

August 29, 2025

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

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

Ref: Scrip Code: 532296

Ref: Scrip Name: GLENMARK

Dear Sirs,

Sub: Business Responsibility & Sustainability Report for F.Y. 2024-25

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 F.Y. 2024-25.

Kindly take the above information on record.

Thanking You

Yours Faithfully,
For **Glenmark Pharmaceuticals Limited**

Harish Kuber
Company Secretary & Compliance Officer

Encl: As above

Glenmark Pharmaceuticals Limited

Glenmark House, B D Sawant Marg, Andheri (E), Mumbai 400 099

T: 91 22 4018 9999 F: 91 22 4018 9988 CIN No: L24299MH1977PLC019982 W: www.glenmarkpharma.com

Registered office: B/2, Mahalaxmi Chambers, 22 Bhulabhai Desai Road, Mumbai 400 026 E: complianceofficer@glenmarkpharma.com

Business Responsibility and Sustainability Report FY 2025

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Company	L24299MH1977PLC019982
2	Name of the Company	Glenmark Pharmaceuticals Limited
3	Year of incorporation	1977
4	Registered office address	B/2, Mahalaxmi Chambers, 22, Bhulabhai Desai Road, Mumbai - 400026, Maharashtra, India
5	Corporate office address	Glenmark House, B. D. Sawant Marg, Chakala, Off Western Express Highway, Andheri (E), Mumbai - 400 099, Maharashtra, India
6	E-mail	complianceofficer@glenmarkpharma.com
7	Telephone	+91 22 4018 9999
8	Website	http://www.glenmarkpharma.com
9	The financial year for which reporting is being done	1st April, 2024 to 31st March, 2025
10	Name of the stock exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) BSE Limited (BSE)
11	Paid-up capital	INR 282.19 M
12	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Mr. Harish Kuber 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 year pertains to Glenmark Pharmaceuticals Limited India.

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Pharmaceuticals	The Company specializes in research, development, manufacturing, and sales of a diverse range of pharmaceutical products, including branded generics, generics, specialty medications, and over the counter (OTC) treatments. The Company's expertise spans across multiple therapeutic areas, including dermatology, respiratory health, oncology, cardiology, diabetes, gynecology, gastroenterology, and anti-infectives, among others.	100%

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

S. No.	Product/Service	NIC Code	% of total turnover contributed
1.	The Company's primary products and services, accounting for 90% of its turnover, include the research, development, manufacturing, and sale of branded generics, generics, specialty medicines, and over the counter (OTC) pharmaceutical products. These offerings span a wide range of therapeutic areas such as dermatology, respiratory care, oncology, cardiology, diabetes management, gynecology, gastroenterology, and anti-infective treatments, among others.	210	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	8	15	23
International	3	48	51

Note: Apart from the above office and plants, Glenmark Pharmaceuticals Limited (the Company) has the following facilities in India:

- 3 research and development centers located at Sinnar, Taloja and Mahape to drive innovation for development of new pharmaceutical products.
- 4 warehouses are located at Indore, Howrah, Panchkula & Bhiwandi to enhance distribution efficiency, inventory management and fulfilling the regulatory compliance requirements such as Good Distribution Practice (GDP) etc.

19. Markets served by the entity:

- a. Number of locations

Locations	Number
National (No. of States)	28 states and 8 union territories
International (No. of Countries)	More than 80

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

Our products are exported to more than 80 countries with a strong footprint in US, Europe, Asia, Russia and Brazil, etc. of our total standalone turnover of INR 92,264.09 Mn. the percentage of revenue from exports accounted for 51.39% INR 47,416.62 Mn.

- c. A brief on types of customers

With a diverse portfolio of pharmaceutical products, the Company serves a broad customer base across key therapeutic areas such as dermatology, respiratory, oncology, cardiology, diabetes, gynecology, gastroenterology, and anti-infectives. These products address the needs of a wide range of patients, facilitated through a comprehensive distribution network that includes wholesalers, distributors, pharmacy chains, healthcare providers, government institutions, and hospitals. Furthermore, the Company extends its global presence by exporting products to international markets through both its subsidiaries and third-party distributors.

IV. Employees

20. Details as at the end of the Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	11,641	10,775	93	866	7
2.	Other than Permanent (E)	311	241	77	70	23
3.	Total employees (D + E)	11,952	11,016	92	936	8
WORKERS¹						
4.	Permanent (F)	1,836	1,799	98	37	2
5.	Other than Permanent (G)	2,835	2,610	92	225	8
6.	Total workers (F + G)	4,671	4,409	94	262	6

b. Differently abled employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	74	61	82	13	18
2.	Other than Permanent(E)	N/A	N/A	N/A	N/A	N/A
3.	Total differently abled employees (D + E)	74	61	82	13	18
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	14	13	93	1	7
5.	Other than Permanent (G)	N/A	N/A	N/A	N/A	N/A
6.	Total differently abled workers (F + G)	14	13	93	1	7

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	4	44
Key Management Personnel	4	1	25

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

	FY 2024 - 25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15%	17%	15%	18%	19%	18%	19%	24%	19%
Permanent Workers	17%	19%	17%	15%	6%	15%	24%	14%	24%

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

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

The details of subsidiary/associate/joint venture companies are provided in Form AOC-1, as annexure-1 in the Board's Report and this forms part of the Integrated Annual Report.

¹ GRI 2-8

VI. CSR Details

24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- ii. Turnover (in ₹): 92,264.09 Mn
- iii. Net worth (in ₹): 245,039.56 Mn

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) If yes, then provide web-link for grievance redress policy	FY 2024 - 25		FY 2023 - 24	
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year
Communities		Nil	Nil	Nil	Nil
Investors		Nil	Nil	Nil	Nil
Shareholders		2	Nil	6	Nil
Employees and workers	https://glenmarkpharma.com/about-us/governance/	19	3	18	3
Customers		3,717	365	2,666	356
Value Chain Partners		3	Nil	Nil	Nil
Other (Please Specify)		7	1	3	Nil

We conduct our business with integrity and transparency, upholding the highest standards as defined by our core values and the Glenmark Code of Conduct. Our guiding policies, including grievance redressal mechanisms, are available at <https://glenmarkpharma.com/about-us/governance/>, with additional internal policies accessible via the Company's intranet. For customer grievances, refer to Principle 9, essential indicator 1 of this report. Additionally, we provide a dedicated platform for reporting ethical and compliance concerns at <https://glenmarkpharma.com/ethics-compliance/>.

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

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

Sr. No.	Material identified issue	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
1.	Product Quality, Safety and Recall Management	Risk	Risk: Product quality, safety, and recall management pose significant risks for our Company due to their direct impact on patient health and regulatory compliance. Any lapse can lead to product recalls, legal liabilities, reputational damage, and financial losses. Additionally, the risk of counterfeit medicines undermines patient safety and erodes trust in our brand.	<ul style="list-style-type: none"> Established centralized Quality Management System accredited with ISO standards to maintain high-quality benchmarks across research, manufacturing, and distribution. We also ensure strict adherence to Good Manufacturing Practices (GMP) Conduct rigorous audits of our third-party suppliers and our pharmacovigilance activities help monitor and swiftly address 	Negative: Non-compliance with product quality standards can result in product recalls, financial losses, legal liabilities, and damage to our brand value and reputation.

Sr. No.	Material identified issue	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
				<p>product safety and quality issues, enhancing our overall assurance framework.</p> <ul style="list-style-type: none"> Regular testing is undertaken for all products prior to dispatch, to allow for timely correction, if required. 	
2.	Innovation and Research and Development	Opportunity	<p>Opportunity: Innovation and the development of new products and therapies plays a critical role in enhancing our competitive edge, enabling expansion into new geographies and markets. This not only drives additional revenue and strengthens brand reputation but also demonstrates a strong commitment to addressing unmet medical needs and improving patient well-being.</p>	-	<p>Positive: Innovation and development of new therapies drives additional revenue, enable long-term growth through patents, and support market expansion. A diverse product portfolio addressing key healthcare needs enhances brand reputation, while R&D investments open financial opportunities through exclusivity, licensing, and strategic partnerships.</p>
3.	Access and Affordability of Medicines	Opportunity	<p>Opportunity: Expanding access to underserved markets presents a strong growth opportunity by increasing sales, revenue, and market share. Enhancing the availability and affordability of medicines strengthens brand reputation and supports better public health outcomes. These efforts also align with global health priorities, enabling public-private partnerships, government tenders, and inclusion in national health programs, further driving business growth.</p>	-	<p>Positive: Focused efforts for access to affordable medicines strengthens our customer base, enhances competitive advantage, and supports business expansion into new geographies, contributing to the our long-term sustainable growth.</p>

Sr. No.	Material identified issue	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
4.	Occupational Health, Safety and Wellbeing	Risk	Risk: Employees and workers may be exposed to toxic or hazardous chemicals, solvents, and Active Pharmaceutical Ingredients (APIs), potentially leading to occupational health issues. Workplace safety incidents and ergonomic risks further contribute to health and safety concerns. Inadequate awareness of operational hazards and insufficient training to mitigate these risks can heighten vulnerabilities. Additionally, operations involving heavy equipment often expose workers to elevated temperatures, as well as chemical and physical hazards, increasing the overall risk to health and safety.	<ul style="list-style-type: none"> • Ensure strict compliance with health and safety laws, regulations, and guidelines through various proactive measures. These include the implementation of ISO 45001 and the British Safety Council's 5-Star Safety System, along with alignment to global safety programs. • Regular health, safety, and fire safety audits are conducted to identify and mitigate risks. • Monthly reviews of EHS performance metrics, safety campaigns, and initiatives like the Safety Champion Program further strengthen safety culture. • Mandatory use of PPE for all personnel entering plant premises reinforces our commitment to workplace safety. 	<p>Negative: Health and safety incidents can lead to significant financial implications. These may include regulatory fines, legal liabilities, increased insurance premiums, and costs related to medical treatment and compensation. Operational disruptions due to accidents can impact productivity and lead to delays in manufacturing and supply, affecting revenue.</p> <p>Reputational damage may also result in loss of customer trust and investor confidence, potentially impacting market share and long-term profitability.</p>
5.	Human Capital Management	Opportunity	Opportunity: Human Capital Management is a key opportunity to drive long-term value. Hiring the right talent for the right roles improves productivity in plant operations, enables innovation in R&D, enhances product quality, and supports business expansion. Investing in a diverse and inclusive workforce, while fostering continuous employee growth, builds a resilient and high-performing organization capable of delivering on its mission effectively.	-	<p>Positive: Skilled and motivated employees enhance operational efficiency, drive innovation in research and development, and improve product quality, leading to faster time-to-market and higher competitiveness. Career growth initiatives also reduce turnover, lowering recruitment and training costs. Furthermore, a high-performing workforce contributes directly to business growth, profitability, and sustained market leadership.</p>

Sr. No.	Material identified issue	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
6.	Sustainable Supply Chain	Risk and Opportunity	<p>Risk: Supply chain disruptions can significantly impact the timely supply and sales of products, leading to delays in delivery to patients and healthcare providers, which may hinder treatment processes. Such delays and product unavailability can also negatively affect brand value and reputation.</p> <p>Opportunity: An efficient supply chain management system streamlines operations, reduces redundancies, and ensures effective logistics and inventory management. Strategic collaborations strengthen relationships with logistics partners, suppliers, distributors, and other stakeholders. Additionally, optimizing resources within the supply chain helps minimize operational expenditure and conserve company resources.</p>	<ul style="list-style-type: none"> Implement risk mitigation plans for the identified potential risks and vulnerabilities across our supply chain. Assess all suppliers on parameters such as reliability, product quality, ethical practices, and compliance with international and local regulatory standards before onboarding and at regular intervals thereafter. Conduct periodic audits of suppliers and third-party manufacturers to ensure consistent adherence to Glenmark's quality, safety, and sustainability standards. Include ESG criteria in audit scope. Leverage advanced digital tools and analytics for real-time monitoring of inventory, logistics, and supplier performance. Improve forecasting capabilities to anticipate and respond to potential disruptions swiftly. To reduce dependency on a single geography or supplier, we have cultivated a diversified supplier base. We also prioritize local sourcing. Develop and routinely update contingency plans to ensure business continuity in the event of supply chain disruptions. This includes maintaining backup suppliers, alternate production facilities, and strategic buffer stocks. 	<p>Negative: Supply chain disruptions can lead to delays in the procurement of raw materials, hindering production timelines and affecting the timely delivery of products to customers. This may significantly impact operational continuity, leading to reduced productivity and potentially diminishing our revenue generation capabilities.</p> <p>Positive: Sustainable supply chain management enhances the efficiency of material and product flows, contributing to improved overall operational performance. Strengthening supply chain resilience helps prevent disruptions and ensures the consistent and timely delivery of products and services, reinforcing customer trust and business continuity.</p>

Sr. No.	Material identified issue	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
7.	Data Privacy and Cyber Security	Risk	Risk: Cyberattacks can lead to the theft of sensitive data such as patient records, clinical results, proprietary research, and intellectual property, causing financial losses, operational disruptions, and damage to brand reputation. Furthermore, failure to comply with data privacy laws like HIPAA and GDPR may result in legal action and penalties. Inadequate security measures weaken competitive advantage and expose the Company to significant risks, both financial and reputational.	<ul style="list-style-type: none"> • Established a robust IT management system with layered controls, including multi-factor authentication, antivirus software, and firewalls to safeguard data. • Enforce strict access control mechanisms to ensure only authorized personnel can access confidential information. • Limit data collection and retention of essential information to reduce the risk of breaches. • Ensure compliance with relevant data protection regulations such as GDPR and HIPAA. • Develop a comprehensive incident response plan with clear procedures for managing cybersecurity incidents. • Conduct regular employee training on endpoint and network security, along with best practices to prevent IT threats. • Continuously monitor and analyze systems for new vulnerabilities through regular network and system scans. 	Negative: Failure to comply with the Code of Conduct or local laws may result in regulatory penalties, operational disruptions, financial losses, and significant reputational damage.
8.	Corporate Governance and Business Ethics	Risk and Opportunity	Risk : Non-compliance with local laws and regulatory requirements, such as CGMP and CGLP, may result in hefty fines, sanctions, or legal action. Violations of quality standards, unethical pricing, or neglect of safety protocols can compromise patient health, erode customer trust, and damage the Company's reputation. Additionally, undermining relationships with key stakeholders—including healthcare providers and regulatory	<ul style="list-style-type: none"> • Establish a robust corporate governance structure with strong oversight of business strategy, ensuring compliance with all statutory and regulatory requirements. • Promote transparency through timely and accurate disclosure of financial and non-financial information by aligning with global reporting frameworks. 	Negative: Non-compliance with Code of conduct and violation of local laws could lead to imposition of penalties by regulatory agencies, business disruption, revenue loss and reputational risks. Positive: A strong, ethical and legally compliant corporate governance framework fosters stakeholder trust and strengthens our

Sr. No.	Material identified issue	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
			<p>bodies—can impact the Company’s credibility and long-term brand value.</p> <p>Opportunity: Upholding high ethical standards and strict legal compliance, with integrity, transparency, and accountability helps build stakeholder trust and strengthens our reputation. Consistently maintaining ethical business practices aligned with our core values fosters a positive corporate culture, mitigates business risks, and supports long-term sustainable growth.</p>	<ul style="list-style-type: none"> • Conduct regular internal and external audits to evaluate governance practices, financial controls, and adherence to applicable laws and ethical standards. • Ensure a well-balanced board composition with a diverse skill set, including adequate representation of Independent Directors to safeguard stakeholder interests. • Enforce strict compliance with the Glenmark Code of Conduct by providing regular training to employees across all levels. • Maintain a strong ethical business culture by implementing comprehensive policies and procedures addressing ethical conduct and compliance obligations. • Ensure transparency in critical business areas such as innovation, product development, and clinical trials to prevent conflicts of interest. 	<p>reputation. It also supports sustainable business growth by effectively mitigating legal, financial, and operational risks.</p>
9.	Climate Action	Risk and Opportunity	<p>Risk: Climate change poses both physical and transitional risks to us. Physically, the increasing frequency and severity of extreme weather events, such as floods, droughts, and heatwaves can directly disrupt our operations, supply chains, and infrastructure. Transition-related risks arise from the evolving regulatory landscape, where new environmental laws and stricter compliance requirements may</p>	<ul style="list-style-type: none"> • Develop and implement a climate resilience strategy by identifying and addressing potential vulnerabilities within our operations and supply chain which will help ensure business continuity in the face of climate-related disruptions. • Reduction of greenhouse gas (GHG) emissions through adoption of energy-efficient practices, 	<p>Negative: We recognize that climate change can disrupt our operations and supply chain, leading to delays in procuring raw materials, interruptions in our manufacturing processes, and challenges in delivering products to our customers on time. These disruptions</p>

Sr. No.	Material identified issue	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
			<p>necessitate changes in operational processes. These adjustments could lead to additional expenditures, impacting profitability. Furthermore, the broader impacts of climate change may hinder our ability to expand or operate efficiently in affected regions, thereby posing a threat to long-term growth.</p> <p>Opportunity: Despite the risks, climate change also presents opportunities for us to strengthen our competitive position. By adopting sustainable and environmentally responsible practices, we can improve operational efficiency, reduce energy and resource consumption, and ultimately lower costs over the long term. In addition, a strong sustainability strategy enhances our appeal to environmentally conscious stakeholders, including consumers, investors, and strategic partners. This growing interest in sustainable business practices can lead to increased brand value, market share, and long-term growth potential for us.</p>	<p>transitioning to cleaner fuels, and increasing the share of renewable energy in the overall energy mix. These measures will contribute to a lower carbon footprint and long-term sustainability.</p> <ul style="list-style-type: none"> By strengthening supply chain resilience against climate-related risks by diversifying suppliers and sourcing locations, we will mitigate disruptions and maintain operational stability even during extreme climate events. 	<p>can affect our efficiency, customer satisfaction, and overall business performance.</p> <p>Positive: At the same time, we see a valuable opportunity to build operational resilience by adopting sustainable practices. By proactively addressing both the physical and transitional risks of climate change, we aim to ensure the long-term stability and sustainable growth of our business.</p>
10.	Natural Resource Management	Risk and Opportunity	<p>Risk: Responsible management of natural resources is essential to ensure environmental compliance, protect public health, and maintain operational efficiency. Improper disposal of wastewater and waste, along with excessive air pollutant emissions, can lead to legal penalties and damage our reputation. Moreover, high water consumption and poor air quality management pose risks to both our productivity and the well-being of workers and surrounding communities. By adhering to environmental</p>	<ul style="list-style-type: none"> Implement water conservation measures by deploying water-efficient equipment and optimizing processes to reduce consumption. Ensure proper treatment and reuse of wastewater across all our operations to minimize dependency on freshwater resources. Long-term plan is to install Zero Liquid Discharge systems across all our manufacturing sites. 	<p>Negative: Improper management of natural resources can expose us to considerable financial risks. An overreliance on local water sources may lead to supply shortages and costly operational disruptions. Similarly, improper waste disposal practices increase the likelihood of legal action, fines, and higher compliance costs, while also damaging our reputation and customer</p>

Sr. No.	Material identified issue	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
			<p>regulations and adopting sustainable practices in water, waste, and air pollution management, we can mitigate these risks and promote long-term operational resilience.</p> <p>Opportunity: By improving water efficiency, adopting sustainable waste management practices like the 3Rs (Reduce, Reuse, Recycle), and implementing advanced air pollution control technologies, we can conserve resources and reduce operational costs. Embracing renewable energy and innovative solutions not only helps mitigate environmental risks but also opens avenues for regulatory incentives, carbon credits, and enhanced corporate reputation. These initiatives support long-term sustainability while driving operational excellence and stakeholder trust.</p>	<ul style="list-style-type: none"> • Maintain a comprehensive water inventory and regularly monitor our performance on water conservation initiatives. • Promote waste recycling to lower our reliance on virgin natural resources and reduce environmental impact. • Adopt co-processing methods for waste with calorific value to recover energy and minimize landfill disposal. • Ensure full compliance with all applicable waste management regulations and hazardous waste rules. • Innovate continuously to reduce waste generation during manufacturing, packaging, and other operational activities. • Track and review our waste management performance, including metrics on waste reused, recycled, co-processed, and safely disposed. • Invest in advanced air pollution control technologies and monitor emissions to ensure compliance with environmental standards. • Regularly assess and improve air quality management practices to safeguard worker health and minimize community impact. • Engage with regulatory bodies proactively to stay updated on environmental requirements and leverage any available incentives. • Foster a culture of sustainability and environmental responsibility across all levels of the organization. 	<p>trust—factors that can undermine long-term financial performance. Additionally, failing to adequately control air emissions risks incurring regulatory penalties and expensive remediation efforts. This can also harm public perception, which may negatively impact brand value and restrict future growth opportunities.</p> <p>Positive: Effective natural resource management across water, waste, and air pollution plays a vital role in reducing costs and enhancing profitability. By conserving and reusing water, we can significantly lower procurement expenses while also minimizing operational risks linked to water scarcity. In parallel, recycling waste not only helps conserve resources but also creates additional revenue streams and reduces the costs associated with waste disposal. Furthermore, investing in air pollution controls ensures compliance with environmental regulations, helping avoid costly fines and operational disruptions.</p>

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)					Yes				
b. Has the policy been approved by the Board? (Yes/No)					Yes				
c. Web Link of the Policies, if available									
Principle 1: Ethics, transparency									
Principle 2: Product and service responsibility									
Principle 3: Human resources									
Principle 4: Responsive to stakeholders, particularly the marginalized									
Principle 5: Respect for human rights									
Principle 6: Environmental responsibility									
Principle 7: Public policy advocacy									
Principle 8: Inclusive growth									
Principle 9: Customer engagement									

- 2. **Whether the entity has translated the policy into procedures. (Yes/No)** Yes
- 3. **Do the enlisted policies extend to your value chain partners? (Yes/No)** Yes
- 4. **Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.**
The Company adheres to CGMP standards and adopted TCFD apart from accreditations by Central Drugs Standard Control Organisation (CDSCO: India), Science Based Targets Initiative (SBTi), Taskforce on Nature-related Financial Disclosures (TNFD), ISO 14001:2015 & 45001:2018 and international regulatory authorities such as USFDA, WHO etc.
- 5. **Specific commitments, goals and targets set by the entity with defined timelines, if any.**
Please refer to the Integrated Report for ESG related commitments, goals and targets.
- 6. **Performance of the entity against specific commitments, goals and targets along with reasons in case the same are not met.**
Please refer the Integrated Report for the performance of the entity on ESG related commitments, goals and targets.

Governance, leadership and oversight

- 7. **Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure.)**
Refer to the message from the Chairman & Managing Director in the Integrated Report of Glenmark Pharmaceuticals Limited.
- 8. **Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy.** Glenn Saldanha
Chairman & Managing Director
- 9. **Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.** Yes, Glenmark Pharmaceuticals Limited has established a dedicated ESG Committee, overseen by the Board, to guide and monitor progress towards its ESG priorities, commitments, goals, and targets. The Committee ensures active and consistent engagement from senior management in addressing emerging ESG risks and identifying new opportunities. Its focus is on embedding ESG considerations across key business functions, including stakeholder relations, risk management, manufacturing processes, workforce engagement, and supply chain operations. The Committee plays a crucial role in assessing the advancement of the Company's ESG strategy, which is designed to deliver positive outcomes for the economy, environment, and society. Detailed information about the ESG Committee can be found in the Corporate Governance section.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
1 Performance against above policies and follow up action					Yes				
2 Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances					Yes				
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.					No				

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

No

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by awareness programmes
Board of Directors	7	Familiarisation/ awareness programmes for the Board of Directors/ KMPs of the Company are done periodically as part of Board process covering various areas pertaining to the business, strategy, risks, operations, regulations, code of business conduct and ethics, economy and environmental, social and governance parameters. In addition, frequent updates are shared with all the Board members/ KMPs to appraise them of developments in the Company, key regulatory changes, risks, compliances and legal cases.	100%
Key Managerial Personnel	7		100%
Employees other than BoD and KMPs	2,013	Prevention of Sexual Harassment at Workplace, POSH ICC Member, Biodiversity Policy, Environment Health and Safety, Health and Hygiene, Occupational Health Safety, HR Induction Module, HR Policy, Privacy Labor Relations, Emergency Evacuation Policy, Onsite Emergency Preparedness, Procedure for Factory Security System, Road Safety, Lock out Tag out Procedure, Code of Ethics and Professional Conduct, Donation Policy, Suspected Fraud, Misconduct, Serious Breach and/or persistent Non-compliance, Meeting with Regulatory Authorities, Medical Checkup, Procedure for Handling Complaints by Volunteer / Subjects, Privacy and Protection of Personally Identifiable Information(PII), Data Protection and Privacy , Procedure of Entry and Exit at :-Microbiology Lab, Qc Department, Factories, etc	97%
Workers			100%

2. **Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format**

(Note: the entity shall make disclosures based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Nil

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

Not Applicable

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

Yes, Glenmark has a Global Anti-Bribery and Anti-Corruption ("ABAC") policy. This policy is global in scope and applies to all employees of Glenmark Pharmaceuticals Limited, and Business Partners engaged in activities with Glenmark. Glenmark's Code of Conduct states the way we work and do business; the ABAC policy ensures that Glenmark's business is conducted in a legal and socially responsible manner. The ABAC policy covers the principles and requirements of ABAC, including maintenance of business documentation and financial records. Our Code of Conduct expects that we honor ABAC laws, and our ABAC policy aligns with all relevant international and local ABAC laws. Beyond English, the policy is also available in Polish, Czech, Portuguese, Russian, Slovakian and Spanish languages on our intranet. Training on this policy is part of the

induction process for all new Employees. All existing Employees receive regular training on how to implement and adhere to this policy.

<https://glenmarkpharma.com/code-of-conduct/>

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

Particulars	FY 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

Particulars	FY 2024-25	FY 2023-24
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs		

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

Not Applicable

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

Particulars	FY 2024-25	FY 2023-24
Number of days of accounts payables	275	273

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	12%	10%
	b. Number of trading houses where purchases are made from	89	90
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	60%	67.8%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	59.52%	57.71%
	b. Number of dealers / distributors to whom sales are made	292	298
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	51.00%	53.87%
Share of RPTs in	a. i) Purchases (Purchases with related parties / Total Purchases)	0.21%	0
	b. Sales (Sales to related parties / Total Sales)	40.07%	41.85%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	96.92%	99.03%
	d. Investments (Investments in related parties / Total Investments made)	99.63%	93.83%

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
05	Supplier code of conduct, Emergency Response and Preparedness Plan, EHS Policy, Contractors EHS Agreement, Plastic Waste Management.	100

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, we have established robust processes to manage conflicts of interest involving our Board members and Senior Management. All Directors are required to disclose their interests in other entities, including shareholdings, annually or upon any change. They also submit an annual declaration under the Code of Conduct, affirming their commitment to act in the Company's best interests and to avoid any personal or business relationships that could result in a conflict. During Board meetings, Directors abstain from discussions or decisions on matters in which they have an interest. Similarly, Senior Management is required to provide an annual confirmation that they have not entered into any material financial or commercial transactions that could conflict with the Company's interests.

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

Particulars	FY 2024-25	FY 2023-24	Details of improvements in environmental social impacts
R&D	100%	100%	<ul style="list-style-type: none"> Installed the necessary equipment to facilitate the transition from High-speed Diesel (HSD) to Low Sulphur Heavy Stock (LSHS). Implemented a visual monitoring mechanism for the Effluent Treatment Plant (ETP) at the Sikkim facility for statutory authority. Installed a solar water heating system at the Nalgarh facility to reduce dependency on thermal energy and minimize greenhouse gas emissions. Upgraded the Direct Expansion Heat Exchanger of the Air Handling Unit (AHU) to a Chilled Air Handling Unit at the Nashik facility to eliminate the use of refrigerants and coolants, resulting in reduced greenhouse gas emissions.
Capex	0.02%	3.40	

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

Yes

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

100% of the input materials were sourced sustainably.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

We are actively engaged in the manufacture and sale of pharmaceutical products, and the primary waste generated at the end-of-life of these products is plastic. In line with Extended Producer Responsibility (EPR) guidelines, we have implemented robust systems and practices for waste management that comply with pollution control board regulations, ensuring an environmentally friendly approach.

The plastic waste resulting from the end-of-life of our products includes rigid, flexible, and multi-layered packaging materials. To manage this waste effectively, we have partnered with a third-party agency authorized by the pollution control board to collect the waste generated from our operations and facilitate reuse and recycling efforts. The recyclable portion

of the waste is transformed into valuable products, such as plastic granules, while the residual waste is co-processed to recover energy and ensure safe disposal.

Additionally, we have established a centralized agreement with the third-party agency for the recycling of electronic waste (e-waste). Battery waste is responsibly managed by being sent to authorized dealers or returned to the supplier for proper recycling.

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

Yes, the Extended Producer Responsibility (EPR) is applicable to the Company as outlined in the Plastic Waste Management Rules 2016 and subsequent amendments. We have obtained EPR authorization from the Central Pollution Control Board (CPCB) under both the Brand Owner and Importer categories. Our waste collection plan aligns with the EPR targets set by the CPCB. Additionally, the Company submits annual returns to the CPCB as part of its EPR compliance obligations.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product/ Service	% of total turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
210	Soprobech pMDI	0.10%	Cradle-to-Grave System boundary in the LCA Study of Soprobech pMDI	Yes	Results are available but not communicated in public domain

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
	Not Applicable	

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

Not Applicable

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

Particulars	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	1,432*	1,621**	Nil	2,712	88
E-waste	NA	NA	NA	N/A	N/A	N/A
Hazardous waste	NA	NA	NA	N/A	N/A	N/A
Other waste	NA	NA	NA	N/A	N/A	N/A

*Post-consumed plastic recycled following EPR guidelines as per CPCB.

**Post-consumed plastic safely disposed by End-Of-life treatment following EPR guidelines as per CPCB.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Plastic Waste	100%

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (E)	% (F / A)
Permanent employees											
Male	10,775	10,775	100	10,775	100	N/A	N/A	5,688	52.8	4,025	37.4
Female	866	866	100	866	100	866	100	N/A	N/A	622	71.8
Total	11,641	11,641	100	11,641	100	866	100	5,688	52.8	4,647	39.9
Other than Permanent employees											
Male	241	133	55.2	101	41.9	N/A	N/A	37	15.4	5	2.1
Female	70	64	91.4	40	57.1	70	100	N/A	N/A	3	4.3
Total	311	197	63.3	141	45.3	70	100	37	15.4	8	2.6

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (E)	% (F / A)
Permanent workers											
Male	1,799	1,799	100	1,799	100	N/A	N/A	1,799	100	1,799	100
Female	37	37	100	37	100	37	100	N/A	N/A	37	100
Total	1,836	1,836	100	1,836	100	37	100	1,799	100	1,836	100
Other than Permanent workers											
Male	2,610	2,172	83	1,553	60	N/A	N/A	72	2.8	2,610	100
Female	225	221	98	107	48	225	100	N/A	N/A	225	100
Total	2,835	2,393	84	1,660	59	225	100	72	2.8	2,835	100

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

Particulars	FY 2024-25	FY 2023-24
Cost incurred on wellbeing measures as a % of total revenue of the Company	0.19%	0.17%

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	N/A	100%	100%	N/A
ESI	100%	100%	Yes	100%	100%	Yes
Others – please specify	N/A	N/A	N/A	N/A	N/A	N/A

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Most of our premises and offices have elevators, wider aisles, and clear pathways facilitating easy movement of differently abled employees.

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

Glenmark is an equal opportunity employer committed to fostering diversity at the workplace, both in its employees and leadership team including differently abled. Diversity, inclusiveness and respect for all stems from our organizational values and are essential to our success. We ensure the collaborative work environment free of discrimination and harassment. At Glenmark, we are committed to maintaining an environment that celebrates our people – their differences, values and contribution. We provide fair remuneration ensuring that the compensation packages are equitable, competitive, and commensurate with the nature of the work performed, as well as the skills, qualifications, and experience of the individual. We adhere to applicable laws and regulations governing wages and maintain transparency in our compensation packages.

Here is the link to our policy-

<https://glenmarkpharma.com/responsibility/equal-opportunity-for-all/#:~:text=We%20are%20committed%20to%20the,free%20of%20discrimination%20and%20harassment.>

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

	FY 2024-25		FY 2023-24	
	Return to work rate (%)	Retention Rate (%)	Return to work rate (%)	Retention Rate (%)
Male	100%	84%	100%	90%
Female	100%	74%	98%	93%
Total	100%	83%	100%	90%

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

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Glenmark has established a robust Employee Grievance Policy and Ethics Portal to ensure the swift and effective resolution of any concerns. Employees have access to multiple reporting channels, including their direct supervisors, HR, the Compliance Officer, the Grievance Officer, and an independently managed Ethics Line. This line allows for confidential or anonymous reporting in various languages.
Other than Permanent Workers	
Permanent Employees	Grievances can be reported easily via phone or through the dedicated web portal at http://glenmark.ethicspoint.com , with contact details prominently displayed at the workplace. Additionally, employees can reach out via email at grievance.officer@glenmarkpharma.com for direct communication.
Other than Permanent Employees	
	It's important to note that Glenmark's grievance redressal mechanisms extend to both permanent and contractual employees. For those engaged through third-party agencies, grievances should be addressed in accordance with the respective agency's policies.

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

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / Workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Male	10,775	112	1%	10,003	Nil	N/A
Female	866	130	15%	796	Nil	N/A
Total Permanent Employees	11,641	242	2%	10,799	Nil	N/A
Male	1,799	350	19%	1,877	359	19%
Female	37	6	16%	60	6	10%
Total Permanent Workers	1,836	356	19%	1,937	365	19%

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	10,775	10,775	100	9,933	92	10,003	10,003	100%	8,506	85%
Female	866	866	100	866	100	796	796	100%	796	100%
Total	11,641	11,641	100	10,799	93	10,799	10,799	100%	9,302	86%
Workers										
Male	1,799	1,799	100	1,799	100	1,877	1,877	100%	1,877	100%
Female	37	37	100	37	100	60	60	100%	60	100%
Total	1,836	1,836	100	1,836	100	1,937	1,937	100%	1,937	100%

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	9,419	9,419	100	10,003	10,003	100%
Female	760	760	100	796	796	100%
Total	10,179	10,179	100	10,799	10,799	100%
Workers						
Male	1,329	1,329	100	1,877	1,877	100%
Female	34	34	100	60	60	100%
Total	1,363	1,363	100	1,937	1,937	100%

10. Health and safety management system:

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

Yes, we have implemented a comprehensive Occupational Health and Safety (OHS) Management System across all our facilities in India, which includes 8 manufacturing sites and 3 R&D centers. This system applies to both permanent and contractual employees. Seven of our eight manufacturing sites are certified to ISO 45001:2018, underscoring our commitment to maintaining the highest standards in health and safety.

Our governance framework rigorously monitors key Environment, Health, and Safety (EHS) performance indicators, with continuous oversight through both internal and external audits to ensure effectiveness. We provide detailed guidelines on onsite emergency preparedness, workplace hazards, and preventive measures. Additionally, we have placed clear safety signage, emergency contact information, evacuation plans, fire alarms, and enforce personal protective equipment (PPE) requirements to proactively manage and mitigate OHS risks.

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

Workplace hazard identification is carried out through various methods, including Risk Assessments (RA), Hazard Identification and Risk Assessment (HIRA), plant safety inspections, Job Safety Analysis (JSA), and Process Hazard Analysis (PHA). For non-routine tasks, we have established comprehensive systems and practices, along with internal guidelines, to ensure 100% compliance with the Permit to Work (PTW) process, which is supported by a prior risk assessment. This process evaluates factors such as the severity and likelihood of potential hazards, the nature of the task, and the surrounding environment. We strongly encourage all employees and workers to report unsafe actions, conditions, incidents, accidents, or near-miss occurrences through various reporting channels. Once hazards are identified, we implement appropriate mitigation strategies to prevent workplace risks.

Hazard Identification & Risk Assessment Process:

- Department heads, in collaboration with the EHS head, are responsible for identifying hazards and assessing the associated risks related to their activities and equipment, and for implementing corrective actions as needed.
- To assess risk levels, we use Croner’s “nomogram” tool, which factors in the likelihood of occurrence, frequency of exposure, severity, potential harm, and property damage. Based on the identified risks, we apply a combination of engineering, administrative, and PPE controls to eliminate or reduce the risk to an acceptable level.
- We involve employees at all levels in the hazard identification process and assign them responsibility for risk mitigation in the workplace. This collaborative approach strengthens our overall safety culture.
- The site leadership team, which includes plant heads and department heads, undergoes training in the IS14489 OHS auditing standard. Employees also receive ISO 45001 Internal Auditor training to enhance their ability to identify hazards and risks within plant premises. OHS inspections are conducted daily by the EHS head in coordination with area owners, weekly by the plant head, and monthly by other department heads. The findings from these inspections are reviewed every weekend by the Global EHS head and the Global Manufacturing head to ensure compliance. On a monthly basis, the same information is presented to the President of Operations for further review.

- We regularly conduct Safety Champions programs and hold monthly reviews of EHS performance metrics and ongoing campaigns to ensure continuous improvement.
- Our internal Standard Operating Procedure (SOP) on “Risk Assessment and Safe Working Procedure” ensures a structured approach to risk management.
- Additionally, we conduct annual assessments of Global Safety Programs across all sites to ensure the ongoing effectiveness of our safety initiatives.

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

Yes, we have implemented robust and well-established systems, processes, and practices that enable workers to report work-related hazards effectively. Dedicated safety committees are in place to identify workplace risks and hazards, recommend and implement corrective actions, support management in achieving safety standards, and oversee the investigation and documentation of incidents. To support hazard reporting and allow workers to remove themselves from unsafe situations, the following initiatives are in place:

- Monthly Safety Campaigns are conducted on topics such as electrical safety, emergency equipment, emergency preparedness, machine guarding, the Permit to Work (PTW) system, chemical safety, Lock Out Tag Out & Try Out (LOTO), hand and finger protection, road safety and traffic management, safe behavior, and working at height. These campaigns aim to reduce incident rates and enhance awareness among all employees and workers.
- Through the Safety Champion Programme, employees and workers who identify unsafe acts and unsafe conditions (UA & UC), report them via the online portal, or conduct Tool Box Talks (TBT) are recognized and rewarded for their contributions to workplace safety.
- Global Safety Programs have been implemented across all Glenmark facilities, with regular assessments conducted. These 16 programs include Contractor Safety, Chemical Safety, Working at Height Safety, Lock Out Tag Out System Safety, Electrical Safety, Confined Space Safety, Machine Guarding Safety, Emergency Preparedness & Response, Management of Change Control, Personal Protective Equipment, Occupational Health Management, Industrial Hygiene, Traffic Management, Ergonomics, Process Safety, and Lifting Tools & Tackles. Several of these programs have been digitalized through the launch of e-learning modules on topics such as Chemical Safety, Machine Guarding, Contractor Safety, Lock Out Tag Out, and Confined Space Entry to ensure ease of access and effective learning.
- Monthly EHS Performance Assessments are conducted based on various Environmental, Health, and Safety (EHS) indicators, and high-performing individuals are recognized as “Best EHS Performers.”
- Behavior-Based Safety Surveys have been carried out at select locations through interviews focused on EHS parameters, targeting top and middle management as well as value chain partners.
- The British Safety Council conducted a gap audit at the Chhatrapati Sambhaji Nagar (Aurangabad) site, further strengthening our safety evaluation processes. British Safety Council has conducted gap audit and hand-holding sessions for Chhatrapati Sambhaji Nagar (Aurangabad) site.
- Conducted training on “Control of Substances Hazardous to Health” (COSHH) to Site EHS leads
- Conducted site inspection & interaction with Senior Leadership team at Baddi & Indore site to design safety leadership program through external agency.
- Conducted Safety leadership workshop at Baddi & Indore for developing safety culture at site
- Conducted Well-being workshop at Head Office and Chhatrapati Sambhaji nagar site for Senior Management.
- A Near-Miss and Hazard Management Online Portal has been established, enabling employees to report near-miss incidents and hazards. This system ensures timely risk evaluation and corrective actions. An internal SOP titled “Reporting of Near-Miss & Hazard and Implementation of Corrective Action Through Online Portal” is available on the company intranet to guide the process.
- Training Programs on incident investigation and root cause analysis have been delivered by external health and safety experts to enhance internal capability.

- OHS Inspections are regularly carried out at sites by Department Heads and Site Leaders to identify hazards early and implement corrective measures before incidents occur.
- Safety Committee Meetings serve as an essential platform for employees to raise safety concerns, which are then discussed and resolved to mitigate associated risks.

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

Yes, we regularly organize medical camps and health screenings aimed at detecting non-work-related health conditions and ensuring timely treatment. To further support the overall well-being of our employees and workers, we also conduct various wellness initiatives, including sessions on nutrition, fitness activities, yoga programs, and health and safety awareness training

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.22	0.08
	Workers	0.48	0
Total recordable work-related injuries	Employees	3	3
	Workers	4	1
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

We are committed to ensuring workplace safety by embedding a “Safety is everyone’s duty” mindset across all levels of the organization, from management to operational employees. Our manufacturing sites are ISO 45001:2018 certified, following the “Plan, Do, Check, Act” framework to manage OHS risks such as falls, fire, equipment injuries, and toxic exposure. We employ robust mechanisms like Global Safety Programs, the Work Permit System, regular OHS inspections, real-time Near-Miss & Hazard reporting, and emergency response drills to continuously enhance safety standards. This collaborative approach has cultivated a strong, adaptable safety culture that drives ongoing improvements in employee health and safety.

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

	FY 2024- 25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	N/A	N/A	Nil	N/A	N/A
Health & Safety	Nil	N/A	N/A	Nil	N/A	N/A

14. Assessments for the year:

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

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

We conduct regular internal safety audits across all our facilities, implementing corrective actions based on the audit findings. Seven of our eight manufacturing sites hold ISO 45001:2018 certification, underscoring our dedication to safety excellence. To ensure preparedness, we organize regular mock drills and safety training for all employees and workers. We have established an emergency response team, trained to handle any crisis, with ongoing training in first aid, firefighting, and other critical safety procedures. Furthermore, we host awareness sessions on safety topics to continually engage and educate our workforce, ensuring a strong culture of safety at every level.

Leadership Indicators

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

Yes. We have 3 life insurance policies covering all employees and workers of Glenmark Pharmaceuticals Limited which include Group Term Life Insurance, Term life in lieu of EDLI and Group Personal Accident.

2. **Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

We ensure that statutory dues as applicable to the transactions within its remit are deducted and deposited in accordance with the applicable regulations. The Company also expects its value chain partners to uphold business responsibility principles and values of transparency and accountability by timely payment of statutory dues.

3. **Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY2023-24	FY 2024-25	FY 2023-24
Workers	Nil	Nil	Nil	Nil
Employees	Nil	Nil	Nil	Nil

4. **Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)**

No

5. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	100%
Value Chain Partners	100%

6. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

Not Applicable

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

Essential Indicators

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

The process of identifying and engaging with stakeholders at Glenmark follows four key steps: stakeholder identification, review, communication channels, and engagement frequency.

- Stakeholder Identification: We identify relevant stakeholders based on factors like impact, interest, legitimacy, influence, and criticality. Each stakeholder group has distinct concerns, needs, expectations, and priorities.
- Review Process: We periodically review and update the stakeholder identification process to reflect their feedback and any significant operational or strategic changes within the organization.
- Communication Channels: The communication channels we use are tailored to each stakeholder group, considering their type, accessibility, and size. These include one-on-one meetings, virtual and in-person sessions, site visits, surveys, feedback, and focused group discussions.

- Frequency of Engagement: The frequency of engagement with each stakeholder group is determined by their specific needs, as identified through the stakeholder review process, ensuring effective and relevant communication.

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

Please refer the Integrated Annual Report for the FY 2025.

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

We engage with relevant stakeholders as needed, following our stakeholder engagement plan, to gather insights on economic, environmental, and social matters regularly. Feedback is collected through various channels, including physical meetings, virtual calls, emails, surveys, and phone conversations. This input is periodically presented to the Board to inform decision-making on key sustainability issues.

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

We have identified key Environment, Social, and Governance (ESG) issues through a thorough materiality assessment. This process involved surveys of our employees and senior management, an analysis of relevant sustainability frameworks, and benchmarking against industry peers. We gathered valuable stakeholder input through targeted questionnaires, allowing us to prioritize the most critical ESG topics. Our business strategy, goals, and targets are strategically aligned with these material issues to ensure a focused and impactful approach.

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

We are committed to supporting and empowering society's underrepresented and disadvantaged groups. Recognizing the unique challenges faced by women, differently abled individuals, and other vulnerable populations, GPL places special emphasis on addressing their needs. Our CSR initiatives focus on critical areas such as education, health and hygiene, environmental sustainability, and the welfare of women and children. These efforts are specifically designed to uplift underprivileged, marginalized, and vulnerable communities. Throughout the reporting period, no significant issues were reported by these stakeholder groups, reflecting the effectiveness of our inclusive approach.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2024-25			FY 2023-24		
	Total (A) *	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees' workers covered (D)	% (D / C)
Employees						
Permanent	11,641	5,594	48%	10,799	10,799	100%
Other than permanent	311	Nil	N/A	120	Nil	N/A
Total Employees	11,952	5,594	47%	10,919	10,799	98.90%
Workers						
Permanent	1,836	1,836	100%	1,937	1,937	100%
Other than permanent	2,835	Nil	N/A	3,431	Nil	N/A
Total Workers	4,671	1,836	39.3	5,368	1,937	36.08%

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

Category	FY 2024-25						FY 2023-24			
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	10,775	220	2%	10,555	98%	10,003	163	1.63%	9,840	98.37%
Female	866	32	4%	834	96%	796	26	3.27%	770	96.70%
Other than Permanent										
Male	241	132	55%	109	45%	66	64	96.97%	2	3.03%
Female	70	18	26%	52	74%	54	52	96.20%	2	3.70%
Workers										
Permanent										
Male	1,799	373	21%	1,426	79%	1,877	310	16.52%	1,567	83.48%
Female	37	23	62%	14	38%	60	26	43.3%	34	56.67%
Other than Permanent										
Male	2,610	984	38%	1,626	62%	3,029	1,059	34.96%	1,970	65.04%
Female	225	99	44%	126	56%	402	126	31.34%	276	68.66%

3. Details of remuneration/ salary/ wages

a. Median remuneration/ wages

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	2	₹ 162,840,046	1	₹ 62,247,822.15
Key Managerial Personnel	1	₹ 6,281,621	0	
Employees other than BoD and KMP	10772	₹ 10,29,583	865	₹ 1,375,135
Workers	1799	₹ 503,718	37	₹ 426,967

Note:

- We have one Key Managerial Personnel (KMP), wherein all our Board of Directors (BoDs) also serve as KMPs.
- The sitting fees paid to Non-Executive Directors are excluded from the calculation of median remuneration.

b. Gross wages paid to females as a % of total wages paid by the entity, in the following format:

Particulars	FY 2024-25	FY 2023-24
Gross wages paid to females as a % of total wages	9.40%	9.45%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes

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

The Company has established a grievance redressal mechanism to address any complaints related to human rights violations. All employees and workers are encouraged to report concerns involving injustice, unfair treatment, criticism, or violations of dignity. Any breach of human rights, as outlined in Glenmark’s Human Rights Policy Statement, should be reported to the local HR department or the Glenmark legal team at globalcompliance@glenmarkpharma.com. We are committed to promptly investigating and addressing these concerns, ensuring appropriate action is taken in response to any confirmed violations.

The Glenmark Human Rights Policy Statement is available at: https://glenmark.b-cdn.net/gpl_pdfs/about_us/Human%20Rights%20Policy_A.pdf

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

Particulars	FY 2024-25			FY 2023-24		
	Filed	Pending	Remarks	Filed	Pending	Remarks
Sexual Harassment	4	0	N/A	5	Nil	N/A
Discrimination at workplace	Nil	Nil	N/A	Nil	Nil	N/A
Child Labor	Nil	Nil	N/A	Nil	Nil	N/A
Forced labor/ Involuntary labor	Nil	Nil	N/A	Nil	Nil	N/A
Wages	Nil	Nil	N/A	Nil	Nil	N/A
Other human rights related issues	19	3	N/A	18	3	N/A

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

Particulars	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	4	5
Complaints on POSH as a % of female employees / workers	0.44%	0.58%
Complaints on POSH upheld	4	5

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

We have established robust mechanisms to protect complaints in cases of discrimination and harassment:

- Implemented an Employee Grievance Redressal Policy and a Prevention of Sexual Harassment (POSH) Policy specifically to address such issues.
- Employees are encouraged to raise concerns freely and without fear of retaliation. We strictly prohibit any form of negative treatment towards individuals who report issues in good faith.
- Any person found retaliating against a complainant will face corrective measures, which may include disciplinary actions up to and including termination of employment or contract.
- In line with Glenmark’s Human Rights Policy Statement, no reprisal or retaliatory action will be taken against employees who report human rights violations.
- All reports of discrimination and harassment are handled with strict confidentiality and resolved promptly.
- Additionally, we regularly provide comprehensive training on human rights and prevention of sexual harassment to all employees and workers.

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

Yes. Human rights requirements are an integral part of our business agreements and contracts. Our Supplier Code of Conduct mandates that all suppliers prohibit child labor, forced labor, human trafficking, and modern-day slavery. It also requires suppliers to avoid discrimination based on race, color, gender, age, nationality, religion, sexual orientation, or marital status, with compliance monitored through periodic audits. Additionally, suppliers must comply with all applicable laws and industry standards related to wages, overtime, and mandated benefits.

10. Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Working Conditions	100%
Health and Safety	100%

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

No significant risks/concerns identified during the assessment.

Leadership Indicators**1. Details of a business process being modified / introduced because of addressing human rights grievances/complaints.**

We routinely review our business processes to ensure they align with our commitment to human rights, particularly in addressing grievances and complaints. Our current Human Rights Policy effectively identifies, addresses, and mitigates all known risks related to human rights.

2. Details of the scope and coverage of any Human rights conducted due diligence.

We have established a comprehensive human rights due diligence process to proactively identify and address potential violations within our operations, including child labor, forced labor, discrimination, harassment, and restrictions on freedom of association. Our core values serve as the foundation of a responsible and esteemed organization, guiding us to conduct business with utmost respect for the dignity and fundamental rights of our workforce. We ensure strict compliance with all applicable statutory laws, human rights directives, and internal codes of conduct, which are rigorously reviewed on a quarterly basis.

During the current reporting period, we assessed 100% of our operations for adherence to human rights standards and have provided specialized training on relevant laws and practices to all employees. We are committed to aligning our business practices with the principles set forth in the United Nations Universal Declaration of Human Rights, and we expect all individuals working for or on behalf of Glenmark to uphold these principles. Our Human Rights Policy underscores respect for all human rights, the elimination of discriminatory practices, the promotion of diversity, the prohibition of child and forced labor, and the provision of a safe, healthy, and transparent working environment where open communication is encouraged and respected globally.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, the premises and offices of the Company are accessible to differently abled visitors as per the requirements of the Rights of Persons with Disabilities Act, 2016. The offices have necessary infrastructure arrangements facilitating easy access to differently abled visitors.

4. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Working Conditions	100%
Health and Safety	100%

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

At our Company, we place a strong emphasis on workplace safety. We conduct internal audits on a regular basis to monitor safety-related parameters across our premises, and we take corrective actions promptly based on the findings. Currently, 7 out of our 8 manufacturing facilities are ISO 45001:2018 certified, and we undergo third-party audits every year as part of maintaining this certification.

We also conduct regular mock drills and safety training sessions to ensure our employees and workers are well-prepared for any emergencies. We've formed an Emergency Response Team (ERT) made up of trained employees who are equipped to handle emergencies on-site. They receive ongoing training in areas such as first aid, firefighting, and other essential emergency procedures.

In addition, we organize periodic awareness sessions to educate our teams on key safety practices and relevant safety topics. These efforts help us build a strong safety culture across all our facilities and ensure the well-being of everyone on site.

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

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A) (GJ)	16,602	18,481
Total fuel consumption (B) (GJ)	22,097	8,958
Energy consumption through other sources (C) (GJ)	Nil	Nil
Total energy consumed from renewable sources (A+B+C) (GJ)	38,699	27,439
From non-renewable sources		
Total electricity consumption (D) (GJ)	3,77,263	3,50,055
Total fuel consumption (E) (GJ)	1,54,524	1,36,968
Energy consumption through other sources (F) (GJ)	Nil	Nil
Total energy consumed from nonrenewable sources (D+E+F) (GJ)	5,31,787	4,87,023
Total energy consumed (A+B+C+D+E+F) (GJ)	5,70,486	5,14,462
Energy intensity per rupee of turnover (Total energy consumed in GJ / Revenue from operations in INR Crores)	62	65
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (GJ) (Total energy consumed in GJ / Revenue from operations adjusted for PPP in USD terms)	1,277	1,460
Energy intensity in terms of physical output (GJ/MT of Production)	38	34

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

Yes, reasonable level of assurance for BRSR core indicators has been carried out by an external agency for FY2024-25. The external agency is DNV Business Assurance India Private Limited.

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

Not applicable

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kiloliters)		
(i) Surface water	4,036	5,182
(ii) Groundwater	2,88,064	2,65,516
(iii) Third party water	2,37,532	2,04,066
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	5,29,632	4,74,764
Total volume of water consumption (in kiloliters)	5,07,302	4,67,791
Water intensity per rupee of turnover (Total water consumption in KL / Revenue from operations in INR Crores)	55	59
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption in KL / Revenue from operations adjusted for PPP in USD terms)	1,136	1,328
Water intensity in terms of physical output (KL/MT of production)	34	31

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

Yes, reasonable level of assurance for BRSR core indicators has been carried out by an external agency for FY2024-25. The external agency is DNV Business Assurance India Private Limited.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	N/A	N/A
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A
(ii) To Groundwater	N/A	N/A
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A
(iii) To Seawater	N/A	N/A
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A
(iv) Sent to third parties	N/A	N/A
- No treatment	N/A	N/A
- With treatment – Tertiary Treatment	22,330	6,973
(v) Others	N/A	N/A
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A
Total water discharged (in kiloliters)	22,330	6,973

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

Yes, reasonable level of assurance for BRSR core indicators has been carried out by an external agency for FY2024-25. The external agency is DNV Business Assurance India Private Limited.

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

All GPL manufacturing facilities, with the exception of Taloja and Baddi, have implemented Zero Liquid Discharge (ZLD) systems on-site. Wastewater generated from operations is treated and reused for various activities, including utility operations and gardening, effectively minimizing freshwater consumption.

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

Parameter	FY 2024-25	FY 2023-24
NOx	120	121
SOx	9	43
Particulate Matter (PM)	71	58
Persistent organic pollutants (POP)	N/A	N/A
Volatile organic compounds (VOC)	N/A	N/A
Hazardous air pollutants (HAP)	N/A	N/A
Others – ozone-depleting substances (HCFC - 22 or R-22)	N/A	N/A

* In FY 2024, we reported the figures for the main plant in mg/Nm³ unit using the latest monthly report as a reference. However, this year we are reporting annual data for all our manufacturing plants and R&D centers within the reporting boundary in tonnes/annum.

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

No. It is not applicable

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO ₂ equivalent	17,263	15,240
Total Scope 2 emissions* (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO ₂ equivalent	76,186	69,622
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tons of CO ₂ equivalent / INR Crores	10	11
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP in USD terms)	Metric tons of CO ₂ equivalent / INR Crores adjusted for PPP	209	241
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tons of CO ₂ equivalent / MT of Production	6	6

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

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

Yes, reasonable level of assurance for BRSR core indicators has been carried out by an external agency for FY 2024-25. The external agency is DNV Business Assurance India Private Limited.

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

We have initiated several projects aimed at reducing greenhouse gas emissions across multiple sites. At the Baddi facility, we have installed a briquette boiler, while both the Goa Main and Hormone sites have transitioned to Piped Natural Gas to fulfill their boiler fuel requirements. Additionally, Glenmark has entered into an agreement with O2 Renewable Energy XXIV Private Limited to secure open access to solar power for its CSN and Nashik plants. This initiative is expected to provide approximately 6.2 MW of power, which will account for around 52% of the electricity consumed at these facilities. The investment of approximately INR 2 crore is projected to deliver a payback period of about 12 months and reduce carbon emissions by approximately 10% of GPL's total emissions.

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

Parameter	FY 2024-25	FY 2023-24
Total waste generated (in metric tons)		
Plastic waste (A)	276	715
E-waste (B)	9	3
Bio-medical waste (C)	26	19
Construction and demolition waste (D)	167	196
Battery waste (E)	11	6
Radioactive waste (F)	0	0
Other Hazardous waste. (Chemical Sludge, Date Expired products, Off-Specification products, Used/Spent Oil, Process Waste residue containing Oil etc.) Please specify, if any. (G)	1,220	1,120
Other Non-hazardous waste generated (H). (Uncontaminated Metal & non-metallic scrap, plastic scrap, wooden scrap, paper scrap, wooden scrap etc.) Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2,099	1,772
Total (A+B + C + D + E + F + G + H)	3,808	3,831
Waste intensity per rupee of turnover (Total waste generated in MT / Revenue from operations in INR Crores)	0.41	0.48
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated in MT / Revenue from operations adjusted for PPP in USD terms)	8.53	11
Waste intensity in terms of physical output (Waste generated in MT/ MT of production)	0.26	0.25
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		
(i) Recycled	2,548	2,706
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	2,548	2,706
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste		
(i) Incineration	156	163
(ii) Landfilling	0	45
(iii) Other disposal operations (Pre-processing, Co-processing & Recycling)	1,058	917
Total	1,214	1,125

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

Yes, reasonable level of assurance for BRSR core indicators has been carried out by an external agency for FY2024-25. The external agency is DNV Business Assurance India Private Limited.

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

We have established a comprehensive waste management plan and standard operating procedures (SOPs) for handling various types of waste across all its sites. We prioritize the segregation of waste, energy recovery through co-processing, and the safe disposal of any residual waste. Approximately 69% of our total waste is diverted for energy recovery through co-processing, utilizing waste as an alternative fuel. All manufacturing and R&D facilities have successfully achieved Zero Waste-To-Landfill status.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

Not applicable.

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

Not applicable.

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

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

Leadership Indicators

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

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

- (i) **Name of the area:** Pithampur
(ii) **Nature of operations:** Manufacturing Unit
(iii) **Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kiloliters)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	1,02,606	1,00,876
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kiloliters)	1,02,606	1,00,876
Total volume of water consumption (in kiloliters)	1,02,606	1,00,876
Water intensity per rupee of turnover (Water consumed / revenue from operations in INR Crores)	11	13
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water	N/A	N/A
- No treatment		
- With treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment		
(iii) Into Seawater		
- No treatment		
- With treatment		
(iv) Sent to third parties		
- No treatment		
- With treatment		
(v) Others		
- No treatment		
- With treatment		
Total water discharged (in kiloliters)		

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

No

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO ₂ equivalent	1,56,645	1,70,970
Total Scope 3 emissions per rupee of turnover	tCO ₂ eq/Revenue in Million INR	17	22
Total Scope 3 emission intensity	tCO ₂ eq/FTE	N/A	N/A

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

No. It is not applicable.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Switching from thermal energy to renewable energy	<ul style="list-style-type: none"> Installation of rooftop of solar power plants. Sourcing of solar energy for Talaja & Mahape facilities. 	Reduction of GHG emission through sourcing of renewable energy
2	Deployment of energy efficient equipment	Replacement of energy intensive equipment with energy efficient equipment and automation of processes to conserve energy sources.	Energy conservation

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes, we have developed a comprehensive Disaster Management Plan / Onsite Emergency Plan that outlines various important components, including the organizational structure, factory layout, objectives, processes, process hazards and their control measures, natural disaster preparedness, environmental impact assessment, emergency evacuation protocols, emergency declaration procedures, plant safe shutdown procedures, and an organogram for the emergency action plan.

The Company has clearly defined responsibilities, assembly points, medical arrangements, Material Safety Data Sheets (MSDS), external contact numbers, and crucial mutual aid contacts to ensure efficient operations during any emergency.

In the event of business disruptions, we have implemented risk mitigation strategies, complete with standard operating procedures and detailed guidelines outlining roles and responsibilities, as well as action plans for timely responses. These plans are tailored to address commonly identified business disruption risks, focusing on aspects such as "responding to," "mitigating the effects of," and "restoring" operations safely and responsibly. The action plans include specific measures to address identified risks, aiming to prevent casualties and injuries, facilitate swift relief and rescue operations as needed, and expedite the return to normal operations.

Moreover, all employees and contract workers receive training to effectively respond to emergencies or disasters.

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

No adverse impact to the environment arising from our value chain.

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

Out of 760 suppliers for raw materials and packaging materials, 185 are classified as critical suppliers, for whom the Company has assessed environmental impacts. These critical suppliers account for 90% of the total value of business among our value chain partners.

8. How many Green Credits have been generated or procured:

Nil

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

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

7

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1.	Indian Pharmaceutical Alliance (IPA)	National
2.	Indian Drug Manufacturers' Association (IDMA)	National
3.	Pharmaceuticals Export Promotion Council (PHARMEXCIL)	National
4.	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
5.	Federation of Pharma Entrepreneurs (FOPE)	National
6.	Bombay Chamber of Commerce and Industry (BCCI)	State
7.	Swiss-Indian Chamber of Commerce (SICC)	National

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

Leadership Indicators

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	for	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others)	Web Link, if available
1	Strengthening innovation and pharmaceutical R&D landscape of the domestic pharmaceutical sector	Representation and through industry associations	directly industry	No	Periodically	N/A

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others)	Web Link, if available
2	Focus on quality and strengthening regulatory measures against spurious/ counterfeit products in the market	Representation directly and through associations	No	Periodically	N/A
3	Advocacy on rationalization of regulatory procedures, pharmaceutical pricing, reducing global trade related barriers to ensure timely access to affordable medicines	Representation through associations	No	Periodically	N/A

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Not Applicable

- Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**

Not Applicable

- 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.

- Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

Particulars	FY 2024-25	FY 2023-24
Directly sourced from MSME/ small producers	7%	7%
Directly from within India	70%	78%

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

Location	FY 2024-25	FY 2023-24
Rural	0.02%	0.03%
Semi-urban	11.60%	11.16%
Urban	22.48%	23.41%
Metropolitan	65.90%	65.40%

Leadership Indicators

- Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Not Applicable.

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

In the financial year 2024–25, we successfully implemented CSR initiatives in the aspirational districts of Khandwa (Madhya Pradesh), Nandurbar (Maharashtra), Khunti (Jharkhand) and Darrang (Assam) reaffirming our commitment to inclusive and sustainable community development in underserved regions.

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

No, the Company does not have any preferential procurement policy.

b) From which marginalized /vulnerable groups do you procure?

Not Applicable

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

Not Applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
		Not Applicable		

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of the Authority	Brief of the case	Corrective action taken
	Not Applicable	

6. Details of beneficiaries of CSR Projects:

CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Details of the beneficiaries impacted through our CSR initiatives are presented in the 'Social and Relationship Capital' section of this Integrated Report. Our CSR efforts are designed to serve the economically and socially disadvantaged communities across both rural and urban geographies.		

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

Essential indicators

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

We have established clear mechanisms to capture feedback and respond effectively to consumer concerns promptly across all markets where we operate. These include:

- **Multiple Access Points:** Consumers can raise product-related concerns through our common mailbox (details can be found on our corporate website), or via local country office websites, phone numbers, and dedicated mailboxes.
- **Dedicated Helplines:** We have call centers in the USA, India, UK, Netherlands, and Germany to provide direct support for complaints and feedback from consumers in these regions.
- **Active Follow-up:** Each complaint is monitored with the help of dedicated teams in the respective country. Our local pharmacovigilance staff reaches out for consent and further details when needed to ensure a complete understanding of the issue.
- **Transparent Resolution:** After resolving a complaint, the consumer is informed of the outcome, closing the loop with clarity.

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

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

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

Particulars	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at the end of the year	Remarks	Received during the year	Pending resolution at the end of the year	Remarks
Data privacy	Nil	Nil	N/A	Nil	Nil	N/A
Advertising	Nil	Nil	N/A	Nil	Nil	N/A
Cybersecurity	Nil	Nil	N/A	Nil	Nil	N/A
Delivery of essential services	Nil	Nil	N/A	Nil	Nil	N/A
Restrictive trade practices	Nil	Nil	N/A	Nil	Nil	N/A
Unfair trade practices	Nil	Nil	N/A	Nil	Nil	N/A
Others	3,717	365	N/A	2,666	356	N/A

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

	Number	Reason for Recall
Voluntary Recall	24	Out of Specification for various tests, Nitrosamine Impurities and Product quality complaints.
Forced Recall	0	-

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

Yes, we have well-defined policies and procedures in place to safeguard sensitive medical and personal information and prevent unauthorized access. Our Privacy Policy and related protocols are accessible to employees and relevant stakeholders via the Company's intranet.

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

Not Applicable

7. Provide the following information relating to data breaches:

a. **Number of instances of data breaches** - Nil

b. **Percentage of data breaches involving personally identifiable information of customers** - Nil

c. **Impact, if any, of the data breaches**

Nil, no incidents of data breaches occurred.

Leadership Indicators

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

<https://glenmarkpharma.com/product-overview/>

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

We comply with all relevant regulatory requirements by providing our stakeholders with information on the appropriate and safe use of our products. Safe usage details are mentioned on all our product packaging and labels.

- 3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

We have defined processes to inform stakeholders about any risk of disruption or discontinuation of our products.

- In line with regulatory requirements, including those set by the National Pharmaceutical Pricing Authority, we issue a public notice for relevant stakeholders and inform the Government in advance before discontinuing any scheduled formulation.
- In order to ensure minimum disruption of access of medicines to patients, the Company has also implemented certain anti-counterfeiting measures for some of the critical products.
- As we operate in a well-established market where therapeutic alternatives are readily available, continuity of care is ensured even in the event of a product discontinuation.

No major disruption or discontinuation of our services was reported in FY 2025.

- 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Our product labelling complies with all applicable regulatory requirements, and includes additional information where required based on the nature of the product and its packaging.

We also track customer satisfaction through service-level surveys and ongoing monitoring to ensure service excellence. Beyond surveys, we gather feedback through Annual Partnership Health Checks in our B2B engagements. Our Medical Affairs team stays in regular touch with healthcare professionals, while we also engage with patient groups to better understand their needs. Feedback from consumers is managed by our Medical Information and PV teams to support timely action and continuous improvement.



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INDEPENDENT ASSURANCE STATEMENT to the Management of Glenmark Pharmaceuticals Limited

Glenmark Pharmaceuticals Limited (Corporate Identity Number L24299MH1977PLC019982, (hereafter referred to as 'Glenmark' or 'the Company') has commissioned DNV Business Assurance India Private Limited ('DNV', 'us' or 'we') to undertake an independent assurance of the Company's disclosures in its Business Responsibility and Sustainability Report (hereafter referred to as 'BRSR') for the Financial Year (FY) 2024-25. The disclosures include the BRSR Core attributes as per Annexure 17A of Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155, dated November 11, 2024.



Our Conclusion:

Based on our review and procedures followed for a reasonable level of assurance, DNV is of the opinion that, in all material aspects, the BRSR Core Key Performance Indicators (KPIs) under 9 ESG attributes (as listed in Annexure I of this statement) for the FY 2024-25 are reported in accordance with reporting requirements outlined in the Industry Standard on Reporting of BRSR Core.

Scope of Work and Boundary

The scope of our engagement includes a reasonable level of assurance of the '9 BRSR Core Attributes' for the FY 2024-25.

Boundary for the engagement covers the performance of Glenmark's operations in India that fall under the direct operational control of the Company's Legal structure. Based on the agreed scope with the Company, the boundary of reasonable assurance covers the operations of Glenmark in India which includes 1 Head office, 7 manufacturing locations and 3 R&D centers and other offices located in India for BRSR core attributes 5-9. For BRSR core attributes 1-4, the boundary is 10 sites in India covering Company's 7 manufacturing locations and 3 R&D centers.

Reporting Criteria and Standards

The disclosures have been prepared by Glenmark in reference to:

- Industry Standard on Reporting of BRSR Core, Circular No.: SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated Dec 20, 2024.
- BRSR Core (Annexure 17A) and BRSR reporting guidelines (Annexure 16) as per Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155, dated November 11, 2024.
- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.

Assurance Methodology/Standard and Level of Assurance

This assurance engagement for reasonable level of assurance has been carried out in accordance with DNV's VeriSustain™ protocol, V6.0, which is based on our professional experience and international assurance practice, and the international standard in Assurance Engagements, ISAE 3000 (revised)- Assurance Engagements other than Audits or Reviews of Historical Financial Information. DNV's VeriSustain™ Protocol, V6.0 has been developed in accordance with the most widely accepted reporting and assurance standards.

Apart from DNV's VeriSustain™ protocol (V6.0), DNV team has also followed ISO 14064-3 - Specification with guidance for the verification and validation of greenhouse gas statements; ISO 14046 - Environmental management - Water footprint - Principles, requirements, and guidelines, to evaluate disclosure wrt. Greenhouse gases and water disclosures respectively.

Basis of our conclusion

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected sites of Glenmark. We carried out the following activities:

- Reviewed the disclosures under BRSR Core, encompassing the framework for assurance consisting of a set of Key Performance Indicators (KPIs) under 9 ESG attributes. The Industry Standard on Reporting of BRSR Core used a basis of reasonable level of assurance.
- Evaluation of the design and implementation of key systems, processes and controls for collecting, managing and reporting the BRSR Core indicators. Assessment of operational control and reporting boundaries.
- Seek extensive evidence across all relevant areas, ensuring a detailed examination of BRSR Core indicators. Engaged directly with stakeholders to gather insights and corroborative evidence for each disclosed indicator.

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DNV Business Assurance India Private Limited

Statement Number: DNV-2025-ASR-812813-1

Our competence, and Independence

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed within ISO/IEC 17029:2019- Conformity Assessment - General principles and requirements for validation and verification bodies and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. DNV has complied with the Code of Conduct during the assurance engagement. DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements.

This engagement work was carried out by an independent team of sustainability assurance professionals. During the reporting period i.e. FY 2024-25, DNV, to the best of its knowledge, was not involved in any non-audit/non-assurance work with the Company and its Group entities which could lead to any Conflict of Interest. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement. DNV maintains complete impartiality toward stakeholders interviewed during the assurance process.



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- DNV audit team conducted on-site audits for data testing and to assess the uniformity in reporting processes and also, quality checks at different locations of the Company. Sites for data testing and reporting system checks were selected based on the percentage contribution each site makes to the reported indicator, complexity of operations at each location (high/low/medium) and reporting system within the organization. Sites selected for audits are listed in Annexure II.
- Interviews with selected senior managers responsible for management of disclosures and review of selected evidence to support environmental KPIs and metrics disclosed in the Report. We were free to choose interviewees and interviewed those with overall responsibility of monitoring, data collation and reporting the selected indicators.
- Verification of the consolidated reported performance disclosures in context to the Principle of Completeness as per VeriSustain™ Protocol, V6.0 for reasonable level of assurance for the disclosures.

Inherent Limitations

DNV’s assurance engagement assume that the data and information provided by the Company to us as part of our review have been provided in good faith, is true, complete, sufficient, and authentic, and is free from material misstatements. The assurance scope has the following limitations:

- The assurance engagement considers an uncertainty of ±5% based on materiality threshold for estimation/measurement errors and omissions.
- DNV has not been involved in evaluation or assessment of any financial data/performance of the company. DNV opinion on specific BRSR Core indicators (for total revenue from operations; Principle 3, Question 1(c) of Essential Indicators for Spending on measures towards well-being of employees and workers - cost incurred as a % of total revenue of the company; Principle 8, Question 4 of Essential Indicators, Principle 1, Question 8 of Essential Indicators and Principle 1, Question 9 of Essential Indicators) relies on the third party audited financial reports of the Company. DNV does not take any responsibility of the financial data reported in the audited financial reports of the Company.
- The assessment is limited to data and information within the defined Reporting Period. Any data outside this period is not considered within the scope of assurance.
- Data outside the operations specified in the assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.
- The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.
- The assessment does not include a review of the Company's strategy or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the Report with reporting frameworks other than those specifically mentioned. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.
- Aspects of the Report that fall outside the mentioned scope and boundary are not subject to assurance. The assessment is limited to the defined parameters.
- The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Company is responsible for ensuring adherence to relevant laws.

Responsibility of the Company

Glenmark has the sole responsibility for the preparation of the BRSR and is responsible for all information disclosed in the BRSR Core and BRSR. The company is responsible for maintaining processes and procedures for collecting, analyzing and reporting the information and also ensuring the quality and consistency of the information presented in the Report. Glenmark is also responsible for ensuring the maintenance and integrity of its website and any referenced BRSR disclosures on their website.

DNV’s Responsibility

In performing this assurance work, DNV’s responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company. DNV disclaims any liability or co-responsibility for any decision a person or entity would make based on this assurance statement.

Use and distribution of Assurance statement

This assurance statement, including our conclusion has been prepared solely for the exclusive use and benefit of management of the company and solely for the purpose for which it is provided. To the fullest extent permitted by law, DNV does not assume responsibility to anyone other than company for DNV’s work or this assurance statement. We have not performed any work, and do not express any conclusion, on any other information that may be published outside of the Report and/or on Company’s website for the current reporting period.

The use of this assurance statement shall be governed by the terms and conditions of the contract between DNV and Glenmark. DNV does not accept any liability if this assurance statement is used for any purpose other than its intended use, nor does it accept liability to any third party in respect of this assurance statement.

For DNV Business Assurance India Private Limited,			
Parab, Ankita	Digitally signed by Parab, Ankita Date: 2025.08.26 19:18:48 +05'30'	Sharma, Anjana	Digitally signed by Sharma, Anjana Date: 2025.08.26 19:35:36 +05'30'
	Ankita Parab Lead Verifier		Anjana Sharma Assurance Reviewer
Assurance Team: Varsha Bohiya, Himanshu Babbar, Syed Rameez			

26/08/2025, Mumbai, India.



Annexure I

BRSR Core KPIs - reasonable level of assurance

BRSR Core Attribute	Cross- reference to the BRSR
Attribute 1: Green-house gas (GHG) footprint*	Section C: Principle 6- Essential Indicator 7*
Attribute 2: Water footprint	Section C: Principle 6- Essential Indicator 3, 4
Attribute 3: Energy footprint	Section C: Principle 6- Essential Indicator 1
Attribute 4: Embracing circularity - details related to waste management by the entity	Section C: Principle 6- Essential Indicator 9
Attribute 5: Enhancing Employee Wellbeing and Safety	Section C: Principle 3- Essential Indicator 1-c, 11
Attribute 6: Enabling Gender Diversity in Business	Section C: Principle 5- Essential Indicator 3-b, 7
Attribute 7: Enabling Inclusive Development	Section C: Principle 8- Essential Indicator 4, 5
Attribute 8: Fairness in Engaging with Customers and Suppliers	Section C: Principle 9- Essential Indicator 7, Section C: Principle 1- Essential Indicator 8
Attribute 9: Open-ness of business	Section C: Principle 1- Essential Indicator 9

* Scope 1 GHG emissions are calculated based on 2006 IPCC Guidelines for National Greenhouse Gas Inventories, IPCC sixth assessment report and GHG Protocol 2024. Scope 2 emissions are reported based on market-based approach. Scope 2 GHG emissions for Indian operations are calculated based on the Grid Electricity EF - Central Electricity Authority, Govt. of India, CO2 baseline database for Indian Power Sector, version 20, December 2024.



Annexure II

Sites selected for audits

S.no	Site	Location
1.	Corporate Office	Mumbai
2.	Manufacturing plants- on-site audit	Goa, Nashik, Baddi, Taloja
3.	Manufacturing plants- remote audit	Indore