A new way for a new world

August 13, 2026

To, **National Stock Exchange of India Limited**, “Exchange Plaza”, 5th Floor, Plot No. C/1, G Block, Bandra- Kurla Complex, Bandra (East), Mumbai – 400 051	To, **BSE Limited**, Corporate Relationship Department, 2nd Floor, New Trading Ring, P.J. Towers, Dalal Street, Mumbai – 400 001
Scrip Name: GLENMARK	**Scrip Code: 532296**
ISIN: INE935A01035	**ISIN: INE935A01035**
Our Reference No. 48/26-27	**Our Reference No. 48/26-27**

Dear Sir/ Madam,

<u>Sub: Business Responsibility & Sustainability Report for Financial Year 2025-26</u>

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility & Sustainability Report of the Company for Financial Year 2025-26.

Thanking You

Yours Faithfully,

For Glenmark Pharmaceuticals Limited

Rashmi Khandelwal

Digitally signed by Rashmi Khandelwal
Date: 2026.08.13 20:21:20 +05'30'

Rashmi Khandelwal
Company Secretary & Compliance Officer
ACS – 28839
Encl: As above

Business Responsibility & Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24299MH1977PLC019982
2	Name of the Listed Entity	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 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	Financial year for which reporting is being done	April 1, 2025 to March 31, 2026
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) BSE Limited (BSE)
11	Paid-up Capital	INR 282.20 Mn
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Rashmi Khandelwal (with effect from May 30, 2026) Mr. Harish Kuber (Till May 29, 2026) Company Secretary & Compliance Officer complianceofficer@glenmarkpharma.com +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 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	19	27
International	3	48	51

** Includes warehouses*

*** The disclosure is based on consolidated boundary for Glenmark Pharmaceuticals Limited (the Company).*

In addition to the above offices and plants, the Company has six Research & Development (R&D) centres located in Sinnar, Taloja, Mahape, Lausanne, New York, and Neuchâtel, which are dedicated to driving innovation and advancing the development of new pharmaceutical products.

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 and have a strong footprint across the US, Europe, Asia, Russia, and Brazil. Export revenue contributed 57.99% of our total standalone turnover of INR 84,400.99 million, amounting to INR 48,943.34 million.

c. A brief on type of customers

Glenmark Pharma serves a diverse and international clientele through its extensive pharmaceutical portfolio, which encompasses essential therapeutic areas including dermatology, respiratory health, oncology, cardiology, diabetes, gynecology, gastroenterology, and anti-infectives. The primary customers of the Company consist of healthcare professionals, hospitals, government wholesalers, distributors, and retail pharmacy outlets. These entities enable access to the Company's branded, generic, and specialty pharmaceutical products, catering to a wide range of patient needs in both acute and chronic therapies. The Company functions through a strong distribution network that spans both domestic and international markets, bolstered by its subsidiaries and third-party distributors. Through this multi-channel and geographically diverse presence, the Company provides services to patients and healthcare systems throughout India and various global markets, ensuring that its offerings are in line with local healthcare demands and regulatory standards.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	12,312	11,371	92%	941	8%
2.	Other than Permanent (E)	396	326	82%	70	18%
3.	**Total employees (D + E)**	12,708	11,697	92%	1,011	8%
WORKERS						
4.	Permanent (F)	2,016	1,941	96%	75	4%
5.	Other than Permanent (G)	3,058	2,707	89%	351	11%
6.	**Total workers (F + G)**	5,074	4,648	92%	426	8%

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)	68	56	82%	12	18%
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total differently abled employees (D + E)**	68	56	82%	12	18%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	15	14	93%	1	7%
5.	Other than permanent (G)	-	-	-	-	-
6.	**Total differently abled workers (F + G)**	15	14	93%	1	7%

21. Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	5	56%
Key Management Personnel	4	1	25%

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years):

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16%	16%	**16%**	15%	17%	**15%**	18%	19%	**18%**
Permanent Workers	17%	29%	**17%**	17%	19%	**17%**	15%	6%	**15%**

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

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

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

VI.	CSR Details		Response
24.	(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii)	Turnover (in ₹ million)	₹ 84,400.99 Mn
	(iii)	Net worth (in ₹ million)	₹ 2,41,503.24 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)	Current Financial Year (FY 2025-26)			Previous Financial Year (FY 2024-25)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	NIL	-		NIL	NIL	-
Investors	Glenmark has a dedicated Investor Grievance Redressal Mechanism. The Board has appointed the Company Secretary to act as Compliance Officer of the Company under the SEBI. Link: https://glenmarkpharma.com/gpl_pdfs/about_us/Investor%20Grievance%20Redressal%20Policy.pdf	NIL	-		NIL	NIL	-
Shareholders		8	NIL	-	2	NIL	-
Employees and workers	Yes. Complaints from employees and workers can be reported anonymously through Glenmark's Ethics Portal and independent Ethics Line. http://glenmark.ethicspoint.com	35	12	-	19	3	-
Customers	Yes. Complaints are received through Global Customer Service, Global.CustomerService@glenmarkpharma.com; LPVRP; PV and logged at respective manufacturing site for the Investigation. Investigation outcome is shared with the complainant through response letter.	4,879	457	-	3,717	365	-
Value Chain Partners		1	1	-	3	NIL	-
Other		12	1	-	7	1	-

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, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Innovation and Research and Development	Opportunity	**Opportunity:** Innovation serves as the cornerstone for competitive advantage while addressing unmet medical needs of society and strengthening our standing as a leading, research-led, global pharmaceutical company. Targeted investment in research and development across high-value therapeutic areas, supported by strong intellectual property and strategic collaborations, expands market access and ensures product exclusivity.	-	**Positive:** Strategic Innovation and investments in Research & Development enable enhancement in revenue, long-term growth through patents, licensing and partnerships.
2.	Product Quality, Safety and Recall Management	Risk	**Risk:** Product quality and safety are critical to maintaining patient trust, regulatory compliance, and the long-term success of our business. Any lapse in product quality or safety could adversely affect patient health, result in regulatory action, and cause significant reputational damage.	• Maintain an ISO-accredited, centralized QMS and ensure strict adherence to Good Manufacturing Practices (GMP), across all our research, manufacturing, and distribution facilities. • Implement comprehensive supplier and pharmacovigilance audits to proactively detect and resolve product quality and safety concerns, strengthening the effectiveness of our overall assurance system. • Regular pre-dispatch testing to ensure zero compromise in product quality and safety.	**Negative:** Non-compliance can result in product recalls, legal fines and penalties, and reputational harm.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Occupational Health, Safety & Wellbeing	Risk	**Risk:** Failure to abide by health and safety practices can result in accidents or fatalities, which can lead to weakened employee confidence, reputational loss, downtime of business and rigorous financial penalties.	• 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. • Regular EHS audits to identify and mitigate health & safety risks. • Strengthening safety culture within the organization by monthly reviews of EHS performance metrics, safety campaigns, and initiatives like the • Safety Champion Program. • Mandatory enforcement of PPE for all personnel entering plant premises.	**Negative:** Health & Safety incidents can cause operational delays and increased costs due to downtime and repairs. Higher rates of accidents lead to financial and reputational damages as poor trust from stakeholders and employees led to high financial impact.
4.	Sustainable Supply Chain	Risk and Opportunity	**Risk:** Supply chain disruptions significantly impact the supply and sales of products to patients and HCPs leading to loss of revenue and brand trust and stall business growth. Opportunity: A well-integrated supply chain management framework enhances operational efficiency by improving logistics and inventory control. Building strategic partnerships fosters stronger collaboration with logistics providers, suppliers, distributors, and other key stakeholders. At the same time, effective resource optimization across the supply chain reduces operating costs and ensures prudent use of organizational resources.	• Implement risk mitigation plans for the identified risks across the supply chain. • Focus on sourcing materials locally. • ESG screening for supplier onboarding and periodic audits. • Leverage advanced digital inventory tools and analytics for real-time monitoring and improve forecasting capabilities to anticipate and respond to potential disruptions swiftly. • Diversified categories of vendors and integrate robust business continuity plans.	• **Positive:** Sustainable supply chain framework promotes responsible sourcing and delivery of products and services, reinforcing customer trust, business continuity and sustainable business practices. • **Negative:** Disruptions in supply chain may significantly impact business continuity, leading to reduced productivity and potentially diminishing revenue generation capabilities.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Access & Affordability of Medicines	Opportunity	**Opportunity:** Enhancing access to affordable medicines helps enhance market reach, brand value and attain objectives for global public wellbeing and good health. The objective of affordable medicines for all enables collaboration with stakeholders, participation in government initiatives, and inclusion in national healthcare programs leading to enhanced business growth.	-	**Positive:** Focused efforts for access to affordable medicines expands customer base, enhances competitive advantage, and fuels sustainable growth.
6.	Corporate Governance and Business Ethics	Risk & Opportunity	**Risk:** Due to the nature of our operations and the evolving regulatory requirements, any non-compliance with the requirements can lead to reputational harm, monetary fines and penalties or legal action. Such non-compliance could adversely affect the Company's reputation, stakeholder trust and business growth. **Opportunity:** Ethical business practices foster a positive corporate culture, mitigate business risks, and support long-term sustainable growth.	• Establish a robust Corporate Governance structure and policies to ensure compliance with the evolving regulatory requirements. • Ensure a well-balanced board composition with a diverse skill set, including adequate representation of Independent Directors to safeguard stakeholder interests and prevent any conflict of interest. • Enhance transparency of business practices through disclosure in alignment with global reporting frameworks. • Enforce strict compliance with the Glenmark Code of Conduct by providing regular training to all employees. • Conduct regular internal and external audits to evaluate governance practices, financial controls, and adherence to applicable laws and ethical standards.	**Positive:** A robust corporate governance structure builds stakeholder trust, enhances organizational credibility, reduces legal and financial exposure, and enables sustainable, long-term growth. **Negative:** Non-compliance with our policies, Code of Conduct and violation of local laws could lead to financial penalties by regulatory agencies, business disruption, and loss of revenue.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7.	Climate Action	Risk and Opportunity	**Risk:** Climate risks possess high potential to disrupt business operations, supply chains, drive up additional costs, posing a threat to profitability of business and long-term growth. **Opportunity:** We strive to develop strategies to proactively reduce our GHG emissions and improve operational efficiency, and ultimately lower costs over the long term. These enhanced efforts for sustainable business practices can lead to increased brand value, market share, stakeholder trust and reputation.	• Integrate a climate resilience approach to identify and mitigate risks across our operations and supply chain while ensuring business continuity. • Adoption of energy-efficient practices, transitioning to cleaner fuels, and increasing the share of renewable energy in the overall energy mix to reduce our GHG emissions and thus lower the overall carbon footprint from our operations. • Strengthening supply chain resilience to maintain operational stability.	**Positive:** Long-term resilience and sustainable growth of our business and ESG leadership. **Negative:** Disruption in operations and supply chain can affect efficiency of business leading to decline in customer satisfaction and brand value.
8.	Data Privacy and Cyber Security	Risk	**Risk:** Cyber threats may compromise sensitive information, including personal data relating to clinical-trial participants and workers. Such incidents may disrupt operations, result in regulatory consequences, cause financial loss and damage our reputation.	• Established multi-layered controls, including multifactor authentication, endpoint protection, and firewalls to safeguard data. • Develop Incident Response Plan to swiftly address cybersecurity incidents. • Enforce access control mechanism to ensure access of sensitive information to only authorized personnel. • Ensure compliance with relevant data protection regulations such as GDPR and HIPAA. • Continuous monitoring of systems and software and regular awareness sessions for employees and workers.	**Negative:** Failure to comply with cybersecurity requirements may result in financial penalties by regulatory bodies, operational disruptions, and significant reputational damage.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9.	Human Capital Management	Opportunity	**Opportunity:** Through our operations, we create jobs for people from diverse backgrounds. Further, by cultivating a diverse and inclusive culture, we attract talented pool of employees to contribute to competitive advantage and greater success of the business.	-	**Positive:** Robust Human Capital Management enhances productivity, reduces turnover, and lowers recruitment and training costs. A high-performing workforce contributes directly to business growth, profitability, and sustained business leadership.
10.	Natural Resource Management	Risk and Opportunity	**Risk:** Improper management of waste generated, water consumption, excessive emissions, can lead to legal penalties and damage our reputation. Moreover, negligence can lead to risks in productivity as well as lead to degradation of human health (workers, communities). **Opportunity:** Effective stewardship of natural resources is essential to meet environmental obligations, safeguard public health, and sustain efficient operations. The integration of renewable energy and innovative environmental solutions help minimize ecological risks and create opportunities for regulatory benefits, carbon credits and strengthened corporate credibility. Collectively, these measures advance long term sustainability, improve operational performance, and build stakeholder confidence.	• Installation of water efficient equipment for water conservation. • Integrate efficient waste management practices such as co-processing of waste generated instead of landfilling to minimize negative impact on the environment. • Aim for all sites to be ZLDs. • Abiding by environmental laws and regulations for water, waste and emission management.	**Positive:** Efficient management of water use, waste, and air emissions is critical to lowering operational costs and improving overall profitability. Optimizing water conservation and reuse reduces procurement expenses and helps limit operational risks. Waste recycling not only preserves valuable resources but also generates additional revenue opportunities while decreasing disposalrelated costs. In addition, investing in air emission control measures ensures regulatory compliance, helping the organization avoid financial penalties and minimize the risk of operational interruptions. **Negative:** Mismanagement of natural resources incurs penalties, may lead to supply shortages and costly operational disruptions. Similarly, improper water, waste and emission management can increase the likelihood of legal action, fines, and higher compliance costs, while also damaging our reputation and customer trust.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

<table>
<tr><th>Disclosure Questions</th><th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th></tr>
<tr><td colspan="10">Policy and management processes</td></tr>
<tr><td>1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</td><td colspan="9">Yes</td></tr>
<tr><td>b. Has the policy been approved by the Board? (Yes/No)</td><td colspan="9">Yes</td></tr>
<tr><td>c. Web Link of the Policies, if available</td><td colspan="9">Yes, provided below</td></tr>
<tr><td>Principle 1: Ethics, transparency</td><td colspan="9">• Code of Conduct: Glenmark Code of Conduct.pdf
• Board Diversity Policy: Board Diversity Policy
• Anti Bribery and Anti-Corruption Policy: (Available on company's intranet)
• Code of Ethics: Available on company intranet (Governance – GlenmarkPharma)
• Whistleblower Policy: Whistleblowing Policy.pdf</td></tr>
<tr><td>Principle 2: Product and service responsibility</td><td colspan="9">• Environment Health and Safety Policy: EHSPolicyGPL_A4</td></tr>
<tr><td>Principle 3: Human resources</td><td colspan="9">• Occupational Health and Safety Policy: OHS Policy
• Environmental Health and Safety Policy: EHSPolicyGPL_A4
• Redressal Mechanism Policy for Employees (Available on Company's Intranet
• Whistleblower Policy: Whistleblowing Policy.pdf
• Code of Conduct: Glenmark Code of Conduct.pdf
• Nomination and Remuneration Policy: nomination_and_remuneration_policy.pdf</td></tr>
<tr><td>Principle 4: Responsive to stakeholders, particularly the marginalized</td><td colspan="9">• Code of Conduct: Glenmark Code of Conduct.pdf
• Code of Ethics: (Available on company's intranet)
• Redressal Mechanism for Employee ((Available on company's intranet) Corporate Social Responsibility Policy: policy-on-corporate-social-responsibility_2021_updated.pdf
• Glenmark's Supplier Code of Conduct: Supplier CoC</td></tr>
<tr><td>Principle 5: Respect for human rights</td><td colspan="9">• Human Rights Policy: HR Policy Statement
• Whistleblower Policy: Whistleblowing Policy.pdf
• Code of Ethics: (Available on company's intranet)
• Code of Conduct: Glenmark Code of Conduct.pdf</td></tr>
<tr><td>Principle 6: Environmental responsibility</td><td colspan="9">• Environmental Policy: EHSPolicyGPL_A4
• Occupational Health and Safety Policy: https://glenmark.b-cdn.net/gpl_pdfs/responsibility/policies/OHS%20Policy.pdf
• Biodiversity Policy: glenmark.bcdn.net/gpl_pdfs/responsibility/employee/Biodiversity Policy.pdf
• Water Policy: glenmark.b-dn.net/gpl_pdfs/responsibility/employee/Water Policy.pdf</td></tr>
<tr><td>Principle 7: Public policy advocacy</td><td colspan="9">• Code of Conduct: Glenmark Code of Conduct.pdf
• Code of Ethics: (Available on company's intranet)</td></tr>
<tr><td>Principle 8: Inclusive growth</td><td colspan="9">• Corporate Social Responsibility Policy: policy-on-corporate-social-responsibility_2021_updated.pdf</td></tr>
<tr><td>Principle 9: Customer engagement</td><td colspan="9">• IT Policy (Available on the Company's intranet)
• Code of Conduct: Glenmark Code of Conduct.pdf</td></tr>
<tr><td>2. Whether the entity has translated the policy into procedures. (Yes / No)</td><td colspan="9">Yes</td></tr>
<tr><td>3. Do the enlisted policies extend to your value chain partners? (Yes/No)</td><td colspan="9">Yes</td></tr>
</table>

4.	**Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.**	• The Company adheres to Current Good Manufacturing Practices (cGMP) and is accredited by national and international regulatory authorities, including the Central Drugs Standard Control Organization (CDSCO), India, the US Food and Drug Administration (USFDA), and the World Health Organization (WHO). • The Company has aligned its climate-related disclosures with the Task Force on Climate-related Financial Disclosures (TCFD) framework and has issued standalone climate disclosures. • Glenmark is aligned with the Science Based Targets initiative (SBTi) and has published nature-related disclosures in line with the Taskforce on Nature-related Financial Disclosures (TNFD). • The Company's operations are supported by internationally recognized management systems including ISO 14001:2015 for environmental management and ISO 45001 for occupational health and safety implemented across relevant manufacturing and R&D facilities.
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 the specific commitments, goals and targets along-with reasons in case the same are not met.**	Please refer to the Integrated Report for 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 (ies).**	Glenn Saldanha 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.**	Glenmark Pharmaceuticals Limited has constituted a Board-supervised ESG Committee responsible for overseeing the Company's ESG agenda, including its priorities, commitments, objectives, and targets. The Committee promotes involvement of senior leadership in managing evolving ESG risks and opportunities. Additionally, the Committee ensures integration of ESG principles throughout business areas such as stakeholder engagement, risk oversight, production operations, employee relations, and supply chain management. One of the key responsibilities of the Committee includes review and evaluation of the progress of Glenmark's ESG strategy and goals and targets aligned to it. Further details regarding the ESG Committee are available in the Corporate Governance section of the report.

10. Details of Review of NGRBCs by the Company:

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

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
No									

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

Not Applicable

SECTION C: Principle wise performance

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

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

Essential Indicators

1. **Percentage coverage by training and awareness programs 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 the awareness programs
Board of Directors	31	Familiarisation and awareness programs for the Board of Directors and Key Managerial Personnel (KMPs) are conducted periodically as an integral part of the Board's governance process. These programs cover a wide range of topics, including the Company's business and strategy, industry developments, operational matters, risk management, regulatory framework, Code of Business Conduct and Ethics, economic environment, and environmental, social and governance (ESG) matters. In addition, the Directors and KMPs are regularly provided with updates on significant developments within the Company, key regulatory and legal changes, emerging risks, compliance matters, and material litigation, enabling them to effectively discharge their responsibilities and stay informed of the evolving business and regulatory landscape	100%
Key Management Personnel	31		100%

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 the awareness programs
Employees other than BoD and KMPs	2,056	• Prevention of Sexual Harassment (POSH) • Environment, Health and Safety (EHS) • Occupational Health and Safety (OHS) • Health and Safety at the Workplace • Good Hygiene Practices • Human Resources (HR) Induction • HR Policies and Procedures • Privacy and Protection of Personally Identifiable Information (PII) • Emergency Preparedness and Response Plan • Business Continuity Management • Emergencies and Emergency Planning • On-Site Emergency Response and Preparedness • Management of Medical Emergencies • Code of Ethics and Professional Conduct • Site Security and Control of Logbooks • Factory Security System Procedures • Suspected Fraud Awareness and Reporting • Misconduct Management • Serious Breach and Persistent Non-Compliance • Handling Product Quality Complaints and Adverse Events Reporting	96%
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 on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
Particulars	**NGRBC Principle**	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (in INR)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Penalty/Fine	P1	Joint Commissioner of State Tax, GST, Maharashtra	31,69,132	Goods & Services tax Act 2017	Yes
Penalty/Fine	P1	Joint Commissioner of State Tax, GST, Maharashtra	6,35,571	Penalty levied for claim of unreconciled ITC during the FY 2019-20"	Yes
Penalty/Fine	P1	Additional Commissioner, GST, West Bengal	1,08,880	Goods & Services tax Act 2017	Yes
Penalty/Fine	P1	Joint Commissioner, GST, Maharashtra	16,20,07,318	Penalty levied for claim of unreconciled ITC during the FY 2020-21	Yes
Penalty/Fine	P1	Joint Commissioner, GST, Maharashtra	14,61,737	Goods & Services tax Act 2017	Yes

Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	P1	Deputy Commissioner - Audit Wing, Madhya Pradesh	1,07,425	Penalty levied for disallowance of certain Credit Notes for the FY 2017-18	No
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	N/A				
Punishment					

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
The Company is in process of taking appropriate actions.	

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 Pharmaceuticals Limited has implemented a comprehensive Global Anti-Bribery and Anti-Corruption (ABAC) Policy that applies to all employees worldwide, as well as Business Partners involved in activities related to its operations. The policy serves as a key framework for ensuring that business is conducted ethically, responsibly, and in compliance with applicable laws. It outlines fundamental ABAC principles and requirements, including expectations related to accurate business documentation and financial record-keeping. Glenmark's Code of Conduct reinforces compliance with anti-bribery and anti-corruption laws, while the ABAC Policy is designed to align with relevant local and international regulations. To support accessibility across regions, the policy is available on the company intranet in multiple languages, including Polish, Czech, Portuguese, Russian, Slovak, and Spanish, in addition to English. All new employees receive ABAC training as part of the onboarding process, and existing employees participate in periodic refresher training to reinforce awareness and adherence to the 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:**

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

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL		NIL	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

N/A

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

	FY 2025-26	FY 2024-25
Number of days of accounts payable	292	275

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 2025-26	FY 2024-25
Concentration of purchases	a.	Purchases from trading houses as a % of total purchases*	10.88%	12%
	b.	Number of trading houses where purchases are made from	110	89
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	62.31%	60%
Concentration of sales	a.	Sales to dealers/ distributors as % of total sales	51.50%	59.52%
	b.	Number of dealers / distributors to whom sales are made	308	292
	c.	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	60.62%	51.00%
Share of RPTs in	a.	Purchases (Purchases with related parties/ Total Purchases)	13.10%	0.21%
	b.	Sales (Sales to related parties/ Total Sales)	48.08%	40.07%
	c.	Loans & Advances (Loans & Advances given to related parties/ Total Loans & Advances) *	96.76%	96.92%
	d.	Investments (Investments in related parties/ Total Investments) *	99.72%	99.63%

** Total purchases include raw material, packaging material and excipients.*

Leadership Indicators

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

Total number of awareness programs held	Topics/ Principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programs
6	Supplier code of conduct, Emergency Response and Preparedness Plan, EHS Policy, OHS 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:

The Company has established robust processes to identify, disclose, and manage conflicts of interest involving members of the Board and Senior Management. These processes are governed by the Glenmark Code of Conduct, which sets out clear requirements for ethical behavior, avoidance of conflicts of interest, and adherence to applicable laws and regulations. All Directors are required to disclose their interests, including directorships, shareholdings, and other potential conflict related interests in other entities, on an annual basis and whenever there is a change. In addition, Directors submit annual declarations affirming their commitment to act in the best interests of the Company and to avoid situations that may result in actual or perceived conflicts of interest.

Where an incident involving a potential conflict arises, the concerned Director abstains from participating in the discussion and decisionmaking process, in line with the Company's governance framework and statutory requirements. Similar disclosure and affirmation requirements apply to Senior Management, who are required to confirm annually that they have not entered into any material financial or commercial transactions that could adversely impact the Company's interests.

These measures collectively ensure transparency, independence of decisionmaking, and effective oversight, thereby safeguarding stakeholder interests.

Policy Link: **Glenmark Code of Conduct**

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:

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	100%	100%	• Using Renewable energy through PPA for Nashik & CSN site • Transitioned from Fossil fuel to Cleaner fuel i.e. Biofuel at Indore for Boiler operations • Implemented Health & Governance program at the manufacturing sites • Controlled use of Refrigerants at the sites • Increased recycling of treated domestic effluent at Goa site • Installation of tube trace system for electrical panel at Goa site • Installation of Online effluent quality monitoring system at Indore site • Installation of PMI Board for Fire alarm panel at Nashik site • Installation of Air blowers for Effluent Treatment Plant operations at Goa site
Capex	0.06%	0.02%	

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

Yes.

Glenmark has established procedures for sustainable sourcing through its Supplier Code of Conduct, which outlines the Company's expectations for suppliers and business partners with respect to ethical conduct, legal compliance, human rights, health and safety, environmental responsibility, and integrity in business practices

Link: https://glenmarkpharma.com/gpl_pdfs/about_us/Glenmark-Supplier-code-of-conduct-%283%29.pdf

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

100%

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 engaged in the manufacture and sale of pharmaceutical products. At the end of the product life cycle, plastic packaging constitutes the primary category of waste generated. In line with Extended Producer Responsibility (EPR) requirements, the Company has established systems for environmentally responsible waste management in compliance with applicable pollution control regulations.

Plastic waste, including rigid, flexible, and multi-layered packaging, is managed through authorized third-party agencies approved by the Pollution Control Board. Recyclable waste is processed for recycling, while non-recyclable waste is co-processed to ensure safe disposal.

We have a centralized arrangement with authorized recyclers for the collection and recycling of e-waste. Battery waste is returned to authorized dealers or suppliers for disposal and recycling as per regulatory requirements. Hazardous waste and other waste streams, if any, are handled through authorized vendors in accordance with applicable environmental laws.

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.
N/A					

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
N/A		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry):

Indicate Input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
N/A		

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

Particulars	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NIL	2,199*	1,665**	NIL	1,432*	1,621**
E-waste	N/A	N/A	N/A	N/A	N/A	N/A
Hazardous waste	N/A	N/A	N/A	N/A	N/A	N/A
Other waste	N/A	N/A	N/A	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:**

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 (F)	% (F/A)
Permanent Employees											
Male	11,371	11,371	100%	11,371	100%	N/A	N/A	5,705	50%	3,966	35%
Female	941	941	100%	941	100%	941	100%	N/A	N/A	941	100%
Total	12,312	12,312	100%	12,312	100%	941	100%	5,705	50%	4,907	40%
Other than Permanent Employees											
Male	326	326	100%	233	71%	N/A	N/A	12	4%	104	32%
Female	70	70	100%	65	93%	70	100%	N/A	N/A	7	10%
Total	396	396	100%	298	75%	70	100%	12	4%	111	28%

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 (F)	% (F/A)
Permanent Workers											
Male	1,941	1,941	100%	1,941	100%	N/A	N/A	1,941	100%	1,941	100%
Female	75	75	100%	75	100%	75	100%	N/A	N/A	75	100%
Total	2,016	2,016	100%	2,016	100%	75	100%	1,941	100%	2,016	100%
Other than Permanent Workers											
Male	2,707	1,810	67%	1,197	44%	N/A	N/A	89	3%	2,614	97%
Female	351	270	77%	202	58%	351	100%	N/A	N/A	338	96%
Total	3,058	2,080	68%	1,399	46%	351	100%	89	3%	2,952	97%

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

	FY 2025-26	FY 2024-25
Cost incurred on wellbeing measures as a % of total revenue of the company	0.16%	0.19%

2. **Details of retirement benefits, for Current FY and Previous Financial Year:**

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	N/A	100%	100%	N/A
ESI	100%	100%	Yes	100%	100%	Yes

**ESI is provided for 100% of eligible employees, in accordance with applicable regulations.*

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:**

Yes.

Glenmark has an Equal Opportunity framework in place in line with the Rights of Persons with Disabilities Act, 2016. The Company is committed to providing a work environment that promotes diversity, inclusion, and equal opportunity for all employees, including persons with disabilities. Glenmark ensures a workplace free from discrimination and harassment, with practices that support fair treatment, equal access, and respect for individual differences. These commitments are embedded in the Company's values and people policies, including equitable remuneration and compliance with applicable labor and wage laws.

The Company's commitment to equal opportunity and non-discrimination, including for persons with disabilities, is articulated in its Human Rights Policy, which is applicable across its operations.

Web-link to the policy: https://glenmark.b-cdn.net/gpl_pdfs/about_us/Human%20Rights%20Policy_A.pdf

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

Gender	FY 2025-26		FY2024-25	
	Return to work rate (%)	Retention rate (%)	Return to work rate (%)	Retention rate (%)
Male	100%	88%	100%	84%
Female	100%	76%	100%	74%
Total	100%	87%	100%	83 %

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

	Yes/ No (If yes, then give details of the mechanism in brief)
Permanent Workers **Other than Permanent Workers** **Permanent Employees** **Other than Permanent Employees**	Glenmark has integrated Employee Grievance Policy and an Ethics Portal, to address employees' concerns effectively. Employees can raise issues through multiple channels, such as to their immediate manager, the HR team, the Compliance Officer, the Grievance Officer, or an independently operated Ethics Line. The Ethics Line provides confidential and anonymous reporting and is available in multiple languages. Employees can submit grievances by phone or through the dedicated website at Glenmark "ethicspoint.com". Contact information is clearly displayed at workplaces. Concerns can also be shared directly by email at grievance.officer@glenmarkpharma.com. The Company's grievance redressal process is available to both permanent and contract employees. Workers hired through third-party agencies are required to follow the grievance procedures/redressal mechanism specified by their respective agencies.

7 Membership of employees and workers in association(s) or Unions recognized by the listed entity:

Category	FY 2025-26			FY 2024-25		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of associations or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of associations or Union (D)	% (D/C)
Total Permanent Employees						
Total Permanent Employees	12,312	0	0	11,641	242	2%
Male	11,371	0	0	10,775	112	1%
Female	941	0	0	866	130	15%
Total Permanent Workers						
Total Permanent Workers	2,016	356	18%	1,836	356	19%
Male	1,941	350	18%	1,799	350	19%
Female	75	6	8%	37	6	16%

8 Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/A)
Employees										
Male	11,371	10,854	95%	10,911	96%	10,775	10,775	100%	9,933	92%
Female	941	795	84%	830	88%	866	866	100%	866	100%
Total	12,312	11,649	95%	11,741	95%	11,641	11,641	100%	10,799	93%
Workers										
Male	1,941	1,937	99.8%	1,937	99.8%	1,799	1,799	100%	1,799	100%
Female	75	73	97.3%	73	97.3%	37	37	100%	37	100%
Total	2,016	2,010	99.7%	2,010	99.7%	1,836	1,836	100%	1,836	100%

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	9,529	9,529	100%	9,419	9,419	100%
Female	810	810	100%	760	760	100%
Total	10,339	10,339	100%	10,179	10,179	100%
Workers						
Male	1,386	1,386	100%	1,329	1,329	100%
Female	45	45	100%	34	34	100%
Total	1,431	1,431	100%	1,363	1,363	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 such system?

Yes. The Company has implemented an Occupational Health and Safety (OHS) Management System with 100% coverage across its operations, including all manufacturing facilities in India. The system applies to both permanent employees and contractual workers. Seven out of the Company's eight locations are certified under ISO 45001, while the remaining locations are aligned with the same OHS framework and standards.

The OHS framework is aligned with recognized occupational health and safety standards and includes processes for hazard identification, risk assessment, emergency preparedness and response, and the mandatory use of personal protective equipment (PPE). Key Environment, Health and Safety (EHS) performance indicators are monitored through a structured governance mechanism supported by periodic internal and external audits. Workplace safety is further reinforced through safety signage, emergency response systems, evacuation plans, fire safety systems, and regular training and awareness programs.

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

The Company follows a structured and systematic approach to identify work-related hazards and assess risks for both routine and non-routine activities. Hazard identification is carried out using established tools and methodologies, including Risk Assessments (RA), Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA), Process Hazard Analysis (PHA), and regular plant safety inspections.

For non-routine and high-risk activities, a Permit-to-Work (PTW) system is mandatorily followed. Each permit is supported by a prior risk assessment that evaluates the nature of the task, potential hazards, severity and likelihood of risks, and surrounding working conditions. Compliance with the PTW process is monitored to ensure safe execution of such activities.

Employees and contract workers are actively encouraged to report unsafe acts, unsafe conditions, incidents, accidents, and near-miss events through multiple reporting channels. Identified hazards are analyzed and addressed through appropriate corrective and preventive actions to minimize occupational risks.

Hazard Identification and Risk Assessment Framework:

- Department heads, in coordination with the EHS Head, are responsible for identifying hazards associated with their respective activities, equipment, and processes, and for implementing necessary risk control measures.
- Risk levels are assessed using Croner's nomogram tool, which considers factors such as likelihood of occurrence, frequency of exposure, severity of impact, potential injury, and property damage. Based on the risk ranking, suitable engineering, administrative, and personal protective equipment (PPE) controls are applied.
- Employees across levels are involved in hazard identification and risk mitigation activities, reinforcing shared ownership and a strong safety culture.
- OHS inspections are conducted at multiple levels: daily inspections by the EHS Head with area owners, weekly inspections by plant heads, and monthly inspections by department heads. Inspection findings are periodically

reviewed by senior leadership, including the Global EHS and Manufacturing leadership teams, to ensure corrective actions and compliance.

- Site leadership teams receive training on IS0 14489 OHS auditing standards, while employees are trained as ISO 45001 internal auditors to strengthen in-house hazard identification capabilities.
- Regular Safety Champion programs, monthly reviews of EHS performance indicators, and internal SOPs on "Risk Assessment and Safe Working Procedures" support continuous improvement.
- Annual assessments of Global Safety Programs are conducted across all sites to evaluate ongoing effectiveness and consistency.
- Implemented Health & Governance program at manufacturing sites where Health risk assessment is also conducted.

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

Yes, Glenmark has integrated well-established systems, processes, and practices that enable workers to report work-related hazards effectively. Specialized safety committees have been established to recognize workplace hazards, carry out corrective measures, assist management in meeting safety requirements, and manage the review and recording of incidents. To support hazard reporting and allow workers to remove themselves from unsafe situations, the following initiatives are in place:

- Monthly Safety Campaigns include discussions on 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 initiatives are designed to lower the number of incidents and improve safety awareness among all employees and workers.
- Employees and workers report unsafe working conditions or practices through the online portal. The workforce reporting such incidents with respect to workplace safety are recognized during the Safety Champion Program and Tool Box Talks (TBT).
- Global Safety Programs have been implemented across all 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 multiple Environmental, Health, and Safety (EHS) indicators, and high-performing individuals are recognized as "Best EHS Performers."
- Conducted training on "Solvent Handling", "Electrical Safety" to Site EHS leads, Site Engineering leads, Site Production & Quality leads through external expert.
- Organized certified Lead auditor course of "ISO 45001:2018 standard" for Site EHS Leads and Management Appointees.
- Rolled-out E-Module on Electrical Safety developed through external expert.
- An online Near-Miss and Hazard Management Portal has been introduced, allowing employees to report near-miss events and identified hazards. The portal supports prompt risk assessment and corrective action. Clear guidance is available on the company intranet through an internal SOP.
- Training sessions on incident investigation and root cause analysis, Health Risk assessment have been conducted by external health and safety specialists to build internal expertise.
- Occupational Health and Safety (OHS) inspections are conducted regularly at sites by Department Heads and Site Leaders to identify potential hazards early and take preventive actions before incidents happen.
- Safety Committee meetings provide a key forum for employees to voice safety-related concerns, which are reviewed, discussed, and addressed to reduce 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 screening programs to identify non-occupational health concerns at an early stage and facilitate timely medical intervention. These initiatives contribute to preventive healthcare and support the overall well-being of employees and workers.

In addition, we also undertake a range of wellness and health promotion initiatives, including awareness sessions on nutrition, physical fitness activities, yoga and mindfulness programs, and health and safety training. Together, these efforts promote a holistic approach to employee health, enhance awareness, and encourage healthy lifestyle practices across the workforce.

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	**Employees**	0.43	0.51
	Workers	0.62	0.59
Total recordable work-related injuries	**Employees**	6	7
	Workers	5	5
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:

The Company is committed to providing a safe, secure, and healthy work environment by fostering a culture where safety is a shared responsibility across all levels of the organization. This commitment is embedded in operational practices and extends from senior leadership to site-level teams.

On-site emergency preparedness and response plans are established across all manufacturing and R&D locations. These plans address potential emergency scenarios such as fire, chemical spills, medical emergencies, and natural events, and are supported by periodic mock drills to test preparedness and improve response capability.

Safety signages are prominently displayed across operational areas, highlighting hazards, mandatory safety precautions, emergency equipment locations, and safe operating procedures. Clear emergency information and evacuation plans, including marked escape routes, assembly points, emergency contact details, and fire-fighting equipment locations, are communicated through site layouts and visual displays.

The Company mandates the use of appropriate Personal Protective Equipment (PPE) based on task-specific risk assessments. PPE requirements are defined for routine and non-routine activities, and compliance is reinforced through training, supervision, and regular inspections.

Seven of eight manufacturing facilities are certified under ISO 45001:2018, and occupational health and safety risks are managed through a structured Plan Do Check Act (PDCA) framework. Key workplace hazards such as falls, fire risk, machinery-related injuries, and exposure to hazardous substances are systematically identified, assessed, and mitigated through engineering, administrative, and PPE controls.

These measures are further supported by Global Safety Programs, a structured Permit-to-Work system, routine OHS inspections, and real-time near-miss and hazard reporting mechanisms. Collectively, these initiatives strengthen the safety culture, enable proactive risk management, and support continuous improvement in workplace health and safety.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	**Pending resolution at the end of year**	**Remarks**	**Filed during the year**	**Pending resolution at the end of year**	**Remarks**
Working conditions	NIL	NIL	NIL	NIL	NIL	NIL
Health and Safety	NIL	NIL	NIL	NIL	NIL	NIL

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
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:

At Glenmark, we conduct regular internal safety audits across all our facilities and ensure to implement corrective actions against the findings of the audit. Seven of our eight manufacturing sites hold ISO 45001:2018 certification , ensuring our dedication to safety excellence. Furthermore, we conduct mock drills and safety training for all employees and workers regularly. We have established an emergency response team, with ongoing training in first aid, firefighting, and other critical safety procedures. We also host awareness sessions on safety aspects to continually engage and educate our workforce while ensuring a strong safety culture across the Company.

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 2025-26	**FY 2024-25**	**FY 2025-26**	**FY 2024-25**
Employees	NIL	NIL	NIL	NIL
Workers	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:

Value chain partner assessment	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	100%
Working Conditions	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.**

NIL

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.

1. **Describe the process for identifying key stakeholder groups of the entity:**

Stakeholder identification and engagement at the organization is guided by four key pillars: stakeholder identification, review, communication channels, and engagement frequency.

- Stakeholder Identification: Stakeholders are identified based on factors such as their influence, level of interest, legitimacy, impact, and overall significance to the organization. Each stakeholder group possesses distinct expectations, priorities, concerns, and needs.
- Review Process: The stakeholder identification framework is reviewed regularly and refined as needed to reflect stakeholder feedback and accommodate significant changes in the organization's operations or strategic direction.
- Communication Channels: Engagement methods are tailored to the characteristics, size, and reach of each stakeholder group. These may include one-on-one interactions, virtual and in-person meetings, site visits, surveys, feedback mechanisms, and focused group discussions.
- Engagement Frequency: The frequency of stakeholder engagement is determined based on the specific needs and expectations of each stakeholder group, ensuring meaningful, relevant, and effective communication.

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

Stakeholder Group	Whether identified as vulnerable and marginalized group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (annually, half yearly, quarterly, others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Please refer to the Integrated Annual Report for FY 2026.				

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**.

The Company engages with relevant internal and external stakeholders on economic, environmental, and social matters in line with its structured stakeholder engagement framework. These engagements are carried out on a periodic and need-based basis to understand emerging risks, opportunities, and stakeholder expectations.

Stakeholder feedback is obtained through multiple channels, including in-person meetings, virtual discussions, emails, structured surveys, and telephonic interactions. Insights gathered from these engagements are consolidated by the management team and shared with the Board and relevant Board Committees at regular intervals. This enables the Board to consider stakeholder perspectives while providing strategic direction and oversight on sustainability-related matters.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

We have identified our key ESG priorities through a comprehensive materiality assessment process. This assessment included surveys with employees and senior leadership, a review of relevant sustainability standards and frameworks, and benchmarking against industry peers. Stakeholder perspectives were gathered through structured questionnaires, helping us evaluate and prioritize the ESG issues most significant to our business and stakeholders. These material topics form the foundation of our business strategy, objectives, and targets, enabling a focused and effective approach to sustainability management.

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

Glenmark is committed to support and empower marginalized and vulnerable communities, as articulated in its Corporate Social Responsibility (CSR) Policy. The CSR Policy explicitly focuses on improving maternal and child health, access to healthcare and water, skill development, enabling sustainable livelihoods, promotion of education, community development and disaster relief and promotion of sports.

In line with this policy, Glenmark undertakes targeted CSR initiatives addressing the needs of vulnerable groups, including women, children, persons with disabilities, economically disadvantaged communities, and underserved populations.

The Company engages with these stakeholder groups through need-based assessments, community-level program implementation, and periodic monitoring and evaluation of CSR projects. These initiatives are designed to address structural challenges faced by vulnerable communities and enable long-term social impact. During the reporting period, no significant concerns or grievances were reported by vulnerable or marginalized stakeholder groups, reflecting the effectiveness of the Company's engagement approach and implementation mechanisms.

CSR Policy: glenmarkpharma.com/gpl_pdfs/about_us/CSR Policy.pdf

Principle 5: Businesses should respect and promote human rights.

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	12,312	4,576	37%	11,641	5,594	48%
Other than permanent	396	NIL	N/A	311	NIL	N/A
Total Employees	12,708	4,576	36%	11,952	5,594	47%
Workers						
Permanent	2,016	2,009	99.7%	1,836	1,836	100%
Other than permanent	3,058	NIL	N/A	2,835	NIL	N/A
Total Workers	5,074	2,009	39.6%	4,671	1,836	39%

2. Details of minimum wages paid to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Permanent	12,312	3	0.02%	12,309	99.98%	11,641	252	2%	11,389	98%
Male	11,371	3	0.03%	11,368	99.97%	10,775	220	2%	10,555	98%
Female	941	0	N/A	941	100%	866	32	4%	834	96%
Other than Permanent										
Other than Permanent	396	167	42%	229	58%	311	150	48%	161	52%
Male	326	146	45%	180	55%	241	132	55%	109	45%
Female	70	21	30%	49	70%	70	18	26%	52	74%

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Permanent										
Permanent	2,016	0	N/A	2,016	100%	1,836	396	22%	1,440	78%
Male	1,941	0	N/A	1,941	100%	1,799	373	21%	1,426	79%
Female	75	0	N/A	75	100%	37	23	62%	14	38%
Other than Permanent										
Other than Permanent	3,058	1,219	40%	1,839	60%	2,835	1,083	38%	1,752	62%
Male	2,707	1,127	42%	1,580	58%	2,610	984	38%	1,626	62%
Female	351	92	26%	259	74%	225	99	44%	126	56%

3. **Details of remuneration/salary/wages:**

a. **Median remuneration / wages:**

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	₹ 4,96,55,753	5	₹ 18,00,000
Key Management Personnel*	3	₹ 74,86,735	1	-
Employees Other than KMPs	11,694	₹ 9,99,204	1,010	₹ 13,54,764
Workers	4,648	₹ 3,37,290	426	₹ 2,57,553

*Three members of the Board of Directors also hold Key Managerial Personnel positions. Their remuneration has been excluded from the KMP median calculation, as the same has already been included in the median remuneration of the Board of Directors. Directors and Key Managerial Personnel who were on the Board of Directors for part of the year are not included in the median salary of the directors.

b. **Gross wages paid to females as % of total wages paid by the entity:**

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	10.23%	9.40%

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.

Human Rights Policy: 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:

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	8	2	N/A	4	0	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	35	12	N/A	19	3	N/A

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

	FY 2025-26	FY 2024-25
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	8	4
Complaints on POSH as a % of female employee/ workers	0.61%	0.44%
Complaints on POSH upheld	8	4

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

Glenmark has integrated robust mechanisms to protect complainants from the adverse consequences of cases reported for discrimination and harassment:

- Implemented an Employee Grievance Redressal Policy and a Prevention of Sexual Harassment (POSH) Policy specifically address such issues.
- Employees are encouraged to speak up and report concerns openly, without any fear of retaliation. Any form of unfair or adverse treatment against individuals who raise issues honestly is strictly not allowed.
- Anyone discovered taking retaliatory action against a complainant will be subject to appropriate corrective steps, which may include disciplinary action up to and including termination of employment or contract.
- Consistent with Glenmark's Human Rights Policy Statement, employees who report human rights concerns will not face any form of reprisal or retaliation.
- 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 labor	100%
Forced/involuntary labor	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	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 as a result 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 due-diligence conducted.

We have implemented a thorough human rights due diligence framework to identify and address potential human rights risks across our operations. Our core values guide us in building a responsible and respected organization, ensuring that we operate with full respect and compliance for the dignity and basic rights of all employees. We strictly follow all relevant laws, human rights regulations, and internal codes of conduct, which are formally reviewed every quarter.

During 2025-26, 100% of our operations were evaluated for compliance with human rights requirements, and targeted training on applicable laws and best practices were provided to all employees. We are committed to aligning our activities with the principles of the United Nations Universal Declaration of Human Rights. Our Human Rights Policy emphasizes on respect for human rights, prevention of discrimination, promotion of diversity and inclusion, zero tolerance for child and forced labor, and the maintenance of a safe, healthy, transparent work environment.

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. Assessments for the year:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labor	100%
Forced Labor/ Involuntary Labor	100%
Wages	100%
Others – please specify	100%

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

We have implemented a thorough human rights due diligence framework to identify and address potential human rights risks across our operations. Our core values guide us in building a responsible and respected organization, ensuring that we operate with full respect and compliance for the dignity and basic rights of all employees. We strictly follow all relevant laws, human rights regulations, and internal codes of conduct, which are formally reviewed every quarter.

During 2025-26, 100% of our operations were evaluated for compliance with human rights requirements, and targeted training on applicable laws and best practices were provided to all employees. We are committed to aligning our activities with the principles of the United Nations Universal Declaration of Human Rights. Our Human Rights Policy emphasizes on respect for human rights, prevention of discrimination, promotion of diversity and inclusion, zero tolerance for child and forced labor, and the maintenance of a safe, healthy, transparent work environment.

Principle 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. **Details of total energy consumption and energy intensity:**

Parameter in GJ	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	46,951	16,602
Total fuel consumption (B)	62,424	22,097
Energy consumption through other sources (C)	NIL	NIL
Total energy consumed from renewable sources (A+B+C)	1,09,375	38,699
From non-renewable sources		
Total electricity consumption (D)	3,71,005	3,77,263
Total fuel consumption (E)	1,03,904	1,54,524
Energy consumption through other sources (F)	NIL	NIL
Total energy consumed from non-renewable sources (D+E+F)	4,74,909	5,31,787
Total energy consumed (in GJ) (A+B+C+D+E+F)	**5,84,284**	**5,70,486**
Energy intensity per rupee of turnover (GJ/ Total Revenue from Operations in INR Mn) (Total energy consumed/ Revenue from operations)	6.9	6.2
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (GJ/ Total Revenue from Operations in INR Mn adjusted for PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	140.8	127.7
Energy intensity in terms of physical output (GJ/MT of Product) (Total energy consumed / physical output)	42	38

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 FY2025-26. 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.**

N/A

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	6,665	4,036
(ii) Groundwater	2,82,770	2,88,064
(iii) Third party water (Municipal water supplies)	2,56,598	2,37,532
(iv) Seawater / desalinated water	NIL	NIL
(v) Others	NIL	NIL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	5,46,033	5,29,632
Total volume of water consumption (in kilolitres)	5,14,025	5,07,302
Water intensity per rupee of turnover (KL / Total Revenue from Operations in INR Mn) (Total water consumption / Revenue from operations)	6.09	5.5
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (KL / Total Revenue from Operations in INR Mn adjusted for PPP) (Total water consumption / Revenue from operations adjusted for PPP)	123.9	113.6
Water intensity in terms of physical output (KL/ MT of Product) (Total water consumption / Physical Output)	37	34

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes,

Reasonable level of assurance for BRSR core indicators has been carried out by an external agency for FY2025-26. The external agency is DNV Business Assurance India Private Limited.

4. Provide the following details related to water discharged:

Parameter in KL	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(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 – please specify level of treatment	32,009	22,330
(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 kilolitres)	32,009	22,330

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 FY2025-26. 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.

The Company has implemented Zero Liquid Discharge (ZLD) mechanisms across the majority of its manufacturing facilities. All Glenmark Pharmaceuticals Limited (GPL) manufacturing facilities, with the exception of Taloja and Baddi, have ZLD systems operational on site. Wastewater generated from operations at these locations is treated and reused for various applications, including utility operations and gardening, thereby significantly reducing freshwater consumption.

In addition, the Company has strengthened its wastewater safe discharge practices across its operations. In FY 2026, Glenmark achieved a key milestone by recycling and reusing 84% of the wastewater generated across its Indian operations, enabled through a combination of Effluent Treatment Plants (ETPs), Sewage Treatment Plants (STPs), and ZLD systems.

To further enhance wastewater treatment and reuse, the Company has undertaken infrastructure upgrades at key sites. These include:

- Modernization of the primary treatment unit at Baddi
- Installation of Membrane Biological Reactor (MBR) based STPs at the Goa, Mahape, and Baddi facilities
- Deployment of ZLD units at the Nashik, Sikkim, and Chhatrapati Sambhajinagar plants

Where ZLD systems are not currently implemented, wastewater is treated through approved treatment systems and safely discharged in accordance with applicable regulatory standards and Pollution Control Board requirements. These measures collectively ensure regulatory compliance, minimize environmental impact, and support long term water sustainability.

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

Parameter	Unit	FY 2025-26	FY 2024-25
NOx	MT	118	120
SOx	MT	10	9
Particulate matter (PM)	MT	95	71
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

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

N/A

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions	Metric tons of CO_2 equivalent	11,797	17,263
Total Scope 2 emissions*	Metric tons of CO_2 equivalent	73,170	76,186
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG Emissions / Revenue from Operations)	Metric tons of CO_2 equivalent / Total Revenue from Operations in INR Mn	10	10
Total Scope 1 and Scope 2 emissions 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)	Metric tons of CO_2 equivalent / Total Revenue from Operations in INR Mn adjusted for PPP	20.5	20.9
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tons of CO_2 equivalent / Total Output of Product or Services	6	6

**We have calculated our Scope 2 emissions using a market-based approach.*

Total Scope 2 location-based emissions are 82,396 tCO2e

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 FY25-26

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.

The Company has implemented the following initiatives and projects to reduce its greenhouse gas (GHG) emissions across operations:

- Use of renewable energy through PPA agreement at Nashik & CSN site which increased the renewable percentage to 11%
- Use of Biofuel in boiler operations at Indore site
- Control on using refrigerant
- Energy efficiency improvement initiatives including optimization of manufacturing processes and upgrades to energy efficient equipment across manufacturing and R&D facilities.
- Integration of low carbon and energy efficient technologies to reduce energy consumption and associated emissions.
- Renewable energy adoption projects including installation of solar power systems and sourcing of green power to increase the share of renewable energy in the overall energy mix.
- Science Based Emissions Reduction Targets with GHG reduction targets validated by the Science Based Targets initiative (SBTi), covering Scope 1 and Scope 2 emissions.
- Climate governance and disclosure initiatives, including alignment with the Task Force on Climate related Financial Disclosures (TCFD) framework to assess, manage, and disclose climate related risks and opportunities.

9. Provide details related to waste management by the entity:

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	285	276
E-waste (B)	4	9
Bio-medical waste (C)	24	26
Construction and demolition waste (D)	145	167
Battery waste (E)	17	11
Radioactive waste (F)	0	0
Other Hazardous waste. (G)	1,314	1,220
Other Non-hazardous waste generated (H).	2,271	2,099
Total Waste Generated (A+ B + C + D + E + F + G + H)	**4,060**	**3,808**
Waste intensity per rupee of turnover (Metric tonnes /Total Revenue from Operations in INR Million) (Total waste generated / Revenue from operations)	0.05	0.04
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (MT/ Revenue from operations in INR Mn adjusted for PPP) (Total waste generated/ Revenue from operations adjusted for PPP)	0.98	0.85
Waste intensity in terms of physical output (MT / Unit of Product) (Total waste generated / Physical output)	0.29	0.26

Parameter		FY 2025-26	FY 2024-25
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
(i)	Recycled	3,029	2,548
(ii)	Re-used	NIL	NIL
(iii)	Other recovery operations	NIL	NIL
Total		**3,029**	**2,548**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
(i)	Incineration	88.53	156
(ii)	Landfilling	0	0
(iii)	Other disposal operations	939.92	1,058
Total		**1,028**	**1,214**

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 FY25-26

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 72% 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:

Sr. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
N/A			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Weblink
N/A					

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):

Yes. The Company is compliant with all the applicable environmental laws / regulations / guidelines in India

If not, provide details of all such non-compliances, in the following format:

Sr. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
N/A				

Leadership Indicators

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

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

(i) Name of the area: Pithampur

(ii) Nature of operations: Manufacturing

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	NIL	NIL
(ii) Groundwater	NIL	NIL
(iii) Third party water	1,04,684	1,02,606
(iv) Seawater / desalinated water	NIL	NIL
(v) Others - Municipality	NIL	NIL
Total volume of water withdrawal (in kilolitres)	1,04,684	1,02,606
Total volume of water consumption (in kilolitres)	1,04,684	1,02,606
Water intensity per rupee of turnover (Water consumed / turnover) – (kL/ INR Mn)	1.2	1.1
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	N/A	N/A
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

No

2. Please provide details of total Scope 3 emissions & its intensity:

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions	Metric tons of CO_2 equivalent	2,95,693	1,56,645
Total Scope 3 emissions per rupee of turnover	tCO_2 eq/Revenue in INR Mn	3.5	1.7
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	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.

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.

N/A

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:

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	• Use of Biofuel in Boiler operations at Indore site • Reduction in use of refrigerants • Sourcing solar energy through PPA for Nashik & CSN facilities • Installation of rooftop of solar power plants. • 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/ weblink.

Yes, we have integrated a detailed Disaster Management /Onsite Emergency Plan that clearly defines essential elements including organizational setup, plant layout, objectives, procedures, process-related hazards and control measures, preparedness for natural disasters, environmental impact assessments, emergency evacuation methods, emergency declaration steps, safe plant shutdown procedures, and an emergency response structure. The Company has also specified roles and responsibilities, designated assembly points, medical support arrangements, Material Safety Data Sheets (MSDS), important external contact details, and key mutual aid contacts to enable smooth and effective management during emergencies.

To address potential business interruptions, we have adopted well-defined risk mitigation measures supported by standard operating procedures and clear guidelines on roles, responsibilities, and response actions. These plans focus on effectively responding to disruptions, minimizing their impact, and restoring operations in a safe and timely manner. Specific actions are defined to reduce the risk of injury or loss of life, support quick relief and rescue efforts when required, and ensure a swift return to normal operations. In addition, all employees and contract workers are provided with training to respond appropriately during emergency or disaster situations.

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 reported during the reporting year.

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

Out of 732 suppliers for raw materials and packaging materials, 160 are classified as critical suppliers, for whom the Company has assessed environmental impacts. These critical suppliers account for 44% 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.

07

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:

No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations
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
	N/A	

Leadership Indicators

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

Sr. No.	Public Policy Advocated	Method Resorted for such advocacy	Whether information is available in public domain?	Frequency of Review by Board	Weblink, If Available
1.	Representation on RDI Scheme	Representation directly	No	Periodically	N/A
2.	Representation on India drug discovery innovation fund under Biopharma SHAKTI (A new Scheme announced by GoI in the union budget) **GMK Advocacy for development of Rich pipeline of 20+ assets**	Representation directly and through associations	No	Periodically	N/A
3.	Representation on Reforming Drug Procurement and Distribution in public sector	Representation directly and through associations	No	Periodically	N/A
4.	Representation on National Drug Security Framework	Representation directly and through associations	No	Periodically	N/A

Sr. No.	Public Policy Advocated	Method Resorted for such advocacy	Whether information is available in public domain?	Frequency of Review by Board	Weblink, If Available
5.	Representation on Goa Deposit Refund Scheme	Representation directly and through associations	No	Periodically	N/A
6.	Representation on Pharma Export Facilitation	Representation directly and through associations	No	Periodically	N/A
7.	Representation on BCD Exemption	Representation directly and 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:**

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Weblink
N/A					

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
N/A						

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:**

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs / small producers	12%	7%
Directly from within India	75%	70%

   * Total purchases include raw material, packaging material and excipients.

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 2025-26	FY 2024-25
Rural	0.01%	0.02%
Semi urban	11.60%	11.60%
Urban	24.29%	22.48%
Metropolitan	64.10%	65.90%

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).**

   N/A

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

S. No.	State	Aspirational district	Amount spent (in ₹)
In FY 2025–26, the Company expanded its CSR footprint by implementing impactful initiatives in the aspirational districts of Khandwa (Madhya Pradesh), Nandurbar (Maharashtra), Khunti (Jharkhand), Ri-Bhoi (Meghalaya) and Darrang (Assam). These interventions underscore the Company's commitment to driving inclusive growth 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?**

   N/A

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

   N/A

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
		N/A		

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.**

   N/A

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

   Details of the beneficiaries reached through the Company's CSR initiatives are provided in the 'Social and Relationship Capital' section of this Integrated Report. The Company's CSR interventions are aimed at fostering inclusive and sustainable development by addressing the needs of economically and socially disadvantaged communities across 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:

	As a percentage to 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:

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of 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	4,879	457	N/A	3,717	365	N/A

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

	Number	Reasons for recall
Voluntary recalls	21 Recall and 02 Market Withdrawal	Out of specification for the various test results, N-Nitrosamine impurity, Product quality complaints and manufactured in shared facility.
Forced recalls	0	N/A

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

Yes.

Glenmark has established frameworks and policies to address data privacy and information protection.

The Company has published a Privacy Notice and Privacy Policy applicable across its websites and digital platforms, which outline its approach to the collection, use, storage, processing, and protection of personal data. These policies reflect the Company's commitment to safeguarding personal and sensitive information, complying with applicable data protection and privacy laws, and ensuring responsible handling of data across jurisdictions.

The Privacy Notice describes measures related to data confidentiality, lawful processing, access controls, and use of appropriate safeguards to prevent unauthorised access, disclosure, or misuse of personal data.

Policy link:

Privacy Notice (Global): Privacy Notice – GlenmarkPharma

Privacy Portal: Privacy Portal – English – GlenmarkPharma

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

During the reporting year, the Company experienced a cybersecurity incident. However, there was no impact on business operations, no loss of data or documents, and no financial loss to the Company. The incident was promptly addressed, and appropriate corrective actions were implemented.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches – 1

b. Percentage of data breaches involving personally identifiable information of customers – 0

c. Impact, if any, of the data breaches – NIL

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide weblink, 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 our stakeholders (consumers) regarding any risk of disruption or discontinuation of our products.

- We issue a public notice for relevant stakeholders and inform the Government in advance before discontinuing any scheduled formulation. This practice is in line with regulatory requirements, including those set by the National Pharmaceutical Pricing Authority.
- To ensure minimum disruption of access to medicines to patients, the Company has also implemented Anti-counterfeiting measures for some of the critical products.

As we operate in a mature market with readily available therapeutic alternatives, continuity of patient care remains assured even if a product is discontinued.

No major disruption or discontinuation of our products was reported during the year 2025-26.

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) 2025-26. The disclosures include BRSR Core as per Annexure 17A of SEBI's Master Circular for BRSR (Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026, dated January 30, 2026).

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 2025-26 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 FY 2025-26.

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, as mentioned by the Company in the "Reporting Boundary" section in BRSR. Based on the agreed scope with the Company, the boundary of reasonable assurance covers the operations of Glenmark in India, unless otherwise specified by the company in respective disclosures of the report, and for the disclosures where the BRSR report explicitly specifies that the disclosures are applicable only to India operations. The reporting and assurance boundary includes 1 Head office, 7 manufacturing locations, 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 the 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) as per Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026, "Master circular for compliance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 by listed entities", dated January 30, 2026.
- 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.

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 2025-26, 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 to evaluate disclosures wrt. Greenhouse gases.

Basis of our conclusion

As part of our independent assurance engagement, we have evaluated the reported environmental, social, and governance (ESG) information against the agreed criteria. Throughout the engagement, we exercised rigorous professional judgment and maintained a high level of professional skepticism to ensure the integrity and reliability of our conclusions. 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

- 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's opinion on specific BRSR Core Attribute 8 on "Number of days of accounts payable", Attribute 9 "Open-ness of business" and all sections of BRSR core indicators where currency or INR has been applied relies on the third party audited financial reports of the Company. DNV does not take any responsibility of the financial data reported in the audited financial reports of the Company.
- 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,	
Chandan Sarkar Lead Verifier	Anjana Sharma Assurance Reviewer
Assurance Team: Suraiya Rahman, Himanshu Babbar, Syed Rameez	

05/08/2026, Mumbai, India.

Annexure I

BRSR Core KPIs - reasonable level of assurance

BRSR Core Attributes
Attribute1: Green-house gas (GHG) footprint*
Attribute 2: Water footprint
Attribute 3: Energy footprint
Attribute 4: Embracing circularity - details related to waste management by the entity
Attribute 5: Enhancing Employee Wellbeing and Safety
Attribute 6: Enabling Gender Diversity in Business
Attribute 7: Enabling Inclusive Development
Attribute 8: Fairness in Engaging with Customers and Suppliers
Attribute 9: Open-ness of business

Note:
* Total Scope 2 emissions (Location Based) are 82,396 tCO2e. *Calculation of Direct (Scope 1) GHG emissions is based on conversion factors, emission factors considered in the IPCC sixth assessment report (AR6 WGI Report), and GHG protocol cross-sector emission factors, Department for Environment Food & Rural Affairs (DEFRA 2025). Indirect (Scope 2) GHG emissions are calculated based on the Grid Electricity Emission Factor (EF) - Central Electricity Authority, Govt. of India, CO2 baseline database for Indian Power Sector, version 21.0.*

Annexure II

Sites selected for audits

S.no	Site	Location
1.	Corporate Office- remote audit	Mumbai
2.	Manufacturing plants- on-site audit	• Baddi (2 units) • Pithampur
3.	Manufacturing plants- remote audit	• Goa S7, S9 • Aurangabad