections. | Our audit included, but was not limited to, the following:<br>• Evaluated the design and tested the operating effectiveness of key controls implemented by the Group over recognition of deferred tax assets based on the assessment of Company's ability to generate sufficient taxable profits in foreseeable future allowing the use of deferred tax assets within the time prescribed by income tax laws as applicable to the respective entities in the Group.<br>• Involved auditor's experts to assess the appropriateness of the deferred tax asset balance recognised in the consolidated balance sheet.<br>• Read the component auditors reports with respect to the conclusion drawn by them in respect of the recoverability of deferred tax assets on carried forward tax losses recognised in the financial statement of the respective components.<br>• Reconciled the future taxable profit projections to future business plans of the respective entities in the Group as approved by the Board of Directors of the respective entities. |

| Key audit matter | How our audit addressed the key audit matter |
|---|---|
| Any change in these assumptions could have a material impact on the carrying value of deferred tax assets. These assumptions and estimates are judgmental, subjective and depend on the future market and economic conditions.<br><br>Owing to the significance of the balances and complexities involved as described above, we have considered recoverability of such deferred tax assets recognised on carried forward tax losses as a key audit matter. | • Tested and challenged management's judgements relating to the forecasts of future taxable profit and evaluated the reasonableness of the assumptions, including future growth rate underlying the preparation of these forecasts based on historical data trends.<br><br>• Tested the mathematical accuracy of the projections including sensitivity analysis performed by management and performed independent sensitivity analysis to the key assumptions mentioned above to determine inputs leading to high estimation uncertainty of the cash flow projections.<br><br>• Assessed if there are any restrictions in the local tax legislation impacting the utilization.<br><br>• Evaluated management's assessment of time period available for adjustment of such deferred tax assets as per provisions of the Income Tax Act, 1961 and other tax laws applicable to the respective entities in the Group, and appropriateness of the accounting treatment with respect to the recognition of deferred tax assets as per requirements of Ind AS 12, Income Taxes.<br><br>• Re-computed the amount of deferred tax assets as appearing in the financial statements confirming the amounts of carried forward tax losses and unabsorbed depreciation.<br><br>• Assessed the adequacy and appropriateness of the disclosures included in note 7 in respect of the deferred tax balances. |
| **Litigations**<br><br>[Refer note 31 of the consolidated financial statements]<br><br>The Company is involved in various legal proceedings including product liability, contracts, employment claims, Department of Justice (DOJ) investigations, anti-trust and other regulatory matters relating to the conduct of its business.<br><br>The Company assesses the need to make provision or to disclose a contingent liability on a case-to-case basis considering the underlying facts of each litigation.<br><br>The eventual outcome of the litigations is uncertain and estimation at balance sheet date involves extensive judgement of management including input from legal counsel due to complexity of each litigation. Adverse outcomes could significantly impact on the Company's reported results and balance sheet position.<br><br>Considering the judgement involved in determining the need to make a provision or disclose as contingent liability, the matter was determined to be key audit matter for the current year. | Our audit included, but was not limited to, the following:<br><br>• Evaluated the design and tested the operating effectiveness of controls in respect of the identification and evaluation of litigations, the recording / reassessment of the related liabilities, provisions and disclosures.<br><br>• Obtained a list of litigations from the Company's in-house legal counsel; identified material litigations from the aforementioned list and performed inquiries with the said counsel; obtained and read the underlying documents to assess the assumptions used by management in arriving at the conclusions.<br><br>• Circulated, obtained, and read legal confirmations from Company's external legal counsel in respect of material litigations and considered that in our assessment.<br><br>• Verified the disclosures related to provisions and contingent liabilities in the consolidated financial statements to assess consistency with underlying documents. |

## Information other than the Consolidated Financial Statements and Auditor's report thereon

The Holding Company's Board of Directors is responsible for the other information. The other information comprises the information included in the Annual Report but does not include the consolidated financial statements and our auditor's report thereon.

Our opinion on the consolidated 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 consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated 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.

## Management's and Board of Directors' Responsibilities for the Consolidated Financial Statements

The Holding Company's Management and Board of Directors are responsible for the matters stated in Section 134(5) of the Act with respect to the preparation of these consolidated financial statements that give a true and fair view of the consolidated state of affairs (consolidated financial position), consolidated profit or loss (consolidated financial performance including other comprehensive income), consolidated cash flows and consolidated changes in equity of the Group in accordance with the accounting principles generally accepted in India, including the Ind AS specified under Section 133 of the Act. The Holding Company's Board of Directors is also responsible for ensuring accuracy of records including financial information considered necessary for the preparation of consolidated financial statements. The respective Board of Directors /management of the companies included in the Group, are responsible for maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding the assets and for preventing and detecting frauds and other irregularities; selection and application of appropriate accounting policies; making judgements and estimates that are reasonable and prudent; and 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 consolidated financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error, which have been used for the purpose of preparation of the consolidated financial statements by the Directors of the Holding Company, as aforesaid.

In preparing the consolidated financial statements, the respective Board of Directors of the companies included in the Group are responsible for assessing the ability of those companies, as the case may be, to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intends to liquidate those companies or to cease operations, or has no realistic alternative but to do so.

The Board of Directors are also responsible for overseeing the financial reporting process of the companies included in the Group.

## Auditor's responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated 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 Standards on Auditing 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 consolidated financial statements.

As part of an audit in accordance with Standards on Auditing, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated 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 Holding Company and its subsidiary company incorporated in India 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 ability of the Group 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 consolidated 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 Group to cease to continue as a going concern;

- Evaluate the overall presentation, structure, and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation;
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities within the Group to express an opinion on the financial statements. We are responsible for the direction, supervision, and performance of the audit of financial statements of such entities included in the financial statements, of which we are the independent auditors. For the other entities included in the financial statements, which have been audited by the other auditors, such other auditors remain responsible for the direction, supervision and performance of the audits carried out by them. We remain solely responsible for our audit opinion.

We communicate with those charged with governance of the Holding Company of which we are the independent auditor 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 consolidated financial statements of the current period 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.

## Other Matters

The Statement includes the audited financial statements / information in respect of 43 subsidiaries, whose financial statements / information, without giving effects to elimination of intra-group transactions reflect total assets of ₹ 351,000.08 million as at 31 March 2025 and total revenue of ₹ 104,972.47 million, total net loss after tax of ₹ 27,775.27 million, total comprehensive loss of ₹ 28,096.18 million and net cash inflows of ₹ 147.93 million for the year ended 31 March 2025, as considered in the Statement have been audited by the other auditors whose reports have been furnished to us by the Management and our conclusion on the Statement, in so far as it relates to the amounts and disclosures included in respect of these subsidiaries is based solely on the reports of the other auditors.

Further, of the above, 37 subsidiaries, located outside India, whose annual financial statements /financial information have been prepared in accordance with International Financial Reporting Standards / accounting principles generally accepted in their respective countries and which have been audited by other auditors under auditing standards applicable in their respective countries. The Holding Company's management has converted the financial statements/ financial information of such subsidiaries from International Financial Reporting Standards/ accounting principles generally accepted in their respective countries to accounting principles generally accepted in India. We have audited these conversion adjustments if any made by the Holding Company's management. Our opinion, in so far as it relates to the amounts and disclosures included in respect of these subsidiaries is based on the audit reports of other auditors and the conversion adjustments, if any made by the management of the Holding Company and audited by us.

Our opinion above on the consolidated financial statements, and our report on other legal and regulatory requirements below, are not modified in respect of the above matters with respect to our reliance on the work done by and the reports of the other auditors.

## Report on Other Legal and Regulatory Requirements

1) As required by the Companies (Auditor's Report) Order, 2020 ("CARO"), issued by the Central Government of India in terms of the Section 143 (11) of the Act, based on CARO report issued by us for the Holding Company and the subsidiary included in the consolidated financial statements and covered under the Act, we report that there are no qualifications or adverse remarks reported in the respective CARO report of such companies.

2) As required by Section 143(3) of the Act, based on our audit of the Holding Company and its subsidiary company incorporated in India, we report, to the extent applicable, 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 purpose of our audit of the aforesaid consolidated financial statements;

   b) In our opinion, proper books of account as required by law relating to preparation of the aforesaid consolidated financial statements have been

kept so far as it appears from our examination of those books, except for the matter stated in the paragraph 3(vi) below on reporting under Rule 11(g);

c) The consolidated financial statements dealt with by this report are in agreement with the relevant books of account maintained for the purpose of preparation of the consolidated financial statements;

d) In our opinion, the aforesaid consolidated financial statements comply with Ind AS specified under Section 133 of the Act;

e) On the basis of the written representations received from the directors of the Holding Company and its subsidiary company incorporated in India and taken on record by the Board of Directors of the Holding Company and Board of Directors of subsidiary company covered under the Act, none of the directors of the Group companies covered under the Act, are disqualified as on 31 March 2025 from being appointed as a director in terms of Section 164(2) of the Act;

f) With respect to the adequacy of the internal financial controls with reference to financial statements of the Holding Company, and its subsidiary company covered under the Act, and the operating effectiveness of such controls, refer to our separate report in 'Annexure A', and

g) The modification relating to the maintenance of accounts and other matters connected therewith are stated in paragraph (b) above on reporting under Section 143(3)(b) and paragraph (vi) below on reporting under Rule 11(g).

3) 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 (as amended), in our opinion and to the best of our information and according to the explanations given to us:

i. The consolidated financial statements disclose the impact of pending litigations on the consolidated financial position of the Group, as detailed in Note 31 to the consolidated financial statements.

ii. The Holding Company and its subsidiaries did not have any long-term contracts including derivative contracts for which there were any material foreseeable losses as at 31 March 2025.

iii. There has been no delay in transferring amounts, required to be transferred, to the Investor Education and Protection Fund by the Holding Company, and its subsidiary company covered under the Act during the year ended 31 March 2025.

iv. a) The respective Managements of the Company and its subsidiary company incorporated in India, whose financial statements have been audited under the Act, have represented to us that, to the best of their knowledge and belief, no funds (which are material either individually or in the aggregate) 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 or any of such subsidiaries to or in any other person or entity, including foreign entity ("Intermediaries"), with the understanding, whether recorded in writing or otherwise, that the Intermediary shall, directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Company or any of such subsidiaries ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries.

b) The respective Managements of the Company and its subsidiary company incorporated in India, whose financial statements have been audited under the Act, have represented to us that, to the best of their knowledge and belief, no funds (which are material either individually or in the aggregate) have been received by the Company or any of such subsidiaries from any person or entity, including foreign entity ("Funding Parties"), with the understanding, whether recorded in writing or otherwise, that the Company or any of such subsidiaries shall, 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.

c) Based on the audit procedures that have been considered reasonable and appropriate in the circumstances performed by us on the Company and its subsidiary company incorporated in India whose financial statements have been audited under the Act, nothing has come to our notice that has caused us to believe that the representations under sub-clause (i) and (ii) of Rule 11(e), as provided under sub clause (a) and (b) above, contain any material misstatement.

v. a) The final dividend proposed for the previous year, declared, and paid during the year by the Holding Company and its subsidiary company incorporated in India is in accordance with Section 123 of the Act.

b) As stated in note 37 to the accompanying consolidated financial statements, the Board of Directors of the Holding Company, have proposed final dividend for the year which is subject to the approval of members at their 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 and in accordance with requirements of the Implementation Guide on Reporting on Audit Trail under Rule 11(g) of the Companies (Audit and Auditors) Rules, 2014, except for the instances mentioned below, the Holding Company and its subsidiary company incorporated in India whose financial statements have been audited under the Act, have used accounting softwares for maintaining its books of account, which have a feature of recording audit trail (edit log) facility and the same has operated throughout the year for all relevant transactions recorded in the respective softwares:

(a) In respect of the Holding Company and its subsidiary company incorporated in India whose financial statements have been audited under the Act, the feature of recording audit trail (edit log) facility was not enabled at the database layer to log any direct data changes for the accounting software.

(b) In respect of the Holding Company, we are unable to comment if the audit trail (edit log) facility was enabled at the database layer to log any direct data changes in respect of secondary software used by Warehouse Partner for recording sales in absence of independent auditor's report in relation to controls at the third-party service provider.

Further, where audit trail (edit log) facility was enabled and operated throughout the year, we did not come across any instance of audit trail feature being tampered with during the course of our audit. Additionally, the audit trail has been preserved by the Company and its subsidiary company incorporated in India as per the statutory requirements for record retention.

4) With regards to the other matters to be included in the Auditor's Report in accordance with the requirements of Section 197(16) of the Act, as amended, in our opinion and to the best of our information and according to the explanation given to us, and on the consideration of the report of the other auditors, referred to in the separate financial statement of the subsidiaries, the remuneration paid/ provided by the Holding Company and a subsidiary company covered under the Act to their respective directors during the year in accordance with the provisions of Section 197 of the Act.

**For Suresh Surana & Associates LLP**
Chartered Accountants
Firm's Registration No.: 121750W / W100010

**Vinodkumar Varma**
Partner
Membership No. 105545
UDIN: 25105545BMNVNU8352

Place: Mumbai

Date: 23 May 2025

# ANNEXURE A TO INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS OF GLENMARK PHARMACEUTICALS LIMITED FOR THE YEAR ENDED 31 MARCH 2025

(Referred to in paragraph 2(f) under the heading 'Report on Other Legal and Regulatory Requirements' of our report on even date)

**Independent Auditor's Report on the internal financial controls with reference to consolidated financial statements under Clause (i) of Sub-section 3 of Section 143 of the Companies Act, 2013 ('the Act')**

In conjunction with our audit of the consolidated financial statements of Glenmark Pharmaceuticals Limited ('the Holding Company') and its subsidiaries (the Holding Company and its subsidiaries together referred to as 'the Group'), as at and for the year ended 31 March 2025, we have audited the internal financial controls with reference to financial statements of the Holding Company and its subsidiary company, which are companies covered under the Act, as at that date.

## Responsibilities of Management and Board of Directors for Internal Financial Controls

The respective Company's Management and Board of Directors, which are companies covered under the Act, are 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 ('the ICAI') ('the Guidance Note'). 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 the Company's 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 Act.

## Auditor's Responsibility

Our responsibility is to express an opinion on the internal financial controls with reference to financial statements of the Holding Company and its subsidiary company as aforesaid, based on our audit. We conducted our audit in accordance with the Guidance Note and the Standards on Auditing prescribed under Section 143(10) of the Act, to the extent applicable to an audit of internal financial controls. 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 consolidated financial statements were 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 consolidated financial statements and their operating effectiveness. Our audit of internal financial controls with reference to financial statements includes obtaining an understanding of such internal financial controls, 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 internal financial controls with reference to consolidated financial statements of the Holding Company and its subsidiary companies, as aforesaid.

## Meaning of Internal Financial Controls with Reference to Consolidated Financial Statements

A company's internal financial control with reference to consolidated 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 consolidated financial statements include 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 unauthorized 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 Consolidated Financial Statements

Because of the inherent limitations of internal financial controls with reference to consolidated 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 the consolidated financial statements to future periods are subject to the risk that the internal financial controls with reference to consolidated 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 Holding Company and its subsidiary company, which are companies covered under the Act, have in all material respects, adequate internal financial controls with reference to the financial statements and such controls were operating effectively as at 31 March 2025, 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.

**For Suresh Surana & Associates LLP**
Chartered Accountants
Firm Registration No.: 121750W / W100010

**Vinodkumar Varma**
Partner
Membership No.105545
UDIN: 25105545BMNVNU8352

Place: Mumbai
Date: 23 May 2025

# Consolidated Balance Sheet

(All amounts in million of Indian Rupees, unless otherwise stated)

| Particulars | Notes | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|---|
| **ASSETS** | | | |
| **Non-current assets** | | | |
| Property, plant and equipment | **3** | 30,761.59 | 29,190.77 |
| Capital work-in-progress | **3** | 5,419.87 | 4,193.24 |
| Right-of-use assets | **3** | 2,432.07 | 1,990.76 |
| Goodwill | **4** | 702.66 | 673.59 |
| Other intangible assets | **5** | 10,971.93 | 10,246.50 |
| Intangible assets under development | **5** | 2,928.40 | 2,425.56 |
| Financial assets | **6** | | |
| i. Investments | | 563.55 | 7,896.64 |
| ii. Other financial assets | | 729.42 | 698.83 |
| Deferred tax assets (net) | **7** | 11,241.09 | 10,497.22 |
| Other non-current assets | **8** | 1,790.31 | 1,492.31 |
| **Total Non-current assets** | | **67,540.89** | **69,305.42** |
| **Current assets** | | | |
| Inventories | **9** | 30,285.30 | 25,130.51 |
| Financial assets | **10** | | |
| i. Trade receivables | | 33,419.47 | 18,584.12 |
| ii. Cash and cash equivalents | | 16,757.07 | 16,582.70 |
| iii. Bank balances other than cash and cash equivalents | | 295.21 | 11.86 |
| iv. Other financial assets | | 624.46 | 1,735.97 |
| Other current assets | **11** | 11,573.14 | 12,235.66 |
| **Total current assets** | | **92,954.65** | **74,280.82** |
| **Total assets** | | **160,495.54** | **143,586.24** |
| **EQUITY AND LIABILITIES** | | | |
| **Equity** | | | |
| Equity share capital | **12 & 13** | 282.19 | 282.19 |
| Other equity | | 88,212.22 | 78,197.08 |
| **Equity attributable to owners of Glenmark Pharmaceuticals Limited** | | **88,494.41** | **78,479.27** |
| Non-controlling interests | | (3.71) | (3.80) |
| **Total equity** | | **88,490.70** | **78,475.47** |
| **Liabilities** | | | |
| **Non-current liabilities** | | | |
| Financial liabilities | **14** | | |
| i. Borrowings | | 5,127.00 | - |
| ii. Lease liabilities | | 1,862.10 | 1,516.91 |
| iii. Other non-current financial liabilities | | 4,759.62 | 5,388.28 |
| Deferred tax liabilities (net) | | 585.88 | 2.80 |
| Other non-current liabilities | **15** | - | 16.91 |
| **Total non-current liabilities** | | **12,334.60** | **6,924.90** |

# Consolidated Balance Sheet

(All amounts in million of Indian Rupees, unless otherwise stated)

| Particulars | Notes | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|---|
| **Current liabilities** | | | |
| Financial liabilities | **16** | | |
| i. Borrowings | | 16,814.95 | 9,905.96 |
| ii. Lease liabilities | | 922.62 | 886.43 |
| iii. Trade payables | | | |
| - Total outstanding dues of Micro enterprises and Small enterprises | | 214.41 | 173.32 |
| - Total outstanding dues of other than Micro enterprises and Small enterprises | | 25,580.89 | 25,185.93 |
| iv. Other current financial liabilities | | 7,902.82 | 10,269.84 |
| Other current liabilities | **17** | 1,989.98 | 2,443.63 |
| Provisions | **18** | 5,960.83 | 6,411.24 |
| Current tax liabilities (net) | **18** | 283.74 | 2,909.52 |
| **Total current liabilities** | | **59,670.24** | **58,185.87** |
| **Total liabilities** | | **72,004.84** | **65,110.77** |
| **Total equity and liabilities** | | **160,495.54** | **143,586.24** |

The accompanying notes are integral part of the consolidated financial statements.
As per our report of even date attached.

**For Suresh Surana & Associates LLP**
Chartered Accountants
Firm's Registration No.: 121750W / W100010

**Vinodkumar Varma**
Partner
Membership No. 105545

Place: Mumbai
Date : 23 May 2025

For and on behalf of the Board of Directors

**Glenn Saldanha**
Chairman & Managing Director
DIN : 00050607

**Cherylann Pinto**
Executive Director
DIN : 00111844

**V S Mani**
Executive Director &
Global Chief Financial Officer
DIN : 01082878

**Harish Kuber**
Company Secretary &
Compliance Officer

Place: Mumbai
Date : 23 May 2025

# Consolidated Statement of Profit and Loss

(All amounts in million of Indian Rupees, unless otherwise stated)

| Particulars | Notes | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|---|
| **Continuing operations** | | | |
| **Income** | | | |
| Revenue from operations | **19** | 133,217.40 | 118,130.97 |
| Other income (net) | **20** | 1,137.22 | 8,399.94 |
| **Total income** | | **134,354.62** | **126,530.91** |
| **Expenses** | | | |
| Cost of materials consumed | **21** | 30,012.72 | 31,578.22 |
| Purchases of stock-in-trade | **22** | 15,660.03 | 14,511.70 |
| Changes in inventories of work-in-process, stock-in-trade and finished goods | **23** | (2,139.33) | (1,956.22) |
| Employee benefits expense | **24** | 30,220.61 | 28,681.43 |
| Finance costs | **25** | 2,070.65 | 5,159.69 |
| Depreciation, amortisation and impairment expense | **3 & 5** | 4,860.10 | 5,819.06 |
| Other expenses | **26** | 35,949.56 | 33,362.53 |
| **Total expenses** | | **116,634.34** | **117,156.41** |
| **Profit before exceptional items and tax** | | **17,720.28** | **9,374.50** |
| Exceptional items - expense / (income) | **40** | 3,728.19 | 9,009.55 |
| **Profit before tax from continuing operations** | | **13,992.09** | **364.95** |
| **Tax expense** | **7** | | |
| Current tax | | 3,823.41 | 11,155.52 |
| Deferred tax | | (302.74) | 7,517.93 |
| **Total tax expense** | | **3,520.67** | **18,673.45** |
| **Profit for the year from continuing operations** | | **10,471.42** | **(18,308.50)** |
| Attributable to : | | | |
| Non-controlling interest | | 0.45 | 681.46 |
| Equity shareholders of Glenmark Pharmaceuticals Limited | | 10,470.97 | (18,989.96) |
| **Profit before tax from discontinued operations** | | **-** | **5,326.92** |
| **Tax expense of discontinued operations** | | | |
| Current tax | | - | 1,284.32 |
| Deferred tax | | - | 69.32 |
| **Total tax expense** | | **-** | **1,353.64** |
| **Profit for the year from discontinued operations** | | **-** | **3,973.28** |
| Attributable to : | | | |
| Non-controlling interest | | - | - |
| Equity shareholders of Glenmark Pharmaceuticals Limited | | - | 3,973.28 |
| **Profit/(loss) after tax for the period from continuing and discontinued operations** | | **10,471.42** | **(14,335.22)** |
| Attributable to : | | | |
| Non-controlling interest | | 0.45 | 681.46 |
| Equity shareholders of Glenmark Pharmaceuticals Limited | | 10,470.97 | (15,016.68) |
| **Other comprehensive income for the year from continuing operations** | | | |
| **Items that will not be reclassified to profit or loss** | | | |

# Consolidated Statement of Profit and Loss

(All amounts in million of Indian Rupees, unless otherwise stated)

| Particulars | Notes | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|---|
| - Remeasurement of the post-employment benefit obligation | | (119.76) | (163.06) |
| - Income tax relating to the above | | 38.36 | 42.75 |
| **Items that will be reclassified to profit or loss** | | | |
| - Exchange differences on translating foreign operations | | 867.40 | (399.03) |
| - Income tax relating to the above | | (144.02) | (79.97) |
| **Other comprehensive income/(loss) for the year** | | **641.98** | **(599.31)** |
| **Total comprehensive income for the year from continuing operation** | | **11,113.40** | **(18,907.81)** |
| **Other comprehensive income for the year from discontinued operation** | | | |
| **Items that will not be reclassified to profit or loss** | | | |
| - Remeasurement of the post-employment benefit obligation (net of tax) | | - | (56.23) |
| **Total comprehensive income for the year from discontinued operation** | | **-** | **3,917.05** |
| **Total comprehensive income for the year from continuing and discontinued operations** | | **11,113.40** | **(14,990.76)** |
| **Total comprehensive income attributable to:** | | | |
| Non-controlling interest | | 0.08 | 672.00 |
| Equity shareholders of Glenmark Pharmaceuticals Limited | | 11,113.32 | (15,662.76) |
| **Earnings per equity share of ₹ 1 each for profit from continuing operations** | **30** | | |
| Basic (in ₹) | | 37.11 | (67.30) |
| Diluted (in ₹) | | 37.11 | (67.30) |
| **Earnings per equity share of ₹ 1 each for profit from discontinued operations** | | | |
| Basic (in ₹) | | - | 14.08 |
| Diluted (in ₹) | | - | 14.08 |
| **Earnings per equity share of ₹ 1 each for profit from continuing and discontinued operations** | | | |
| Basic (in ₹) | | 37.11 | (53.22) |
| Diluted (in ₹) | | 37.11 | (53.22) |

The accompanying notes are integral part of the consolidated financial statements.
As per our report of even date attached.

**For Suresh Surana & Associates LLP**
Chartered Accountants
Firm's Registration No.: 121750W / W100010

**Vinodkumar Varma**
Partner
Membership No. 105545

Place: Mumbai
Date : 23 May 2025

For and on behalf of the Board of Directors

**Glenn Saldanha**
Chairman & Managing Director
DIN : 00050607

**Cherylann Pinto**
Executive Director
DIN : 00111844

**V S Mani**
Executive Director &
Global Chief Financial Officer
DIN : 01082878

**Harish Kuber**
Company Secretary &
Compliance Officer

Place: Mumbai
Date : 23 May 2025

# Consolidated Statement of Changes in Equity

(All amounts in million of Indian Rupees, unless otherwise stated)

## A Equity share capital

| Particulars | Amount |
|---|---|
| **Balance as at 1 April 2023** | **282.17** |
| - Shares issued during the year | 0.02 |
| **Balance as at 31 March 2024** | **282.19** |
| - Shares issued during the year | - |
| **Balance as at 31 March 2025** | **282.19** |

## B Other equity

| Particulars | Reserves and surplus | | | | | | | Other comprehensive income | Total attributable to owners of Glenmark Pharmaceuticals Limited | Non-Controlling interest | Total Shareholders' equity |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Securities premium reserve | Capital reserve | Capital redemption reserve | Stock compensation reserve | General reserve | Special Economic Zone reinvestment reserve account | Retained earnings | Currency translation reserve | | | |
| **Balance as at 1 April 2024** | **16,865.58** | **1.00** | **200.00** | **182.31** | **1,455.13** | **66.80** | **78,704.49** | **(19,278.23)** | **78,197.08** | **(3.80)** | **78,193.28** |
| Dividends to equity shareholders | - | - | - | - | - | - | (705.47) | - | (705.47) | - | **(705.47)** |
| Employee share based compensation expense including transfer from Stock compensation reserve(refer note 13(VII)) | - | - | - | (91.67) | - | - | - | - | (91.67) | - | **(91.67)** |
| Share issue expenses at subsidiary level | - | - | - | - | (300.68) | - | - | - | (300.68) | - | **(300.68)** |
| Transfer from Retained earning | - | - | - | - | - | 470.00 | (470.00) | - | - | - | **-** |
| Transfer to Retained earning | - | - | - | - | - | (66.80) | 66.80 | - | - | - | **-** |
| **Transactions with owners** | **-** | **-** | **-** | **(91.67)** | **(300.68)** | **403.20** | **(1,108.67)** | **-** | **(1,097.82)** | **-** | **(1,097.82)** |
| Profit for the year | - | - | | - | - | | 10,470.97 | - | 10,470.97 | 0.45 | **10,471.42** |
| **Other Comprehensive Income:** | | | | | | | | | | | |
| Exchange difference on translation of foreign operations (net of tax) | - | - | - | - | - | - | - | 723.38 | 723.38 | (0.36) | **723.02** |
| Remeasurement of the net defined benefit plans (net of tax) (refer note 27) | - | - | - | - | - | - | (81.40) | - | (81.40) | - | **(81.40)** |
| **Total Comprehensive Income** | **-** | **-** | **-** | **-** | **-** | **-** | **10,389.57** | **723.38** | **11,112.95** | **0.08** | **11,113.04** |
| **Balance as at 31 March 2025** | **16,865.58** | **1.00** | **200.00** | **90.64** | **1,154.45** | **470.00** | **87,985.39** | **(18,554.85)** | **88,212.22** | **(3.71)** | **88,208.51** |

# Consolidated Statement of Changes in Equity

(All amounts in million of Indian Rupees, unless otherwise stated)

| Particulars | Reserves and surplus | | | | | | | Other comprehensive income | Total attributable to owners of Glenmark Pharmaceuticals Limited | Non-Controlling interest | Total Shareholders' equity |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Securities premium reserve | Capital reserve | Capital redemption reserve | Stock compensation reserve | General reserve | Special Economic Zone reinvestment reserve account | Retained earnings | Currency translation reserve | | | |
| **Balance as at 1 April 2023** | **16,853.60** | **1.00** | **200.00** | **176.17** | **1,455.13** | **-** | **94,570.39** | **(18,799.23)** | **94,457.06** | **3,653.36** | **98,110.42** |
| Dividends to equity shareholders | - | - | - | - | - | - | (705.42) | - | (705.42) | (473.00) | **(1,178.42)** |
| Shares issued under Employee Stock Option Scheme | 11.98 | - | - | - | - | - | - | - | 11.98 | - | **11.98** |
| Employee share based compensation expense including transfer from Stock compensation reserve (refer note 13(VII)) | - | - | - | 6.14 | - | - | 90.08 | - | 96.22 | - | **96.22** |
| Transfer from Retained earning | - | - | - | - | - | 820.90 | (820.90) | - | - | - | - |
| Transfer to Retained earning | - | - | - | - | - | (754.10) | 754.10 | - | - | - | **-** |
| **Transactions with owners** | **11.98** | **-** | **-** | **6.14** | **-** | **66.80** | **(682.14)** | **-** | **(597.22)** | **(473.00)** | **(1,070.22)** |
| Profit for the year | - | - | | - | - | | (15,016.68) | - | (15,016.68) | 681.46 | **(14,335.22)** |
| Decrease in non-controlling interest on account of sale of shares of subsidiary company | - | - | - | - | - | - | - | - | - | (3,856.16) | (3,856.16) |
| **Other Comprehensive Income:** | | | | | | | | | | | |
| Exchange difference on translation of foreign operations (net of tax) | - | - | - | - | - | - | (0.19) | (479.00) | (479.19) | 0.19 | **(479.00)** |
| Remeasurement of the net defined benefit plans (net of tax) (refer note 27) | - | - | - | - | - | - | (166.89) | - | (166.89) | (9.65) | **(176.54)** |
| **Total Comprehensive Income** | **-** | **-** | **-** | **-** | **-** | **-** | **(15,183.76)** | **(479.00)** | **(15,662.76)** | **(3,184.16)** | **(18,846.92)** |
| **Balance as at 31 March 2024** | **16,865.58** | **1.00** | **200.00** | **182.31** | **1,455.13** | **66.80** | **78,704.49** | **(19,278.23)** | **78,197.08** | **(3.80)** | **78,193.28** |

Refer notes 12 and 13 for details on equity share capital and other equity

The accompanying notes are integral part of the consolidated financial statements.
As per our report of even date attached.

**For Suresh Surana & Associates LLP**
Chartered Accountants
Firm's Registration No.: 121750W / W100010

**Vinodkumar Varma**
Partner
Membership No. 105545

Place: Mumbai
Date : 23 May 2025

For and on behalf of the Board of Directors

**Glenn Saldanha**
Chairman & Managing Director
DIN : 00050607

**V S Mani**
Executive Director &
Global Chief Financial Officer
DIN : 01082878

Place: Mumbai
Date : 23 May 2025

**Cherylann Pinto**
Executive Director
DIN : 00111844

**Harish Kuber**
Company Secretary &
Compliance Officer

# Consolidated Statement of Cash Flows

(All amounts in million of Indian Rupees, unless otherwise stated)

| | Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|---|
| **(A)** | **Cash flow from operating activities** | | |
| | Profit before tax from continuing operations | 13,992.09 | 364.95 |
| | Profit before tax from discontinuing operations | - | 5,326.92 |
| | Adjustments to reconcile profit before tax to net cash provided by operating activities: | | |
| | Depreciation and amortisation | 4,860.10 | 6,308.10 |
| | Finance costs | 2,070.65 | 5,173.94 |
| | Interest income | (439.34) | (172.59) |
| | Dividend income | (0.06) | (0.02) |
| | (Profit)/loss on sale of property, plant and equipment | 25.42 | (8.26) |
| | Income from mutual fund | (24.47) | (70.51) |
| | Fair valuation of investment | 0.27 | (7,449.54) |
| | Provision for gratuity and compensated absence | 348.35 | 496.46 |
| | Provision for doubtful debts / expected credit losses | 30.66 | (53.07) |
| | Bad debts written off | 0.31 | 229.57 |
| | Employee share based compensation expense | (91.67) | 49.62 |
| | Provision for sales returns | 2.31 | 10.80 |
| | Exceptional items - expense / (income) | 3,728.19 | 9,009.55 |
| | Unrealised foreign exchange (gain) | (690.58) | (3,425.91) |
| | **Operating profit before working capital changes** | **23,812.23** | **15,790.01** |
| | **Adjustments for changes in working capital :** | | |
| | - (Increase)/Decrease in trade receivables | (14,203.29) | 9,695.09 |
| | - (Increase)/Decrease in inventories | (4,508.07) | (5,138.58) |
| | - (Increase)/Decrease in other assets | 1,561.98 | (5,181.90) |
| | - Increase/(Decrease) in trade payable and other liabilities | (8,137.54) | (7,344.14) |
| | **Net changes in operating assets and liabilities** | **(25,286.92)** | **(7,969.53)** |
| | Income taxes paid (net of refund) | (6,801.26) | (10,474.92) |
| | **Net cash generated from /(used in) operating activities** | **(8,275.95)** | **(2,654.44)** |
| **(B)** | **Cash flow from investing activities** | | |
| | (Increase)/decrease in bank deposits and margin money | (274.57) | (1.29) |
| | Interest received | 421.18 | 171.61 |
| | Dividend received | 0.06 | 0.02 |
| | (Increase)/ Decrease in non-current asset | (11.51) | (165.03) |
| | Investment made | (117.50) | - |
| | Proceed from sale of subsidiary (net of expenses) | 7,450.30 | 54,496.09 |
| | Proceeds from mutual fund (net) | 24.47 | 70.51 |
| | Payments for purchase of property, plant and equipment and intangible assets (including capital work-in-progress) | (7,495.69) | (8,983.78) |
| | Proceeds from sale of property, plant and equipment, intangible assets and brands | 24.20 | 20.80 |
| | **Net cash generated from /(used in) investing activities** | **20.94** | **45,608.93** |
| **(C)** | **Cash flow from financing activities** | | |
| | Proceed from issue of equity shares | - | 12.00 |
| | Proceeds/ (repayment) from long-term borrowings | 5,072.40 | - |
| | Share capital issue expenses | (300.68) | - |
| | Repayments of long-term borrowings | (1,406.77) | (36,494.87) |
| | Proceeds from /(repayment) of short-term borrowings (net) | 8,339.49 | 4,811.20 |
| | Interest paid | (1,907.79) | (5,167.82) |

# Consolidated Statement of Cash Flows

(All amounts in million of Indian Rupees, unless otherwise stated)

| Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| Payment of lease liability (with interest) | (1,221.78) | (1,044.26) |
| Dividend paid (inclusive of dividend paid to non-controlling interest) | (704.42) | (1,177.52) |
| **Net cash generated from /(used in) financing activities** | **7,870.45** | **(39,061.27)** |
| **Net increase/(decrease) in cash and cash equivalents** | **(384.56)** | **3,893.22** |
| **Cash and cash equivalents at the beginning of the year** | **16,582.70** | **14,430.26** |
| Effect of exchange rate changes on cash and cash equivalents | 558.93 | 176.79 |
| Cash and bank balance adjusted on sale of subsidiary | - | (1,917.57) |
| **Cash and cash equivalents at the end of the year** | **16,757.07** | **16,582.70** |
| **Cash and cash equivalents comprise of :** | | |
| Cash on hand | 10.74 | 9.78 |
| Balances with banks in current accounts and Exchange Earner's Foreign Currency (EEFC) accounts | 16,746.33 | 16,572.92 |
| | **16,757.07** | **16,582.70** |

**Note :**

1. The Cash Flow Statement has been prepared under the "Indirect Method" as set out in Ind AS 7, 'Statement of Cash Flows'
2. Figures in bracket indicate cash outflow.
3. Reconciliation of Financing Activities

| Particulars | As at 31 March 2024 | Borrowings made during the year | Amount repaid during the year | Exchange rate difference | As at 31 March 2025 |
|---|---|---|---|---|---|
| Long term borrowings * | 1,572.36 | 5,072.40 | (1,406.77) | (110.99) | 5,127.00 |
| Short term borrowings | 8,333.60 | 8,339.49 | - | 141.86 | 16,814.95 |

| Particulars | As at 31 March 2023 | Borrowings made during the year | Amount repaid during the year | Exchange rate difference | As at 31 March 2024 |
|---|---|---|---|---|---|
| Long term borrowings * | 39,977.20 | - | (36,494.87) | (1,909.97) | 1,572.36 |
| Short term borrowings | 3,500.00 | 4,811.20 | - | 22.40 | 8,333.60 |

*Refer note 14(i) for current / non-current classification

The accompanying notes are integral part of the consolidated financial statements.
As per our report of even date attached.

**For Suresh Surana & Associates LLP**
Chartered Accountants
Firm's Registration No.: 121750W / W100010

**Vinodkumar Varma**
Partner
Membership No. 105545

Place: Mumbai
Date : 23 May 2025

For and on behalf of the Board of Directors

**Glenn Saldanha**
Chairman & Managing Director
DIN : 00050607

**Cherylann Pinto**
Executive Director
DIN : 00111844

**V S Mani**
Executive Director &
Global Chief Financial Officer
DIN : 01082878

**Harish Kuber**
Company Secretary &
Compliance Officer

Place: Mumbai
Date : 23 May 2025

# Notes to the Consolidated Financial Statements

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 1 – BACKGROUND INFORMATION AND SUMMARY OF MATERIAL ACCOUNTING POLICIES

### 1. GROUP INFORMATION

Glenmark Pharmaceuticals Limited (the "Company") and its subsidiaries (together referred to as "the Group") are primarily engaged in the business of development, manufacturing and marketing of pharmaceutical products both formulation and active pharmaceuticals ingredient to regulated and semi-regulated markets. The Group has a significant presence in branded generics markets across emerging economies including India and also has a fast growing generics business in the United States and Europe. The Group is actively involved in the discovery of new molecules both NCEs (new chemical entities) and NBEs (new biological entities).

The Group's research and development facilities are located at Mahape, Sinnar, and Taloja in India, and at La Chaux-de-fonds, Neuchatel and Biopole, Lausanne in Switzerland. The manufacturing facilities of the Group in India are located at Nasik, Colvale, Baddi, Nalagarh, Sikkim, Indore and Aurangabad. Overseas manufacturing facilities are located in Czech Republic, Argentina, La Chaux-de-fonds in Switzerland and Monroe (USA).

Glenmark Pharmaceuticals Limited is the Group's ultimate parent company and is a public limited company incorporated in Mumbai, India. The registered office of the Company is at B/2, Mahalaxmi Chambers, 22 Bhulabhai Desai Road, Mumbai – 400026, India.

The Company's shares are listed on Bombay Stock Exchange ("BSE") and the National Stock Exchange of India ("NSE").

### 2. BASIS OF PREPARATION AND MEASUREMENT

The consolidated financial statements of the Group have been prepared in accordance with Indian Accounting Standards (Ind AS) as notified by Ministry of Corporate Affairs pursuant to Section 133 of the Companies Act, 2013 ('Act') read with the Companies (Indian Accounting Standards) Rules, 2015, as amended and other relevant provisions of the Act.

The preparation of consolidated financial statements in conformity with Ind AS requires the use of certain critical accounting estimates. It also requires management to exercise its judgment in the process of applying the Group's accounting policies. The areas involving a higher degree of judgment or complexity, or area where assumptions and estimates are significant to these consolidated financial statements are disclosed in note 4.

These consolidated financial statements are prepared under the historical cost convention, except for certain financial assets and liabilities, defined benefit plans - assets/ (liabilities) and share-based payments.

All assets and liabilities have been classified as current and non-current as per the Group's normal operating cycle and other criteria set out in the Schedule III of the Act and Ind AS 1, Presentation of Financial Statements.

These consolidated financial statements are presented in Indian Rupees ('₹'), which is also the Company's functional currency. Amounts in figures presented have been rounded to ₹ million unless otherwise stated.

### 3. SUMMARY OF MATERIAL ACCOUNTING POLICIES

The material accounting policies that are used in the preparation of these consolidated financial statements are summarised below. These accounting policies are consistently used throughout the periods presented in the consolidated financial statements.

## MATERIAL ACCOUNTING POLICIES

### 3.1. Fair value measurement

Fair value is the price that would be received to sell 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 to the Group.

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 Group 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. All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorized 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:

(All amounts in million of Indian Rupees, unless otherwise stated)

- Level 1 — Quoted (unadjusted) market prices in active markets for identical assets or liabilities
- Level 2 — Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable
- Level 3 — Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable

For assets and liabilities that are recognised in the financial statements on a recurring basis, the Group 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.

## 3.2. Basis of Consolidation

These consolidated financial statements include financial statements of the Company and all of its subsidiaries drawn up to the dates specified in Note 2. Subsidiaries are all entities over which the Company has control. The Group controls an entity when the group is exposed to, or has rights to variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity. The financial statements of subsidiaries are included in the consolidated financial statements from the date the Group acquires control until the date the control ceases.

The difference between the cost of investments in the subsidiaries, over the net assets at the time of acquisition of shares in subsidiaries, or on the date of the financial statements immediately preceding the date of acquisition in subsidiaries, is recognised in the financial statements as Goodwill or Capital Reserve, as the case may be.

The difference between the proceeds from disposal of investment in a subsidiary and the carrying amount of its assets less liabilities as of the date of disposal is recognised in the Consolidated Statement of Profit and Loss as the profit or loss on disposal of investment in subsidiary.

Inter-company transactions, balances and unrealised gains and losses on inter-company transactions between group companies are eliminated. Where unrealised losses on intra-group asset sales are reversed on consolidation, the underlying asset is also tested for impairment from the Group perspective. Amounts reported in separate financial statements of subsidiaries are adjusted where necessary to ensure consistency with the accounting policies adopted by the Group.

Non-controlling interests represent the portion of a subsidiary's profit or loss and net assets that is not held by the Group. Profit or loss and each component of other comprehensive income are attributed to the shareholders of the Company and to the non-controlling interests, even if this results in the non-controlling interests having a deficit balance.

The gain / losses (net of related expenses and tax thereon) in respect of part divestment / dilution of the stake in subsidiary companies not resulting in ceding of control, are recognised directly in the equity in the consolidated financial statements.

Non-controlling interests are presented in the consolidated balance sheet within equity, separately from the equity of the shareholders of the Company.

## 3.3. Business Combinations

The acquisition method of accounting is used to account for all business combinations, regardless of whether equity instruments or other assets are acquired. The consideration transferred for the acquisition of a subsidiary comprises the:

- fair values of the assets transferred;
- liabilities incurred to the former owners of the acquired business;
- equity interests issued by the group; and
- fair value of any asset or liability resulting from a contingent consideration arrangement.

Identifiable assets acquired and liabilities and contingent liabilities assumed in a business combination are, with limited exceptions, measured initially at their fair values at the acquisition date. The group recognises any non-controlling interest in the acquired entity on an acquisition-by-acquisition basis either at fair value or at the non-controlling interest's proportionate share of the acquired entity's net identifiable assets.

Acquisition-related costs are expensed as incurred.

The excess of the

- consideration transferred;
- amount of any non-controlling interest in the acquired entity, and
- acquisition-date fair value of any previous equity interest in the acquired entity

over the fair value of the net identifiable assets acquired is recorded as goodwill. If those amounts are less than the fair value of the net identifiable assets of the business acquired, the difference is recognised in other comprehensive income and accumulated in equity as capital reserve provided there is clear evidence of the underlying reasons for classifying the business combination as a bargain purchase. In other cases, the bargain purchase gain is recognised directly in equity as capital reserve.

(All amounts in million of Indian Rupees, unless otherwise stated)

Where settlement of any part of cash consideration is deferred, the amounts payable in the future are discounted to their present value as at the date of exchange. The discount rate used is the entity's incremental borrowing rate, being the rate at which a similar borrowing could be obtained from an independent financier under comparable terms and conditions.

Contingent consideration is classified either as equity or a financial liability. Amounts classified as a financial liability are subsequently remeasured to fair value with changes in fair value recognised in the consolidated statement of profit and loss.

If the business combination is achieved in stages, the acquisition date carrying value of the acquirer's previously held equity interest in the acquiree is remeasured to fair value at the acquisition date. Any gains or losses arising from such remeasurement are recognised in profit or loss or other comprehensive income, as appropriate.

### 3.4. Foreign currency transactions and foreign operations

Transactions in foreign currencies are translated to the respective functional currencies of entities within the Group at exchange rates at the dates of the transactions. Monetary assets and liabilities denominated in foreign currencies at the reporting date are retranslated to the functional currency at the exchange rate at that date. Exchange differences arising on the settlement of monetary items or on translating monetary items at rates different from those at which they were translated on initial recognition during the period or in previous financial statements are recognized in the consolidated statement of profit and loss in the period in which they arise.

Foreign exchange gains and losses arising from a monetary item receivable from a foreign operation, the settlement of which is neither planned nor likely in the foreseeable future, are considered to form part of the net investment in the foreign operation and are recognized in other comprehensive income/(loss) and presented within equity as a part of foreign currency translation reserve ("FCTR").

In case of foreign operations whose functional currency is different from the parent company's functional currency, the assets and liabilities of such foreign operations, including goodwill and fair value adjustments arising upon acquisition, are translated to the reporting currency at exchange rates at the reporting date. The income and expenses of such foreign operations are translated to the reporting currency at the average exchange rates prevailing during the year, resulting foreign currency differences are recognized in other comprehensive income/(loss) and presented within equity as part of FCTR. When a foreign operation is disposed of, in part or in full, the relevant amount in the FCTR is transferred to the consolidated statement of profit and loss.

### 3.5. Revenue recognition

The Group applies principles provided under Ind AS 115 'Revenue from contracts with customers' which provides a single, principles-based approach to the recognition of revenue from all contracts with customers. It focuses on the identification of performance obligations in a contract and requires revenue to be recognised when or as those performance obligations are satisfied.

The Group receives revenue for supply of goods to external customers against orders received. The majority of contracts that Group enters into relate to sales orders containing single performance obligations for the delivery of pharmaceutical and consumer healthcare products. The average duration of a sales order is less than 12 months.

Revenue from sale of goods is recognised when control of the goods is transferred to the customer, there are no unfulfilled obligations, the amount of revenue can be reliably measured, and it is probable that future economic benefits associated with the transaction will flow to the Group. The point at which control get transferred is determined by each customer arrangement but generally occurs on delivery to the customer.

Revenue represents net invoice value including fixed and variable consideration. Variable consideration arises on the sale of goods as a result of discounts and allowances given and accruals for estimated future returns and rebates. Revenue is not recognised in full until it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur.

The methodology and assumptions used to estimate rebates and returns are monitored and adjusted regularly in the light of contractual and legal obligations, historical trends, past experience and projected market conditions. Once the uncertainty associated with the returns and rebates is resolved, revenue is adjusted accordingly.

Group enters into development and marketing collaborations and out-licences of the Group's compounds or products to other parties. These contracts give rise to fixed and variable consideration from upfront payments, development milestones, sales-based milestones and royalties. Income dependent on the achievement of a development milestone is recognised when it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur, which is usually when the related event occurs. Sales-based milestone income is recognised when it is highly probable that the sales threshold will be reached.

(All amounts in million of Indian Rupees, unless otherwise stated)

Sales-based royalties on a licence of intellectual property are not recognised until the relevant product sale occurs. If the time between the recognition of revenue and payment from the customer is expected to be more than one year and the impact is material, the amount of consideration is discounted using appropriate discount rates.

Goods and Service Tax and other value added taxes are excluded from revenue.

## 3.6. Property, plant and equipment

**Recognition and measurement**

Items of property, plant and equipment are measured at cost less accumulated depreciation and accumulated impairment losses, if any. Cost comprises of purchase price (after deducting trade discount/rebate) / cost of construction, non-refundable duties and taxes, borrowing costs, other expenditure that are directly attributable to the acquisition of the asset. The cost of self-constructed assets includes the cost of materials and other costs directly attributable to bringing the asset to a working condition for its intended use.

When parts of an item of property, plant and equipment have significant cost in relation to total cost and different useful lives, they are accounted for as separate items (major components) of property, plant and equipment.

Profits and losses upon disposal of an item of property, plant and equipment are determined by comparing the proceeds from disposal with the carrying amount of property, plant and equipment and are recognised within “other income/expense" in the consolidated statement of profit and loss.

The cost of replacing part of an item of property, plant and equipment is recognised in the carrying amount of the item if it is probable that the future economic benefits embodied within the part will flow to the Group its cost can be measured reliably and it has a useful life of at least twelve months. The costs of other repairs and maintenance are recognised in the consolidated statement of profit and loss as incurred.

**Depreciation**

Depreciation is recognised in the consolidated statement of profit and loss on a straight-line basis over the estimated useful lives of property, plant and equipment. Leased assets are depreciated over the shorter of the lease term or their useful lives, unless it is reasonably certain that the Group will obtain ownership by the end of the lease term.

The below given useful lives best represent the useful lives of these assets based on internal assessment and supported by technical advice where necessary which is different from the useful lives as prescribed under Part C of Schedule II of the Companies Act, 2013.

The estimated useful lives are as follows:

| | |
|---|---|
| Factory and other buildings | 26 - 61 years |
| Plant and machinery | 1 – 21 years |
| Furniture, fixtures and office equipment | 1 – 21 years |
| Vehicles | 1 – 8 years |

Leasehold land is amortised over the period of respective leases.

Depreciation methods, useful lives and residual values are reviewed at each reporting date.

## 3.7. Borrowing costs

Borrowing costs primarily comprise interest on the Group's borrowings. Borrowing costs directly attributable to the acquisition, construction or production of a qualifying asset are capitalised during the period of time that is necessary to complete and prepare the asset for its intended use or sale. Other borrowing costs are expensed in the period in which they are incurred and reported in 'finance costs'. Borrowing costs are recognised using the effective interest rate method.

## 3.8. Intangible assets

**Goodwill**

Goodwill arises upon the acquisition of subsidiaries. Goodwill represents the excess of consideration transferred, the amount of any non-controlling interest in the acquiree and the acquisition-date fair value of any previous equity interest in the acquiree over the fair value of the identifiable net assets acquired. Goodwill is measured at cost less accumulated impairment losses.

**Research and development**

Expenses on research activities undertaken with the prospect of gaining new scientific or technical knowledge and understanding are recognised in the consolidated statement of profit and loss as incurred.

Development activities involve a plan or design for the production of new or substantially improved products and processes. Development expenditures are capitalised only if development costs can be measured reliably, the product or process is technically and commercially feasible, future economic benefits are probable, the assets are controlled by the Group, and the Group intends to and has sufficient resources to complete development and to use or sell the asset. The expenditure capitalised includes the cost of materials and other costs directly attributable to preparing the asset for its intended use. Other development expenditure is recognised in the consolidated statement of profit and loss as incurred.

The Group’s internal drug development expenditure is capitalised only if they meet the recognition criteria

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as mentioned above. Where uncertainties exist that the said criteria may not be met, the expenditure is recognised in the consolidated statement of profit and loss as incurred. Where the recognition criteria are met, intangible assets are recognised. Based on the management estimate of the useful lives, indefinite useful life assets are tested for impairment and assets with limited life are amortised on a straight-line basis over their useful economic lives from when the asset is available for use. During the periods prior to their launch (including periods when such products have been out-licenced to other companies), these assets are tested for impairment on an annual basis, as their economic useful life is indeterminable till then.

Payments to in-license products and compounds from third parties generally taking the form of up-front payments and milestones are capitalised and amortised on a straight-line basis, over their useful economic lives from when the asset is available for use. During the periods prior to their launch, these assets are tested for impairment on an annual basis, as their economic useful life are indeterminable till then.

The Group monetise the molecules under development, as active market exists at each stage / phase-wise molecule development, either through out licencing arrangement or subsequent product launches. Accordingly the molecule under development which meets criteria under Ind AS 38 Intangible Assets; para 57 are classified as intangible assets.

**De-recognition of intangible assets**

Intangible assets are de-recognised either on their disposal or where no future economic benefits are expected from their use or disposal. Losses arising on such de-recognition are recorded in the consolidated statement of profit and loss, and are measured as the difference between the net disposal proceeds, if any, and the carrying amount of respective intangible assets as on the date of de-recognition.

Intangible assets relating to products under development, other intangible assets not available for use and intangible assets having indefinite useful life are subject to impairment testing at each reporting date. All other intangible assets are tested for impairment when there are indications that the carrying value may not be recoverable. Any impairment losses are recognised immediately in the consolidated statement of profit and loss.

**Other intangible assets**

Other intangible assets that are acquired by the Group, which have finite useful lives, are measured at cost less accumulated amortisation and accumulated impairment losses, if any.

Subsequent expenditure is capitalised only when it increases the future economic benefits embodied in the specific asset to which they relate.

Software for internal use, which is primarily acquired from third-party vendors, including consultancy charges for implementing the software, is capitalised. Subsequent costs are charged to the consolidated statement of profit and loss as incurred. The capitalised costs are amortised over the estimated useful life of the software.

**Amortisation**

Amortisation of intangible assets, other than goodwill, intangible assets not available for use and intangible assets having indeterminable life, is recognised in the consolidated statement of profit and loss on a straight-line basis over the estimated useful lives from the date they are available for use.

The estimated useful lives of intangible assets are 1 - 10 years.

### 3.9. Impairment of non-financial assets

The carrying amounts of the Group's non-financial assets are reviewed at each reporting date to determine whether there is any indication of impairment. If any such indication exists, then the asset's recoverable amount is estimated. Goodwill and intangible assets that have indefinite lives or that are not yet available for use are tested for impairment annually, their recoverable amount is estimated annually each year at the reporting date.

For the purpose of impairment testing, assets are grouped together into the smallest group of assets that generate cash inflows from continuing use that are largely independent of the cash inflows of other assets or groups of assets (the 'cash-generating unit'). The recoverable amount of an asset or cash-generating unit is the greater of its value in use or its fair value less costs to sell. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. The goodwill acquired in a business combination is, for the purpose of impairment testing, allocated to cash-generating units that are expected to benefit from the synergies of the combination. Intangibles with indefinite useful lives are tested for impairment individually.

An impairment loss is recognised if the carrying amount of an asset or its cash-generating unit exceeds its estimated recoverable amount. Impairment losses recognised in respect of cash-generating units are allocated first to reduce the carrying amount of any goodwill allocated to the units and then to reduce the carrying amount of the other assets in the unit on a

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pro-rata basis. Impairment losses are recognised in the consolidated statement of profit and loss.

An impairment loss in respect of goodwill is not reversed. In respect of other assets, impairment losses recognised in prior periods are assessed at each reporting date for any indications that the loss has decreased or no longer exists. An impairment loss is 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 loss had been recognised.

## 3.10. Investments and financial assets

### Classification

The Group classifies its financial assets in the following measurement categories:

- those to be measured subsequently at fair value (either through other comprehensive income, or through profit or loss), and
- those measured at amortised cost.

The classification depends on the entity's business model for managing the financial assets and the contractual terms of the cash flows.

For assets measured at fair value, gains and losses will either be recorded in the consolidated statement of profit and loss or other comprehensive income. For investments in debt instruments, this will depend on the business model in which the investment is held. For investments in equity instruments, this will depend on whether the group has made an irrevocable selection at the time of initial recognition to account for the equity investment at fair value through other comprehensive income.

The Group reclassifies debt investments when and only when its business model for managing those assets changes.

### Measurement

At initial recognition, the Group measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs that are directly attributable to the acquisition of the financial asset. Transaction costs of financial assets carried at fair value through profit or loss are expensed in the consolidated statement of profit and loss.

Financial assets with embedded derivatives are considered in their entirety when determining whether their cash flows represents solely payment of principal and interest.

### Measurement of debt instruments

Subsequent measurement of debt instruments depends on the Group's business model for managing the asset and the cash flow characteristics of the asset. There are three measurement categories into which the Group classifies its debt instruments:

- **Amortised cost:** Assets that are held for collection of contractual cash flows where those cash flows represent solely payments of principal and interest are measured at amortised cost. A gain or loss on a debt investment that is subsequently measured at amortised cost and is not part of a hedging relationship is recognised in the consolidated statement of profit and loss when the asset is derecognised or impaired. Interest income from these financial assets is included in other income using the effective interest rate method.
- **Fair value through other comprehensive income (FVOCI):** Assets that are held for collection of contractual cash flows and for selling the financial assets, where the assets' cash flows represent solely payments of principal and interest, are measured at fair value through other comprehensive income (FVOCI). Movements in the carrying amount are taken through OCI, except for the recognition of impairment gains or losses, interest income and foreign exchange gains and losses which are recognised in the consolidated statement of profit and loss. When the financial asset is derecognised, the cumulative gain or loss previously recognised in OCI is reclassified from equity to the consolidated statement of profit and loss and recognised in other income/ (expenses). Interest income from these financial assets is included in other income using the effective interest rate method.
- **Fair value through profit or loss (FVTPL):** Assets that do not meet the criteria for amortised cost or FVOCI are measured at fair value through profit or loss. A gain or loss on a debt investment that is subsequently measured at fair value through profit or loss and is not part of a hedging relationship is recognised in the consolidated statement of profit and loss and presented net in the consolidated statement of profit and loss within other income/ (expenses) in the period in which it arises. Interest income from these financial assets is included in other income.

### Measurement of equity instruments

The Group subsequently measures all equity investments at fair value. Where the Group's management has elected to present fair value gains and losses on equity investments in other comprehensive income, there is no subsequent reclassification of fair value gains and losses to profit or loss. Dividends from such investments are

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recognised in the consolidated statement of profit and loss as other income when the Group's right to receive payments is established.

Changes in the fair value of financial assets at fair value through profit or loss are recognised in other income/ (expenses) in the consolidated statement of profit and loss. Impairment losses (and reversal of impairment losses) on equity investments measured at FVOCI are not reported separately from other changes in fair value.

**Impairment of financial assets**

The Group assesses on a forward looking basis the expected credit losses associated with its assets carried at amortised cost and FVOCI. The impairment methodology applied depends on whether there has been a significant increase in credit risk.

For trade receivables only, the Group applies the simplified approach permitted by Ind AS 109 Financial Instruments, which requires expected lifetime losses to be recognised from initial recognition of the receivables.

**De-recognition of financial assets**

A financial asset is derecognised only when

- The Group has transferred the rights to receive cash flows from the financial asset or
- retains the contractual rights to receive the cash flows of the financial asset, but assumes a contractual obligation to pay the cash flows to one or more recipients.

Where the entity has transferred an asset, the Group evaluates whether it has transferred substantially all risks and rewards of ownership of the financial asset. In such cases, the financial asset is derecognised. Where the entity has not transferred substantially all risks and rewards of ownership of the financial asset, the financial asset is not derecognised.

Where the entity has neither transferred a financial asset nor retains substantially all risks and rewards of ownership of the financial asset, the financial asset is derecognised if the Group has not retained control of the financial asset. Where the Group retains control of the financial asset, the asset is continued to be recognised to the extent of continuing involvement in the financial asset.

**Interest income from financial assets**

Interest income from debt instruments is recognised using the effective interest rate method. The effective interest rate is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the gross carrying amount of a financial asset. When calculating the effective interest rate, the Group estimates the expected cash flows by considering all the contractual terms of the financial instrument (for example, pre-payment, extension, call and similar options) but does not consider the expected credit losses.

## 3.11. Financial Liabilities

Non-derivative financial liabilities include trade and other payables.

Group present the hybrid contract in consolidated balance sheet as a single contractual arrangement. The embedded derivative component is classified as at FVTPL for measurement purposes; the host contract, as a financial liability is measured at amortised cost using the effective interest method.

Borrowings and other financial liabilities are initially recognised at fair value (net of transaction costs incurred). Difference between the fair value and the transaction proceeds at initial is recognised as an asset / liability based on the underlying reason for the difference.

Subsequently all financial liabilities are measured at amortised cost using the effective interest rate method.

Borrowings are de-recognised from the consolidated balance sheet when the obligation specified in the contract is discharged, cancelled or expired. The difference between the carrying amount of a financial liability that has been extinguished or transferred to another party and the consideration paid, including any non-cash assets transferred or liabilities assumed, is recognised in the consolidated statement of profit and loss. The gain / loss is recognised in other equity in case of transaction with shareholders.

Borrowings are classified as current liabilities unless the Group has an unconditional right to defer settlement of the liability for at least 12 months after the reporting period. Where there is a breach of a material provision of a long-term loan arrangement on or before the end of the reporting period with the effect that the liability becomes payable on demand on the reporting date, the entity does not classify the liability as current, if the lender agreed, after the reporting period and before the approval of the financial statements for issue, not to demand payment as a consequence of the breach."

Trade payables are recognised initially at their transaction values which also approximate their fair values and subsequently measured at amortised cost less settlement payments.

## 3.12. Inventories

Inventories of finished goods, stock-in-trade, work in process, consumable stores and spares, raw material, packing material are valued at cost or net realisable value, whichever is lower. Cost of inventories is

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determined on a weighted moving average basis. Cost of materials comprises all costs of purchase, duties, taxes (other than those subsequently recoverable from tax authorities) and all other costs incurred in bringing the inventory to their present location and condition. Cost of work-in-process and finished goods include the cost of materials consumed, labour, manufacturing overheads and other related costs incurred in bringing the inventories to their present location and condition. Fixed production overheads are allocated on the basis of normal capacity of production facilities.

Net realisable value is the estimated selling price in the ordinary course of business, less the estimated costs of completion and selling expenses.

The factors that the Group considers in determining the allowance for slow moving, obsolete and other non-saleable inventory includes estimated shelf life, planned product discontinuances, price changes, ageing of inventory and introduction of competitive new products, to the extent each of these factors impact the Group's business and markets. The Group considers all these factors and adjusts the inventory provision to reflect its actual experience on a periodic basis.

### 3.13. Accounting for income taxes

Income tax expense consists of current and deferred tax. Income tax expense is recognised in the consolidated statement of profit and loss except to the extent that it relates to items recognised in other comprehensive income, in which case it is recognised in other comprehensive income. Current tax is the expected tax payable on the taxable income for the year, using tax rates enacted at the reporting date, and any adjustment to tax payable in respect of previous years.

Deferred tax is recognised for temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and the amounts used for taxation purposes.

Deferred tax is not recognised for the following temporary differences:

- The initial recognition of assets or liabilities in a transaction that is not a business combination and that affects neither accounting nor taxable profit and loss.
- Taxable temporary differences relating to investments in subsidiaries to the extent the Group is probable that the temporary difference will reverse in the foreseeable future and taxable profit will be available against which the temporary difference can be utilised.

In addition, deferred tax is not recognised for taxable temporary differences arising upon the initial recognition of goodwill. Deferred tax is measured at the tax rates that are expected to be applied to the temporary differences when they reverse, based on the laws that have been enacted or substantively enacted by the reporting date.

Deferred tax liabilities are not recognised for temporary differences between the carrying amount and tax bases of investments in subsidiaries where the Group is able to control the timing of the reversal of the temporary differences and it is probable that the differences will not reverse in the foreseeable future.

Deferred tax assets are not recognised for temporary differences between the carrying amount and tax bases of investments where it is not probable that the differences will reverse in the foreseeable future and taxable profit will not be available against which the temporary difference can be utilised.

A deferred tax asset is recognised to the extent that it is probable that future taxable profits will be available against which the temporary difference can be utilised. Deferred tax assets are reviewed at each reporting date and are reduced to the extent that it is no longer probable that the related tax benefit will be realised.

Deferred tax assets and liabilities are offset if there is a legally enforceable right to offset current tax liabilities and assets, and they relate to income taxes levied by the same tax authority on the same taxable entity, or on different tax entities, but they intend to settle current tax liabilities and assets on a net basis or their tax assets and liabilities will be realised / settled simultaneously.

### 3.14. Leases

The Group has applied Ind AS 116 using the modified retrospective approach.

The Group recognises a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for any lease payments made at or before the commencement date, plus any initial direct costs incurred and an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located, less any lease incentives received.

The right-of-use asset is subsequently depreciated using the straight-line method from the commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. The estimated useful lives of right-of-use assets are determined on the same basis as those of property and equipment. In addition, the right-of-use asset is periodically reduced by impairment losses, if any, and adjusted for certain re-measurements of the lease liability.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest

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rate implicit in the lease or, if that rate cannot be readily determined, Group's incremental borrowing rate. Generally, the Group uses its incremental borrowing rate as the discount rate.

Lease payments included in the measurement of the lease liability comprise the following:

- Fixed payments, including in-substance fixed payments;
- Variable lease payments that depend on an index or a rate, initially measured using the index or rate as at the commencement date;
- Amounts expected to be payable under a residual value guarantee; and
- The exercise price under a purchase option that the Group is reasonably certain to exercise, lease payments in an optional renewal period if the Group is reasonably certain to exercise an extension option, and penalties for early termination of a lease unless the Group is reasonably certain not to terminate early.

The lease liability is measured at amortised cost using the effective interest method. It is remeasured when there is a change in future lease payments arising from a change in an index or rate, if there is a change in the Group's estimate of the amount expected to be payable under a residual value guarantee, or if Group changes its assessment of whether it will exercise a purchase, extension or termination option.

When the lease liability is remeasured in this way, a corresponding adjustment is made to the carrying amount of the right-of-use asset, or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

The Group presents right-of-use assets that do not meet the definition of investment property in 'property, plant and equipment' and lease liabilities in 'loans and borrowings' in the consolidated balance sheet. (Refer Note 32)

**Short-term leases and leases of low-value assets**

The Group has elected not to recognise right-of-use assets and lease liabilities for short-term leases that have a lease term of less than 12 months. The Group recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

**Land acquired on long-term leases**

The Group has capitalised the land acquired on long term lease. Such leases are acquired on payment of an upfront amount and do not carry any other minimum lease payments/other rentals over the lease term. The asset is initially recognised at the value of the upfront premium/charges paid to acquire the lease.

## 3.15. Equity

Share capital is determined using the nominal value of shares that are issued. Incremental costs directly attributable to the issue of ordinary shares are recognised as a deduction from equity, net of any income tax effects.

Securities premium includes any premium received on the issue of share capital. Any transaction costs associated with the issue of shares is deducted from Securities premium, net of any related income tax benefits.

Foreign currency translation differences are included in the currency translation reserve.

Retained earnings include all current and prior period results, as disclosed in the consolidated statement of profit and loss.

## 3.16. Employee benefits

**Short-term benefits**

Short-term benefit obligations are measured on an undiscounted basis and are expensed as the related service is provided. A liability is recognised for the amount expected to be paid under short-term cash bonus or profit-sharing plans if the Group has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be estimated reliably.

**Defined contribution plans**

A defined contribution plan is a post-employment benefit plan under which the Group pays fixed contributions into a separate entity and will have no legal or constructive obligation to pay further amounts. Obligations for contributions to recognised provident funds, approved superannuation schemes and other social securities, which are defined contribution plans, are recognised as an employee benefit expense in the consolidated statement of profit and loss as incurred.

**Defined benefit plans**

A defined benefit plan is a post-employment benefit plan other than a defined contribution plan. The Group's net obligation in respect of an approved gratuity plan, which is a defined benefit plan, and certain other defined benefit plans is calculated separately for each material plan by estimating the ultimate cost to the entity of the benefit that employees have earned in return for their service in the current and prior periods. This requires an entity to determine how much benefit is attributable to the current and prior periods and to make estimates (actuarial assumptions) about demographic variables and financial variables that will affect the cost of the

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benefit. The cost of providing benefits under the defined benefit plan is determined using actuarial valuation performed annually by a qualified actuary using the projected unit credit method.

The benefit is discounted to determine the present value of the defined benefit obligation and the current service cost. The discount rate is the yield at the reporting date on risk free government bonds that have maturity dates approximating the terms of the Group's obligations and that are denominated in the same currency in which the benefits are expected to be paid.

The fair value of any plan assets is deducted from the present value of the defined benefit obligation to determine the amount of deficit or surplus. The net defined benefit liability/(asset) is determined as the amount of the deficit or surplus, adjusted for any effect of limiting a net defined benefit asset to the asset ceiling. The net defined benefit liability/(asset) is recognised in the balance sheet.

Defined benefit costs are recognised as follows:

- Service cost in the consolidated statement of profit and loss
- Net interest on the net defined benefit liability/(asset) in the consolidated statement of profit and loss
- Remeasurement of the net defined benefit liability/(asset) in other comprehensive income

Service costs comprise of current service cost, past service cost, as well as gains and losses on curtailment and settlements. The benefit attributable to current and past periods of service is determined using the plan's benefit formula. However, if an employee's service in later years will lead to a materially higher level of benefit than in earlier years, the benefit is attributed on a straight-line basis. Past service cost is recognised in the consolidated statement of profit and loss in the period of plan amendment. A gain or loss on the settlement of a defined benefit plan is recognised when the settlement occurs.

Net interest is calculated by applying the discount rate at the beginning of the period to the net defined benefit liability/(asset) at the beginning of the period, taking account of any changes in the net defined benefit liability/(asset) during the period as a result of contribution and benefit payments.

Remeasurement comprises of actuarial gains and losses, the return on plan assets (excluding interest), and the effect of changes to the asset ceiling (if applicable). Remeasurement recognised in other comprehensive income is not reclassified to the consolidated statement of profit and loss.

**Compensated absence**

Eligible employees are entitled to accumulate compensated absences up to prescribed limits in accordance with the Group's policy and receive cash in lieu thereof. The Group measures the expected cost of accumulating compensated absences as the additional amount that the Group expects to pay as a result of the unused entitlement that has accumulated at the date of balance sheet. Such measurement is based on actuarial valuation as at the date of balance sheet carried out by a qualified actuary.

**Termination benefits**

Termination benefits are recognised as an expense when the Group is demonstrably committed, without realistic possibility of withdrawal, to a formal detailed plan to either terminate employment before the normal retirement date, or to provide termination benefits as a result of an offer made to encourage voluntary retirement. Termination benefits for voluntary retirement are recognised as an expense if the Group has made an offer encouraging voluntary retirement, it is probable that the offer will be accepted, and the number of acceptances can be estimated reliably.

## 3.17. Provisions, Contingent Liabilities and Contingent Assets

Provisions are recognised when present obligations as a result of past events will probably lead to an outflow of economic resources from the Group and they can be estimated reliably. Timing or amount of the outflow may still be uncertain. A present obligation arises from the presence of a legal or constructive obligation that has resulted from past events.

Provisions are measured at the best estimate of expenditure required to settle the present obligation at the reporting date, based on the most reliable evidence, including the risks and uncertainties and timing of cash flows associated with the present obligation.

In those cases where the possible outflow of economic resource as a result of present obligations is considered improbable or remote, or the amount to be provided for cannot be measured reliably, no liability is recognised in the consolidated balance sheet.

Any amount that the Group can be virtually certain to collect from a third party with respect to the obligation is recognised as a separate asset upto the amount of the related provisions. All provisions are reviewed at each reporting date and adjusted to reflect the current best estimate.

Contingent assets are not recognised.

(All amounts in million of Indian Rupees, unless otherwise stated)

### 3.18. Share-based compensation

All employee services received in exchange for the grant of any equity-settled share-based compensation are measured at their fair values. These are indirectly determined by reference to the fair value of the share options awarded. Their value is appraised at the grant date and excludes the impact of any non-market vesting conditions (for example, profitability and sales growth targets).

All share-based compensation is ultimately recognised as an expense in the consolidated statement of profit and loss with a corresponding credit to equity (Stock compensation reserve). If vesting periods or other vesting conditions apply, the expense is allocated over the vesting period, based on the best available estimate of the number of share options expected to vest. Non-market vesting conditions are included in assumptions about the number of options that are expected to become exercisable. Estimates are subsequently revised, if there is any indication that the number of share options expected to vest differs from previous estimates.

No adjustment is made to expense recognised in prior periods if fewer share options are ultimately exercised than originally estimated. Upon exercise of share options, the proceeds received net of any directly attributable transaction costs up to the nominal value of the shares issued are allocated to share capital with any excess being recorded as Securities premium.

### 3.19. Earnings per share:

Basic earnings per share is computed by dividing the net profit for the period attributable to the equity shareholders of the Group by the weighted average number of equity shares outstanding during the period. The weighted average number of equity shares outstanding during the period and for all periods presented is adjusted for events, such as bonus shares, other than the conversion of potential equity shares that have changed the number of equity shares outstanding, without a corresponding change in resources.

For the purpose of calculating diluted earnings per share, the net profit for the period attributable to equity shareholders and the weighted average number of shares outstanding during the period is adjusted for the effects of all dilutive potential equity shares.

### 3.20. Statement of cash flows

Statement of Cash Flows is prepared segregating the cash flows into operating, investing and financing activities. Cash flow from operating activities is reported using indirect method, adjusting the profit before tax excluding exceptional items for the effects of:

(i) changes during the period in inventories and operating receivables and payables, transactions of a non-cash nature;

(ii) non-cash items such as depreciation, provisions, unrealised foreign currency gains and losses; and

(iii) all other items for which the cash effects are investing or financing cash flows.

Cash and cash equivalents (including bank balances) shown in the Statement of Cash Flows exclude items which are not available for general use as at the date of Balance Sheet.

### 3.21. Government Grants

Government grants are recognised if there is reasonable assurance that:

(a) the entity will comply with the conditions attaching to them and

(b) the grants will be received.

Government grants is recognised in profit or loss on a systematic basis over the periods in which the entity recognises as expenses the related costs for which the grants are intended to compensate.

Government grants related to assets are recognised as income in equal amounts over the expected useful life of the related asset.

Export entitlement from government authority are recognised in the profit or loss as other operating revenue when the right to receive is established as per the terms of the scheme in respect of the exports made by the Company with no further related cost and where there is no significant uncertainty regarding the ultimate collection of the relevant export proceeds.

## 4. CRITICAL ACCOUNTING ESTIMATES AND SIGNIFICANT JUDGMENT IN APPLYING ACCOUNTING POLICIES

### Estimation uncertainty

The preparation of these financial statements in conformity with Ind AS requires the application of judgment by management in selecting appropriate assumptions for calculating financial estimates, which inherently contain some degree of uncertainty. Management estimates are based on historical experience and various other assumptions that are believed to be reasonable in the circumstances, the results of which form the basis for making judgments about the reported carrying values of assets and liabilities and the reported amounts of revenues and expenses that may not be readily apparent from other sources. Actual results may differ from these estimates under different assumptions or conditions.

Estimates of life of various tangible and intangible assets, and assumptions used in the determination of employee-related obligations and fair valuation of financial and equity instrument, impairment of tangible

(All amounts in million of Indian Rupees, unless otherwise stated)

and intangible assets represent certain of the significant judgments and estimates made by management.

### Revenue

Gross turnover is reduced by rebates, discounts, allowances and product returns given or expected to be given, which vary by product arrangements and buying groups. These arrangements with purchasing organisations are dependent upon the submission of claims sometime after the initial recognition of the sale. Accruals are made at the time of sale for the estimated rebates, discounts or allowances payable or returns to be made, based on available market information and historical experience.

Because the amounts are estimated they may not fully reflect the final outcome, and the amounts are subject to change dependent upon, amongst other things, the types of buying group and product sales mix.

The level of accrual for rebates and returns is reviewed and adjusted regularly in the light of contractual and legal obligations, historical trends, past experience and projected market conditions. Market conditions are evaluated using wholesaler and other third-party analyses, market research data and internally generated information. Revenue is not recognised in full until it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur.

Future events could cause the assumptions on which the accruals are based to change, which could affect the future results of the Group.

### Research and developments costs

Management monitors progress of internal research and development projects by using a project management system. Significant judgment is required in distinguishing research from the development phase. Development costs are recognised as an asset when all the criteria are met, whereas research costs are expensed as incurred.

Management also monitors whether the recognition requirements for development costs continue to be met. This is necessary due to inherent uncertainty in the economic success of any product development.

### Leases

Ind AS 116 requires Group to make certain judgments and estimations, and those that are significant are disclosed below.

Critical judgments are required when an entity is,

- determining whether or not a contract contains a lease
- establishing whether or not it is reasonably certain that an extension option will be exercised
- considering whether or not it is reasonably certain that a termination option will not be exercised

Key sources of estimation and uncertainty include:

- calculating the appropriate discount rate
- estimating the lease term

### Useful lives of various assets

Management reviews the useful lives of depreciable assets at each reporting date, based on the expected utility of the assets to the Group. The useful lives are specified in notes 3.6 and 3.8.

### Post-employment benefits

The cost of post-employment benefits is determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, expected rate of return on assets, future salary increases and mortality rates. Due to the long-term nature of these plans such estimates are subject to significant uncertainty.

### Fair value of financial instruments

Management uses valuation techniques in measuring the fair value of financial instruments where active market quotes are not available. In applying the valuation techniques, management makes maximum use of market inputs and uses estimates and assumptions that are, as far as possible, consistent with observable data that market participants would use in pricing the instrument. Where applicable data is not observable, management uses its best estimate about the assumptions that market participants would make. These estimates may vary from the actual prices that would be achieved in an arm's length transaction at the reporting date.

### Impairment

An impairment loss is recognised for the amount by which an asset's or cash-generating unit's carrying amount exceeds its recoverable amount. To determine the recoverable amount, management estimates expected future cash flows from each asset or cash-generating unit and determines a suitable interest rate in order to calculate the present value of those cash flows. In the process of measuring expected future cash flows, management makes assumptions about future operating results. These assumptions relate to future events and circumstances. The actual results may vary, and may cause significant adjustments to the Group's assets.

In most cases, determining the applicable discount rate involves estimating the appropriate adjustment to market risk and the appropriate adjustment to asset-specific risk factors. Refer Note 4 and 5 for impairment testing assumptions for intangibles and goodwill.

(All amounts in million of Indian Rupees, unless otherwise stated)

### Current taxes

Significant judgments are involved in determining the provision for income taxes including judgment on whether tax positions are probable of being sustained in tax assessments. A tax assessment can involve complex issues, which can only be resolved over extended time periods. The recognition of taxes that are subject to certain legal or economic limits or uncertainties is assessed individually by management based on the specific facts and circumstances.

### Deferred tax

The assessment of the probability of future taxable profit in which deferred tax assets can be utilized is based on the Group's latest approved budget forecast, which is adjusted for significant non-taxable profit and expenses and specific limits to the use of any unused tax loss or credit. The tax rules in the numerous jurisdictions in which the Group operates are also carefully taken into consideration. If a positive forecast of taxable profit indicates the probable use of a deferred tax asset, especially when it can be utilise without a time limit, that deferred tax asset is usually recognised in full. The recognition of deferred tax assets that are subject to certain legal or economic limits or uncertainties is assessed individually by management based on the specific facts and circumstances.

### Expected credit loss

The Group applies expected credit losses (ECL) model for measurement and recognition of loss allowance on the following:

i. Trade receivables.

ii. Financial assets measured at amortised cost other than trade receivables.

In case of trade receivables, the Group follows a simplified approach wherein an amount equal to lifetime ECL is measured and recognised as loss allowance. In case of other assets (listed as ii above), the Group determines if there has been a significant increase in credit risk of the financial asset since initial recognition. If the credit risk of such assets has not increased significantly, an amount equal to twelve month ECL is measured and recognised as loss allowance. However, if credit risk has increased significantly, an amount equal to lifetime ECL is measured and recognised as loss allowance.

The consolidated financial statements have been prepared using the measurement basis specified by Ind AS for each type of asset, liability, income and expense. The measurement bases are more fully described in the accounting policies.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods.

## 5. New and amended standards

Ministry of Corporate Affairs ("MCA") notifies new standards or amendments to the existing standards under Companies (Indian Accounting Standards) Rules as issued from time to time. During the year ended March 31, 2025, MCA has notified Ind AS 117 - Insurance Contracts and amendments to Ind As 116 – Leases, relating to sale and lease-back transactions, applicable from April 1, 2024. The Company has assessed that there is no significant impact on its consolidated financial statements.

On May 9, 2025, MCA notifies the amendments to Ind AS 21 - Effects of Changes in Foreign Exchange Rates. These amendments aim to provide clearer guidance on assessing currency exchangeability and estimating exchange rates when currencies are not readily exchangeable. The amendments are effective for annual periods beginning on or after April 1, 2025. The Company is currently assessing the probable impact of these amendments on its consolidated financial statements.

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 2 - BASIS OF CONSOLIDATION

The subsidiaries which consolidate under Glenmark Pharmaceuticals Limited ('GPL') comprises the entities listed below:

| Name of the Entity | Year End Date | Country of Incorporation | Holding Company | Effective Group Shareholding (%) as on | |
|---|---|---|---|---|---|
| | | | | 31 March 2025 | 31 March 2024 |
| Glenmark Pharmaceuticals Europe Ltd. | 31 March | United Kingdom | GPL | 100% | 100% |
| Glenmark Pharmaceuticals S.R.O. (GP S.R.O.) | 31 March | Czech Republic | GHSA | 100% | 100% |
| Glenmark Pharmaceuticals SK, S.R.O. | 31 March | Slovak Republic | GP S.R.O. | 100% | 100% |
| IGI Therapeutics SA (Formerly known as Ichnos Sciences SA) | 31 March | Switzerland | IGI USA | 100% | 100% |
| Glenmark Holding S.A.(GHSA) | 31 March | Switzerland | GPL | 100% | 100% |
| Glenmark Pharmaceuticals SP z.o.o. | 31 March | Poland | GHSA | 100% | 100% |
| Glenmark Pharmaceuticals Inc. | 31 March | USA | GHSA | 100% | 100% |
| Glenmark Therapeutics Inc. | 31 March | USA | GHSA | 100% | 100% |
| Glenmark Farmaceutica Ltda (GFL) | 31 March | Brazil | GHSA | 100% | 100% |
| Glenmark Generics SA | 31 March | Argentina | GHSA | 100% | 100% |
| Glenmark Pharmaceuticals Mexico, S.A. DE C.V. | 31 March | Mexico | GPL | 100% | 100% |
| Glenmark Pharmaceuticals Peru SAC | 31 March | Peru | GPL | 100% | 100% |
| Glenmark Pharmaceuticals Colombia SAS. | 31 March | Colombia | GPL | 100% | 100% |
| Glenmark Uruguay S.A. (GU S.A.) | 31 March | Uruguay | GPL | 100% | 100% |
| Glenmark Pharmaceuticals Venezuela, C.A | 31 March | Venezuela | GPL | 100% | 100% |
| Glenmark Dominicana SRL | 31 March | Dominican Republic | GPL | 100% | 100% |
| Glenmark Pharmaceuticals Egypt S.A.E. | 31 March | Egypt | GPL | 100% | 100% |
| Glenmark Pharmaceuticals FZE | 31 March | United Arab Emirates | GPL | 100% | 100% |
| Glenmark Impex L.L.C. | 31 March | Russia | GPL | 100% | 100% |
| Glenmark Philippines Inc. | 31 March | Philippines | GPL | 100% | 100% |
| Glenmark Pharmaceuticals (Nigeria) Ltd. | 31 March | Nigeria | GPL | 100% | 100% |
| Glenmark Pharmaceuticals Malaysia Sdn Bhd | 31 March | Malaysia | GPL | 100% | 100% |
| Glenmark Pharmaceuticals (Australia) Pty Ltd., | 31 March | Australia | GPL | 100% | 100% |
| Glenmark South Africa (pty) Ltd. (GSAPL) | 31 March | South Africa | GPL | 100% | 100% |
| Glenmark Pharmaceuticals South Africa (pty) Ltd. | 31 March | South Africa | GSAPL | 100% | 100% |
| Glenmark Pharmaceuticals (Thailand) Co. Ltd. | 31 March | Thailand | GPL | 49% | 49% |
| Glenmark Pharmaceuticals B.V. | 31 March | Netherland | GHSA | 100% | 100% |
| Glenmark Arzneimittel Gmbh - Germany | 31 March | Germany | GHSA | 100% | 100% |
| Glenmark Arzneimittel Gmbh - Austria (with effect from 9th November 2023) | 31 March | Austria | GHSA | 100% | 100% |
| Glenmark Pharmaceuticals Canada Inc. | 31 March | Canada | GHSA | 100% | 100% |
| Glenmark Pharmaceuticals Kenya Ltd. | 31 March | Kenya | GPL | 100% | 100% |
| Viso Farmaceutica S.L.U. | 31 March | Spain | GHSA | 100% | 100% |
| Glenmark Specialty SA | 31 March | Switzerland | GHSA | 100% | 100% |
| Glenmark Pharmaceuticals Distribution S.R.O. | 31 March | Czech Republic | GHSA | 100% | 100% |
| Glenmark Pharmaceuticals Nordic AB | 31 March | Sweden | GHSA | 100% | 100% |
| Glenmark Ukraine LLC | 31 March | Ukraine | GHSA | 100% | 100% |
| Glenmark Pharmaceuticals Ecuador S.A. | 31 March | Ecuador | GPL | 100% | 100% |
| Glenmark Pharmaceuticals Singapore Pte. Ltd. | 31 March | Singapore | GPL | 100% | 100% |
| IGI Biotherapeutics SA (Formerly known as Ichnos Sciences Biotherapeutics SA) | 31 March | Switzerland | IGI USA | 100% | 100% |
| Glenmark Life Sciences Limited (now known as Alivus Lifescience Limited) (Upto 6th March 2024) | 31 March | India | GPL | 0% | 7.84% |
| Ichnos Glenmark Innovation Inc. (Formerly known as Ichnos Sciences Inc.) (IGI USA) | 31 March | USA | GHSA | 100% | 100% |
| Glenmark Farmaceutica SpA (with effect from 1st March 2023) | 31 March | Chile | GHSA | 100% | 100% |
| Sintesy Pharma S.R.L. (with effect from 10th February 2023) | 31 March | Italy | GHSA | 100% | 100% |
| Glenmark Healthcare Limited (with effect from 12th May 2023) | 31 March | India | GPL | 100% | 100% |

**Interests in unconsolidated structured entities**

The Group has no interests in unconsolidated structured entities.

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 3 - PROPERTY, PLANT AND EQUIPMENT

**Note 3.1 - Property, plant and equipment other than right-of-use asset comprise the following:**

| Particulars | Freehold Land | Leasehold Land | Factory Building | Other Building | Plant and Equipment | Furniture and Fixture | Office Equipment | Vehicles | Total | Capital Work-in-Progress |
|---|---|---|---|---|---|---|---|---|---|---|
| **Gross carrying value** | | | | | | | | | | |
| **Balance as at 1 April 2024** | **141.33** | **319.92** | **11,720.84** | **5,834.74** | **25,281.44** | **2,229.48** | **4,451.51** | **192.51** | **50,171.77** | **4,193.24** |
| - Additions | - | 3.18 | 508.14 | 6.95 | 3,019.09 | 85.22 | 121.69 | 25.06 | 3,769.33 | 3,890.01 |
| - Disposals/Transfers | - | - | (0.08) | (1.45) | (80.11) | (4.31) | (43.50) | (13.39) | (142.84) | (2,681.57) |
| - Translation adjustment | 7.38 | 0.01 | 416.83 | 102.17 | 186.51 | 24.68 | 130.98 | 11.60 | 880.16 | 18.19 |
| **Balance as at 31 March 2025** | **148.71** | **323.11** | **12,645.73** | **5,942.41** | **28,406.93** | **2,335.07** | **4,660.68** | **215.78** | **54,678.42** | **5,419.87** |
| **Accumulated Depreciation** | | | | | | | | | | |
| **Balance as at 1 April 2024** | **-** | **83.88** | **2,893.66** | **1,709.47** | **11,367.28** | **1,503.95** | **3,252.49** | **170.27** | **20,981.00** | **-** |
| - Depreciation charge for the year | - | 4.33 | 292.98 | 107.26 | 1,862.42 | 109.20 | 222.24 | 8.07 | 2,606.50 | - |
| - Disposals/Transfers | - | - | (0.00) | (0.33) | (64.35) | (3.73) | (17.92) | (12.38) | (98.71) | - |
| - Translation adjustment | - | 0.01 | 198.92 | 30.43 | 75.24 | 14.33 | 102.29 | 6.82 | 428.04 | - |
| **Balance as at 31 March 2025** | **-** | **88.22** | **3,385.56** | **1,846.83** | **13,240.59** | **1,623.75** | **3,559.10** | **172.78** | **23,916.83** | **-** |
| **Net carrying value** | | | | | | | | | | |
| **As at 31 March 2025** | **148.71** | **234.89** | **9,260.17** | **4,095.58** | **15,166.34** | **711.32** | **1,101.58** | **43.00** | **30,761.59** | **5,419.87** |

| Particulars | Freehold Land | Leasehold Land | Factory Building | Other Building | Plant and Equipment | Furniture and Fixture | Office Equipment | Vehicles | Total | Capital Work-in-Progress |
|---|---|---|---|---|---|---|---|---|---|---|
| **Gross carrying value** | | | | | | | | | | |
| **Balance as at 1 April 2023** | **140.77** | **282.68** | **10,329.37** | **5,739.26** | **25,382.13** | **2,127.14** | **4,347.64** | **195.17** | **48,544.16** | **10,658.24** |
| - Additions | - | 37.24 | 1,423.72 | 14.37 | 1,926.08 | 85.93 | 292.17 | 6.90 | 3,786.41 | 2,317.14 |
| - Disposals/Transfers | - | - | (0.30) | 5.84 | (2,080.05) | 15.21 | (162.97) | (6.41) | (2,228.68) | (9,155.08) |
| - Translation adjustment | 0.56 | - | (31.95) | 75.27 | 53.28 | 1.20 | (25.33) | (3.15) | 69.88 | 372.94 |
| **Balance as at 31 March 2024** | **141.33** | **319.92** | **11,720.84** | **5,834.74** | **25,281.44** | **2,229.48** | **4,451.51** | **192.51** | **50,171.77** | **4,193.24** |
| **Accumulated Depreciation** | | | | | | | | | | |
| **Balance as at 1 April 2023** | **-** | **79.94** | **2,601.14** | **1,427.35** | **10,696.56** | **1,380.15** | **3,065.98** | **165.98** | **19,417.10** | **-** |
| - Depreciation charge for the year | - | 3.94 | 382.00 | 255.56 | 2,746.27 | 115.92 | 313.53 | 22.41 | 3,839.63 | - |
| - Disposals/Transfers | - | - | (0.05) | 5.84 | (2,073.47) | 13.22 | (118.40) | (5.99) | (2,178.85) | - |
| - Translation adjustment | - | - | (89.43) | 20.72 | (2.08) | (5.34) | (8.62) | (12.13) | (96.88) | - |
| **Balance as at 31 March 2024** | **-** | **83.88** | **2,893.66** | **1,709.47** | **11,367.28** | **1,503.95** | **3,252.49** | **170.27** | **20,981.00** | **-** |
| **Net carrying value** | | | | | | | | | | |
| **As at 31 March 2024** | **141.33** | **236.04** | **8,827.18** | **4,125.27** | **13,914.16** | **725.53** | **1,199.02** | **22.24** | **29,190.77** | **4,193.24** |

**Notes**

- Refer note 16(i) for details of assets pledged against borrowings.

(All amounts in million of Indian Rupees, unless otherwise stated)

**Ageing of capital work-in-progress as on 31 March 2025**

| Particulars | Amount in capital work-in-progress for a period of | | | | Total |
|---|---|---|---|---|---|
| | Less than 1 year | 1 - 2 years | 2 - 3 years | More than 3 years | |
| Projects in progress | 2,908.13 | 138.97 | 404.00 | 1,968.77 | 5,419.87 |
| Projects temporarily suspended | - | - | - | - | - |
| **Total** | **2,908.13** | **138.97** | **404.00** | **1,968.77** | **5,419.87** |

**Ageing of capital work-in-progress as on 31 March 2024**

| Particulars | Amount in capital work-in-progress for a period of | | | | Total |
|---|---|---|---|---|---|
| | Less than 1 year | 1 - 2 years | 2 - 3 years | More than 3 years | |
| Projects in progress | 1,183.35 | 418.15 | 346.18 | 2,245.56 | 4,193.24 |
| Projects temporarily suspended | - | - | - | - | - |
| **Total** | **1,183.35** | **418.15** | **346.18** | **2,245.56** | **4,193.24** |

There is no capital work-in-progress whose completion is overdue or has exceeded its cost as compare to its original plan as at 31 March 2025 and 31 March 2024.

## NOTE 3.2 - Right-of-use asset

The Group has entered into an lease arrangement for office premises, furniture and vehicles in the ordinary course of business. Such leases are generally for a period of 2 to 12 years, with option of renewal on a periodic basis by mutual consent of both parties. Most of the operating leases provide for a percentage increase in rent, at the end of the original lease terms, for future renewed periods. These leasing arrangements are cancellable by the lessor/lessee with 1 to 3 months' notice except in case of certain leases where there is a lock in period/ non-cancellable period of 4 to 5 years. The Group does not have any lease restrictions and commitment towards variable rent as per the contract.

| Particulars | Other Building | Office Equipment | Vehicles | Total |
|---|---|---|---|---|
| **Gross carrying value** | | | | |
| **Balance as at 1 April 2024** | **5,258.97** | **146.65** | **528.11** | **5,933.73** |
| - Additions | 1,250.71 | 38.82 | 122.33 | 1,411.86 |
| - Deletions | (919.88) | - | (100.33) | (1,020.21) |
| - Translation adjustment | 127.96 | 0.03 | (3.38) | 124.61 |
| **Balance as at 31 March 2025** | **5,717.76** | **185.50** | **546.73** | **6,449.99** |
| **Accumulated Depreciation** | | | | |
| **Balance as at 1 April 2024** | **3,607.52** | **97.28** | **238.17** | **3,942.97** |
| - Depreciation charge for the year | 768.76 | 48.80 | 170.41 | 987.97 |
| - Deletions | (901.27) | - | (100.06) | (1,001.33) |
| - Translation adjustment | 83.31 | 0.01 | 4.99 | 88.31 |
| **Balance as at 31 March 2025** | **3,558.32** | **146.09** | **313.51** | **4,017.92** |
| **Net carrying value** | | | | |
| **As at 31 March 2025** | **2,159.44** | **39.41** | **233.22** | **2,432.07** |

(All amounts in million of Indian Rupees, unless otherwise stated)

| Particulars | Other Building | Office Equipment | Vehicles | Total |
|---|---|---|---|---|
| **Gross carrying value** | | | | |
| **Balance as at 1 April 2023** | **4,803.78** | **122.56** | **463.72** | **5,390.06** |
| - Additions | 545.30 | 24.39 | 135.19 | 704.88 |
| - Deletions | (46.39) | (0.28) | (77.48) | (124.15) |
| - Translation adjustment | (43.72) | (0.02) | 6.68 | (37.06) |
| **Balance as at 31 March 2024** | **5,258.97** | **146.65** | **528.11** | **5,933.73** |
| **Accumulated Depreciation** | | | | |
| **Balance as at 1 April 2023** | **2,910.19** | **52.62** | **261.58** | **3,224.39** |
| - Depreciation charge for the year | 753.00 | 44.95 | 153.95 | 951.90 |
| - Deletions | (46.40) | (0.28) | (175.94) | (222.62) |
| - Translation adjustment | (9.27) | (0.01) | (1.42) | (10.70) |
| **Balance as at 31 March 2024** | **3,607.52** | **97.28** | **238.17** | **3,942.97** |
| **Net carrying value** | | | | |
| **As at 31 March 2024** | **1,651.45** | **49.37** | **289.94** | **1,990.76** |

## NOTE 4 - GOODWILL

### The net carrying amount of goodwill can be analysed as follows:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Opening balance | 673.59 | 736.19 |
| Addition during the year/ Effect of translation adjustments | 29.07 | (62.60) |
| Closing balance | **702.66** | **673.59** |

### Impairment testing

For the purpose of annual impairment testing, goodwill is allocated to the cash generating unit (CGU) expected to benefit from the synergies of the business combinations in which the goodwill arises, as follows:

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Europe | 692.65 | 663.58 |
| Rest of the world (ROW) | 10.01 | 10.01 |
| **Total** | **702.66** | **673.59** |

At the year end, the goodwill was tested for impairment based on conditions at that date.

The recoverable amount of each CGU was determined based on value-in-use calculations, covering a detailed five-year forecast, followed by an extrapolation of expected cash flows for the remaining useful lives using growth rates determined by management. The present value of the expected cash flows of each CGU is determined by applying a suitable discount rate, reflective of underlying markets.

### Long-term growth rates

The long term growth rates reflect the long-term average growth rates for the product lines and industry. The growth rate is in line with the overall long-term average growth rates because this sector is expected to continue to grow at above average rates for the foreseeable future.

### Discount rates

The discount rates reflect appropriate adjustments relating to market risk and specific risk factors of each CGU.

### Cash flow assumptions

Management's key assumptions include stable profit margins, based on past experience in this market. The Management believes that this is the best available input for forecasting.

(All amounts in million of Indian Rupees, unless otherwise stated)

Apart from the considerations in determining the value-in-use of the CGU, management is not currently aware of any other probable changes that would necessitate changes in its key estimates. The estimates of recoverable amount are particularly sensitive to the discount rate. If the discount rate used is increased by 1%, it would have no impact on the impairment testing.

## NOTE 5 - OTHER INTANGIBLE ASSETS

**Intangible assets comprise of:**

| Particulars | Computer software | Product development/ Brands | Total | Intangible assets under development |
|---|---|---|---|---|
| **Gross carrying value** | | | | |
| **Balance as at 1 April 2024** | **4,078.85** | **35,338.50** | **39,417.35** | **2,425.56** |
| - Additions | 275.63 | 1,299.95 | 1,575.58 | 1,625.45 |
| - Disposals/transfers | (5.55) | (183.71) | (189.26) | (1,199.13) |
| - Translation adjustment | 49.83 | 964.66 | 1,014.49 | 76.52 |
| **Balance as at 31 March 2025** | **4,398.76** | **37,419.40** | **41,818.16** | **2,928.40** |
| **Amortisation and impairment** | | | | |
| **Balance as at 1 April 2024** | **3,313.43** | **25,857.42** | **29,170.85** | - |
| - for the year | 302.36 | 963.27 | 1,265.63 | - |
| - on disposals/transfers | (4.49) | (1.21) | (5.70) | - |
| - Translation adjustment | 45.06 | 370.39 | 415.45 | - |
| **Balance as at 31 March 2025** | **3,656.36** | **27,189.87** | **30,846.23** | **-** |
| **Net carrying value** | | | | |
| **As at 31 March 2025** | **742.40** | **10,229.53** | **10,971.93** | **2,928.40** |

| Particulars | Computer software | Product development/ Brands | Total | Intangible assets under development |
|---|---|---|---|---|
| **Gross carrying value** | | | | |
| **Balance as at 1 April 2023** | **3,947.62** | **44,977.86** | **48,925.48** | **1,238.15** |
| - Additions | 120.04 | 1,246.89 | 1,366.93 | 1,493.77 |
| - Disposals/transfers | (5.05) | (11,215.02) | (11,220.07) | (279.31) |
| - Translation adjustment | 16.24 | 328.77 | 345.01 | (27.05) |
| **Balance as at 31 March 2024** | **4,078.85** | **35,338.50** | **39,417.35** | **2,425.56** |
| **Amortisation and impairment** | | | | |
| **Balance as at 1 April 2023** | **2,936.84** | **23,799.97** | **26,736.81** | - |
| - for the year | 365.67 | 12,958.97 | 13,324.64 | - |
| - on disposals/transfers | (1.38) | (11,001.11) | (11,002.49) | - |
| - Translation adjustment | 12.30 | 99.59 | 111.89 | - |
| **Balance as at 31 March 2024** | **3,313.43** | **25,857.42** | **29,170.85** | **-** |
| **Net carrying value** | | | | |
| **As at 31 March 2024** | **765.42** | **9,481.08** | **10,246.50** | **2,425.56** |

(All amounts in million of Indian Rupees, unless otherwise stated)

### Ageing of Intangible assets under development as on 31 March 2025

| Particulars | Amount of intangible assets under development for a period of | | | | Total |
|---|---|---|---|---|---|
| | Less than 1 year | 1 - 2 years | 2 - 3 years | More than 3 years | |
| Projects in progress | 1,429.64 | 618.49 | 359.81 | 520.46 | 2,928.40 |
| Projects temporarily suspended | - | - | - | - | - |
| **Total** | **1,429.64** | **618.49** | **359.81** | **520.46** | **2,928.40** |

### Ageing of Intangible assets under development as on 31 March 2024

| Particulars | Amount of intangible assets under development for a period of | | | | Total |
|---|---|---|---|---|---|
| | Less than 1 year | 1 - 2 years | 2 - 3 years | More than 3 years | |
| Projects in progress | 1,336.27 | 403.99 | 225.18 | 460.12 | 2,425.56 |
| Projects temporarily suspended | - | - | - | - | - |
| **Total** | **1,336.27** | **403.99** | **225.18** | **460.12** | **2,425.56** |

There is no Intangible assets under development whose completion is overdue or has exceeded its cost as compare to its original plan as at 31 March 2025 and 31 March 2024.

At the year end, the intangible assets being product developments/brands with indefinite or indeterminable lives were tested for impairment based on conditions at that date. In performing the impairment testing management considers various factors inter-alia, the size and nature of the target market, competition, and probability of out-licensing arrangements.

The recoverable amount of each assets/CGU was determined based on value-in-use calculations, covering a detailed cashflow forecast, followed by an extrapolation of expected cash flows for the remaining useful lives using growth rates determined by management. The present value of the expected cash flows of each assets/ CGU is determined by applying a suitable discount rate.

| Particulars | Long term growth Rates | | Discount Rates | |
|---|---|---|---|---|
| | 31 March 2025 | 31 March 2024 | 31 March 2025 | 31 March 2024 |
| India, North America and Europe | 2.00% - 3.50% | 2.00% - 3.50% | 8.00% - 13.00% | 8.00% - 14.50% |

### Long-term growth rates

The long-term growth rates reflect the long-term average growth rates for the product lines and industry. The growth rate is in line with the overall long-term average growth rates because this sector is expected to continue to grow at above average rates in the foreseeable future.

### Discount rates

The discount rates reflect appropriate adjustments relating to market risk and specific risk factors of each asset/CGU.

### Cash flow assumptions

Management's key assumptions include stable profit margins, based on past experience in this market. The Management believes that this is the best available input for forecasting.

Apart from the considerations in determining the value-in-use of the assets/CGU, management is not currently aware of any other probable changes that would necessitate changes in its key estimates. However, the estimates of recoverable amount are particularly sensitive to the discount rate. If the discount rate used is increased by 1%, it would have no impact on the impairment testing.

Intangible assets with indefinite or indeterminable life are ₹ 10,844.94 ( 2024 - ₹ 9,281.92).

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 6 - NON-CURRENT FINANCIAL ASSETS

### (i) Investments

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| **Unquoted** | | |
| **(i) Equity shares** | | |
| 213,032 (2024 - 213,032) Equity Shares of Narmada Clean Tech Ltd. of ₹ 10 each. **(at FVTPL)** | 2.13 | 2.13 |
| 1 (2024 - 1) Time Share of Dalmia Resorts Limited **(at FVTPL)** | 0.02 | 0.02 |
| 18,000 (2024 - 18,000) Equity shares of Shivalik Solid Waste Management Ltd of ₹ 10 each **(at FVTPL)** | 0.18 | 0.18 |
| **(ii) Preference shares** | | |
| 1,176,471 (2024 - 1,176,471) Preferred shares of Napo Pharmaceuticals Inc. of USD 0.85 each **(at FVTPL)** | 42.65 | 42.65 |
| **(iii) Government securities** | | |
| National Savings Certificate - Sixth Issue **(at amortised cost)** | 0.02 | 0.02 |
| **(iv) Other investment** | | |
| Investment in Limited Liability Partnership (LLP) - ABCD Technologies LLP **(at FVOCI)** | 500.00 | 400.00 |
| **Investment in associate company (at FVTPL )** | | |
| O2 Renewable Energy XXIV Private Limited | | |
| (170,000 Equity Shares of ₹ 10 each) | 1.70 | - |
| (15,800 Compulsory Convertible Debenture of ₹ 1000 each) | 15.80 | - |
| **Total** | **562.50** | **445.00** |
| **Quoted** | | |
| **(i) Equity Shares (at FVTPL)** | | |
| 9,000 (2024 - 9,000) Bank of India of ₹10 each | 0.96 | 1.24 |
| 1,209 (2024 - 1,209) IDBI Bank Limited of ₹ 10 each | 0.09 | 0.10 |
| Nil (2024- 9,609,571) Glenmark Life Sciences Limited, (now known as Alivus Lifescience Limited) of ₹ 2 each (Please refer note 40) | - | 7,450.30 |
| **Total** | **1.05** | **7,451.64** |
| | | |
| **Total** | **563.55** | **7,896.64** |
| Aggregate value of quoted investment | 1.05 | 7,451.64 |
| Aggregate market value of quoted investment | 1.05 | 7,451.64 |
| Aggregate carrying value of unquoted investment | 562.50 | 445.00 |
| Aggregate amount of impairment in value of investment in unquoted equity shares | - | - |

Note 1 - The fair values of investments in equity, preference shares and compulsory convertible debentures being carried at ₹ 562.48 (2024 - ₹ 444.98) cannot be reliably determined and therefore the Group is carrying these investments at cost less impairment charge if any being the management's best estimate of their fair values.

Note 2 - During the year, the Company has invested ₹ 1.70, equivalent to 34% in equity instruments and ₹ 15.80 in the Compulsory Convertible Debenture of the O2 Renewable Energy XXIV Private Limited (O2RE). O2RE is a special purpose vehicle in partnership with O2 Energy SG Pte Ltd. for Generation and transmission of solar energy and other sources of renewable energy. As per the Shareholders Agreement, the Company does not have power to participate in the financial and operating policy decisions of O2RE and hence does not exercise significant influence.

(All amounts in million of Indian Rupees, unless otherwise stated)

### (ii) Other non-current financial assets

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| **Unsecured, considered good** | | |
| Security deposits* | 687.97 | 637.44 |
| Bank deposit including margin money | 41.45 | 61.39 |
| **Total** | **729.42** | **698.83** |

*Security deposits represent rental, utility and trade deposits given in the normal course of business realisable after twelve months from the reporting date.

## NOTE 7 - TAXES

| Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| Current tax expense | 3,823.41 | 11,155.52 |
| Deferred tax expense / (benefit) | (3,149.45) | 3,142.84 |
| Minimum Alternate Tax (MAT) Credit (Entitlement)/ utilisation | 2,846.71 | 4,375.09 |
| **Total** | **3,520.67** | **18,673.45** |

Pursuant to the Taxation Law (Amendment) Ordinance 2019 ('Ordinance') Issued by Ministry of Law and Justice (Legislative Department) on 20 September 2019 which is effective 1 April 2019, Indian companies have the option to pay corporate income tax at the rate of 22% plus applicable surcharge and cess subject to certain conditions. The Ordinance has been subsequently been enacted as Taxation Laws (Amendment) Act, 2019. The Company made an assessment of the impact and decided to continue with the existing tax structure until utilisation of accumulated minimum alternative tax (MAT) credit and other exemptions. The Company has also re-measured its deferred tax liability following the clarification issued by Technical Implementation Group of Ind AS implementation Committee by applying the lower tax rate in measurement of deferred taxes only to extent that the deferred tax liabilities are expected to be reversed in the period during which it expects to be subject to lower tax rate.

The relationship between the expected tax expense based on the applicable tax rate of the Group and the tax expense actually recognised in the consolidated statement of profit and loss can be reconciled as follows:

| Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| **Income tax expense at tax rates applicable to individual entities** | **(1,765.81)** | **12,973.34** |
| Tax adjustment for tax-exempt income | | |
| - Income exempt from tax | (164.83) | - |
| Other tax adjustments | | |
| - Additional deduction for R & D Expenditure | (4.15) | (5.45) |
| - Unrecognised tax benefit on losses of subsidiaries (net) | 8,798.55 | 4,430.29 |
| - Other Disallowance under Income tax | 332.99 | 7,262.13 |
| - Disallowance for Donation/CSR Expenses and Exceptional Item | 138.06 | 139.09 |
| - Taxes for previous periods | 68.10 | 12.37 |
| - Tax impact for change in tax rate | (127.78) | (14,356.31) |
| - Effect of reversal of earlier year MAT credit entitlement | - | 4,398.34 |
| - Effect of DTA not recognised on current year MAT credit | - | 3,888.32 |
| - Utilisation of earlier year's MAT Credit Entitlement/Unused Tax losses of earlier year, for which no DTA/MAT credit was created | (2,240.81) | - |
| - Other allowances / disallowances (net) | (1,513.65) | (68.67) |
| **Actual tax expense (net)** | **3,520.67** | **18,673.45** |

The tax effect of significant temporary differences that resulted in deferred tax assets and liabilities and a description of the items that create those differences are given below:

(All amounts in million of Indian Rupees, unless otherwise stated)

| Particulars | As at 31 March 2024 | Recognised in the consolidated statement of profit and loss | Recognised in other comprehensive income | Effect of translation adjustment | As at 31 March 2025 |
|---|---|---|---|---|---|
| **Deferred tax assets - Non current** | | | | | |
| Provision for credit losses | 473.50 | 4.49 | - | 5.67 | 483.66 |
| Unused tax losses | 8,020.66 | 1,865.93 | - | (268.16) | 9,618.43 |
| Difference in right-of-use asset and lease liability | 153.92 | (125.70) | - | 0.29 | 28.51 |
| Depreciation and accruals deductible on actual payment | 2,828.20 | 347.24 | 38.36 | (115.30) | 3,098.50 |
| MAT credit entitlement | 2,846.71 | (2,846.71) | - | - | - |
| **Total** | **14,322.99** | **(754.75)** | **38.36** | **(377.50)** | **13,229.10** |
| **Deferred tax liabilities - Non current** | | | | | |
| Other current assets | 393.14 | 77.84 | - | (87.51) | 383.47 |
| Difference in depreciation on property, plant and equipment | 2,541.88 | (265.03) | - | (86.43) | 2,190.42 |
| Mark to Market gain on shares held in Glenmark Life Sciences Limited (now known as Alivus Lifescience Limited) | 867.65 | (867.65) | - | - | - |
| Other taxable temporary difference | 25.90 | (2.65) | - | (23.25) | - |
| **Total** | **3,828.57** | **(1,057.49)** | **-** | **(197.19)** | **2,573.89** |
| **Net deferred tax asset** | **10,494.42** | **302.74** | **38.36** | **(180.31)** | **10,655.21** |

| Particulars | As at 31 March 2023 | Recognised in the consolidated statement of profit and loss | Recognised in other comprehensive income | Effect of translation adjustment | As at 31 March 2024 |
|---|---|---|---|---|---|
| **Deferred tax assets - Non current** | | | | | |
| Provision for credit losses | 495.76 | 13.74 | - | (36.00) | 473.50 |
| Unused tax losses | 7,204.04 | 1,291.11 | - | (474.49) | 8,020.66 |
| Difference in right-of-use asset and lease liability | 128.97 | 25.07 | - | (0.12) | 153.92 |
| Depreciation and accruals deductible on actual payment | 5,407.86 | (2,594.80) | 41.07 | (25.93) | 2,828.20 |
| MAT credit entitlement | 7,221.80 | (4,375.09) | - | - | 2,846.71 |
| **Total** | **20,458.43** | **(5,639.97)** | **41.07** | **(536.54)** | **14,322.99** |
| **Deferred tax liabilities - Non current** | | | | | |
| Other current assets | 272.96 | 115.60 | (1.68) | 6.26 | 393.14 |
| Difference in depreciation on property, plant and equipment | 2,059.01 | 941.28 | - | (458.41) | 2,541.88 |
| Mark to Market gain on shares held in Glenmark Life Sciences Limited (now known as Alivus Lifescience Limited) | - | 867.65 | - | - | 867.65 |
| Other taxable temporary difference | 72.47 | (46.57) | - | - | 25.90 |
| **Total** | **2,404.44** | **1,877.96** | **(1.68)** | **(452.15)** | **3,828.57** |
| **Net deferred tax asset** | **18,053.99** | **(7,517.93)** | **42.75** | **(84.39)** | **10,494.42** |

In assessing the reliability of deferred tax assets, management considers whether it is more likely than not that some portion or all of the deferred tax assets will be realised. The ultimate realisation of deferred tax assets is dependent upon the generation of future taxable income during the periods in which the temporary differences become deductible. The amount of the deferred tax

(All amounts in million of Indian Rupees, unless otherwise stated)

assets considered realisable, however, could be reduced in the near term if estimates of future taxable income including taxable temporary differences in the future periods are reduced.

Deferred income taxes are not provided on undistributed earnings of subsidiaries outside India, where it is expected that earnings of the subsidiaries will not be distributed in the foreseeable future. The Company indefinitely reinvests all the accumulated undistributed earnings of subsidiaries, and accordingly, has not recorded any deferred taxes in relation to such undistributed earnings of its foreign subsidiaries. It is impracticable to determine the taxes payable when these earnings are remitted.

The unrecognised deferred tax and MAT Credit for the year ended 31 March 2025 is ₹ 9,929.66 and ₹ Nil respectively. And for year ended 31 March 2024 is ₹ 3,667.56 and ₹ 3,888.32 respectively.

During the year ended 31 March 2025, the Group, based on probable future taxable profit, has recognized/(unrecognized) previously unrecognised/recognised deferred tax assets and MAT Credit of ₹ (1,131.11) and ₹ Nil respectively. And for year ended 31 March 2024 is ₹ (692.84) & ₹ (4,398.34) respectively.

Based on current years' tax loss and past years' carry forward tax losses, aggregating to ₹ 124,327.33 (2024 - ₹ 80,484.62), the company could have created deferred tax assets amounting to ₹ 26,279.72 (2024 - ₹ 13,082.7) @ prevailing tax rate of respective country.

Deferred tax assets on unused tax losses will expire within period of 1 -7 years, except in a certain jurisdiction where there is no time limit for its expiry.

## NOTE 8 - OTHER NON-CURRENT ASSETS

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| **Unsecured, considered good** | | |
| Prepaid expenses and other advances | 50.89 | 12.79 |
| Capital advances | 264.99 | 303.45 |
| Advance tax (net of provision) | 1,474.43 | 1,176.07 |
| **Total** | **1,790.31** | **1,492.31** |

## NOTE 9 - INVENTORIES

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Raw materials | 8,323.10 | 5,795.56 |
| Packing materials | 3,842.07 | 3,140.86 |
| Work-in-process | 1,153.76 | 1,031.12 |
| Stores and spares | 893.20 | 1,106.49 |
| Finished goods | 13,967.39 | 11,929.05 |
| Stock-in-trade | 2,105.78 | 2,127.43 |
| **Total** | **30,285.30** | **25,130.51** |

Refer note 16(i) for hypothecation of stocks of raw materials, packing materials, finished goods, work-in-process.

Inventory write downs are accounted, considering the nature of inventory, ageing of inventory as well as provisioning policy of the Group. The Group recorded inventory write down expense (net) of ₹ 1,936.72 (2024 - ₹ 2,736.74). This is included as part of cost of materials consumed and changes in inventories of finished goods, work-in-process and stock-in-trade in the consolidated statement of profit and loss, as the case may be.

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 10 - CURRENT FINANCIAL ASSETS

### (i) Trade receivables

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| **Unsecured** | | |
| Considered good | 33,419.47 | 18,584.12 |
| Credit impaired | 1,337.45 | 1,308.39 |
| Allowance for credit impaired/ expected credit losses | (1,337.45) | (1,308.39) |
| **Total** | **33,419.47** | **18,584.12** |

The Group's exposure to credit risk and currency risks are disclosed in Note 36.

The trade receivables have been recorded at their respective carrying amounts and are not considered to be materially different from their fair values as these are expected to realise within a short period from the date of balance sheet. All of the Group's trade receivables have been reviewed for indications of impairment. Certain trade receivables were found to be impaired and an allowance for credit losses of ₹ 30.65 (2024 - ₹ (53.07)) has been recorded. The movement in the allowance for credit impaired/ expected credit losses is as follows:

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Opening balance | 1,308.39 | 1,411.91 |
| Foreign currency translation impact | (1.59) | (50.45) |
| Allowance for credit loss during the year (net) | 30.65 | (53.07) |
| **Closing balance** | **1,337.45** | **1,308.39** |

### Trade receivables ageing schedule as at 31 March 2025

| Particulars | | Outstanding for following periods from due date of payments | | | | | | Total |
|---|---|---|---|---|---|---|---|---|
| | | Not due | Less than 6 months | 6 months - 1 year | 1 - 2 years | 2 - 3 years | More than 3 years | |
| (i) | Undisputed trade receivables - considered good | 24,362.53 | 5,709.57 | 1,709.73 | 898.83 | 195.12 | 535.79 | 33,411.57 |
| (ii) | Undisputed trade receivables - which have significant increase in credit risk | - | - | - | - | - | 7.90 | 7.90 |
| (iii) | Undisputed trade receivables - credit impaired | - | - | - | 34.21 | 81.77 | 1,168.57 | 1,284.55 |
| (iv) | Disputed trade receivables - considered good | - | - | - | - | - | - | - |
| (v) | Disputed trade receivables - which have significant increase in credit risk | - | - | - | - | - | - | - |
| (vi) | Disputed trade receivables - credit impaired | - | - | - | - | 7.26 | 45.64 | 52.90 |
| | | **24,362.53** | **5,709.57** | **1,709.73** | **933.04** | **284.15** | **1,757.90** | **34,756.92** |
| Less - Allowance for credit impaired/ expected credit losses | | | | | | | | 1,337.45 |
| **Total** | | | | | | | | **33,419.47** |

(All amounts in million of Indian Rupees, unless otherwise stated)

### Trade receivables ageing schedule as at 31 March 2024

| Particulars | | Outstanding for following periods from due date of payments | | | | | | Total |
|---|---|---|---|---|---|---|---|---|
| | | Not due | Less than 6 months | 6 months - 1 year | 1 - 2 years | 2 - 3 years | More than 3 years | |
| (i) | Undisputed trade receivables - considered good | 11,037.19 | 4,890.52 | 1,339.95 | 726.89 | 120.03 | 461.64 | 18,576.22 |
| (ii) | Undisputed trade receivables - which have significant increase in credit risk | - | - | - | - | - | 7.90 | 7.90 |
| (iii) | Undisputed trade receivables - credit impaired | - | - | - | 28.04 | 146.93 | 1,078.22 | 1,253.19 |
| (iv) | Disputed trade receivables - considered good | - | - | - | - | - | - | - |
| (v) | Disputed trade receivables - which have significant increase in credit risk | - | - | - | - | - | - | - |
| (vi) | Disputed trade receivables - credit impaired | - | - | - | 6.93 | 6.15 | 42.12 | 55.20 |
| | | **11,037.19** | **4,890.52** | **1,339.95** | **761.86** | **273.11** | **1,589.88** | **19,892.51** |
| Less - Allowance for credit impaired/ expected credit losses | | | | | | | | 1,308.39 |
| **Total** | | | | | | | | **18,584.12** |

### (ii) Cash and cash equivalents

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Balances with banks in current accounts and Exchange Earner's Foreign Currency (EEFC) accounts | 16,746.33 | 16,572.92 |
| Cash on hand | 10.74 | 9.78 |
| **Total** | **16,757.07** | **16,582.70** |

### (iii) Bank balances other than cash and cash equivalents

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Other bank balance - Dividend accounts (Refer note 1 below) | 295.21 | 11.86 |
| **Total** | **295.21** | **11.86** |

Note 1 - Dividend accounts represent balances maintained in specific bank accounts for payment of dividends. The use of these funds is restricted and can only be used to pay dividends. The corresponding liability for payment of dividends is included in short term financial liability.

### (iv) Other current financial assets

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| **Unsecured, considered good** | | |
| Security deposits (Refer note 1 below) | 163.80 | 162.95 |
| Export incentives | 94.14 | 63.50 |
| Bank deposit including margin money | 63.45 | 57.81 |
| Other receivables | 303.07 | 1,451.71 |
| **Total** | **624.46** | **1,735.97** |

Note 1 - Security deposits represent rental and trade deposits given in the normal course of business realisable within twelve months from the reporting date.

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 11 - OTHER CURRENT ASSETS

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| **Unsecured, considered good** | | |
| Advances recoverable in kind | 2,680.81 | 3,180.95 |
| Input taxes receivable | 5,313.13 | 6,709.80 |
| Advance to vendors | 2,526.69 | 2,078.01 |
| Prepaid expenses | 1,052.51 | 266.90 |
| **Total** | **11,573.14** | **12,235.66** |

## NOTE 12 - EQUITY AND RESERVES

### a) Ordinary shares

The Company presently has only one class of ordinary shares. For all matters submitted to vote in the shareholders' meeting, every holder of ordinary shares, as reflected in the records of the Company on the date of the shareholders' meeting, has one vote in respect of each share held. All shares are equally eligible to receive dividends and the repayment of capital in the event of liquidation of the Company.

### b) Dividends

Indian statutes mandate that dividends be declared out of distributable profits in accordance with the regulations. Should the Company declare and pay dividends, such dividends are required to be paid in ₹ to each holder of equity shares in proportion to the number of shares held. Dividends are taxable in the hands of the shareholders and tax is deducted by the Company at applicable rates.

### c) Reserves

**Securities premium reserve –** The amount received by the Company over and above the face value of shares issued is shown under this head. It is available for utilisation as per the provisions of the Companies Act, 2013.

**Capital redemption reserve –** The capital redemption reserve had been created as per the requirement of earlier provisions of Companies Act, 1956. Such reserve is not currently available for distribution to the shareholders. The reserve can be utilised in accordance with the provisions of section 69 of the Companies Act, 2013.

**General reserve –** The Company has transferred a portion of the net profit of the Company before declaring dividend to general reserve pursuant to the earlier provisions of Companies Act, 1956. Mandatory transfer to general reserve is not required under the Companies Act, 2013.

**Currency translation reserve –** Assets and liabilities of foreign subsidiaries are translated into ₹ at the rate of exchange prevailing as at date of the balance sheet. Revenue and expenses are translated into ₹ at the average exchange rate prevailing during the period. The exchange difference arising at the year-end due to translation is debited or credited to currency translation reserve account.

**Retained earnings –** Accumulated earnings include all current and prior period profits as disclosed in the consolidated statement of profit and loss.

**Stock compensation reserve –** Stock compensation reserve consists of employee compensation cost allocated over the vesting period of options granted to employees. Such cost is recognised in statement of profit and loss and is credited to the reserve. Upon exercise of options, such reserves are reclassified to equity share capital at the nominal capital value and excess through securities premium as the case may be.

**Special Economic Zone (SEZ) re-investment reserve –** The SEZ Re-investment reserve has been created out of profit of eligible SEZ units in terms of the provisions of Section 10AA(1)(ii) of the Income-Tax Act, 1961. The reserve has been utilised for acquiring new plant and machinery for the purpose of its business in terms of section 10AA(2) of the Income-Tax Act, 1961.

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 13 - EQUITY SHARE CAPITAL

| Share capital | | As at 31 March 2025 | | As at 31 March 2024 | |
|---|---|---|---|---|---|
| | | No. of Shares | Amount | No. of Shares | Amount |
| **(I)** | **Authorised** | | | | |
| | Equity Shares of ₹ 1 each | 2,370,000,000 | 2,370.00 | 2,370,000,000 | 2,370.00 |
| | Cumulative redeemable non-convertible preference shares of ₹ 100 each | 4,000,000 | 400.00 | 4,000,000 | 400.00 |
| | **Issued, subscribed and fully paid-up equity shares of ₹ 1 each** | | | | |
| | At the beginning of the year | 282,188,156 | 282.19 | 282,168,156 | 282.17 |
| | Add: Issued during the year | - | - | 20,000 | 0.02 |
| | **At the end of the year** | **282,188,156** | **282.19** | **282,188,156** | **282.19** |

| (II) | List of shareholders holding more than 5% shares | As at 31 March 2025 | | As at 31 March 2024 | |
|---|---|---|---|---|---|
| | | % of Holding | No. of Shares | % of Holding | No. of Shares |
| | Saldanha Family Trust | 45.45 | 128,241,936 | 45.45 | 128,241,936 |

**(III) Details of Shareholding of Promoters are as below:**

| Sr. No. | Promoter Name | Shares held by promoters as at 31 March 2025 | | |
|---|---|---|---|---|
| | | No. of Shares | % of total shares** | % change during the year |
| 1 | Saldanha Family Trust | 128,241,936 | 45.45 | - |
| 2 | Blanche Saldanha | 1,114,327 | 0.39 | - |
| 3 | Glenn Saldanha | 994,689 | 0.35 | - |
| 4 | Cherylann Pinto | 758,485 | 0.27 | - |
| 5 | Robin Pinto | 497,500 | 0.18 | - |
| 6 | Neha Saldanha | 26,000 | 0.01 | - |

| Sr. No. | Promoter Name | Shares held by promoters as at 31 March 2024 | | |
|---|---|---|---|---|
| | | No.of Shares | % of total shares** | % change during the year |
| 1 | Saldanha Family Trust | 128,241,936 | 45.45 | - |
| 2 | Blanche Saldanha | 1,110,327 | 0.39 | - |
| 3 | Glenn Saldanha | 983,439 | 0.35 | - |
| 4 | Cherylann Pinto | 758,485 | 0.27 | - |
| 5 | Robin Pinto | 497,500 | 0.18 | - |
| 6 | Neha Saldanha | 26,000 | 0.01 | - |

** The percentage shareholding above has been computed considering the outstanding number of shares of 282,188,156 as at 31 March 2025 and 31 March 2024.

**(IV)** As at 31 March 2025, pursuant to Employee Stock Options Scheme 2016, 37,779 (2024 - 37,779) options were outstanding, which upon exercise are convertible into equivalent number of equity shares.

**(V) Right, Preference and restriction on shares**

The Company presently has only one class of ordinary equity shares. For all matters submitted to vote in the shareholders meeting, every holder of ordinary equity shares, as reflected in the records of the Company on the date of the shareholders' meeting, has one vote in respect of each share held. All shares are equally eligible to receive dividends and the repayment of capital in the event of liquidation of the Company.

(All amounts in million of Indian Rupees, unless otherwise stated)

**(VI)** In the period of five years immediately preceding 31 March 2025, the Company has not allotted any shares as fully paid up pursuant to contracts without payment being received in cash. Further, the Company has neither issued bonus shares nor bought back any shares during the aforementioned period.

**(VII) Employee Stock Option Scheme 2016 (ESOS)**

The Company has formulated an Employee Stock Option Scheme 2016 '(ESOS 2016)' under which it has made grants on various dates from time to time. Each grant has a vesting period which varies from 1 - 6 years from the date of grant depending on the terms of the grant. The grants are made at the market price of the equity shares of the Company on either the date of the grant or the closing price of the date prior to the day of the grant or the price decided by the Nomination & Remuneration Committee of the Board. Pursuant to ESOS 2016, 37,779 (2024 - 37,779) options were outstanding as at 31 March 2025, which upon exercise are convertible into equivalent number of equity shares. Employee stock compensation charged/(write back) during the year is ₹ Nil (2024 - ₹ (0.35)).

The aggregate share options and weighted average exercise price under the above mentioned plan are as follows:

| Particulars | 2024-2025 | | 2023-2024 | |
|---|---|---|---|---|
| | Number | Weighted average price (₹) | Number | Weighted average price (₹) |
| Outstanding at the beginning of the year | 37,779 | 385.31 | 78,717 | 319.71 |
| Granted during the year | - | - | - | - |
| Forfeited during the year | - | - | (20,938) | 479.48 |
| Exercised during the year | - | - | (20,000) | 28.55 |
| Outstanding at the end of the year | 37,779 | 385.31 | 37,779 | 385.31 |

Out of above Nil (2024 - Nil) options outstanding as of 31 March 2025 are unvested.

All share based employee payments would be settled in equity. The Company has no legal or constructive obligation to repurchase or settle the options.

The fair value of options granted are determined using the Black-Scholes valuation model. Significant inputs into the calculation are:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Share price (₹) | 600 | 600 |
| Exercise price (₹) | 600 | 600 |
| Weighted average volatility rate | 30% | 33% |
| Dividend payout | 250% | 250% |
| Risk free rate | 8.05% | 8.05% |
| Average remaining life | - | - |

The underlying expected volatility was determined by reference to historical data, adjusted for unusual share price movements. No special features inherent to the options granted were incorporated into the measurement of fair value.

**(VIII) Ichnos ESOP 2020**

Ichnos Glenmark Innovation Inc. (IGI_USA) has formulated an 2020 Omnibus Incentive Compensation Plan namely Ichnos ESOP 2020 under which it has made grants on various dates from time to time. These awards generally vest over a four-year service period. The grants are made at the fair value of the equity shares of the Ichnos on the date of the grant. Pursuant to Ichnos ESOP 2020 plan 3,301,328 options were outstanding as at 31 March 2025, which upon exercise are convertible into equivalent number of equity shares. Employee stock compensation charged/(write back) during the year is USD (5,39,949.51) and ₹ (45.65) (2024 - USD 321,043.50 and ₹ 26.58). The write back during the year is due to cancellation of options.

(All amounts in million of Indian Rupees, unless otherwise stated)

The aggregate share options and weighted average exercise price under the above mentioned plan are as follows:

| Particulars | 2025 | | 2024 | |
|---|---|---|---|---|
| | Number | weighted average price USD | Number | weighted average price USD |
| Outstanding at the beginning of the year | 1,831,667 | 1.11 | 1,578,853 | 1.35 |
| Granted during the year | 2,241,327 | 1.49 | 1,260,000 | 1.11 |
| Forfeited during the year | 771,666 | 1.23 | 1,007,186 | 1.11 |
| Exercised during the year | - | - | - | - |
| Outstanding at the end of the year | 3,301,328 | 1.44 | 1,831,667 | 1.11 |

Of the aggregate 3,301,328 options outstanding as of 31 March 2025, 1,506,300 are vested and balance of 1,795,028 are unvested.

All share based employee payments would be settled in equity. IGI_USA has no legal or constructive obligation to repurchase or settle the options.

The fair values of options granted are determined using the Black-Scholes valuation model. Significant inputs into the calculation are:

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Share price (USD) | 1.7 | 1.11 |
| Exercise price (USD) | 1.11 to 1.7 | 1.11 |
| Weighted average volatility rate | 74.57% to 78.28% | 74.57% to 78.28% |
| Dividend payout | 0% | 0% |
| Risk free rate | 0.31% to 4.41% | 0.37% to 2.96% |
| Average remaining life | 60 to 73 months | 68 to 73 months |

The underlying expected volatility was determined by reference to historical data, adjusted for unusual share price movements. No special features inherent to the options granted were incorporated into the measurement of fair value.

## NOTE 14 - NON-CURRENT FINANCIAL LIABILITIES

### (i) Borrowings

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| **Unsecured loans (at amortised cost)** | | |
| IFC - ECB Facility | - | 1,572.36 |
| Term loans from banks | 5,127.00 | - |
| | **5,127.00** | **1,572.36** |
| Less: Current portion of non-current borrowings | - | (1,572.36) |
| **Total** | **5,127.00** | **-** |

(A) A Term Loan facility of U.S. $ 60,000,000 was raised with maturity of 3.5 years availed by the Group at 1.575% over SOFR. The proceeds were utilized to meet general corporate purposes.

**(B) US $ 40,000,000, International Finance Corporation (IFC), ECB Facility:**

The Company had obtained LRN from RBI to raise an ECB Facility to the extent of US $ 40,000,000. The ECB Facility for US $ 40,000,000 was executed in February, 2021 and the Company availed U.S. $ 16,574,250 in April, 2021 and the proceeds were utilized for the purpose of refinancing the FCC Bonds. The Company further availed US $ 7,500,000 and US $ 1,203,000 in June, 2021 and September, 2021 respectively. The ECB Facility was raised from International Finance Corporation with a maturity of 5.7 years. The interest margin over US $ LIBOR was 3.08%p.a. up to September, 2021; 2.83%p.a. up to December 2023 and 3.26% over SOFR thereafter.

The Company prepaid and closed the outstanding loan of US $ 15,798,281.25 along with accrued interest during the year.

(All amounts in million of Indian Rupees, unless otherwise stated)

### (C) Maturity profile of non-current borrowings

| Year ending | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| 2025 | - | 1,579.95 |
| 2026 | - | - |
| 2027 | - | - |
| 2028 | - | - |
| 2029 | 5,127.00 | - |

As per the loan arrangement, the Company is required to comply with certain financial covenants and the Company was in compliance with such covenants during the continuity of said loans.

### (ii) Lease liability

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Lease liability (Refer Note 32) | 1,862.10 | 1,516.91 |
| **Total** | **1,862.10** | **1,516.91** |

### (iii) Other non-current financial liabilities

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Security deposits from customers | 1,321.04 | 1,319.39 |
| Other liability* | 3,438.58 | 4,068.89 |
| **Total** | **4,759.62** | **5,388.28** |

* includes liability towards settlement of claims/legal cases.

## NOTE 15 - OTHER NON-CURRENT LIABILITIES

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Other liabilities | - | 16.91 |
| **Total** | **-** | **16.91** |

## NOTE 16 - CURRENT FINANCIAL LIABILITIES

### (i) Borrowings

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| **Secured loans** | | |
| Loans repayable on demand from banks | 2,988.20 | - |
| **Unsecured loans** | | |
| From banks | 13,826.75 | 8,333.60 |
| Current maturity of non-current borrowings (Refer Note 14) | - | 1,572.36 |
| **Total** | **16,814.95** | **9,905.96** |

Secured loans includes working capital facilities, secured by hypothecation of stocks of raw materials, packing materials, finished goods, work-in-process, receivables and equitable mortgage on fixed assets at certain locations.

Unsecured loans includes working capital facilities and other short term credit facilities.

The Group has borrowed secured/unsecured loans at interest rates ranging between 5.28% - 9.61% p.a.

The Group has not defaulted on repayment of loan and interest during the year.

(All amounts in million of Indian Rupees, unless otherwise stated)

### (ii) Lease liability

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Lease liability (Refer Note 32) | 922.62 | 886.43 |
| **Total** | **922.62** | **886.43** |

### (iii) Trade payables

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Trade payable outstanding dues to Micro enterprises and Small enterprises under MSMED Act, 2006 [Refer Note (i) below] | 214.41 | 173.32 |
| Trade payable outstanding dues to creditors other than Micro enterprises and Small enterprises | 25,580.89 | 25,185.93 |
| **Total** | **25,795.30** | **25,359.25** |

The Group's exposure to credit risk and currency risks are disclosed in Note 36.

**Note (i) Dues to Micro enterprises and Small enterprises**

The Group has certain dues to suppliers registered under Micro, Small and Medium Enterprises Development Act, 2006 ('MSMED Act' ). The disclosures pursuant to the said MSMED Act are as follows :

| Particulars | | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|---|
| a) | The principle amount remaining unpaid to any supplier at the end of the year | 214.41 | 173.32 |
| b) | Interest due remaining unpaid to any supplier at the end of the year | - | - |
| c) | The amount of interest paid by the buyer in terms of Section 16 of MSMED Act, 2006, along with the amount of the payment made to the supplier beyond the appointed day during the year | - | - |
| d) | The amount of 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 the interest specified under the MSMED Act, 2006 | - | - |
| e) | The amount of interest accrued and remaining unpaid at the end of each accounting year | - | - |
| f) | The amount of further interest remaining due and payable even in the succeeding years, until such date when the interest dues above are actually paid to the small enterprises, for the purpose of disallowance of a deductible expenditure under Section 23 of the MSMED Act, 2006 | - | - |

Disclosure of payable to vendors as defined under the "Micro, Small and Medium Enterprises Development Act, 2006" is based on the information available with the Group regarding the status of registration of such vendors under the said Act, as per the intimation received from them on request made by the Group. There are no overdue principle amounts/ interest payable amounts for delayed payments to such vendors at the Balance sheet date. There are no delays in payment made to such suppliers during the year or for any earlier years and accordingly there is no interest paid or outstanding interest in this regard in respect of payment made during the year or on balance brought forward from previous year, except disclosed above.

(All amounts in million of Indian Rupees, unless otherwise stated)

### Ageing for trade payables as at 31 March 2025

| Particulars | Outstanding for following periods from due date of payments | | | | | Total |
|---|---|---|---|---|---|---|
| | Not due | Less than 1 year | 1 - 2 years | 2 - 3 years | More than 3 years | |
| (i) MSME | 214.41 | - | - | - | - | 214.41 |
| (ii) Others | 17,954.80 | 6,398.45 | 872.64 | 130.18 | 224.82 | 25,580.89 |
| (iii) Disputed dues - MSME | - | - | - | - | - | - |
| (iv) Disputed dues - Others | - | - | - | - | - | - |
| **Total** | **18,169.21** | **6,398.45** | **872.64** | **130.18** | **224.82** | **25,795.30** |

### Ageing for trade payables as at 31 March 2024

| Particulars | Outstanding for following periods from due date of payments | | | | | Total |
|---|---|---|---|---|---|---|
| | Not due | Less than 1 year | 1 - 2 years | 2 - 3 years | More than 3 years | |
| (i) MSME | 173.32 | - | - | - | - | 173.32 |
| (ii) Others | 18,577.51 | 5,293.47 | 956.54 | 175.76 | 182.65 | 25,185.93 |
| (iii) Disputed dues - MSME | - | - | - | - | - | - |
| (iv) Disputed dues - Others | - | - | - | - | - | - |
| **Total** | **18,750.83** | **5,293.47** | **956.54** | **175.76** | **182.65** | **25,359.25** |

### (iv) Other current financial liabilities

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Interest accrued but not due | 33.44 | 44.04 |
| Unclaimed dividend* | 12.91 | 11.86 |
| Employee dues | 556.39 | 410.65 |
| Sundry creditors for capital goods | 161.60 | 718.08 |
| Accrued expenses | 7,138.48 | 9,085.21 |
| **Total** | **7,902.82** | **10,269.84** |

*There are no amounts due and outstanding to be credited to Investor Education & Protection Fund.

## NOTE 17 - OTHER CURRENT LIABILITIES

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Statutory dues | 1,889.56 | 1,566.40 |
| Other liabilities* | 100.42 | 877.23 |
| **Total** | **1,989.98** | **2,443.63** |

*Other liabilities includes advance from customers and other such adjustable balances.

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 18 - PROVISIONS

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Provisions for employee benefits: | | |
| - Compensated absences (Refer Note 27) | 396.84 | 358.46 |
| - Defined benefit plan (Refer Note 27) | 1,117.39 | 1,007.80 |
| Provision for sales return and rebates | 4,446.60 | 5,044.98 |
| **Total** | **5,960.83** | **6,411.24** |

| Movement of provision for sales return and rebates | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Balance at the beginning of the year | 5,044.98 | 3,772.94 |
| Provided during the year | 299.72 | 1,558.55 |
| Utilised/ reversed during the year | (898.10) | (286.51) |
| **Balance at the end of the year** | **4,446.60** | **5,044.98** |

## NOTE 18(1) - CURRENT TAX LIABILITIES (NET)

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Provision for current tax | 283.74 | 2,909.52 |
| **Total** | **283.74** | **2,909.52** |

## NOTE 19 - REVENUE FROM OPERATIONS

| Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| Sale of products | 130,326.54 | 115,067.79 |
| Sale of services | 1,131.82 | 1,286.77 |
| Other operating revenue* | 1,759.04 | 1,776.41 |
| **Total** | **133,217.40** | **118,130.97** |

*Other operating revenue primarily comprises of Export incentives, Sale of scrap, Production linked incentive and others.

The Group's revenue disaggregated by primary geographical markets is as follows:

| Geographical Area | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| India | 44,844.85 | 33,967.17 |
| North America | 30,171.74 | 30,942.54 |
| Europe | 30,062.86 | 25,555.73 |
| Rest of the World (including Latin America) | 28,137.95 | 27,665.53 |
| **Total** | **133,217.40** | **118,130.97** |

Reconciliation of revenue recognised in the consolidated statement of profit and loss with the contracted price:

| Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| Revenue as per contracted price | 293,446.49 | 277,090.05 |
| Less: Trade discounts, sales and expiry returns | 160,229.09 | 158,959.08 |
| Sale of product, services and other operating revenue | **133,217.40** | **118,130.97** |

(All amounts in million of Indian Rupees, unless otherwise stated)

Contract liabilities from contracts with customers:

The Group records a contract liability when cash payments are received in advance of its performance.

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Contract liabilities from contracts with customers | **21.69** | **157.62** |

## NOTE 20 - OTHER INCOME

| Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| Dividend income | 0.06 | 0.02 |
| Interest income | 439.35 | 61.76 |
| Profit on sale of fixed assets | - | 15.30 |
| Exchange gain (net) | 282.27 | - |
| Miscellaneous income | 415.54 | 8,322.86 |
| **Total** | **1,137.22** | **8,399.94** |

## NOTE 21 - COST OF MATERIALS CONSUMED

| Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| Consumption of raw material and packing material | 29,353.00 | 30,964.49 |
| Consumption of stores and spares | 659.72 | 613.73 |
| **Total** | **30,012.72** | **31,578.22** |

## NOTE 22 - PURCHASE OF STOCK-IN-TRADE

| Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| Purchase of finished goods | 15,660.03 | 14,511.70 |
| **Total** | **15,660.03** | **14,511.70** |

## NOTE 23 - CHANGES IN INVENTORIES OF FINISHED GOODS, WORK-IN-PROCESS AND STOCK-IN-TRADE

| Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| (Increase)/Decrease in stock of finished goods, work-in-process and stock-in-trade | (2,139.33) | (1,956.22) |
| **Total** | **(2,139.33)** | **(1,956.22)** |

## NOTE 24 - EMPLOYEE BENEFITS EXPENSE

| Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| Salaries, wages and bonus | 27,799.55 | 26,406.50 |
| Contribution to provident and other funds (Refer Note 27) | 2,166.68 | 2,038.99 |
| Staff welfare expenses | 254.38 | 235.94 |
| **Total** | **30,220.61** | **28,681.43** |

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 25 - FINANCE COSTS

| Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| Interest expenses on | | |
| - Bank loans | 1,451.97 | 2,345.69 |
| - ECB facility | 79.36 | 2,266.21 |
| - Lease (Refer Note 32) | 166.43 | 192.54 |
| - Others | 372.89 | 355.25 |
| **Total** | **2,070.65** | **5,159.69** |

## NOTE 26 - OTHER EXPENSES

| Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| Labour charges | 1,262.32 | 1,207.26 |
| Power,fuel and water charges | 1,037.08 | 927.48 |
| Other manufacturing expenses | 895.40 | 1,249.93 |
| Consumable - Lab chemicals and reagents | 3,144.60 | 3,406.77 |
| Repairs and maintenance - plant and machinery | 72.04 | 65.40 |
| Repairs and maintenance - building | 40.42 | 47.14 |
| Repairs and maintenance - others | 1,604.28 | 1,542.80 |
| Rent | 515.08 | 626.12 |
| Rates and taxes | 256.45 | 63.44 |
| Selling and Marketing expenses | 2,195.14 | 1,995.53 |
| Sales promotion expenses | 6,078.57 | 5,157.15 |
| Travelling expenses | 2,919.62 | 2,829.99 |
| Freight outward | 4,431.44 | 3,770.05 |
| Bad-debts written off / Provision for doubtful debts / expected credit loss (net) | 30.96 | 176.50 |
| Insurance | 443.09 | 364.57 |
| Electricity charges | 276.94 | 312.50 |
| Auditors remuneration | | |
| - Audit fees | 121.21 | 96.96 |
| - Other services | 3.55 | 3.95 |
| - Reimbursement of expenses | 0.98 | 1.04 |
| Corporate social responsibility expense (Refer Note 35) | 307.15 | 368.13 |
| Legal and professional charges | 2,758.90 | 2,103.28 |
| Director sitting fees | 13.36 | 12.63 |
| Other expenses | 7,540.98 | 7,033.91 |
| **Total** | **35,949.56** | **33,362.53** |

## NOTE 27 - EMPLOYEE POST-RETIREMENT BENEFITS

The following are the employee benefit plans applicable to the employees of the Group.

### a) Gratuity (defined benefit plan)

In accordance with applicable laws, the Group provides for gratuity, a defined benefit retirement plan ("the Gratuity Plan") covering eligible employees. The Gratuity Plan provides for a lump sum payment to vested employees on retirement, death, incapacitation or termination of employment of amounts that are based on salary and tenure of employment. Liabilities with regard to the Gratuity Plan are determined by actuarial valuation.

(All amounts in million of Indian Rupees, unless otherwise stated)

The Group recognised total retirement benefit costs related to all retirement plans as follows:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Current service cost | 152.09 | 258.48 |
| Curtailment and past service cost | 2.25 | (63.98) |
| **Personnel expenses** | **154.34** | **194.50** |
| Net interest on defined benefit schemes | 43.48 | 44.52 |
| Administration cost (excluding cost for managing plan assets) | 0.05 | 0.97 |
| Extinguishment due to discontinued operations | - | - |
| **Amount recognised in Profit and Loss** | **197.87** | **239.99** |

The remeasurement components recognised in the statement of other comprehensive income for the Group's defined benefit plans comprise the following:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| **Actuarial (gains)/losses** | | |
| - Based on adjustment of demographic assumptions | 6.82 | (2.93) |
| - Based on adjustment of financial assumptions | 31.85 | 254.04 |
| - Due to liability experience adjustment | 74.64 | 56.42 |
| Return on plan assets (excluding amounts in net interest on defined benefit schemes) | 6.45 | (144.47) |
| Extinguishment due to discontinued operations | - | - |
| **Total remeasurement (benefit)/loss recognised in the statement of other comprehensive income** | **119.76** | **163.06** |

The following tables show the change in present value of defined benefit obligations, the change in plan assets and the funded status recognised in the consolidated financial statements for the Group's defined benefit plans.

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Present value of obligations | 3,116.77 | 2,887.20 |
| Fair value of plan assets | (1,999.38) | (1,879.40) |
| **Net defined benefit liability** | **1,117.39** | **1,007.80** |
| Being: | | |
| **Retirement benefit liabilities** | **1,117.39** | **1,007.80** |

The movements in the net defined benefit liability recognised within the consolidated balance sheet are as follows:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Beginning balance: | 1,007.80 | 879.58 |
| Addition during the year | - | - |
| Cost recognised in income statement | 197.87 | 239.99 |
| Remeasurement (gains)/losses recognised in other comprehensive income | 119.76 | 163.06 |
| Actual employer contributions | (28.50) | (93.95) |
| Benefits paid | (182.02) | (134.10) |
| Exchange differences | 2.48 | (46.78) |
| **Closing balance** | **1,117.39** | **1,007.80** |

(All amounts in million of Indian Rupees, unless otherwise stated)

The change in the present value of defined benefit obligations are as follows:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Beginning balance: | 2,887.20 | 2,891.04 |
| Current service cost | 152.09 | 258.48 |
| Interest cost on the defined benefit obligations | 86.06 | 108.61 |
| Actual employee contributions | 16.45 | 63.89 |
| Curtailment and past service cost | 2.25 | (3.17) |
| Actual benefit payments | (178.76) | (457.44) |
| Actuarial (gains)/losses - Demographic assumptions | 6.82 | (2.93) |
| Actuarial (gains)/losses - Financial assumptions | 31.85 | 254.04 |
| Actuarial (gains)/losses - Liability experience | 74.64 | 56.42 |
| Administration cost (excluding cost for managing plan assets) | 0.05 | 0.97 |
| (Gains) and Losses on settlements | - | (275.42) |
| Exchange differences | 38.12 | (7.29) |
| **Closing balance** | **3,116.77** | **2,887.20** |

The following table shows the change in the fair value of plan assets:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Beginning balance: | 1,879.40 | 2,011.46 |
| Interest income on plan assets | 42.59 | 64.09 |
| Actual employer contributions | 28.50 | 93.95 |
| Actual employee contributions | 16.45 | 63.89 |
| Actual benefit (paid)/ deposited | 3.26 | (323.34) |
| Actual return on assets (excluding interest income on plan assets) | (6.45) | 144.47 |
| (Gains) and Losses on settlements | - | (214.60) |
| Exchange differences | 35.63 | 39.48 |
| **Closing balance** | **1,999.38** | **1,879.40** |

The Group expects to contribute ₹ 730.73 to its defined benefit plans in F.Y. 2025-2026.

The principal actuarial assumptions used for the defined benefit obligations are as follows:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Discount rate (weighted average) | 1.30% - 9.70% | 1.50% - 9.40% |
| Rate of compensation increase (weighted average) | 1.50% - 6.00% | 1.50% - 8.00% |
| Inflation rate (weighted average) | 1.00% - 4.00% | 1.00% - 4.00% |

The major categories of plan assets as a percentage of total plan assets are as follows:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Assets administered by respective Insurance companies | 100% | 100% |

A feature all plans have in common is that the discount rate has a significant impact on the present value of obligations. The other assumptions have varying impacts on the different plans in different geographic regions. In the breakup presented below, the varying impact of changes in the key assumptions is shown as below.

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Discount rate +0.25% / +0.50% p.a. | (75.76) | (123.44) |
| Discount rate -0.25% / -0.50% p.a. | 34.05 | 71.99 |
| Rate of compensation +0.25% / +0.50% p.a. | 30.12 | 44.58 |
| Rate of compensation -0.25% / -0.50% p.a. | (72.42) | (70.73) |

(All amounts in million of Indian Rupees, unless otherwise stated)

## b) Compensated absence plan (other long term benefit plan) (Funded)

The Group permits encashment of leave accumulated by their employees on retirement and separation. The liability for encashment of privilege leave is determined and provided on the basis of actuarial valuation performed by an independent actuary at reporting date.

The Group recognised total retirement benefit costs related to all retirement plans as follows:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Current service cost | 59.46 | 103.05 |
| **Personnel expenses** | **59.46** | **103.05** |
| Net interest on defined benefit schemes | 24.20 | 18.70 |
| **Actuarial (gains)/losses** | | |
| Based on adjustment of demographic assumptions | 1.53 | - |
| Based on adjustment of financial assumptions | 18.35 | 10.68 |
| Due to liability experience adjustment | 46.73 | 50.85 |
| Return on plan assets (excluding amounts in net interest on long term benefit schemes) | 0.22 | 0.06 |
| **Amount recognised in Profit and Loss** | **150.49** | **183.34** |

The following tables show the change in present value of long term benefit obligations, the change in plan assets and the funded status recognised in the consolidated financial statements for the Group's long term benefit plans.

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Present value of obligations | 621.66 | 568.50 |
| Fair value of plan assets | (224.82) | (210.04) |
| **Net long term benefit liability** | **396.84** | **358.46** |
| Being: | | |
| **Retirement benefit plan assets** | - | - |
| **Retirement benefit plan liabilities** | **396.84** | **358.46** |

The movements in the net long term benefit liability recognised within the consolidated balance sheet are as follows:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Beginning balance: | 358.46 | 267.57 |
| Cost recognised in income statement | 150.49 | 183.34 |
| Remeasurement (gains) / losses recognised in other comprehensive income | - | - |
| Actual employer contributions | - | - |
| Benefits paid | (112.65) | (92.68) |
| Exchange difference | 0.52 | 0.23 |
| **Closing balance** | **396.82** | **358.46** |

The change in the present value of long term benefit obligations are as follows:

(All amounts in million of Indian Rupees, unless otherwise stated)

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Beginning balance: | 568.50 | 463.17 |
| Current service cost | 59.46 | 103.05 |
| Interest cost on the long term benefit obligations | 39.21 | 33.20 |
| Actual benefit payments | (112.64) | (92.68) |
| Actuarial (gains)/losses - Demographic assumptions | 1.53 | - |
| Actuarial (gains)/losses - Financial assumptions | 18.35 | 10.68 |
| Actuarial (gains)/losses - Liability experience | 46.73 | 50.85 |
| Exchange difference | 0.52 | 0.23 |
| **Closing balance** | **621.66** | **568.50** |

The following table shows the change in the fair value of plan assets:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Beginning balance: | 210.04 | 195.60 |
| Interest income on plan assets | 15.00 | 14.50 |
| Return on plan assets | - | - |
| Actual employer contributions | (0.22) | (0.06) |
| **Closing balance** | **224.82** | **210.04** |

The Group expects to contribute ₹ 453.86 to its long term benefit plan in F.Y. 2025-2026.

The principal actuarial assumptions used for the long term benefit obligations are as follows:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Discount rate (weighted average) | 4.80%-7.25% | 4.80%-7.25% |
| Rate of compensation increase (weighted average) | 3.00%-8.00% | 3.00%-8.00% |

The major categories of plan assets as a percentage of total plan assets are as follows:

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Insurance contracts | 100% | 100% |

The present value of long term benefit obligations by category of members are as follows :

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Active number of employees | 13,376 | 12,668 |
| Present value of obligations | 621.66 | 568.50 |

A feature all plans have in common is that the discount rate has a significant impact on the present value of obligations. The other assumptions have varying impacts on the different plans in different geographic regions. In the breakup presented below, the varying impact of changes in the key assumptions is shown as below.

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Discount rate +0.50% p.a. | (23.58) | (21.91) |
| Discount rate -0.50% p.a. | 25.29 | 23.48 |
| Rate of compensation increase +0.50% p.a. | 26.08 | 24.30 |
| Rate of compensation decrease -0.50% p.a. | (24.51) | (22.83) |

### c) Provident fund and others (defined contribution plan)

Apart from being covered under the Gratuity Plan described earlier, employees of the Indian companies participate in a provident fund plan; a defined contribution plan. The Group makes annual contributions based on a specified percentage of salary of each covered employee to a government recognised provident fund. The Group does not have any further obligation to the provident fund plan beyond making such contributions. Upon retirement or separation an employee becomes entitled for this lump sum benefit, which is paid directly to the concerned employee by the fund. The Group contributed ₹ 1,818.32 (2024 - ₹ 1,615.66) towards the provident fund plan and others during the year ended 31 March 2025.

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 28 - RESEARCH AND DEVELOPMENT EXPENDITURE

During the year, the Group expenditure on research and development is ₹ 9,731.06 (2024 - ₹ 12,258.29).

## NOTE 29 - RELATED PARTY TRANSACTIONS

### Related parties with whom the Group has transacted during the year

**Key Management Personnel**

Mr. Glenn Saldanha (Chairman & Managing Director)
Mrs. Cherylann Pinto (Executive Director)
Mr. V S Mani (Executive Director & Global Chief Financial Officer)
Mrs. B. E. Saldanha (Non-executive Director)
Mr. Rajesh Desai (Non-executive Director)
Mrs. Vijayalakshmi Rajaram Iyer (Non-executive Director)
Mr. Dipankar Bhattacharjee (Non-executive Director )
Ms. Sona Saira Ramasastry (Non-executive Director)
Mr. Pradeep Kumar Sinha (Non-executive Director w.e.f. 14th February 2025)
Mr. Harish Kuber (Company Secretary & Compliance Officer )
Mr. D.R. Mehta (Non-executive Director up to 31st March 2024)
Mr. Bernard Munos (Non-executive Director up to 31st March 2024)
Dr. Brian W. Tempest (Non-executive Director up to 31st March 2024)
Mr. Sridhar Gorthi (Non-executive Director up to 31st March 2024)

**Enterprises over which significant influence exercised by key management personnel/directors**

Glenmark Foundation
Glenmark Aquatic Foundation
Trilegal (up to 31st March 2024)

**Other related party in which Directors are interested**

Piramal Pharma Limited (up to 31st March 2024)

**Transactions with related parties during the year**

| Nature of Transactions | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| **Sale of materials and services** | | |
| Piramal Pharma Limited | N.A. | 63.04 |
| **Purchase of services** | | |
| Trilegal | N.A. | 8.12 |
| Piramal Pharma Limited | N.A. | 142.62 |
| **Expenditure incurred for CSR activities** | | |
| Glenmark Foundation | 103.65 | 133.63 |
| Glenmark Aquatic Foundation | 80.50 | 70.00 |
| **Transactions with key management personnel** | | |
| Remuneration | | |
| - Mr. Glenn Saldanha | 180.67 | 168.61 |
| - Mrs. Cherylann Pinto | 62.25 | 60.84 |
| - Mr. V S Mani | 145.01 | 102.12 |
| - Mr. Harish Kuber | 6.28 | 5.53 |
| Sitting fees paid to Non-executive Directors | 8.10 | 12.00 |

The directors are covered under the Group's gratuity policy and ESOP scheme along with other employees of the Group. Proportionate amount of gratuity and stock compensation expense is not included in the aforementioned disclosures as it cannot be separately ascertained.

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 30 - EARNINGS PER SHARE (EPS)

The basic earnings per share has been calculated using the profits attributable to the equity shareholders.

Calculation of basic and diluted EPS is as follows:

| Particulars | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| Profit/(loss) for the year from continuing operations attributable to shareholders of Glenmark Pharmaceuticals Ltd, for basic and diluted | 10,470.97 | (18,989.96) |
| Profit for the year from discontinued operations attributable to shareholders of Glenmark Pharmaceuticals Ltd, for basic and diluted | - | 3,973.28 |
| Profit/(loss) after tax for the period from continuing and discontinued operations to shareholders of Glenmark Pharmaceuticals Ltd, for basic and diluted | 10,470.97 | (15,016.68) |
| Weighted average number of shares outstanding during the year for basic EPS | 282,188,156 | 282,170,724 |
| Effect of dilutive potential ordinary shares: | | |
| Employee stock options | 21,886 | 8,022 |
| Weighted average number of shares outstanding during the year for diluted EPS | 282,210,042 | 282,178,746 |
| Earning per share for continuing operations (EPS) | | |
| Basic EPS, in ₹ | 37.11 | (67.30) |
| Diluted EPS, in ₹ | 37.11 | (67.30) |
| Earning per share for discontinued operations (EPS) | | |
| Basic EPS, in ₹ | - | 14.08 |
| Diluted EPS, in ₹ | - | 14.08 |
| Earning per share for continuing and discontinued operations (EPS) | | |
| Basic EPS, in ₹ | 37.11 | (53.22) |
| Diluted EPS, in ₹ | 37.11 | (53.22) |

## NOTE 31 - CONTINGENCIES AND COMMITMENTS

### (i) Contingent Liabilities

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| **Claims against the Group not acknowledged as debts** | | |
| Disputed taxes and duties | 5,688.08 | 8,269.41 |
| Labour disputes | 86.44 | 62.02 |

The Group's pending litigations comprise of proceedings pending with various direct tax, indirect tax and other authorities. The Group has reviewed all its pending litigations and proceedings and has adequately provided for where provisions are required and disclosed as contingent liabilities where applicable, in its financial statements. The Group does not expect the outcome of these proceedings to have a materially adverse effect on its financial statements.

(a) In January 2014, the National Pharmaceutical Pricing Authority (NPPA) issued a demand notice of ₹12.24 Crs as overcharging liability of product "Doxovent 400 mg tab" for the period February 2010 to May 2013. The notice also envisaged a payment of ₹ 3.33 Crs towards interest @15% p.a. on the overcharged amount up to 31 January, 2014. The Company had filed a petition under Article 32 with the Hon'ble Supreme Court of India (Hon'ble Court), challenging the issue of the above mentioned demand notice on various grounds. This petition was tagged along with other petitions filed by other pharmaceutical companies, pending before Hon'ble Court relating to the inclusion criteria of certain drugs including "Theophylline" in the schedule of the DPCO, 1995. The Hon'ble Court passed an ad-interim order stating that no coercive steps be taken against the Company towards the said demand. Whilst the matter was pending before the Hon'ble Supreme Court, in October 2015, NPPA issued a fresh demand notice of ₹ 12.24 Crs as overcharging liability and ₹ 6.39 Crs as interest thereon calculated upto 30 September, 2015 to which the Company has responded stating that the matter was sub-judice. On 20 July, 2016 Hon'ble Supreme Court heard the Company's petition and ordered the petition to be transferred back to Hon'ble Delhi High Court to be heard on merits subject to deposit of 50% of the overcharged claimed amount. The Company has deposited ₹ 6.12 Crs (50% of the overcharged claimed amount). The pleadings have been completed and matter is pending for final hearing before Hon'ble Delhi High Court.

(All amounts in million of Indian Rupees, unless otherwise stated)

(b) In October 2019, National Pharmaceutical Pricing Authority (NPPA) issued a Show Cause Notice alleging that the Company had violated DPCO 2013 by self-invoking Para 32 in respect of its product Remogliflozin Etabonate + Metformin by not seeking approval for exemption from the Government. Although the Company has responded to the Show cause notice, on 2 January, 2020, NPPA issued a letter seeking production of documents /records under Para 29. The Company challenged the decision of NPPA by filing a writ petition before Hon'ble Delhi High Court. In January 2020, Hon'ble Delhi High Court was pleased to note NPPA's submission that without prejudice to the rights of the parties, NPPA will grant a hearing to the Company, to decide on the Company's entitlement under paragraph 32 of the DPCO, 2013 and dispose of the petition, with a noting that in view of the personal hearing, the impugned orders will not be given effect to. Although NPPA granted the Company personal hearing, it issued a ceiling price notification in March 2020 notifying the price of Remogliflozin Etabonate + Metformin Hydrocloride without deciding the entitlement under paragraph 32 of the DPCO, 2013. The Company thereafter challenged various orders passed by NPPA by filing a fresh writ petition. After hearing both Parties, Hon'ble Delhi High Court was pleased to grant interim relief that no coercive action, based on the Impugned Orders dated 3 March, 2020 and 20 March, 2020, be taken against Company. The matter is currently sub-judice.

(c) The Company launched two fixed dose combinations (FDCs)- (i) Remogliflozin Etabonate 100 mg + Vildagliptin 50 mg+ Metformin Hydrochloride 500 mg and (ii) Remogliflozin Etabonate 100 mg + Vildagliptin 50 mg+ Metformin Hydrochloride 1000 mg under the brand name Remo MV during October 2021. The Company provided intimation of launch to NPPA on 13 October, 2021 in compliance with para 32 of DPCO 2013. NPPA responded to Company's intimation that para 32 cannot be self-invoked and that prior approval of NPPA is required. The Company sent its counter reply stating that para 32 does not contemplate an approval, what is required is a mere intimation along with DCGI approval for the new drug and valid patent. It was also highlighted by the Company that similar issue is pending for consideration of the Hon'ble Delhi High Court in W.P.(C) 3831/2020. However on 04 March,2023 the Multidisciplinary Committee of experts of NPPA recommended the retail price of the aforesaid FDCs @ ₹ 8.76 per tablet and ₹ 9.06 per tablet respectively. Pursuant thereto and in line with the recommendation NPPA issued notification dated 26 March, 2024 fixing the ceiling price. The Company has filed a writ petition challenging the fixation of ceiling price on the ground that the aforesaid FDCs are covered under para 32 of DPCO, 2013 and that they are exempt from price control. Vide order dated 09.01.2025 Hon'ble Delhi High Court was pleased to grant interim relief fund that no coercive steps shall be taken against Glenmark till the next date of hearing. The petition is kept for final hearing.

(d) On a complaint by a stockiest with the Competition Commission of India ("CCI") in July 2015 against pharma co.s (including the Company and its C&F agent) and the Trade associations, alleging refusal to supply medicines to it in spite of having all valid licenses and documents, CCI ordered the Director General ("DG") to investigate and submit a report. CCI clubbed this matter with other matters on a similar complaint against other pharmaceutical co.s and local Trade associations. On submission of DG's report CCI issued notices to the Company and some of its employees to submit their objections to the said Report. Despite having contested DG's claim, CCI in its order has found the Company and concerned employees guilty as having contravened provision 3(1) of the Competition Act, 2002 and has levied penalty under the Act. The Company and the concerned employees have appealed the said Order at National Company Law Tribunal ("NCLAT"). The appeals is pending for final hearing.

(e) An Information was filed by Mr. Kailash Gupta (President- All India Chemists and Distributors Federations) on 19.01.2012 against Glenmark and others alleging refusal /withholding of supply of products for want of NOC from AIOCD. Pursuant to the information, Competition Commission of India (CCI) vide its order dated 07.02.2012 directed the Director General ("DG") to investigate and submit a report. DG conducted the investigation and vide its investigation report dated 03.04.2024 concluded that Glenmark withheld the supply to Shri Kesari Nandan Pharma, Amritsar. Glenmark has filed its detailed objections/responses to the investigation report denying the allegations. The matter will be listed for hearing before the CCI in due course.

(f) The Department of Justice (DOJ) of United States of America, as part of its investigation into various generic pharmaceutical companies regarding antitrust violations, filed an indictment in the United States District Court for the Eastern District of Pennsylvania, which charges Glenmark Pharmaceutical Inc. (GPI) with one count of conspiracy to restrain trade. The indictment asserts that GPI engaged in a conspiracy to suppress and eliminate competition by agreeing to increase and maintain prices of pravastatin and other unspecified generic drugs sold in the United States. In August 2023, GPI resolved the charge against it with a Deferred Prosecution Agreement (DPA) related to pravastatin only. As part of the DPA, GPI agreed to pay US $30mn in six installments over five financial years and stop distribution of pravastatin in the United States. Under the DPA, Glenmark Pharmaceuticals Ltd. may continue to sell pravastatin to non-Glenmark distributors in the United States.

(g) Glenmark Pharmaceutical Inc. (GPI) and 76 co-defendants, including distributors and manufacturers of generic drugs as well as multiple individuals have been sued by private and governmental entity plaintiffs in a multi-district litigation (MDL) proceeding pending in United States federal court for allegedly agreeing to fix the prices and allocate markets and

(All amounts in million of Indian Rupees, unless otherwise stated)

customers of various generic drugs. Plaintiffs in these cases seek multiple forms of monetary relief, including disgorgement of alleged ill-gotten gains and compensatory damages. GPI disputes the allegations and is vigorously defending itself through motions to dismiss and discovery requests directed to the plaintiffs. Further, the Court issued an order selecting the State AG dermatology-centric complaint as the overarching conspiracy bellwether case.

(h) In response to FDA action on Zantac and its generic equivalent (ranitidine) in late 2019 and early 2020, lawsuits were filed in various jurisdictions against brand-name and generic manufacturers, distributors, and retailers of Zantac and ranitidine, a number of which were consolidated in a Multidistrict Litigation (MDL) in the Southern District of Florida. Plaintiffs in all of the lawsuits allege that ranitidine potentially contains a probable human carcinogen, N-Nitrosodimethylamine (NDMA), that they have developed or will develop cancer as a result of their ingestion of ranitidine, and/or that they were otherwise injured. Glenmark Pharmaceuticals Ltd. (GPL) and Glenmark Pharmaceuticals Inc., USA (GPI) were named in the MDL but all claims against them were dismissed in June 2021 on the basis of federal preemption. Plaintiffs are appealing those dismissals in the United States Court of Appeals for the Eleventh Circuit, and those appeals remain pending. In addition to the MDL, GPI has also been named in several non-MDL cases that are proceeding in state court (California, Illinois, New Mexico, New York, and Pennsylvania). GPL and GPI secured dismissals of all cases in Illinois and New York as well as many of the claims in Pennsylvania. The California cases settled for $1.184M in November 2024. The remaining cases are in the early stages. GPL and GPI will continue to defend these cases vigorously.

(i) From time to time the Company and its certain subsidiaries are involved in various intellectual property claims and other legal proceedings, which are considered normal to its business. Some of these litigations have been resolved through settlement agreements with the plaintiffs.

A multiple putative class and individual actions were filed in 2018 by purchasers of branded Zetia and generic Zetia (ezetimibe) against Glenmark Pharmaceuticals Ltd. (GPL) and its U.S. subsidiary Glenmark Pharmaceuticals Inc., USA (GPI) before the United States District Court for the Eastern District of Virginia seeking relief under the US antitrust laws. The Plaintiffs allege that GPL, GPI, and Merck & Co Inc. (Merck) violated the federal and state antitrust laws by entering into a so-called reverse payment patent settlement agreement in Hatch-Waxman patent litigation in May 2010 related to Merck's branded Zetia product. GPL and GPI arrived at a settlement with Three Plaintiff Groups collectively representing all of the claims against GPL, GPI and Merck in relation to multiple antitrust and consumer protection lawsuits, including a class action, consolidated in the Eastern District of Virginia, US (the "Court"). The settlements made clear that they are commercial settlements and not on the basis of GPL and/or GPI having conceded or admitted any liability, offence, wrongdoing or illegality. Three opt-out cases (in California and New Jersey) were settled for $7M in February 2025. A fourth opt-out case (in Minnesota) is still pending.

### (ii) Commitments

Estimated amount of contracts remaining to be executed on capital account, net of advances, not provided for as at 31 March 2025 aggregate ₹ 1,362.83 (2024 - ₹ 1,306.58)

### (iii) Others

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Bank Guarantees | 2,228.06 | 2,301.54 |

## NOTE 32 - LEASES

### Group as lessee

The Group's leased assets primarily consist of leases for office premises and godowns. Leases of office premises and godowns generally have lease term between 2 to 12 years. The Group has applied low value exemption for leased laptops, lease lines, furniture and equipment and accordingly are excluded from Ind AS 116. The leases includes non cancellable periods and renewable option at the discretion of lessee which has been taken into consideration for determination of lease term. The weighted average incremental borrowing rate applied to lease liabilities recognised was 3.30% to 10.40% p.a.

There are several lease agreements with extension and termination options, management exercises significant judgement in determining whether these extension and termination options are reasonably certain to be exercised. Since it is reasonable certain to exercise extension option and not to exercise termination option, the Group has opted to include such extended term and ignore termination option in determination of lease term.

(All amounts in million of Indian Rupees, unless otherwise stated)

i) Set out below are the carrying amounts of right-of-use assets recognised and the movements during the period:

| Particulars | 2024-25 | 2023-24 |
|---|---|---|
| **As at 1 April** | 1,990.76 | 2,165.67 |
| Additions | 1,411.86 | 704.88 |
| Termination/ modification | (18.88) | 98.47 |
| Translation difference | 36.30 | (26.36) |
| Depreciation expenses | (987.97) | (951.90) |
| **As at 31 March** | **2,432.07** | **1,990.76** |

ii) Set out below are the carrying amounts of lease liabilities (included under other financial liabilities) and the movements during the period:

| Particulars | 2024-25 | 2023-24 |
|---|---|---|
| **As at 1 April** | 2,403.34 | 2,601.61 |
| Additions | 1,411.86 | 704.88 |
| Termination/ modification | (18.88) | 98.47 |
| Accretion of interest | 166.43 | 192.54 |
| Translation difference | 43.75 | (149.90) |
| Payments | (1,221.78) | (1,044.26) |
| **As at 31 March** | **2,784.72** | **2,403.34** |
| Current | 922.62 | 886.43 |
| Non-current | 1,862.10 | 1,516.91 |

iii) The following are the amounts recognised in continuing operations profit or loss for the year ended :

| Particulars | 31 March 2025 | 31 March 2024 |
|---|---|---|
| Depreciation expense of right-of-use assets | 987.97 | 951.90 |
| Interest expense on lease liabilities | 166.43 | 192.54 |
| Expense relating to short-term leases and low value assets | 515.08 | 626.12 |
| **Total** | **1,669.48** | **1,770.56** |

The Group had total cash outflows for leases of ₹ 1,736.86 (2024 - ₹ 1,670.38).

iv) The undiscounted maturity analysis of lease liabilities related to continuing operations is as follows:

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| within 1 year | 1,048.11 | 1,014.92 |
| 1-5 years | 2,164.53 | 1,622.64 |
| 5 years and above | 22.09 | 58.62 |
| **Total** | **3,234.73** | **2,696.18** |

## NOTE 33 - SEGMENT REPORTING

### Business segment:

The Chief Operating Decision Maker ("CODM") reviews the financial performance at pharmaceutical business level, comprising of generics and active pharmaceutical ingredient components, which are interlinked and inter-dependent, therefore, the Group has only one reportable segment, i.e, Pharmaceuticals.

(All amounts in million of Indian Rupees, unless otherwise stated)

### Geographical information:

Geographical segment disclosure given below are based on location of the Group's customers in case of revenue. The disclosure of carrying amount of segment assets are based on geographical location of segment assets.

1. India
2. North America
3. Europe
4. Rest of the World (including Latin America)

### Information about revenues by geography:

| Geographical Revenue | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---|---|
| India | 44,844.85 | 33,967.17 |
| North America | 30,171.74 | 30,942.54 |
| Europe | 30,062.86 | 25,555.73 |
| Rest of the World (including Latin America) | 28,137.95 | 27,665.53 |
| **Total** | **133,217.40** | **118,130.97** |

### Analysis of assets by geography:

| As at 31 March 2025 | India | North America | Europe | Rest of the World (including Latin America) | Total |
|---|---|---|---|---|---|
| Tangible Assets | 17,874.78 | 15,398.87 | 1,118.97 | 1,788.84 | 36,181.46 |
| Intangible Assets | 2,271.83 | 2,611.57 | 8,605.07 | 411.86 | 13,900.33 |
| **Total** | **20,146.61** | **18,010.44** | **9,724.04** | **2,200.70** | **50,081.79** |

| As at 31 March 2024 | India | North America | Europe | Rest of the World (including Latin America) | Total |
|---|---|---|---|---|---|
| Tangible Assets | 16,733.87 | 13,453.63 | 1,120.01 | 2,076.50 | 33,384.01 |
| Intangible Assets | 2,398.53 | 1,994.00 | 7,891.08 | 388.45 | 12,672.06 |
| **Total** | **19,132.40** | **15,447.63** | **9,011.09** | **2,464.95** | **46,056.07** |

## NOTE 34 - FAIR VALUE MEASUREMENTS

### Financial instruments by category

| Particulars | As at 31 March 2025 | | | | As at 31 March 2024 | | | |
|---|---|---|---|---|---|---|---|---|
| | FVTPL | FVOCI | Amortised cost | Total carrying value | FVTPL | FVOCI | Amortised cost | Total carrying value |
| **Financial assets** | | | | | | | | |
| Investments | 63.53 | 500.00 | 0.02 | 563.55 | 7,496.62 | 400.00 | 0.02 | 7,896.64 |
| Trade receivables | - | - | 33,419.47 | 33,419.47 | - | - | 18,584.12 | 18,584.12 |
| Cash and cash equivalents | - | - | 16,757.07 | 16,757.07 | - | - | 16,582.70 | 16,582.70 |
| Bank balances other than cash and cash equivalents | - | - | 295.21 | 295.21 | - | - | 11.86 | 11.86 |
| Others financial assets | - | - | 1,353.88 | 1,353.88 | - | - | 2,434.80 | 2,434.80 |
| **Total** | **63.53** | **500.00** | **51,825.65** | **52,389.18** | **7,496.62** | **400.00** | **37,613.50** | **45,510.12** |
| **Financial Liabilities** | | | | | | | | |
| Borrowings | - | - | 21,941.95 | 21,941.95 | - | - | 9,905.96 | 9,905.96 |
| Lease liabilities | - | - | 2,784.72 | 2,784.72 | - | - | 2,403.34 | 2,403.34 |
| Trade payables | - | - | 25,795.30 | 25,795.30 | - | - | 25,359.25 | 25,359.25 |
| Other financial liabilities | - | - | 12,662.44 | 12,662.44 | - | - | 15,658.12 | 15,658.12 |
| **Total** | **-** | **-** | **63,184.41** | **63,184.41** | **-** | **-** | **53,326.67** | **53,326.67** |

(All amounts in million of Indian Rupees, unless otherwise stated)

**Fair value hierarchy:**

The fair value of financial assets and liabilities as referred above have been classified into three categories depending on the inputs used in the valuation technique. The hierarchy gives the highest priority to quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and lowest priority to unobservable inputs (Level 3 measurements).

The categories used are as follows:

- Level 1: Quoted prices for financial assets in an active market amounting to ₹ 1.05 (2024 - ₹ 7,451.64);
- Level 2: Directly or indirectly observable market inputs, other than Level 1 inputs;
- Level 3: Inputs which are not based on observable market data.

Trade receivables comprise amounts receivable from the sale of goods and services.

The management considers that the carrying amount of trade and other receivables approximates their fair value.

Cash and cash equivalent and other bank balances comprise cash and short-term deposits held by the Group. The carrying amount of these assets approximates their fair value.

Trade and other payables principally comprise amounts outstanding for trade purchases and on-going costs. The management considers that the carrying amount of trade payables approximates to their fair value.

The Bonds are interest bearing instruments with an embedded derivative instrument of conversion option. The instrument's value predominately consist of liability measured at amortised cost; the embedded derivative is measured at FVTPL.

## NOTE 35 - EXPENDITURE ON CORPORATE SOCIAL RESPONSIBILITY

Following is the information regarding projects undertaken and expenses incurred on CSR activities during the year ended :

i Gross amount required to be spent by the Group during the year ₹ 307.15 (2024 - ₹ 368.13) for continuing operations.

ii Amount spent during the year on CSR activities by way of contribution to the trusts and projects undertaken

| | 2024-2025 | | |
|---|---|---|---|
| **Particulars** | **Amount paid in cash** | **Amount carried forward to next year** | **Total amount** |
| (i) Construction/acquisition of any asset | - | - | - |
| (ii) On purposes other than (i) above: | | | |
| Promoting education | 34.98 | | 34.98 |
| Promoting Healthcare including preventive Healthcare and Community Development, Skill Development and Livelihood | 184.21 | | 184.21 |
| Training to promote olympic sports | 80.50 | | 80.50 |
| Impact Assessment Expenses | 1.80 | | 1.80 |
| Surplus arising out of the previous financial years | 6.64 | | 6.64 |
| Surplus carried forward to next year | | (0.98) | (0.98) |
| **Total** | **308.13** | **(0.98)** | **307.15** |

(All amounts in million of Indian Rupees, unless otherwise stated)

| Particulars | 2023-2024 | | |
|---|---|---|---|
| | Amount paid in cash | Amount carried forward to next year | Total amount |
| (i) Construction/acquisition of any asset | - | - | - |
| (ii) On purposes other than (i) above: | | | |
| Promoting education | 121.85 | - | 121.85 |
| Promoting Healthcare including preventive Healthcare and Community Development, Skill Development and Livelihood | 171.63 | - | 171.63 |
| Training to promote olympic sports | 70.00 | - | 70.00 |
| Others | 0.72 | - | 0.72 |
| Impact Assessment Expenses | 1.82 | - | 1.82 |
| Surplus arising out of the previous financial years | 8.75 | - | 8.75 |
| Surplus carried forward to next year | - | (6.64) | (6.64) |
| **Total** | **374.77** | **(6.64)** | **368.13** |

## NOTE 36 - RISK MANAGEMENT OBJECTIVES AND POLICIES

The Group is exposed to a variety of financial risks which results from the Group's operating and investing activities. The Group's risk management is coordinated by its parent company, in close co-operation with the board of directors and the core management team of the subsidiaries, and focuses on actively securing the Group's short to medium term cash flows by minimising the exposure to financial markets.

The Group does not actively engage in the trading of financial assets for speculative purposes nor does it write options.

Financial assets that potentially subject the Group to concentrations of credit risk consist principally of cash equivalents, trade receivables, other receivables, investment securities and deposits. By their nature, all such financial instruments involve risk including the credit risk of non-performance by counter parties.

The Group's cash equivalents and deposits are invested with banks.

The Group's trade and other receivables are actively monitored to review credit worthiness of the customers to whom credit terms are granted and also avoid significant concentrations of credit risks.

The Group's interest-rate risk arises from long-term borrowings. Borrowings obtained at variable rates expose the Group to cash flow interest-rate risk. Borrowings issued at fixed rates expose the Group to fair value interest-rate risk.

**Foreign currency sensitivity**

The overseas entities of the Group operate in different countries. The functional currency of such entities is the currency being used in that particular country. The bulk of contributions to the Group's assets, liabilities, income and expenses in foreign currency are denominated in US Dollar and Euro. Apart from US Dollar, foreign currency transactions are entered into by entities in several other currencies as applicable in the country in which the particular entity operates. However, the size of these entities relative to the total Group and the volume of transactions in such currencies are not material.

Previous year numbers includes foreign currency sensitivity related to Discontinued operations.

Thus, the foreign currency sensitivity analysis has been performed in relation to US Dollar (USD) and Euro (EUR).

US Dollar conversion rate was ₹ 83.34 at the beginning of the year and scaled to a high of ₹ 87.64 and to low of ₹ 83.05. The closing rate is ₹ 85.45. Considering the volatility in direction of strengthening dollar upto 10% , the sensitivity analysis has been disclosed at 10% movements on strengthening and weakening effect for presenting comparable movement due to currency fluctuations.

(All amounts in million of Indian Rupees, unless otherwise stated)

Foreign currency denominated financial assets and liabilities, translated into USD at the closing rate, are as follows.

| Particulars | 31 March 2025 | | 31 March 2024 | |
|---|---|---|---|---|
| | USD (million) | ₹ | USD (million) | ₹ |
| **Short-term exposure** | | | | |
| Financial assets | 70.05 | 5,985.65 | 75.06 | 6,255.69 |
| Financial liabilities | (25.37) | (2,168.25) | (103.36) | (8,613.99) |
| **Total** | **44.68** | **3,817.40** | **(28.30)** | **(2,358.30)** |
| **Long term exposure** | | | | |
| Financial assets | - | - | - | - |
| Financial liabilities | - | - | - | - |
| **Total** | **-** | **-** | **-** | **-** |

If the ₹ had strengthened against the US Dollar by 10% then this would have the following impact:

| Particulars | 31 March 2025 ₹ | 31 March 2024 ₹ |
|---|---|---|
| Net results for the year (loss)/gain | (381.74) | 235.83 |
| Equity | - | - |

If the ₹ had weakened against the US Dollar by 10% then this would have the following impact:

| Particulars | 31 March 2025 ₹ | 31 March 2024 ₹ |
|---|---|---|
| Net results for the year (loss)/gain | 381.74 | (235.83) |
| Equity | - | - |

EUR conversion rate was ₹ 89.93 at the beginning of the year and scaled to a high of ₹ 95.06 and to low of ₹ 87.92. The closing rate is ₹ 92.46. Considering the volatility in direction of strengthening EUR upto 10% , the sensitivity analysis has been disclosed at 10% movements on strengthening and weakening effect for presenting comparable movement due to currency fluctuations.

Foreign currency denominated financial assets and liabilities, translated into EUR at the closing rate, are as follows.

| Particulars | 31 March 2025 | | 31 March 2024 | |
|---|---|---|---|---|
| | EUR (million) | ₹ | EUR (million) | ₹ |
| **Short term exposure** | | | | |
| Financial assets | 17.57 | 1,624.75 | 11.95 | 1,074.72 |
| Financial liabilities | (18.58) | (1,717.83) | (17.07) | (1,535.02) |
| **Total** | **(1.01)** | **(93.08)** | **(5.12)** | **(460.30)** |
| **Long term exposure** | | | | |
| Financial assets | - | - | - | - |
| Financial liabilities | - | - | - | - |
| **Total** | **-** | **-** | **-** | **-** |

If the ₹ had strengthened against the EUR by 10% then this would have the following impact:

| Particulars | 31 March 2025 ₹ | 31 March 2024 ₹ |
|---|---|---|
| Net results for the year (loss)/gain | 9.31 | 46.03 |
| Equity | - | - |

(All amounts in million of Indian Rupees, unless otherwise stated)

If the ₹ had weakened against the EUR by 10% then this would have the following impact:

| Particulars | 31 March 2025 ₹ | 31 March 2024 ₹ |
|---|---|---|
| Net results for the year (loss)/gain | (9.31) | (46.03) |
| Equity | - | - |

### Interest rate sensitivity

The Group's policy is to minimise interest rate cash flow risk exposures on long-term borrowings. The Group has taken several short term borrowings on fixed rate of interest. Since, there is no interest rate risk associated with such fixed rate loans; an interest rate sensitivity analysis has not been performed.

The Group has outstanding borrowings of USD 60.00 million (2024 - USD 18.957 million) which are linked to SOFR /Benchmark prime lending rate (BPLR).

In case of SOFR / Benchmark prime lending rate (BPLR) increases by 25 basis points then such increase shall have the following impact on:

| Particulars | 31 March 2025 ₹ | 31 March 2024 ₹ |
|---|---|---|
| Net results for the year (loss)/gain | (12.82) | (3.95) |
| Equity | - | - |

In case of LIBOR / Benchmark prime lending rate (BPLR) decreases by 25 basis points then such decrease shall have the following impact on:

| Particulars | 31 March 2025 ₹ | 31 March 2024 ₹ |
|---|---|---|
| Net results for the year (loss)/gain | 12.82 | 3.95 |
| Equity | - | - |

The bank deposits are placed on fixed rate of interest of approximately 4.30% to 6.40%. As the interest rate does not vary unless such deposits are withdrawn and renewed, sensitivity analysis is not performed.

### Credit risk analysis

The Group's exposure to credit risk is limited to the carrying amount of financial assets recognised as at the date of the balance sheet is summarised below:

| Particulars | As At 31 March 2025 | As At 31 March 2024 |
|---|---|---|
| Cash & cash equivalents | 16,757.07 | 16,582.70 |
| Bank balances other than cash and cash equivalents | 295.21 | 11.86 |
| Trade receivables | 33,419.47 | 18,584.12 |
| Investments | 563.55 | 7,896.64 |
| Other financial assets | 1,353.88 | 2,434.80 |
| **Total** | **52,389.18** | **45,510.12** |

Trade receivables are usually due within 60-180 days. Generally and by practice most customers enjoy a credit period of approximately 180 days and are not interest bearing, which is the normal industry practice. All trade receivables are subject to credit risk exposure. However, the Group does not identify specific concentrations of credit risk with regard to trade and other receivables, as the amounts recognised represent a large number of receivables from various customers.

Trade receivables and unbilled revenue are typically unsecured and are derived from revenue earned from customers. Credit risk has always been managed by each business segment through credit approvals, establishing credit limits and continuously monitoring the credit worthiness of customers to which the Group grants credit terms in the normal course of business. On account of adoption of Ind AS 109, the Group uses expected credit loss model to assess the impairment loss or gain. The group uses a provision matrix to compute the expected credit loss allowance for trade receivables. The provision matrix takes into account available external and internal credit risk factors such as default risk of industry, credit default swap quotes, credit ratings from international credit rating agencies and historical experience for customers.

(All amounts in million of Indian Rupees, unless otherwise stated)

Given below is ageing of trade receivables:

| Particulars | As At 31 March 2025 | As At 31 March 2024 |
|---|---|---|
| Outstanding for more than 6 months | 3,347.37 | 2,656.41 |
| Others | 30,072.10 | 15,927.71 |
| **Total** | **33,419.47** | **18,584.12** |

The Group continuously monitors defaults of customers and other counterparties, identified either individually or by the Group, and incorporates this information into its credit risk controls. The Group's policy is to deal only with creditworthy counterparties.

The Group's management considers that all the above financial assets that are not impaired at each of the reporting dates and are of good credit quality, including those that are past due. None of the Group's financial assets are secured by collateral or other credit enhancements.

In respect of trade and other receivables, the Group's credit risk exposure towards any single counterparty or any groups of counterparties having similar characteristics is considered to be negligible. The credit risk for liquid funds and other short-term financial assets is considered negligible, since the counterparties are reputable banks with high quality external credit ratings.

**Liquidity risk analysis**

The Group manages its liquidity needs by carefully monitoring scheduled debt servicing payments for long-term financial liabilities as well as cash-outflows due in day-to-day business. Liquidity needs are monitored in various time bands, on a day-to-day and week-to-week basis, as well as on the basis of a rolling 30-day projection. Long-term liquidity needs for a 180-day and a 360-day lookout period are identified monthly.

The Group maintains cash and marketable securities to meet its liquidity requirements for up to 30-day periods. Funding in regards to long-term liquidity needs is additionally secured by an adequate amount of committed credit facilities and the ability to sell long-term financial assets.

The Group's liabilities have contractual maturities which are summarised below:

| Particulars | As at 31 March 2025 | | As at 31 March 2024 | |
|---|---|---|---|---|
| | Current | Non-Current | Current | Non-Current |
| | Within 1 year | 1 to 5 years | Within 1 year | 1 to 5 years |
| Trade payable | 25,795.30 | - | 25,359.25 | - |
| Borrowings | 16,814.95 | 5,127.00 | 9,905.96 | - |
| Other financial liabilities (including lease liabilities) | 8,825.44 | 6,621.72 | 11,156.27 | 6,905.19 |
| **Total** | **51,435.69** | **11,748.72** | **46,421.48** | **6,905.19** |

For Borrowings refer Note 14 and 16 and for Lease obligations refer Note 32 for further details

## NOTE 37 - CAPITAL MANAGEMENT POLICIES AND PROCEDURES

The Group objectives when managing capital are to safeguard their ability to continue as a going concern so that they can continue to provide returns for shareholders and benefits for other stakeholders, and maintain an optimal structure to reduce the cost of capital. In order to maintain or adjust the Capital structure, the group may adjust the amounts of dividends paid to shareholders, return capital to shareholders, issue new shares or sell new assets to reduce debt.

Net Debt = total borrowings less cash and cash equivalent. Total 'equity' as shown in the balance sheet includes non-controlling interest

| Particulars | As at 31 March 2025 | As at 31 March 2024 |
|---|---|---|
| Total debt | 21,941.95 | 9,905.96 |
| Less: Cash & cash equivalents | 16,757.07 | 16,582.70 |
| **Net debt (A)** | **5,184.88** | **(6,676.74)** |
| **Total equity (B)** | 88,490.70 | 78,475.47 |
| **Net debt to equity ratio (A/B)** | **0.06** | **(0.09)** |

(All amounts in million of Indian Rupees, unless otherwise stated)

| Dividends | 31 March 2025 | 31 March 2024 |
|---|---|---|
| **(i) Equity shares** | | |
| Final/Interim dividend paid during the year ended (including dividend distributed by Glenmark Lifesciences Limited for year ended 31 March 2024 (now known as Alivus Life Sciences Limited) | 705.47 | 1,178.42 |

**(ii) Dividends not recognised at the end of the reporting period:**

In addition to the above dividends, since year end the Board of Directors of the Company have recommended the payment of a final dividend of ₹ 2.50 (31 March 2024 - ₹ 2.50) per fully paid equity share. This proposed dividend is subject to the approval of shareholders in the ensuing annual general meeting.

## NOTE 38 - ADDITIONAL INFORMATION REQUIRED BY SCHEDULE III

| Name of the entity in the Group | Net assets (total assets minus total liabilities) | | Share in profit or (loss) | | Share in other comprehensive income | | Share in total comprehensive income | |
|---|---|---|---|---|---|---|---|---|
| | As % of consolidated net assets | Amount | As % of consolidated profit or loss | Amount | As % of consolidated OCI | Amount | As % of consolidated total comprehensive income | Amount |
| Glenmark Pharmaceuticals Limited | 276.90% | 245,039.56 | 153.79% | 16,103.50 | -10.07% | (64.66) | 144.32% | 16,038.84 |
| Glenmark Pharmaceuticals (Kenya) Limited | 0.34% | 304.40 | 2.16% | 225.92 | 0.63% | 4.07 | 2.07% | 229.99 |
| Glenmark Pharmaceuticals (Australia) Pty.Ltd. | -0.01% | (6.39) | 0.30% | 31.10 | -0.06% | (0.39) | 0.28% | 30.71 |
| Glenmark Impex L.L.C | 6.41% | 5,676.82 | 10.45% | 1,094.46 | 96.74% | 621.06 | 15.44% | 1,715.52 |
| Glenmark Pharmaceuticals Malaysia Sdn Bhd | 0.42% | 374.99 | 0.54% | 56.81 | 4.34% | 27.89 | 0.76% | 84.70 |
| Glenmark Pharmaceuticals (Nigeria) Ltd | -0.15% | (132.63) | -0.03% | (3.64) | 0.00% | (0.01) | -0.03% | (3.65) |
| Glenmark South Africa (pty) Ltd | 0.58% | 513.59 | 0.00% | 0.00 | 3.68% | 23.63 | 0.21% | 23.63 |
| Glenmark Philippines Inc. | 0.40% | 351.16 | 0.23% | 24.08 | -1.08% | (6.91) | 0.15% | 17.17 |
| Glenmark Pharmaceuticals FZE | 1.00% | 887.19 | 0.95% | 99.82 | 3.63% | 23.32 | 1.11% | 123.14 |
| Glenmark Pharmaceuticals Egypt S.A.E. | -0.27% | (238.00) | -0.17% | (17.45) | 1.27% | 8.15 | -0.08% | (9.30) |
| Glenmark Pharmaceuticals South Africa (pty) Ltd | -0.16% | (138.44) | -0.11% | (11.92) | -1.02% | (6.54) | -0.17% | (18.46) |
| Viso Farmaceutica S.L.U., SPAIN | 0.25% | 219.35 | 0.50% | 52.54 | -0.09% | (0.57) | 0.47% | 51.97 |
| Glenmark Therapeutics Inc. | 1.12% | 990.93 | 0.78% | 81.64 | 3.37% | 21.66 | 0.93% | 103.30 |
| Glenmark Uruguay S.A. | 0.96% | 848.52 | 0.00% | 0.43 | 3.28% | 21.03 | 0.19% | 21.46 |
| Glenmark Pharmaceuticals Mexico, S.A. DE C.V. | 0.84% | 746.26 | -0.71% | (74.34) | -25.37% | (162.89) | -2.13% | (237.23) |

(All amounts in million of Indian Rupees, unless otherwise stated)

| Name of the entity in the Group | Net assets (total assets minus total liabilities) | | Share in profit or (loss) | | Share in other comprehensive income | | Share in total comprehensive income | |
|---|---|---|---|---|---|---|---|---|
| | As % of consolidated net assets | Amount | As % of consolidated profit or loss | Amount | As % of consolidated OCI | Amount | As % of consolidated total comprehensive income | Amount |
| Glenmark Pharmaceuticals Venezuela, C.A | -1.75% | (1,551.70) | 0.00% | - | 0.00% | - | 0.00% | - |
| Glenmark Pharmaceuticals Peru SAC | 0.16% | 142.09 | 0.13% | 13.27 | 0.56% | 3.62 | 0.15% | 16.89 |
| Glenmark Farmaceutica Ltda | 4.26% | 3,774.21 | -1.10% | (114.76) | -29.20% | (187.48) | -2.72% | (302.24) |
| IGI Therapeutics SA (Formerly known as Ichnos Sciences SA) | 8.14% | 7,203.96 | -48.76% | (5,105.56) | 29.90% | 191.93 | -44.21% | (4,913.63) |
| Glenmark Holding S. A. | 110.53% | 97,817.22 | 21.66% | 2,268.26 | -185.79% | (1,192.75) | 9.68% | 1,075.51 |
| Glenmark Pharmaceuticals Nordic AB | 0.31% | 278.03 | 1.37% | 143.52 | -6.69% | (42.93) | 0.91% | 100.59 |
| Glenmark Pharmaceuticals SP z.o.o. | 0.26% | 231.03 | 1.14% | 119.82 | -1.02% | (6.57) | 1.02% | 113.25 |
| Glenmark Pharmaceuticals SK, S.R.O. | 0.33% | 290.75 | 1.03% | 108.10 | -0.73% | (4.66) | 0.93% | 103.44 |
| Glenmark Pharmaceuticals S.R.O. | 6.50% | 5,752.66 | 3.87% | 405.15 | 26.74% | 171.64 | 5.19% | 576.79 |
| Glenmark Pharmaceuticals Colombia SAS | 0.17% | 154.33 | 0.14% | 14.73 | -0.01% | (0.03) | 0.13% | 14.70 |
| Glenmark Pharmaceuticals (Thailand) Co. Ltd | -0.01% | (7.28) | 0.01% | 0.87 | -0.11% | (0.71) | 0.00% | 0.16 |
| Glenmark Dominicana SRL | 0.00% | (0.14) | 0.00% | - | 0.00% | 0.01 | 0.00% | 0.01 |
| Glenmark Pharmaceuticals Inc. | 16.22% | 14,351.47 | -8.06% | (844.01) | 57.07% | 366.36 | -4.30% | (477.65) |
| Glenmark Pharmaceuticals Europe Ltd. | 2.76% | 2,444.62 | 4.50% | 471.34 | -0.61% | (3.92) | 4.21% | 467.42 |
| Glenmark Pharmaceuticals B.V. | 0.32% | 286.68 | 0.54% | 56.78 | -0.54% | (3.49) | 0.48% | 53.29 |
| Glenmark Arzneimittel Gmbh | 1.85% | 1,639.60 | 1.61% | 169.00 | 2.04% | 13.09 | 1.64% | 182.09 |
| Glenmark Generics SA | 1.88% | 1,662.88 | -6.78% | (709.63) | 32.94% | 211.47 | -4.48% | (498.16) |
| Glenmark Pharmaceuticals Distribution S.R.O. | 3.63% | 3,211.43 | 1.71% | 179.19 | 13.59% | 87.25 | 2.40% | 266.44 |
| Glenmark Specialty SA | 8.29% | 7,338.93 | 34.75% | 3,639.07 | 17.62% | 113.13 | 33.76% | 3,752.20 |
| Glenmark Ukraine LLC | 0.21% | 186.21 | 0.09% | 8.95 | 0.49% | 3.17 | 0.11% | 12.12 |
| Glenmark Pharmaceuticals Ecuador S.A. | 0.05% | 44.86 | 0.07% | 7.35 | -0.26% | (1.70) | 0.05% | 5.65 |
| Glenmark Pharmaceuticals Singapore Pte. Ltd. | 0.08% | 72.76 | 0.04% | 3.74 | 0.34% | 2.18 | 0.05% | 5.92 |

(All amounts in million of Indian Rupees, unless otherwise stated)

| Name of the entity in the Group | Net assets (total assets minus total liabilities) | | Share in profit or (loss) | | Share in other comprehensive income | | Share in total comprehensive income | |
|---|---|---|---|---|---|---|---|---|
| | As % of consolidated net assets | Amount | As % of consolidated profit or loss | Amount | As % of consolidated OCI | Amount | As % of consolidated total comprehensive income | Amount |
| IGI Biotherapeutics SA (Formerly known as Ichnos Sciences Biotherapeutics SA) | 1.40% | 1,235.94 | 1.75% | 183.05 | 4.36% | 27.97 | 1.90% | 211.02 |
| Ichnos Glenmark Innovation Inc. (Formerly known as Ichnos Sciences Inc.) | 13.19% | 11,675.37 | -289.35% | (30,299.15) | -101.43% | (651.17) | -278.50% | (30,950.32) |
| Sintesy Pharma S.R.L | 0.02% | 15.61 | -0.31% | (32.34) | -0.23% | (1.49) | -0.30% | (33.83) |
| Glenmark Healthcare Limited | 0.00% | (2.25) | -0.81% | (84.85) | 0.00% | - | -0.76% | (84.85) |
| Glenmark Farmaceutica SpA | 0.03% | 25.43 | -0.09% | (9.10) | 0.30% | 1.92 | -0.06% | (7.18) |
| Glenmark Arzneimittel GmbH, Austria | 0.06% | 50.09 | 0.01% | 0.56 | 0.11% | 0.73 | 0.01% | 1.29 |
| Glenmark Pharmaceuticals Canada Inc. | 0.15% | 133.70 | -0.12% | (12.93) | 1.25% | 8.04 | -0.04% | (4.89) |
| Subtotal | | **413,895.80** | | **(11,756.63)** | | **(385.55)** | | **(12,142.18)** |
| Intercompany elimination and consolidation adjustments | | (325,401.39) | | 22,228.05 | | 1,027.53 | | 23,255.58 |
| **Grand total** | | **88,494.41** | | **10,471.42** | | **641.98** | | **11,113.40** |
| Minority interest in subsidiary | | (3.71) | | 0.45 | | (0.37) | | 0.08 |

**Interests in unconsolidated structured entities**

The Group has no interests in unconsolidated structured entities

## NOTE 39 - RECLASSIFICATION

Certain prior year amounts have been reclassified for consistency with the current year presentation. As a result, certain line items have been amended in the consolidated financial statements. These reclassifications had no effect on the reported results of operations. Comparative figures have been adjusted to conform to the current year's presentation.

## NOTE 40 - EXCEPTIONAL ITEMS

### 31 March 2025:

The Company had earlier reported that The Company and its US subsidiary (Glenmark Pharmaceuticals Inc., USA) had arrived at a settlement with Three Plaintiff Groups collectively representing all of the claims against the Company and Merck in relation to multiple antitrust and consumer protection lawsuits, including a class action, consolidated in the Eastern District of Virginia, U.S. (the "Court") for a total amount of US$ 87.5 million (US Dollar Eighty Seven Point Five million), payable over two financial years. Four End-Payor Plaintiffs, Humana Inc. (District of New Jersey), Centene Corporation, WellCare Health Plans, Inc., New York Quality Healthcare Corporation dba Fidelis Care, and Health Net, LLC (collectively "Centene") (District of New Jersey), Kaiser Foundation Health Plan, Inc. (Northern District of California), and United Healthcare Services, Inc. (District of Minnesota), opted out of the 2023 settlements. The Company and its US subsidiary (GPI) arrived at a settlement, in February 2025, with Humana, Centene, and Kaiser for a sum of US$ 7.0 million representing all of their claims against GPI and the Company. The settlement Agreement required the amount to be paid by the Company one month post obtaining all necessary approvals. The settlements made clear that it is a commercial settlements and not on the basis of the Company having conceded or admitted any liability, offence, wrongdoing or illegality.

(All amounts in million of Indian Rupees, unless otherwise stated)

In view of the above, the Company has charged the same to profit and loss account the settlement amount along with other associated legal cost for the case and others of ₹ 1,749.99 for the year ended 31 March 2025. Due to the non-recurring nature of the provision, the Company has classified this provision as an exceptional item in the financial statements for the year ended 31 March 2025.

IGI, the innovation arm of the Company underwent restructuring leading to closure of some development projects. Additionally, it was decided to shut-down IGI's manufacturing facility at Le-Chaux-De-Fonds in a phased manner. This led to a significant reduction in the facility's workforce and operations during the financial year.

To ensure continuity, it was decided to transfer CMC activities to a Contract Development and Manufacturing Organization (CDMO).

Accordingly, an exceptional loss of ₹ 1,978.20 was incurred during the year ended March 31, 2025 , which broadly comprises of Restructuring costs, One-time project write-offs, Inventory scrapping, People Costs (including Severance Payments), tech-transfer costs along-with other non-recurring costs.

### 31 March 2024:

Exceptional item in the Consolidated financial statements for the year ended 31 March 2024 is ₹ 9,009.55 (loss) primarily comprises of stake sale (net of expenses) in Glenmark Life Sciences Limited (now known as Alivus Life Sciences Limited), impairment of certain block at Monroe facility, De-prioritisation of certain intangibles, settlement & legal cost, remediation cost and working capital adjustments.

The US subsidiary Glenmark Pharmaceuticals Inc., USA ('Company') has entered into an agreement with the U.S. Department of Justice, Antitrust Division (DOJ) on 22 August , 2023 to resolve all of its court proceedings with the DOJ involving historical pricing practices relating to the generic drug pravastatin between 2013 and 2015. The Company has entered into a three-year Deferred Prosecution Agreement, and if the Company adheres to the terms of the agreement, including the payment of $30 million, payable in six instalments, the DOJ will dismiss the pending Superseding Indictment.

The US subsidiary Glenmark Pharmaceuticals Inc., USA ('Company') is likely to enter into an agreement with the U.S. Department of Justice, Antitrust Civil Division (DOJ), subject to all necessary approvals being in place, to the extent of $30 million (including related cost), to resolve all of its Civil court proceedings with the DOJ. Due to the non-recurring nature of the provision, the Company has classified this provision as an exceptional item in the financial statements for the quarter and year ended 31 March 2024. Pursuant to all necessary approvals and on finalisation of settlement agreements, the crystallized liability will be accounted after adjusting the provisions in this respect.

Exceptional item in the Consolidated financial statements for the year ended 31 March 2024 ₹ 6,884.30 comprises of the U.S. Department of Justice, Antitrust Division (DOJ) settlement ,related cost and remediation cost of manufacturing sites in USA.

The Board of Directors of Glenmark Pharmaceuticals Inc., USA in their meeting held on 23 May, 2024 decided to impaired the block of OSD & Nebulizer within the manufacturing facility located in Monroe.

The decision was taken considering the high cost of production amidst pricing pressure & competition in the US market.

The focus, going forward, will be only on injectables where complex generic products would be commercialized, mainly for US market.

In accordance with the provisions of IND AS 10 Events Occurring After Reporting Period, a total charge of ₹ 21,789.85 ($ 263.2 million) has been accrued as of 31 March, 2024 (including working capital adjustments).

Exceptional Item also includes de-prioritisation of certain intangibles of Glenmark Speciality SA aggregating to ₹ 11,000.77 ($133 million) and the consequent effect under the Accounting Standard IND AS 30 Impairment of Intangible Assets.

## NOTE 41 - DISCONTINUED OPERATIONS

Pursuant to Board approval dated 21 September 2023, the Company entered into share purchase agreement with Nirma Limited (the "Buyer") for the sale of 91,895,379 equity shares representing 75.00% of the current issued and paid-up equity share capital of Glenmark Life Sciences Limited (now known as Alivus Life Sciences Limited), a subsidiary of the Company, to the Buyer at a price of ₹ 615/- per share, aggregating to ₹ 56,515 million (subject to adjustments as agreed among the parties), in accordance with the terms of the share purchase agreement dated 21 September 2023 among the Company, GLS and the Buyer. Accordingly, 91,895,379 equity shares representing 75% of the current issued and paid-up equity share capital of the GLS, were transferred by the Company to Buyer as follows:

(All amounts in million of Indian Rupees, unless otherwise stated)

A. On 6 March, 2024, 67,389,944 equity shares, representing 55% of the issued and paid-up equity share capital of the GLS were transferred by the Company to Buyer.

B. On 12 March, 2024, 24,505,435 equity shares, representing 20% of the issued and paid-up equity share capital of the GLS were transferred by the Company to Buyer.

As required by Ind-AS 105 "Asset Held for Sale and Discontinued Operations," GLS had been classified as discontinued operations after eliminating intercompany transactions and relevant disclosures made in the financial statements.

The financial performance and cash flow information presented are for the period from 1 April 2023 to 6 March 2024.

**(A) Analysis of profit from discontinued operations**

| Particulars | For the period from 1 April 2023 to 6 March 2024 |
|---|---|
| Profit for the year from discontinued operations | |
| Revenue (includes other income) | 20,120.40 |
| Expenditure | 14,793.48 |
| Profit before tax | 5,326.92 |
| Income tax expenses | 1,353.64 |
| Profit after tax | 3,973.28 |
| Other comprehensive income/ (expense) (net of tax) | (56.23) |
| **Total comprehensive income** | **3,917.05** |

**(B) Net cashflows attributable to the discontinued operations**

| Particulars | For the period from 1 April 2023 to 6 March 2024 |
|---|---|
| Net increase /(decrease) in cash generated from discontinued operations | |
| Net cash inflow from operating activities | 2,884.27 |
| Net cash inflow/ (outflow) from investing activities | (1,013.61) |
| Net cash inflow/ (outflow) from financing activities | (2,791.31) |
| **Net increase /(decrease) in cash generated from discontinued operations** | **(920.65)** |

**(C) The carrying amounts of assets and liabilities as at 31 March 2024 is ₹ Nil.**

**(D) Gain on disposal of discontinued operations**

| Particulars | Year ended 31 March 2024 |
|---|---|
| Cash consideration received (net of cost to sell) | 54,496.09 |
| Net assets transferred | (22,565.51) |
| Non-controlling interest | 3,856.16 |
| Goodwill on consolidation | (9.77) |
| **Gain on disposal** | **35,776.97** |

**(E) Information of assets and liabilities transferred:**

| Particulars | Period ended 06 March 2024 |
|---|---|
| Property, plant and equipment, Right-of-Use assets and Intangible assets (including CWIP) | 8,919.14 |
| Other non-current assets | 256.28 |
| Inventories | 7,262.00 |

(All amounts in million of Indian Rupees, unless otherwise stated)

| | |
|---|---|
| Trade receivables | 7,995.30 |
| Cash and cash equivalents | 1,917.58 |
| Other current assets | 2,167.42 |
| **Total Assets (A)** | **28,517.72** |
| Other non-current liabilities | 784.20 |
| Other current liabilities | 5,168.01 |
| **Total Liabilities (B)** | **5,952.21** |
| **Net Assets (A-B)** | **22,565.51** |

## NOTE 42 - ACCOUNTING RATIOS

| Particulars | Continuing operations | | | | | |
|---|---|---|---|---|---|---|
| | Numerator | Denominator | F.Y. 2024-25 | F.Y. 2023-24 | % variance | Reason for variance |
| a) Current Ratio | Current Assets | Current Liabilities | 1.56 | 1.28 | 22% | |
| (b) Debt-Equity Ratio | Total Debt | Shareholder's Equity | 0.25 | 0.13 | 96% | Mainly on account of prepayment of loans at GPL and its subsidiary from the proceeds received from GLS stake sale and net decrease in shareholder's equity due to exceptional provisions in FY 2023-2024 |
| (c) Debt Service Coverage Ratio | Earnings available for debt service | Debt Service | 5.94 | 2.25 | 163% | Mainly on account of higher profit before exceptional item and taxes and lower interest payment of in FY 2024-25 as compared to previous year |
| (d) Return on Equity Ratio | Net profit - preferred dividends | Average shareholder equity | 16.42% | 4.49% | 266% | Mainly on account of higher profit FY 2024-25 as compared to previous year |
| (e) Inventory turnover ratio | Sale of products | Average inventory | 4.70 | 4.71 | 0% | |
| (f) Trade Receivables turnover ratio | Net sale of products and services | Average trade receivables | 5.06 | 4.21 | 20% | |
| (g) Trade payables turnover ratio | Net Credit Purchases | Average Trade Payables | 1.70 | 1.95 | -13% | |
| (h) Net capital turnover ratio | Net sale of products and services | Working Capital | 3.95 | 7.23 | -45% | Mainly on account of increase in working capital in FY 2024-25 as compared to previous year |
| (i) Net profit ratio | Net profit | Net sale of products and services | 10.43% | 3.41% | 205% | Mainly on account of higher profit FY 2024-25 as compared to previous year |

(All amounts in million of Indian Rupees, unless otherwise stated)

| Particulars | Continuing operations | | | | | |
|---|---|---|---|---|---|---|
| | Numerator | Denominator | F.Y. 2024-25 | F.Y. 2023-24 | % variance | Reason for variance |
| (j) Return on Capital employed | Earning before interest and taxes | Capital employed | 19.35% | 8.17% | 137% | Mainly on account of higher profit before exceptional item and taxes and lower Finance cost in FY 2024-25 as compared to previous year |
| (k) Return on investment | Change in fair value of quoted investment (except subsidiary) | Average investment X Holding period | -24.31% | 59.24% | -141.05% | Mainly on account of change in market value of quoted investment. |

(a) Earning available for debt service = Net Profit after taxes + Non-cash operating expenses like depreciation and other amortisations + Interest + other adjustments like loss on sale of Fixed assets etc.+/- adjustment of Exceptional items and relevant tax expense and De-recognition of deferred tax asset on the MAT credit

(b) Debt service = Interest Payments + Scheduled Principal Repayments for the year

(c) Average inventory = (Opening inventory balance + Closing inventory balance) / 2

(d) Net credit sales = Net credit sales consist of gross credit sales minus sales return

(e) Average trade receivables = (Opening trade receivables balance + Closing trade receivables balance) / 2

(f) Net credit purchases = Net credit purchases consist of gross credit purchases minus purchase return

(g) Average trade payables = (Opening trade payables balance + Closing trade payables balance) / 2

(h) Working capital = Current assets - Current liabilities.

(i) Earning before interest and taxes = Profit before exceptional items and tax + Finance costs - Other Income

(j) Capital Employed = Tangible Net Worth + Total Debt + Deferred Tax Liability

(k) Return on investment = Change in fair value of quoted investment (except subsidiary) / (Average investment x holding period )

(l) Net Profit = Net profit after tax from continuing operations + adjustment of Exceptional items and relevant tax expense and De-recognition of deferred tax asset on the MAT credit

## NOTE 43 - OTHER STATUTORY INFORMATION

a) The Group does not have any benami property, where any proceeding has been initiated or pending against the Group for holding any benami property.

b) The Group has not traded or invested in Crypto currency or Virtual Currency during the financial year.

c) The Group 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:-

   i) directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Group (ultimate beneficiaries) or

   ii) provide any guarantee, security or the like to or on behalf of the ultimate beneficiaries.

d) The Group does not have 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).

e) The Group is not declared willful defaulter by any bank or financials institution or lender during the year.

f) The Group does not have any charges or satisfaction which is yet to be registered with ROC beyond the statutory period.

(All amounts in million of Indian Rupees, unless otherwise stated)

g) The title deeds of all the immovable properties, (other than immovable properties where the Group is the lessee and the lease agreements are duly executed in favour of the Group) disclosed in the financial statements included in property, plant and equipment and capital work-in progress are held in the name of the Group as at the balance sheet date.

h) The Group does not have any transactions with companies which are struck off under section 248 of the Companies Act, 2013 or section 560 of the Companies Act, 1956.

i) The Group 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 Group shall:

   i) 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

   ii) provide any guarantee, security or the like on behalf of the ultimate beneficiaries.

j) The Group is in compliance with the number of layers prescribed under clause (87) of section 2 of the Companies Act, 2013 read with the Companies (Restriction on number of Layers) Rules, 2017 (as amended).

k) The Group has not given any loans or advances in the nature of loans to promoters, directors, KMPs and/ or related parties (as defined under Companies Act, 2013), either severally or jointly with any other person, that are repayable on demand, or without specifying any terms or period of repayment.

l) The Company and its subsidiary in India are using accounting software for maintaining its books of account, which have 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 no audit trail has been enabled at the data base level for the primary software used for maintaining its books of accounts, to log any direct data changes for the accounting software (SAP). The audit trail feature has not been tampered with and being preserved by the Holding Company and its subsidiary in India as per the statutory requirements of record retention.

## NOTE 44 - AUTHORISATION OF FINANCIAL STATEMENTS

The consolidated financial statements for the year ended 31 March 2025 were approved by the Board of Directors on 23 May 2025.

As per our report of even date attached.

**For Suresh Surana & Associates LLP**
Chartered Accountants
Firm's Registration No.: 121750W / W100010

**Vinodkumar Varma**
Partner
Membership No. 105545

Place: Mumbai
Date : 23 May 2025

For and on behalf of the Board of Directors

**Glenn Saldanha**
Chairman & Managing Director
DIN : 00050607

**Cherylann Pinto**
Executive Director
DIN : 00111844

**V S Mani**
Executive Director &
Global Chief Financial Officer
DIN : 01082878

**Harish Kuber**
Company Secretary &
Compliance Officer

Place: Mumbai
Date : 23 May 2025

## GRI Index

| Statement of Use | Glenmark has reported in reference to the GRI Standards for the period 1st April, 2024 to 31st March, 2025 | |
|---|---|---|
| GRI 1 used | GRI 1: Foundation 2021 | |
| GRI Standard | Disclosure | Location |
| GRI 2: General Disclosures 2021 | 2-1 Organizational details | About Glenmark (Pg 6) |
| | 2-2 Entities included in the organization's sustainability reporting | About the Report (Pg 2) |
| | 2-3 Reporting period, frequency and contact point | About the Report (Pg 2-3) |
| | 2-4 Restatements of information | No restatements undertaken in FY 2025 |
| | 2-5 External Assurance | About the Report (Pg 2)<br>Assurance Statement (Pg 154-157) |
| | 2-6 Activities, value chain and other business relationships | About Glenmark (Pg 6)<br>Geographical Footprint (Pg 10-11) |
| | 2-7 Employees | Human Capital (Pg 107)<br>GRI Data Table (Pg 147) |
| | 2-8 Workers who are not employees | BRSR Section A, Question 20 (Pg 219) |
| | 2-9 Governance structure and composition | Board of Directors (Pg 22-23) |
| | 2-10 Nomination and selection of the highest governance body | Corporate Governance Report (Pg 173) |
| | 2-11 Chair of the highest governance body | Board of Directors (Pg 22) |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | Board of Directors (Pg 22-23)<br>ESG at Glenmark (Pg 77) |
| | 2-13 Delegation of responsibility for managing impacts | ESG at Glenmark (Pg 77) |
| | 2-14 Role of the highest governance body in sustainability reporting | About the Report (Pg 2)<br>Board of Directors (Pg 22-23)<br>ESG at Glenmark (Pg 77) |
| | 2-15 Conflicts of interest | Governance Framework (Pg 21) |
| | 2-16 Communication of critical concerns | Governance Framework (Pg 21) |
| | 2-17 Collective knowledge of the highest governance body | Board of Directors (Pg 22-23) |
| | 2-18 Evaluation of the performance of the highest governance body | Corporate Governance Report (Pg 199-200) |
| | 2-19 Remuneration policies | Corporate Governance Report (Pg 173, 202-203) |
| | 2-20 Process to determine remuneration | Corporate Governance Report (Pg 173, 202-203) |
| | 2-21 Annual total compensation ratio | Corporate Governance Report (Pg 189) |
| | 2-22 Statement on sustainable development strategy | Message from the Chairman and Managing Director's Desk (Pg 15-16) |
| | 2-23 Policy commitments | Governance Framework (Pg 20-21) |
| | 2-24 Embedding policy commitments | Governance Framework (Pg 20-21) |
| | 2-25 Processes to remediate negative impacts | Governance Framework (Pg 20-21) |
| | 2-26 Mechanisms for seeking advice and raising concerns | Governance Framework (Pg 20-21) |
| | 2-27 Compliance with laws and regulations | Natural Capital (Pg 136)<br>GRI Data Table (Pg 150) |
| | 2-28 Membership associations | Social and Relationship Capital (Pg 124) |
| | 2-29 Approach to stakeholder engagement | Partnerships that Inform Purpose and Practice (Pg 61) |
| | 2-30 Collective bargaining agreements | Human Capital (Pg 113)<br>GRI Data Table (Pg 148) |
| GRI 3: Material Topics 2021 | 3-1 Process to determine material topics | Prioritizing What Matters (Pg 66) |
| | 3-2 List of material topics | Prioritizing What Matters (Pg 67-73) |
| Economic Performance | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Financial Capital (Pg 81) |
| GRI 201: Economic Performance 2016 | 201-1 Direct economic value generated and distributed | Financial Capital (Pg 81-83) |
| | 201-2 Financial implications and other risks and opportunities due to climate change | Natural Capital (Pg 139) |
| Indirect Economic Impacts | | |

| Statement of Use | Glenmark has reported in reference to the GRI Standards for the period 1st April, 2024 to 31st March, 2025 | |
|---|---|---|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Social and Relationship Capital (Pg 127) |
| GRI 203: Indirect Economic Impacts 2016 | 203-1 Infrastructure investments and services supported | Social and Relationship Capital (Pg 127) |
| Procurement practices | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Social and Relationship Capital (Pg 125-126) |
| GRI 204: Procurement Practices 2016 | 204-1 Proportion of spending on local suppliers | Social and Relationship Capital (Pg 125)<br>GRI Data Table (Pg 151) |
| Anti-corruption | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Governance Framework (Pg 21) |
| GRI 205: Anti-corruption 2016 | 205-1 Operations assessed for risks related to corruption | Governance Framework (Pg 21) |
| | 205-2 Communication and training about anti-corruption policies and procedures | Governance Framework (Pg 21) |
| | 205-3 Confirmed incidents of corruption and actions taken | GRI Data Table (Pg 150) |
| Anti-competitive behavior | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Governance Framework (Pg 21) |
| GRI 206: Anti-competitive Behavior 2016 | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | GRI Data Table (Pg 150) |
| Environment | | |
| Energy | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Natural Capital (Pg 137) |
| GRI 302: Energy 2016 | 302-1 Energy consumption within the organization | Natural Capital (Pg 137)<br>GRI Data Table (Pg 144) |
| | 302-3 Energy intensity | Natural Capital (Pg 137) |
| | 302-4 Reduction of energy consumption | Natural Capital (Pg 138)<br>GRI Data Table (Pg 145) |
| Water and effluents | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Natural Capital (Pg 140) |
| GRI 303: Water and Effluents 2018 | 303-1 Interactions with water as a shared resource | Natural Capital (Pg 140) |
| | 303-2 Management of water discharge-related impacts | Natural Capital (Pg 140) |
| | 303-3 Water withdrawal | Natural Capital (Pg 140)<br>GRI Data Table (Pg 146) |
| | 303-4 Water discharge | Natural Capital (Pg 140)<br>GRI Data Table (Pg 146) |
| | 303-5 Water consumption | Natural Capital (Pg 140)<br>GRI Data Table (Pg 146) |
| Emissions | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Natural Capital (Pg 139) |
| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | Natural Capital (Pg 139)<br>GRI Data Table (Pg 144) |
| | 305-2 Energy indirect (Scope 2) GHG emissions | Natural Capital (Pg 139)<br>GRI Data Table (Pg 144) |
| | 305-3 Other indirect (Scope 3) GHG emissions | Natural Capital (Pg 139) |
| | 305-4 GHG emissions intensity | Natural Capital (Pg 139)<br>GRI Data Table (Pg 144-145) |
| | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | BRSR Principle 6, Question 6 (Pg 247) |

| Statement of Use | Glenmark has reported in reference to the GRI Standards for the period 1st April, 2024 to 31st March, 2025 | |
|---|---|---|
| Waste | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Natural Capital (Pg 141) |
| GRI 306: Waste 2020 | 306-1 Waste generation and significant waste-related impacts | Natural Capital (Pg 141) |
| | 306-2 Management of significant waste-related impacts | Natural Capital (Pg 141) |
| | 306-3 Waste generated | Natural Capital (Pg 141)<br>GRI Data Table (Pg 146) |
| | 306-4 Waste diverted from disposal | Natural Capital (Pg 142)<br>GRI Data Table (Pg 146) |
| | 306-5 Waste directed to disposal | Natural Capital (Pg 141)<br>GRI Data Table (Pg 147) |
| Supplier environmental assessment | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Social and Relationship Capital (Pg 126) |
| GRI 308: Supplier Environmental Assessment 2016 | 308-1 New suppliers that were screened using environmental criteria | GRI Data Table (Pg 152) |
| | 308-2 Negative environmental impacts in the supply chain and actions taken | GRI Data Table (Pg 152) |
| Social | | |
| Employment | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Human Capital (Pg 107) |
| GRI 401: Employment 2016 | 401-1 New employee hires and employee turnover | Human Capital (Pg 107)<br>GRI Data Table (Pg 147-148) |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | Human Capital (Pg 109) |
| | 401-3 Parental leave | Human Capital (Pg 109)<br>GRI Data Table (Pg 149) |
| Occupational health and safety | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Human Capital (Pg 113) |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system | Human Capital (Pg 114) |
| | 403-2 Hazard identification, risk assessment, and incident investigation | Human Capital (Pg 114) |
| | 403-3 Occupational health services | Human Capital (Pg 114) |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | Human Capital (Pg 113) |
| | 403-5 Worker training on occupational health and safety | Human Capital (Pg 115) |
| | 403-6 Promotion of worker health | Human Capital Ppg 114) |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Human Capital (Pg 113) |
| | 403-8 Workers covered by an occupational health and safety management system | Human Capital (Pg 114) |
| | 403-9 Work-related injuries | GRI Data Sheet (Pg 150) |
| | 403-10 Work-related ill health | GRI Data Table (Pg 150) |
| Training and education | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Human Capital (Pg 111-113) |
| GRI 404: Training and Education 2016 | 404-1 Average hours of training per year per employee | GRI Data Table (Pg 148) |
| | 404-2 Programs for upgrading employee skills and transition assistance programs | Human Capital (Pg 111-112) |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | GRI Data Table (Pg 149) |
| Diversity and equal opportunity | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Human Capital (Pg 108) |

| Statement of Use | Glenmark has reported in reference to the GRI Standards for the period 1st April, 2024 to 31st March, 2025 | |
|---|---|---|
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | GRI Data Table (Pg 148) |
| | 405-2 Ratio of basic salary and remuneration of women to men | GRI Data Table (Pg 148) |
| Non-discrimination | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Human Capital (Pg 113) |
| GRI 406: Non-discrimination 2016 | 406-1 Incidents of discrimination and corrective actions taken | GRI Data Table (Pg 149) |
| Freedom of association and collective bargaining | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Human Capital (Pg 113) |
| GRI 407: Freedom of Association and Collective Bargaining 2016 | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | Human Capital (Pg 113) |
| Child labor | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Human Capital (Pg 113) |
| GRI 408: Child Labor 2016 | 408-1 Operations and suppliers at significant risk for incidents of child labor | Human Capital (Pg 113) |
| Forced or compulsory labor | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Human Capital (Pg 113) |
| GRI 409: Forced or Compulsory Labor 2016 | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | Human Capital (Pg 113) |
| Local communities | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Social and Relationship Capital (Pg 127) |
| GRI 413: Local Communities 2016 | 413-1 Operations with local community engagement, impact assessments, and development programs | Social and Relationship Capital (Pg 127) |
| | 413-2 Operations with significant actual and potential negative impacts on local communities | Social and Relationship Capital (Pg 127) |
| Supplier social assessment | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Social and Relationship Capital (Pg 126) |
| GRI 414: Supplier Social Assessment 2016 | 414-1 New suppliers that were screened using social criteria | GRI Data Table (Pg 152) |
| | 414-2 Negative social impacts in the supply chain and actions taken | GRI Data Table (Pg 152) |
| Customer health and safety | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Manufactured Capital (Pg 92-95) |
| GRI 416: Customer Health and Safety 2016 | 416-1 Assessment of the health and safety impacts of product and service categories | Manufactured Capital (Pg 92) |
| Marketing and labeling | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Manufactured Capital (Pg 92-93) |
| GRI 417: Marketing and Labeling 2016 | 417-1 Requirements for product and service information and labeling | Manufactured Capital (Pg 92-93) |
| Customer privacy | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Intellectual Capital (Pg 103) |
| GRI 418: Customer Privacy 2016 | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | Intellectual Capital (Pg 103)<br>GRI Data Table (Pg 150) |

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