



# CHANGING DNA

# SECURING GROWTH

Integrated Annual Report 2022-23

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## ABOUT THE REPORT

We at Glenmark Life Sciences Ltd. ('GLS') are pleased to present our maiden Integrated Report for the Financial Year 2022-23 (FY23). This report is prepared in accordance with the International Integrated Reporting Council's (IIRC) - <IR> Framework.

**Progressing from our Annual Report FY22, this Integrated Report provides a cohesive view of our performance and ability to create value consistently through the six capitals – Financial, Manufactured, Intellectual, Human, Social & Relationship and Natural.**

Keeping long-term value creation for all stakeholders at the core, we intend to drive innovative capabilities that help us address key challenges across the value chain. The aspect of integrated thinking and its implementation at Glenmark Life Sciences has been further explored across the 6 capitals of value creation in our integrated report. Our report employs a value creation model to illustrate inputs, outputs, and outcomes related to different capitals, which are evaluated using KPIs. The structure of this report aligns with integrated reporting principles, aiming to present information in a clear and cohesive manner for a concise and coherent disclosure.

### Scope and Boundary

The report covers Glenmark Life Sciences' financial and non-financial performance across its business activities from April 1, 2022, to March 31, 2023, following an annual reporting cycle. Details regarding our shareholding pattern have been provided in the Corporate Governance section. We have not made any material restatement of historical information across this Integrated Report.

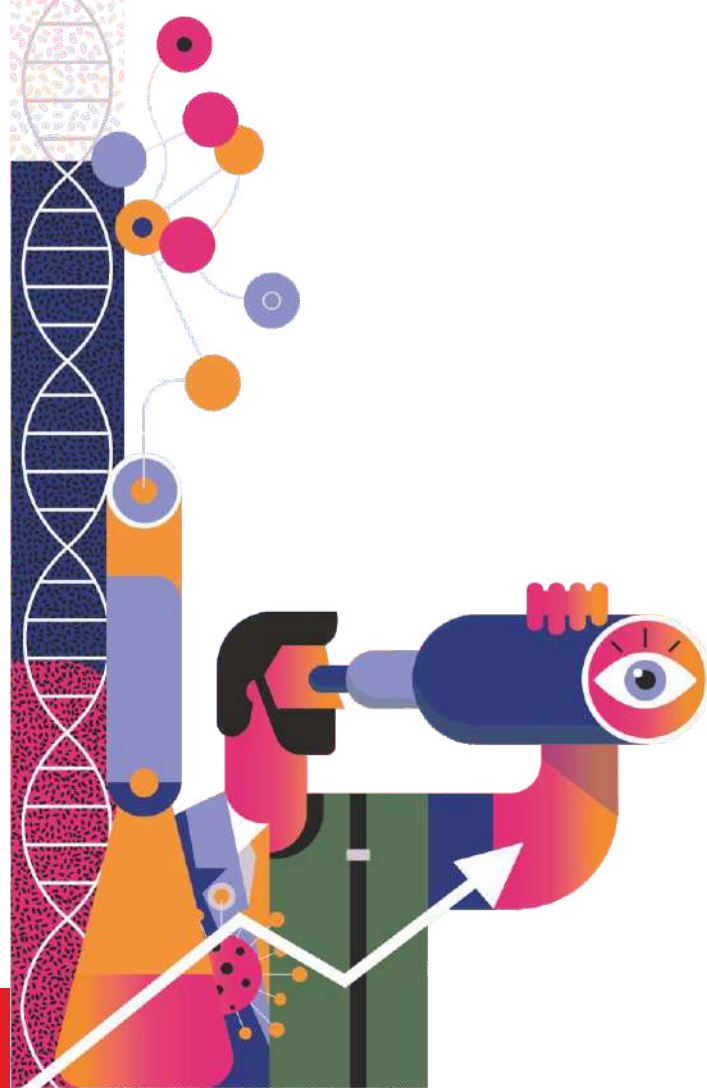
### Reporting Standards and Frameworks

The content of our Integrated Report is in accordance with the <IR> framework and the Global Reporting Initiative (GRI) standards: Core option. We have also drawn reference to the United Nations Sustainable Development Goals (UN SDGs) and incorporated some of the requirements of National Voluntary Guidelines (NVG) on Social, Environmental and Economic Responsibilities of Business.

This report's financial and statutory information complies with the Companies Act, 2013, Indian Accounting Standards, Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, and other applicable regulations.

In the ever-evolving landscape of business, the road to sustained growth and success is paved with the art of reinvention. Transforming itself from time to time enables an organisation to embrace innovation, adapt to changing market demands and harness untapped opportunities. This process not only makes us more relevant to the customers but also fosters a culture of learning and agility, trains us to seize emerging trends in science and technology and secure sustainable growth in an ever-changing world.

We began our journey in 2019 as Glenmark Life Sciences, which was the API business unit of Glenmark Pharmaceuticals. In the last five years, we have strategically transitioned from an organisation with a captive-focused revenue model to a strong, independent global API supplier with a broad-based portfolio offering. This evolution of our core not only fortified relationships with existing customers but also helped us gain several new customers in diverse geographies and positioned the company as a trusted partner to both generic and innovator pharmaceutical companies across the world.



## CHANGING DNA

## SECURING GROWTH

**By changing the DNA of our business, we have embarked on a growth trajectory that will create greater value for all our stakeholders and cement the foundation for a brighter and healthier future.**

Today, we offer sustainable API solutions to pharma customers across global markets with four world-class facilities producing complex, higher-value API molecules with filings made with multiple regulators. As a result of our diverse portfolio and wide geographic footprint, today we are a more robust organisation, geared to deftly navigate cyclical downturns in our industry.

Long-term sustainability, financial prudence, strategic R&D investments, and operational excellence are at the crux of our growth strategy. By thoughtfully allocating capital, we are accelerating financial growth, customer and product diversification and capacity, and geographic expansion. To ensure holistic growth, we are embedding environmental, social, and governance (ESG) principles into the heart of our operations.



# PERFORMANCE DASHBOARD

## FINANCIAL

Revenue from Operations  
(in INR Mn)

**21,612**

up 1.8% ▲

Net Cash from Operations  
(in INR Mn)

**3,134**

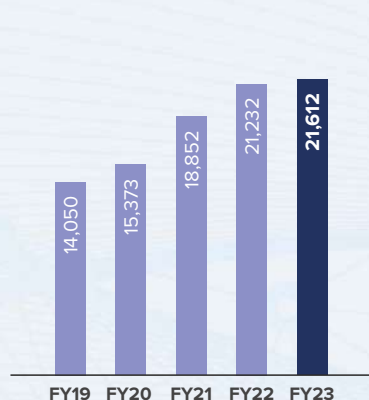
EBITDA  
(in INR Mn)

**6,712**

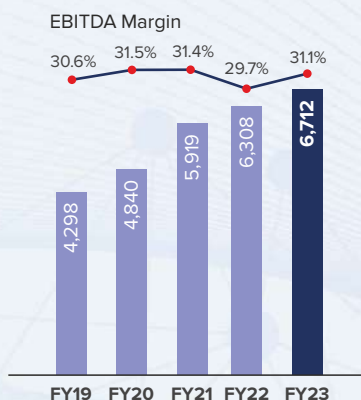
up 6.4% ▲

EPS  
(in INR)

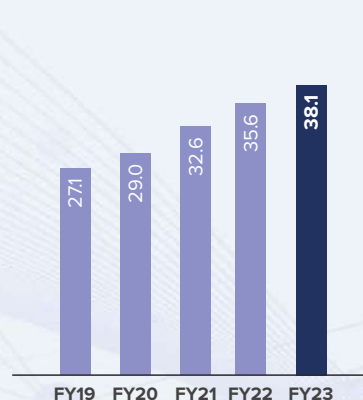
**38.1**



**Revenue**  
(INR Mn)



**EBITDA**  
(INR Mn)



**EPS**  
(INR)

### Income Statement (in INR Mn)

	FY23	FY22	FY21	FY20	FY19
Revenue from Operations	<b>21,612</b>	21,232	18,852	15,373	14,050
EBITDA for the year	<b>6,712</b>	6,308	5,919	4,840	4,298
Profit for the year	<b>4,670</b>	4,187	3,516	3,131	2,927
Basic EPS	<b>38.1</b>	35.6	32.6	29.0	27.1

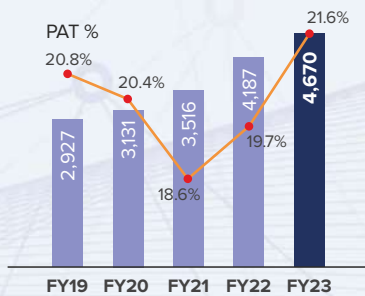
Our strong growth was accompanied by better margins driven by better product mix, PLI benefit and better operating leverage.

**Tushar Mistry** | CFO

**PAT**  
(in INR Mn)

**4,670**  
up 11.5% ▲

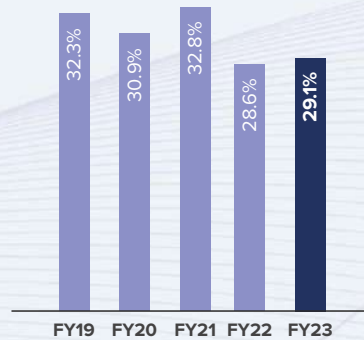
**PAT Margin %**  
**21.6%**



**PAT**  
(INR Mn)

**ROCE**

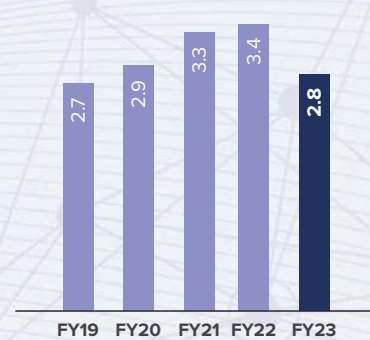
Tracking at  
**29.1%**



**ROCE**

**FATR**

**~3 times**  
for FY23



**FATR**

**Balance Sheet** (In INR Mn)

	FY23	FY22	FY21	FY20	FY19
Total Equity	<b>21,382</b>	20,543	7,527	4,017	881
Fixed Assets	<b>8,242</b>	6,763	5,790	5,498	5,303
Cash and cash equivalents	<b>2,838</b>	5,122	1,156	100	21
Total Debt	---	---	9,329	10,592	11,622

# PERFORMANCE DASHBOARD

## NON-FINANCIAL

### PRODUCTS

## 32 DMFs and CEPs

filed across major markets during FY23 taking the cumulative number to 468 till FY23. Markets include United States, Europe, Japan, Russia, Brazil, South Korea, Taiwan, Canada, China, Australia and India to facilitate our geographic expansion

## 3 Iron Compounds

in portfolio of which - Regulatory filing completed for 1 iron compound, other iron compounds at advanced stage and initial stage of development with cumulative global market size of more than USD 1.8 billion\*

\*Source: IQVIA MAT March'23

## 139 Unique Molecules

which are in the non-commodity and chronic therapy areas, in the portfolio across the globe

## 1 New Addition

to the development grid has taken the total number of high potent API in the GLS portfolio to 9, with a global market size of more than USD 19 billion\* of which 5 products are in an advanced stage of development

\*Source: IQVIA March 23

## 32 New Products & 40 CIP Products

are in development pipeline including 9 oncology products





All these achievements have been possible given our sharpened execution focus, enhanced customer-centricity, commitment to society and sustainability targets and vision for a definitive business path ahead.

**Dr. Yasir Rawjee** | MD & CEO

## ENVIRONMENT

# 6.32%

Energy Usage Contributed  
from Renewable Energy Sources

Water Consumption FY23

# 308,001 KL

down 12.85% ▲

Specific Water Consumption (in KL/kg)

# 0.51

down 72.5% ▲  
compared to FY21

Water Recycled & Reused (%) FY23

# 78%

(92,283 KL)

## SOCIAL

CSR Investment (in INR million)

# 97.43

Beneficiaries Impacted

# 309,249

# 282,665

Women, adolescent girls  
and children benefitted  
through nutrition, hygiene  
and child immunisation  
initiatives

Water Harvesting (m<sup>3</sup>)

# 784,870+

benefiting 2,500  
community members





## MESSAGE FROM MD & CEO

### Dear Shareholders and Stakeholders,

As we reflect on the fiscal year 2023, which closed on a good note for Glenmark Life Sciences (GLS), we must not overlook the global headwinds that posed significant challenges for our industry in this last year. The conflict in Ukraine, supply chain disruptions, and energy price volatility set the stage for an uncertain first half. The surge in inflation added further complexity in our business environment while our customers in many markets had expectations of better API pricing.

Nonetheless, the business and operations at GLS remained focused on our deliverables, both short and long-term, and we were able to ride the challenges in a resolute way resulting in a commendable year-on-year growth of our external business with improved profitability, overall. This growth was underpinned by the robust contribution of our generic Active Pharmaceutical Ingredients (API) business across geographies. Notably, the final quarter also witnessed a favourable recovery in the Contract Development and Manufacturing (CDMO) business. Further, the addition of new capacities contributed to the overall growth and the launch of the oncology platform gave us one more lever of growth for the future.

### Changing DNA, Securing Growth

**The theme of our first integrated annual report 'Changing DNA, Securing Growth' draws from the strategic changes that we have implemented with an aim to make your Company more resilient to headwinds and thereby, set it on a path of sustainable growth. The goal is to create a business that can amplify highs of the industry cycle, while mitigating the lows.**

Towards this objective of delivering more value, year on year, we have put in motion several key initiatives. These include:

#### More Products

We continue to expand our portfolio with molecules that will help us derive a commercial benefit in the next 3-7 years. We also ensure that these molecules have significant complexity to be classified as non-commoditised and in the chronic segment.

Furthermore, we continue to add complex molecules with higher barriers to entry by virtue of more complex characterisation. Our total portfolio count at the end of FY23, was 139 molecules.



## More Platforms

Last year, we also introduced Oncology APIs as an additional platform to leverage this very strategy of creating more value with high-value low-volume APIs that are more difficult to make and characterise, and thereby pose a higher entry barrier for our competitors. We invested in a state-of-the-art lab and a full-fledged, standalone manufacturing block at our Dahej facility with 2 independent modules. Currently, we have 9 molecules in the pipeline and will add more oncology molecules going forward.

## More Markets and More Customers

In a post-COVID scenario, local manufacturing of drugs has become a priority in many countries. These markets become ready customers for our APIs. We have made a bigger push into a number of countries in Southeast Asia, Eastern Europe, North & Southern Africa, South America and the CIS region, for expanding our Generic API footprint. Today our client portfolio stands at an impressive 700+ customers across diverse geographies.

## More R&D

We have a robust R&D pipeline with a total of 32 molecules, some of these being complex and oncology molecules. As of FY22, we had 436 filings, whereas at the end of FY23, these have gone up to 468. Out of the 9 high potent API molecules, we have 5 which are in advanced stages. Overall, our complex R&D pipeline has continued to grow and has a front-end market opportunity of \$20 billion. Apart from adding new APIs to our pipeline, our scientists are engaging in bringing newer technology platforms that help your Company to have safer, cost-effective and energy efficient processes for our molecules.

We have also embarked upon a backward integration program that addresses some key challenges both, in supply security and improved profitability for key drivers. Many of these actions are important to ensure business continuity for our global customers.

## More Capacity Expansion and Investments

We continue to bolster our capacities in order to sustain our business growth. We accomplished a series of expansion projects with the addition of 240 KL at Dahej, responding to the surge in demand and reaping some dividends in Q4 itself. The Oncology plant's brownfield expansion at Dahej also concluded, with one of the two independent modules already 100% commissioned. Of the total planned capacity addition of 400 KL in the intermediate manufacturing block at Ankleshwar, 192 KL was commissioned this year.

The rest is slated for completion by the second half of FY24. Our 1,000 MT capacity greenfield expansion at Solapur received environmental clearance and will further augment our capacity in the near future. Our R&D, Capex and working capital spends have been prudently calibrated each year to

optimise returns. During FY23, the total capital expenditure was INR 1,702 million while the R&D investment was INR 652 million which is ~3% of sales.

## More Sustainable

Sharpening our focus on ESG practices, we are committed to be Water Neutral by 2027, Zero Waste to Landfill by 2027, and Carbon Neutral by 2030 and have made significant progress against these targets.

## More Societal Impact

As a responsible company, we undertook several CSR initiatives under the aegis of healthcare, education, water stewardship and community development to address the pressing issues faced by our neighbouring communities. Our efforts impacted almost 310,000 beneficiaries which include children, adolescent girls, women, pregnant women, senior citizens, farmers and the community at-large. As our commitment to environment, we recharged almost 8 lakh KL water by creating large water structures and revamping existing water bodies and ensured 16,200 tonnes of carbon sequestration by planting almost 11,000 trees. These far-reaching endeavours epitomise our commitment to uplift communities and nurture a healthier future.

All these achievements have been possible thanks to the dedication and motivation of all my leaders and the exceptional teams that work with all of us. I extend my heartfelt appreciation to the GLS HR team for their commendable efforts, which were recognised with a gold award for "Employee Retention" and a Silver Award for "Business Continuity", at the prestigious Economic Times Human Capital Awards in February, 2023.

In closing, I express my gratitude to our esteemed Board, my leadership team, our customers, our employees & their families, our suppliers and all stakeholders, for their unwavering support. Together, we have navigated challenges, sharpened our execution focus, enhanced our customer-centricity, committed to sustainability targets which include decarbonisation, circular economy, biodiversity preservation, and chalked out a definitive business path ahead.

This intrinsic transformation led by diversification efforts of products and markets, will go a long way in creating a robust platform that ensures healthy business growth with sustained profitability at Glenmark Life Sciences.

## Dr. Yasir Rawjee

Managing Director and Chief Executive Officer



# COMPANY OVERVIEW

## Who We Are

Glenmark Life Sciences (GLS) is a leading developer and manufacturer of high-quality, affordable Active Pharmaceutical Ingredients (API) driven by an experienced management team. We emerged from Glenmark Pharmaceuticals in 2019 as an independent company to focus on developing the API business. Five years on, our API business is on a robust path, and we have evolved as a standalone entity paving the way for a unique growth trajectory.

### OUR VISION

**To be the most valued API player in the industry by delivering affordable, high-quality APIs through the application of science and engineering.**

GLS has established strong relationships with leading global generic pharmaceutical companies that mainly operate in the US, Canada, Japan, Europe, Latin America and India, which are highly regulated markets. Our ability to service customers in a complex regulatory framework, positions GLS differently with customers, giving our business an added dimension of stability and longevity. From product selection and development to commercialisation, we judiciously blend science, technology and economics to stay ahead of the curve.

To accelerate and strengthen sustainable growth, we have rapidly evolved and changed our business DNA. We are

doing this by widening our geographic presence for generic APIs, diversifying our customer base and increasing the CDMO footprint with innovator and specialty companies. We are also enhancing our portfolio depth by adding complex molecules with a higher entry barrier and creating new platforms such as Oncology.

**We are in the business of making high-quality drugs by unlocking the possibilities of science.**

## OUR COMMITMENTS

- To be a trusted API partner to pharmaceutical customers worldwide through reliable supply and value creation
- To deliver sustainable long-term growth and create value for all our stakeholders
- To foster a culture that nurtures out-of-the-box thinking

## What We Do

GLS has built a robust portfolio of 139 molecules serving chronic therapeutic segments like Cardiovascular (CVS) disease, Central Nervous System (CNS) disorders, pain management, and anti-diabetics. With an addressable front-end market size of approximately USD 180 billion, these molecules are filed in major markets to cater to our global pharmaceutical customers.

We commercialise these APIs to over 700 customers in 75+ countries. We offer these molecules to innovator players also as part of their lifecycle management strategy after the genericisation of their portfolio. This allows us to capitalise on our existing portfolio by providing an affordable API option to innovator players across multiple markets.

### Our key therapy areas include:

- Cardiovascular (CVS) Disease
- Central Nervous System (CNS) Disorders
- Diabetes
- Oncology
- Pain Management (Anti-migraine, Analgesic)
- Anti-infectives (Antibiotic)

We also develop APIs in the therapeutic areas as listed:

**Anti-fungal | Anti-histaminic | Anti-acne |**

**Anti-emetic | Immunomodulator | Anti-ulcerative |**

**Immunosuppressant | Respiratory agent |**

**Ophthalmologic agent | Urinary | Anti-spasmodic**

## OUR VALUES

- Accountable Governance
- Integrity
- Environmentally Conscious
- Fostering Innovation

## How We Do It

We develop, manufacture and supply select high-value, non-commoditised APIs for our global customers who are pharmaceutical companies operating in their respective markets. Let's take a closer look at each of these areas:

### DEVELOP

We strategically select non-commoditised APIs with high-end chemistry, creating a relatively high entry barrier. Recently, we added complex molecules with even higher barriers, both in chemistry and characterisation. Our molecules are developed for global markets, prioritising regulated markets for first wave launches, ensuring speed-to-market and early customer filing. Following patent expiries, we offer cost-optimised processes in markets with earlier expiries and then serve regulated markets for second wave launches. Additionally, we focus on Cost Improvement Projects (CIP) for mature APIs, to remain competitive and enable sustainable lifecycle management of our base business.

### MANUFACTURE

Our manufacturing infrastructure that operates in compliance with global regulatory standards accommodates small-volume, high-value molecules and mid-volume, mid-value molecules, covering a wide range from kilograms to metric tonnes. Additionally, our multipurpose capacities across facilities enable us to manufacture diverse APIs in the same infrastructure, maximising asset utilisation.

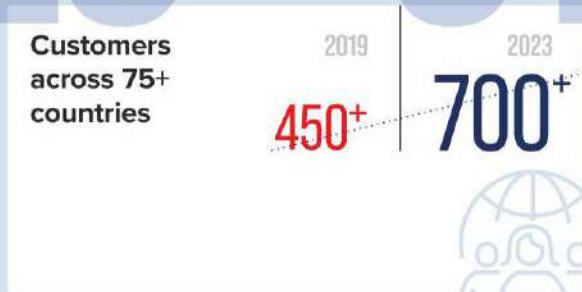
### SUPPLY

Our operations cover the complete value chain, encompassing research and development, technology transfer, an efficient raw material supply chain, scale-up manufacturing, and delivery. This comprehensive approach allows us to provide our customers with support across the development and commercialisation lifecycle from product identification, API development, validation, launch and lifecycle management.





# GLS - STRENGTH





# IN NUMBERS

## OUR EVOLUTION

Our journey began more than 21 years ago with Glenmark Pharmaceuticals (GPL) establishing the API business and acquiring the Kurkumbh site. As R&D and Operations scaled up to meet GPL's needs, we also served external customers with APIs. In 2019, GLS took its first step as an independent company to reshape the API portfolio to become a trusted supplier to global pharma companies across all major geographies.



In July 2021, Glenmark Life Sciences made a successful debut in the public market attracting the highest number of retail applications in over a decade and setting a record for any pharmaceutical company to date. FY23 marks our maiden integrated report as per <IR> framework.

During the reporting period, we further diversified our customer base and global reach with our API and CDMO businesses. We have done this while maintaining a healthy CAGR of 11.4% in revenues and 12.4% in PAT for a period of 4 years. Today, we are a trusted partner of choice for pharmaceutical customers worldwide, serving patients in over 75 countries.

## AWARDS AND RECOGNITION

Our pursuit of manufacturing excellence and sustainability principles has been a legacy from our parent, Glenmark Pharmaceuticals, throughout the last two decades. Last year, we have applied even greater focus on sustainability to become a reliable partner, ensuring business continuity for our customers. This perseverance has resulted in a number of awards and recognition along the way.

### Trusted Partner

- **Average 69% repeat clients each year since FY19**
- **Relationship with 9 out of top 10 clients is older than 9 years**
- **Approx. 85% of revenue from customers with relationship >5 years**



The Economic Times Human Capital Awards, 2023

**Gold for Excellence in Employee Retention Strategy for 'Mood O Meter'**

**Silver for Excellence in Business Continuity Planning and Management for 'Mission Zero'**



**Most Preferred Workplace in Health & Wellness, 2022-23**

## GLOBAL FOOTPRINT

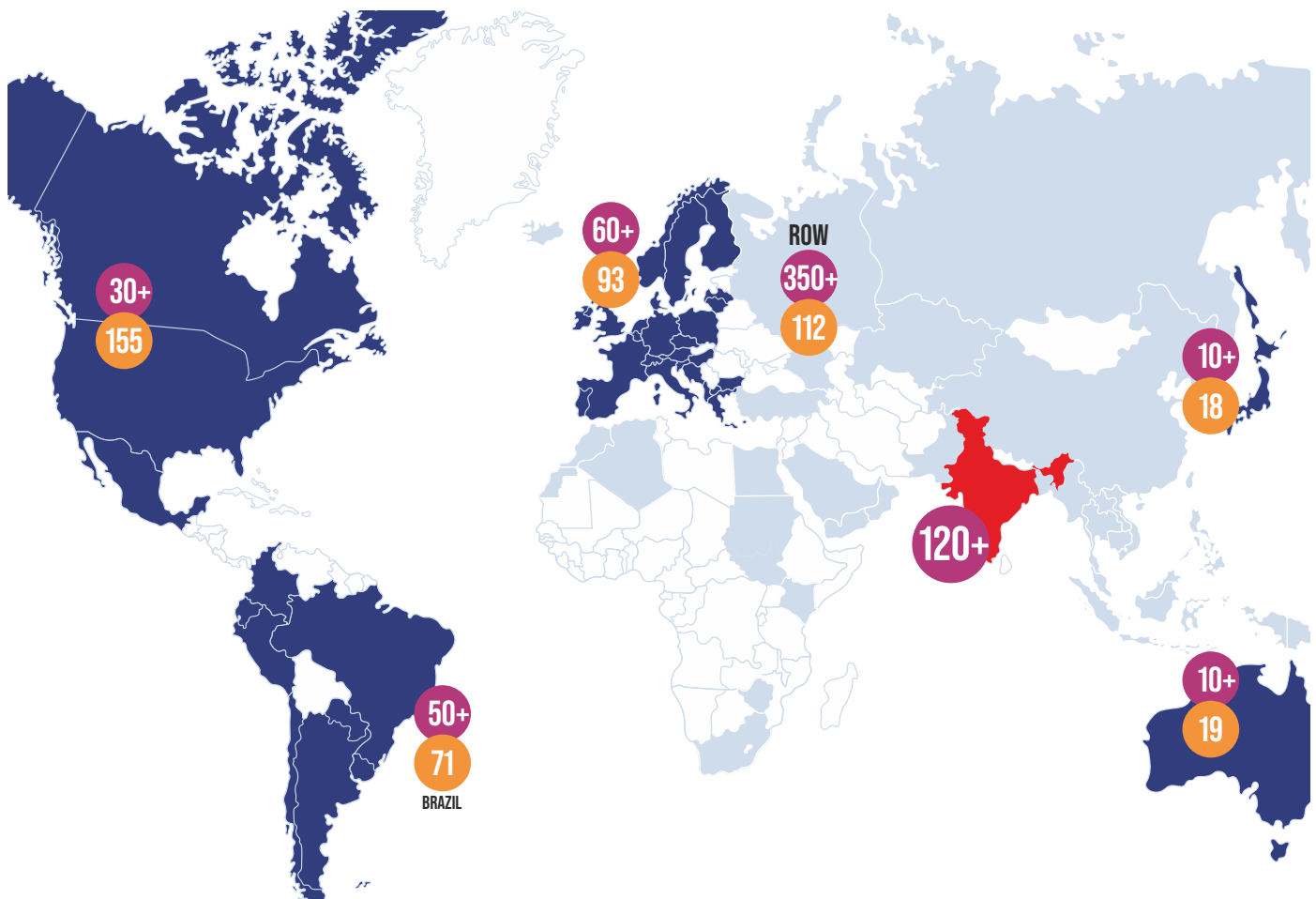
We have steadily built scale in our product offerings and reach, leveraging quality-focused, state-of-the-art laboratories in 3 R&D locations. We have a portfolio of 139 molecules globally which are manufactured in modern, multi-purpose API plants that have been inspected regularly by major global authorities such as USFDA, PMDA and European, Canadian, Russian and Korean regulatory agencies. We sell our APIs in India to top Indian global generic companies and export them to multiple countries in Europe, North America, Latin America, Japan and the Rest of the World (ROW).

### 43 existing APIs extended to new markets & customers since 2019

Global customers spanning **75+** countries

API Portfolio of **139** molecules

**468** DMFs and CEPs across major markets



■ Regulated Markets   
 ■ Emerging Markets   
 ■ India - Mix of Regulated and Emerging   
 ● Number of Customers Served in FY23   
 ● Number of DMF/CEP Filings   
 As of March 31, 2023

This map is for illustrative purpose only.



# GOVERNANCE

Good governance serves as the foundation that underpins the effective management and allocation of resources. It promotes trust, fosters stakeholder confidence, and enhances the organisation's ability to optimise the use of all six capitals for sustainable development. By implementing robust governance practices, organisations can ensure accountability, transparency, and ethical conduct, leading to sustainable value creation and long-term success.

**Strong governance practices at Glenmark Life Sciences monitor, guide and support strategic decision-making, risk management, stakeholder engagement, and the integration of Environmental, Social, and Governance (ESG) considerations into the core business strategy.**

## OUR GOVERNANCE STRUCTURE

Our corporate governance framework is based on an effective Independent Board, separation of the Board's supervisory role from the executive management team and constitution of the Board Committees, as required under law.

## Board of Directors








The Board of Directors of Glenmark Life Sciences is entrusted with the responsibility of providing strategic guidance, effective oversight, and leadership to the Company. It approves our strategic direction, major investments and business plans, implements an effective risk management framework, steers the sustainability function and ensures alignment with the Company's purpose, vision, and values.

The Board comprises eight highly experienced individuals from diverse backgrounds who bring a wide range of skills, expertise, and perspectives to the table. It consists of a balanced mix of two executive, two non-executive directors and four independent directors, to ensure a proper balance of control and authority.



## Board Committees

The Board of Directors and its committees play a pivotal role in providing effective oversight, ensuring robust risk management, and promoting ethical conduct throughout the organisation. To support effective governance, the Board has established various committees with specific responsibilities. These committees assist the Board in discharging its duties and provide specialised oversight in key areas. The Committees include:

<b>i</b> <b>Audit Committee</b>		<b>v</b> <b>Risk Management Committee</b>	
<b>ii</b> <b>Nomination &amp; Remuneration Committee</b>		<b>vi</b> <b>Environmental, Social and Governance (ESG) Committee</b>	
<b>iii</b> <b>Stakeholders Relationship Committee</b>		<b>vii</b> <b>Operations Committee</b>	
<b>iv</b> <b>Corporate Social Responsibility Committee</b>			

Committees i. to v. mentioned above are all statutory committees whereas vi. & vii. i.e. ESG and Operations committees are voluntary committees formed by the Board to have a focused approach on the subject and monitor the action items for the same. All Committees, except the ESG and Operations Committees, are chaired by Independent or Non-Executive Directors.

For more information about Committees of the Board, please refer to page 118 of this report.

## Management Team

Our Management Team is responsible for translating the Board's strategic decisions into actionable plans, setting operational goals, and managing the resources required to achieve them.

The Team, consisting of experienced executives and senior leaders, brings operational expertise, industry knowledge, and a deep understanding of the organisation's day-to-day activities. They work collaboratively to implement the strategic direction set by the Board and ensure its successful execution.

For more information about our Management Team, please refer to page 18 of this report.

**Our governance structure, guided by the principles of transparency, accountability, and integrity, is designed to support sustainable value creation and safeguard the interests of all stakeholders.**



# BOARD OF DIRECTORS

We have an experienced Board and we have a strong corporate governance system to monitor, guide and support our operations, with oversight by:



**Mr. Glenn Saldanha**

Chairman and  
Non-Executive Director

A Non-Executive Director of Glenmark Life Sciences, Mr. Saldanha is also the Chairman and Managing Director of Glenmark Pharmaceuticals Ltd. Mr. Saldanha joined Glenmark in 1998, and subsequently became the Managing Director & CEO in 2000. He transformed Glenmark into a truly multinational company with revenues of over USD 1.5 billion. Mr. Saldanha envisions discovering, developing and introducing India's first innovative drug for the world. Under his leadership, Glenmark has evolved from an Indian branded generics business into a research-driven and innovation-led organisation. Glenmark also won for two consecutive years the 'Indian Pharma Innovation of the Year' award, conferred by the Government of India.



**Dr. Yasir Rawjee**

Managing Director and  
Chief Executive Officer

Dr. Rawjee leads the overall operations of Glenmark Life Sciences and is responsible for its overall business strategy. He has over 25 years of industry experience during which he has headed the global API business and operations at Mylan Laboratories Ltd., has been the Senior Vice President at Matrix Laboratories Ltd. heading the API & CDMO Business and worked in Chemical Development at GlaxoSmithKline in the USA. He holds a bachelor's degree in science from St. Xavier's College, University of Bombay; a bachelor's degree in science (technology) from UDCT, University of Bombay; and a PhD from Texas A&M University, U.S.A.



**Mr. V. S. Mani**

Non-Executive Director

Mr. Mani is a Non-Executive Director of GLS. He is also an Executive Director and Global Chief Financial Officer of Glenmark Pharmaceuticals Ltd. At Glenmark Pharmaceuticals, he leads the worldwide finance operations, as well as legal and secretarial functions. He has over thirty years of rich industry experience across treasury, taxation, accounting, financial planning and analysis, secretarial, legal, risk management and investor relations. Mr. Mani has also played a key role in mergers, acquisitions and spinouts of various companies in emerging and mature markets. He is a qualified chartered accountant and prior to joining Glenmark, he was the President - Finance at the Bhartiya Group. He has also held the position of the Chief Financial Officer at Cipla.



**Mr. Sridhar Gorthi**

Independent Director

Mr. Gorthi is a partner at Trilegal and is part of the corporate practice group along with being on the firm's management committee. Mr. Gorthi is considered a leading authority on corporate law, M&A and private equity in the country. In addition to representing several international clients on inbound M&A in India; he has also advised Indian companies about outbound M&A transactions in jurisdictions, such as the UK, the US, South Africa, Argentina, Indonesia and Sri Lanka.



**Mrs. Manju Agarwal**

Independent Director

A career banker, Mrs. Agarwal has over 34 years of experience at the State Bank of India and is an associate of the Indian Institute of Bankers. She is currently also serving on the boards of various entities including Gulf Oil Lubricants India Ltd., Hinduja Leyland Finance Ltd., Vistaar Financial Services Private Ltd., CMS Info System Ltd., Switch Mobility Automotive Ltd., Paytm Payments Bank Ltd., Hinduja Housing Finance Ltd., Polycab India Ltd. and India Ideas.Com Ltd. She holds a postgraduate degree from the University of Allahabad.



**Mr. Vinod Naik**

Executive Director and Head of the Technical Operations

Mr. Vinod Naik oversees the daily operations of the manufacturing plants and is also responsible for the projects and supply chain functions. He holds a master's of science degree from the Karnatak University, Dharwad. He has also completed a masters program in business administration with a specialisation in financial management from the National Institute of Management. He has been associated with the Company since March, 2020. Prior to joining the Company, he has been with Sun Pharmaceutical Industries Limited. He was also associated with Cipla Limited, heading a manufacturing unit and with Micro Labs Limited, as Vice President of the technical and operations department.



**Mr. T. L. Easwar**

Independent Director

Mr. Easwar has extensive experience in the pharmaceutical industry. He has been the President of Operations at Aurobindo Pharma Ltd., the Chief Operating Officer at Porus Laboratories Private Ltd. and the head of API manufacturing operations at Mylan Laboratories Ltd. He is currently engaged as an advisor to the Boston Consulting Group (BCG) and is also a consultant with pharmaceutical companies. He holds a bachelor's degree in technology – chemical engineering from the Indian Institute of Technology, Kanpur.



**Ms. Gita Nayyar**

Independent Director

Ms. Nayyar is also serving as an Independent Director on the board of Taj-SATS Air Catering Ltd., Transport Corporation of India, PNB Housing Finance Ltd., 'HelpAge India' and Oriental Hotels Ltd. She holds a master's in business administration from Amos Tuck School of Business Administration, Dartmouth College, U.S.A.

# BOARD COMMITTEES

## Audit Committee



Mrs. Manju Agarwal (Chairperson)

Mr. Sridhar Gorthi

Mr. V. S. Mani

## Corporate Social Responsibility Committee



Mr. Sridhar Gorthi (Chairman)

Mr. V. S. Mani

Dr. Yasir Rawjee

Ms. Gita Nayyar

## Stakeholders Relationship Committee



Mr. T. L. Easwar (Chairman)

Dr. Yasir Rawjee

Mrs. Manju Agarwal

## Environmental, Social and Governance (ESG) Committee



Dr. Yasir Rawjee (Chairman)

Mr. T. L. Easwar

Mrs. Manju Agarwal

## Risk Management Committee



Mr. V. S. Mani (Chairman)

Dr. Yasir Rawjee

Mr. Sridhar Gorthi

Mr. T. L. Easwar

## Operations Committee



Dr. Yasir Rawjee (Chairman)

Mr. Glenn Saldanha

Mr. V. S. Mani

## Nomination & Remuneration Committee



Mr. Sridhar Gorthi (Chairman)

Ms. Gita Nayyar

Mr. Glenn Saldanha

*For more information about the roles and responsibilities of the Board Committees, please refer to page 118 of this Report.*



# MANAGEMENT TEAM



**Mr. Tushar Mistry**

**Chief Financial Officer & Senior Vice President,** leading the overall Accounts, Finance, Investor Relations, Legal & Secretarial functions at Glenmark Life Sciences Limited. He has joined the Company in June 2022.



**Dr. Palle V R Acharyulu**

**Group Vice President of Research and Development (R&D),** has been associated with the Company for the past 3 years. He has been instrumental in driving R&D productivity through innovative APIs research and CIP development. He also leads the project management and Intellectual Property functions of our Company.



**Mr. Mathew George**

**Senior Vice President and Head of Regulatory Affairs** has been associated with our Company since October, 2019. He leads the Regulatory Affairs team to plan and submit Drug Master Files (DMFs) / Registration dossiers with various Regulatory Agencies.



**Mr. Navin Kumar Agrawal**

**Head - Corporate Quality,** leading the Company's global Quality & Compliance in accordance with cGMP & regulatory requirements. Since joining Glenmark Life Sciences, Navin has spearheaded the development and ongoing maintenance of robust quality management systems that ensure that the Company's statutory and regulatory duties are upheld.



**Mr. Sumantra Mitra**

**Head - Human Resources,** is responsible for talent acquisition, talent management, capability development, organisational development and industrial relations, besides other aspects of human resources and CSR for the Company. He has been associated with the Company since October 2018.



# VALUE CREATION MODEL

## INPUT

### FINANCIAL CAPITAL



Total Capital Employed (INR mn)	21,626
Net Capital Expenditure (INR mn)	1,702
Net Working Capital Investment (INR mn)	1,969

### MANUFACTURED CAPITAL



Number of Manufacturing Plants (all within India)	04
Material Cost (INR mn)	10,141
Added Capacity (KL)	
- Ankleshwar (SFG)	192
- Dahej (SFG + FG)	240

### INTELLECTUAL CAPITAL



R&D Spend (INR mn)	652
% of Sales	3
No. of R&D Facilities	3
Total R&D Personnel	312
- Scientists/Researchers	293
Total DMFs and CEPs Filed (Nos. as of FY22)	436

### HUMAN CAPITAL



No. of Employees	1,824
No. of Women Employees	129
Employee Benefit Expense (INR mn)	1,802

### NATURAL CAPITAL



Renewable Electricity (% of total)	9.37
Total Energy Consumption (GJ)	884,399
Total Water Consumption (KL)	308,001
Renewable Energy (as % of total) in FY22	4

### SOCIAL AND RELATIONSHIP CAPITAL



CSR Investment (INR mn)	97.4
Employee Volunteering Hours	300
No. of Employee Volunteers	350

## OUR BUSINESS

Develop and commercialise high-value APIs for Generic, Innovator and Specialty Pharmaceutical companies

## Vision, Values & Commitments

## Governance

Stakeholder Engagement | Policies | Risks Management | Performance | Disclosure | Outlook

## Business model showing principal activities



## Support Functions

Human Resources | Accounts | Finance & Compliance | IT | Corporate Strategy & Planning | Safety, Health & Environment | Corporate Communications | Distribution, Shipping & Logistics | Corporate Social Responsibility

## OUTPUT

### FINANCIAL CAPITAL



Revenue from Operations (INR mn)	21,612
EBITDA (INR mn)	6,712
Net Cash (INR mn)	3,134
Net Profit (before EI) (INR mn)	4,670
ROICE (%)	33.5
RoE (%)	22.3
Dividend per Share (INR)	21

### MANUFACTURED CAPITAL



No. of APIs in the Portfolio	139
Quantum of Finished Goods (MT)	613

### INTELLECTUAL CAPITAL



Total DMFs and CEPs filed (FY23)	468
Revenue from R&D Products in FY23 (INR mn)	245
Existing products extended to new markets	13
New seedings done	75

### HUMAN CAPITAL



Total no. of Training Hours	8,590
Reportable Incident Severity Rate (SR) and Frequency Rate (FR)	Zero
- Won 1 Gold & 1 Silver at 'The Economic Times Human Capital Awards'	
- Recognised amongst 'Most Preferred Workplace in Health & Wellness 2022'	

### NATURAL CAPITAL



Y-o-Y Reduction in Scope 1 emissions (%)	52
Energy Saved (GJ)	2,301
Renewable Energy (as % of total)	6.32
Y-o-Y increase in Absolute Renewable Energy Usage (%)	117
Quantum of Treated Wastewater Reused (KL)	92,283
Hazardous Waste sent to Pre-processing/ Co-processing (MT)	7,098
Hazardous Waste sent for Recycling (MT)	3,614

### SOCIAL AND RELATIONSHIP CAPITAL



No. of Beneficiaries	
- Health (women+children)	282,665
- Education	6,000
No. of Trees Planted	10,800
No. of Customer Visits to Plants	55

### PRODUCTS - APIs

#### KEY THERAPEUTIC AREAS

#### APIs in Chronic Therapeutic Areas

- Cardiovascular (CVS)
  - Anti-hypertensives
  - Anti-hyperlipidemics
  - Anti-arrhythmics
  - Anti-coagulants
- Central Nervous System Disorders (CNS)

- Pain Management
  - Anti-migraine
  - Analgesic

- Anti-Diabetics
- Anti-acne
- Urinary
- Anti-spasmodic
- Diuretic

#### Specific Opportunities in Other Therapeutic Areas

- Anti-fungal
- Anti-histaminic
- Anti-emetic
- Anti-ulcerative
- Anti-viral
- Respiratory agents
- Ophthalmologic agent

CUSTOMERS

MARKETING & BUSINESS DEVELOPMENT

CUSTOMER RELATIONSHIP MANAGEMENT



# FINANCIAL CAPITAL

Financial capital is a prerequisite for the existence and operation of any business. It provides the foundation on which businesses are built, enabling them to seize opportunities, weather challenges, and create value for stakeholders. It is a vital resource for fuelling other capitals too. At Glenmark Life Sciences, we have utilised financial capital to create, channelise and enhance wealth of stakeholders.

**Like all capitals, we utilise Financial Capital judiciously. While we are never wary of investing more, it is always with a definite game plan of creating more value for the invested capital.**

## Highlights

ROICE is tracking at **33.5%**

Higher capital employed driven by completed CAPEX

FATR is **~3 times**

Asset turn trending slightly lower due to CAPEX cycle

Working Capital Days at **171 days**

Strategic decision to hold higher inventory to ride out global uncertainties

**31.1%** Operating Margins

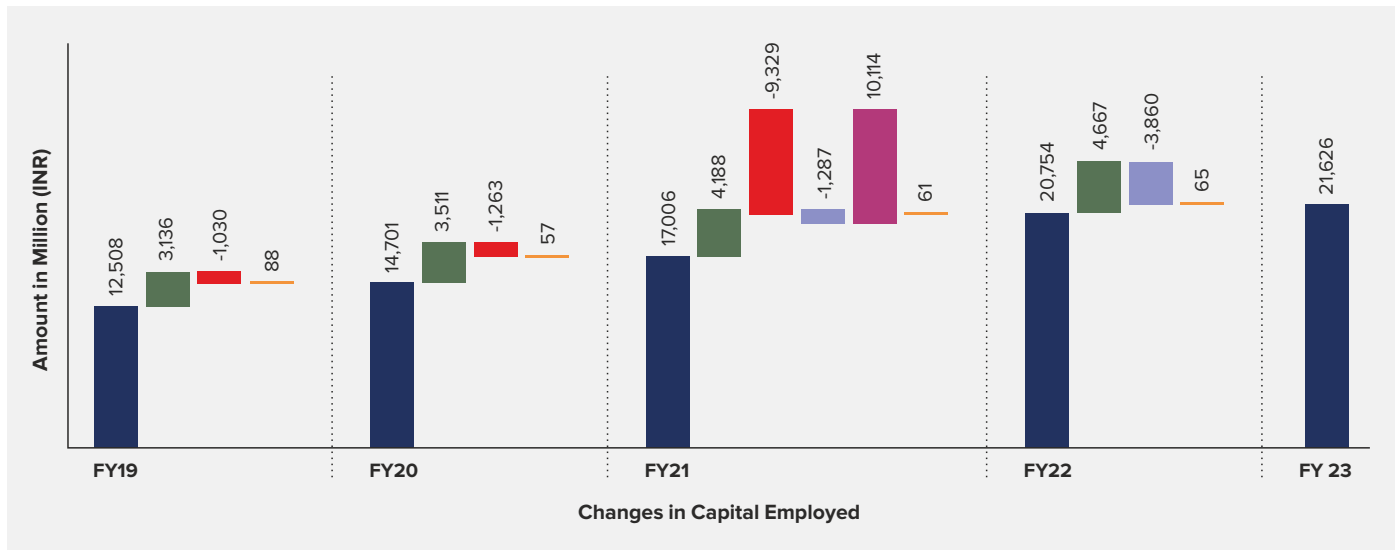
Industry leading operating margins



## VALUE CREATION

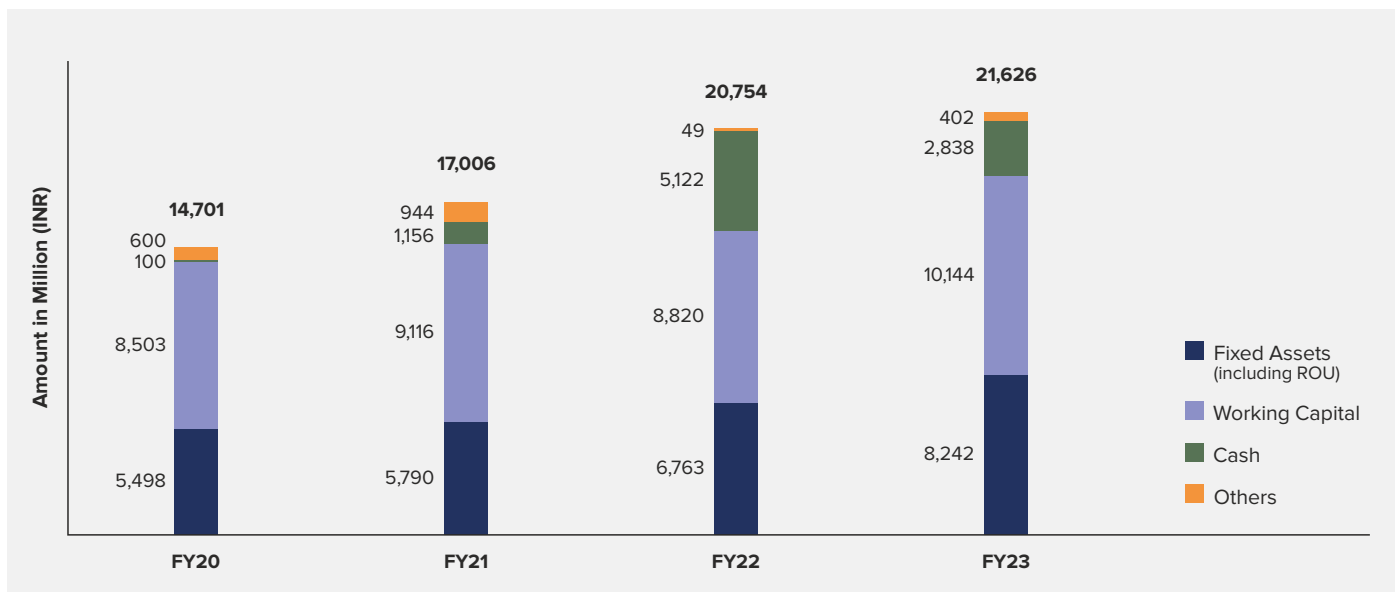
In the last five years, GLS has been consistently creating value. This value is distributed among the stakeholders and invested back into the other capitals to create more value. We have deployed our capital prudently keeping ROCE in mind and have paid off balance excess cash as dividend, thereby keeping the capital employed tight.

### Capital Employed Movement YoY



■ Capital Employed ■ Net Profit ■ Debt Repaid ■ Dividend Paid ■ IPO Proceeds ■ Others

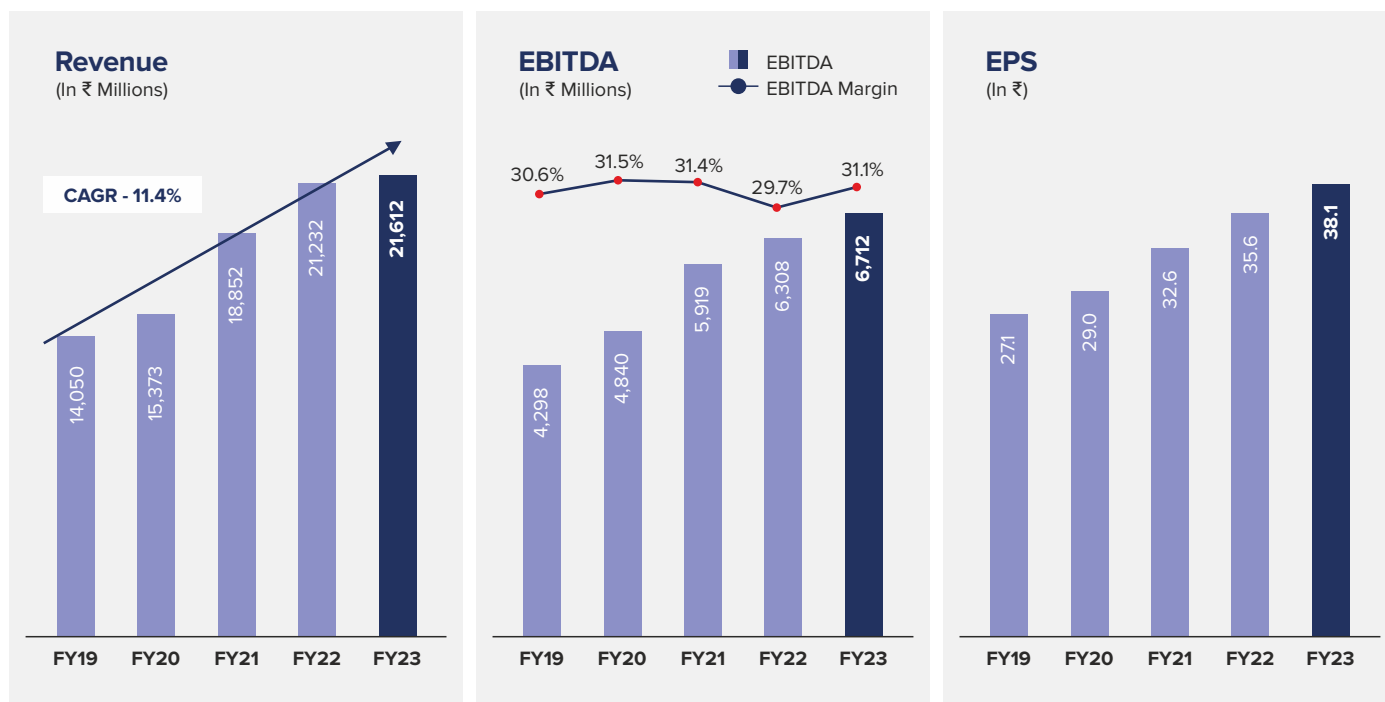
### Capital Employed



■ Fixed Assets (including ROU)  
 ■ Working Capital  
 ■ Cash  
 ■ Others

Our revenues have consistently gone up between FY19 and FY23 with a CAGR of 11.4%. EBITDA has seen an increase of 56% during the same period. The earning per share (EPS) has gone up significantly from 27.1 in FY19 to 38.1 in FY23.

## Financial Performance Track Record



## THE YEAR UNDER REVIEW

GLS concluded FY23 with steady growth and stable margins. Our revenue from operations stood at INR 21,612 million compared to INR 21,232 million in the previous year. The EBITDA stood at INR 6,712 million compared to INR 6,308 million, an increase of 6.4% compared to FY22. The growth was driven by momentum in the Generic API business as well as significant recovery in demand in the CDMO business. The PAT also showed an increase of 11.5%.

**Going forward, we will continue to focus our strategy to prioritise investment into our growth pillars, build a strong pipeline of products and scale up our business to deliver even higher value for shareholders.**

Last year, we initiated a significant effort to address multiple cost levers in order to become more efficient via next generation processes, improved manufacturing, solvent recovery, lower-cost energy and an overall savings effort to "do more with less". This effort continues.

In FY23, we looked into financial growth, clientele and product diversification, geographic expansion, facility additions, R&D advancements, and prudent capital allocation. These initiatives positioned GLS as a trusted and innovative leader in the API industry, ensuring continued success and value creation for stakeholders.

We also made significant strides in strengthening business and enhancing overall quality. This is evident from the margin growth and increased bottom-line performance in PAT and EBITDA growth. This year, GLS also demonstrated successful external business growth while expanding customer base and forging stronger relationships.

We also expanded the product portfolio. It is now more diversified with a broader range of offerings to meet the evolving needs of the market. Capital allocation has been a strategic priority for GLS, with increased investment in key areas to drive growth and sustainability. These investments have been directed towards strengthening the business and supporting long-term objectives.

*For more information on capital allocation, please refer to the MDA section in this report.*

## THE ROAD AHEAD

We have a multi-pronged strategy to fuel the growth, retain the margins while creating a sustainable platform to ensure business continuity:

### Expand the Existing Business

through product launches, geographical expansion, tapping new markets and pursuing second source opportunities

### New Business Opportunities

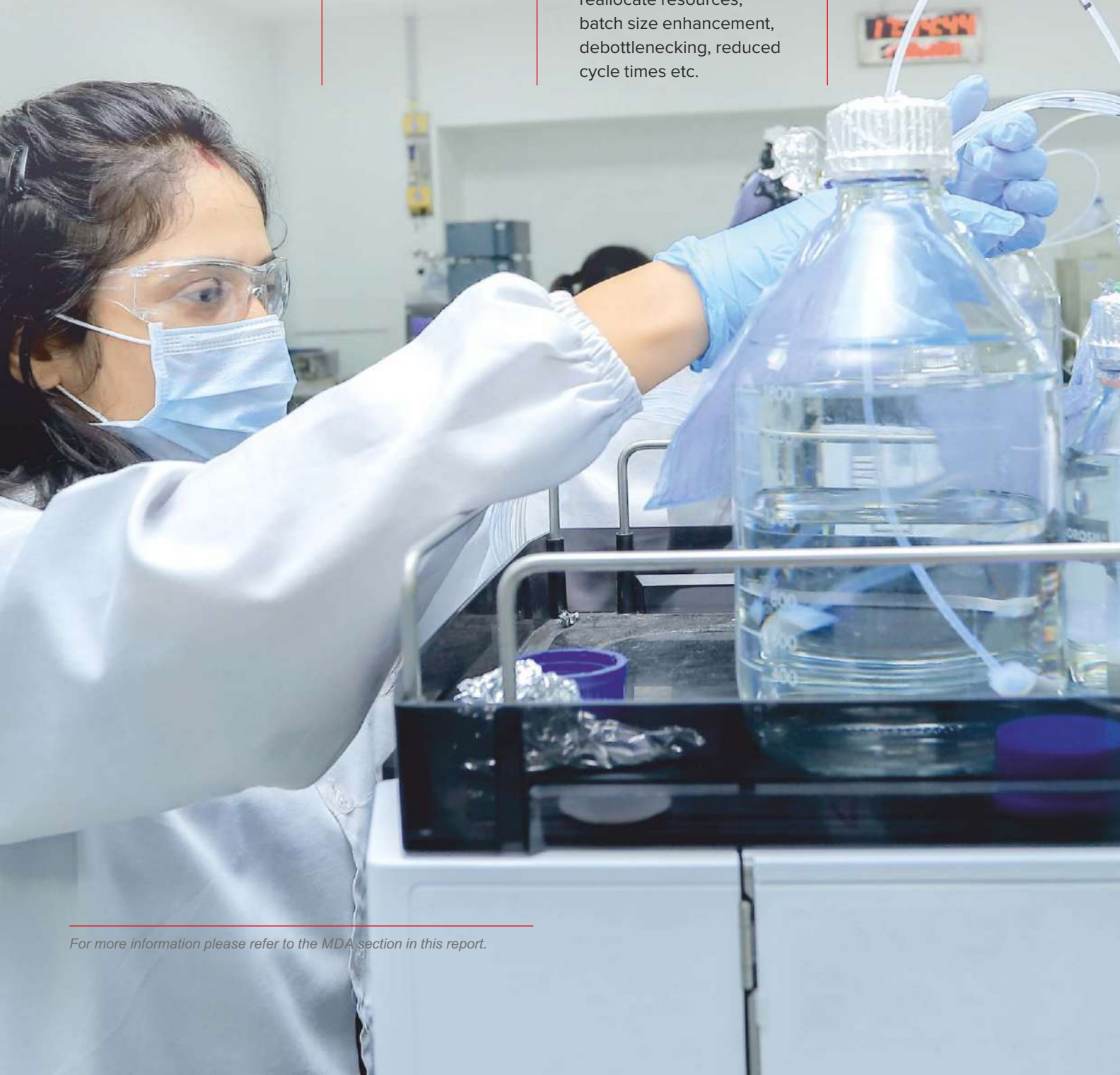
CDMO business expansion

### Operational Efficiencies

Measures to reduce costs, improve efficiencies, sourcing initiatives and operational initiatives like solvent recovery, reallocate resources, batch size enhancement, debottlenecking, reduced cycle times etc.

### Portfolio Enhancement

expansion into complex API platforms and Oncology



*For more information please refer to the MDA section in this report.*



At Glenmark Life Sciences, we strive for innovation and efficiency to achieve operational excellence. This results in high-quality, affordable APIs and intermediates for our pharma customers who in turn serve patients all over the world. Employing a wide range of process innovation and manufacturing expertise from grams to tons, we have become a reliable and preferred partner to our global customers spanning over 75 countries.

Our success story is reflected in our four modern manufacturing facilities located in Ankleshwar and Dahej in Gujarat, and Kurkumbh and Mohol in Maharashtra. These world-class facilities are equipped for multi-purpose production, allowing us to manufacture various APIs tailored to different market needs simultaneously. This collectively forms our exceptional manufactured capital that is quality-focused, scalable, driven by high safety standards, and widely accredited by major global regulators.

We have adopted a holistic approach to drive manufacturing excellence in CIPs (Continuous Improvement Processes) received from R&D that focuses on better solvent recovery, optimised batch sizes, reduced cycle times and minimum dilution volumes. This makes the final commercial processes economical, safer and environment-friendly further impacting the overall plant efficiency.

Recently, we have boosted several capacities via brownfield interventions in both Dahej and Ankleshwar, as highlighted below. Furthermore, we have received all necessary clearances to commence the construction of the greenfield site at Chincholi Industrial Area, Solapur.

## Highlights

- **Brownfield expansion for the Generic API products at Dahej facility with 240 KL capacity completed**
- **Brownfield expansion at Dahej for the Oncology plant is completed. Out of the 2 independent modules, one module is 100% commissioned**
- **192 KL out of the 400 KL intermediate manufacturing block at Ankleshwar commissioned**
- **Environmental Clearance received for the installation of 1,000 MT capacity along with CTE (Consent to Establish) for the planned greenfield site at Chincholi Industrial Area, Solapur**
- **Construction of the greenfield manufacturing facility at Solapur to commence in FY24**

## MANUFACTURING EXCELLENCE

Our world-class manufacturing facilities adhere to stringent cGMP standards, serving as the backbone of our high-quality manufacturing operations. Three of these plants have been inspected by the US-FDA and other global regulatory bodies on multiple occasions and have been compliant consistently across agencies over many years.

### Key Manufacturing Strengths

#### Manufacturing Capacity and Allied Infrastructure

Our combined reactor capacity stands at 1,198 KL and we are poised for further expansion, projected to reach capacity of 1,400+ KL in FY24. This substantial increase will enable us to produce all commercial APIs, annually achieving a gross commercial-scale manufacturing tonnage totalling approximately 750 metric tons using a vast multitude of reactions like Grignard, Hydrogenation, Bromination, Oxidation, etc. in a scalable and safe manner.

Our facilities are designed to handle multiple products with in-house solvent recovery plants. To bolster these manufacturing capacity expansions, we have invested on strengthening infrastructure across quality control, quality assurance, warehouses, utilities, and efficient waste treatment facilities.

#### Quality Focused

At GLS, quality is paramount and ingrained in every step of our API process – right from R&D and technology transfer to manufacturing. We have invested significantly in current Good Manufacturing Practices (cGMP) by upgrading our facilities in terms of plant infrastructure to build capabilities with high quality equipment and making significant investments in training and upskilling of our employees.

We have been implementing cGMPs across each of our manufacturing facilities, which are monitored by a comprehensive Quality Management System (QMS), encompassing all areas of business process - from R&D and raw material procurement to manufacturing, packaging and delivery. If anything, quality is designed into the products as they undergo multiple quality checks before reaching our customers.

**Since 2015 our facilities have been subject to 41 inspections by various regulators on a periodic basis including the USFDA, PMDA, COFEPRIS, Health Canada, EDQM, ANVISA, WHO and CDSCO.**

GLS has an independent quality governance function to ensure quality and compliance throughout manufacturing, testing, release and distribution in line with cGMP.

Our Quality Control laboratories are well-equipped with high-end sophisticated instruments such as LCMS (Liquid Chromatography with Mass Spectrometry), GCMS (Gas Chromatography with Mass Spectrometry), ICP-MS (Inductively coupled Plasma Mass Spectrometry), XRD (X-ray diffraction), etc. required to analyse drug substances in line with pharmacopoeia and regulatory requirements.

The analytical instruments in the quality control laboratory are in compliance with respect to computerised system as per regulatory standards such as 21 CFR Part 11.



#### Secure Supply Chain and Backward Integration

From product development to API manufacturing, our supply chain organisation is geared up to support production scales from few kilos to multi tonnes on any given API. Our approach is to achieve best cost and quality via procurement through the qualification of multiple vendors, both from India and China, for our KSMs (Key Starting Materials). These de-risking approaches ensure robust supply security as well as controlled procurement costs. Another element that we have covered is that of backward integration of select KSMs where there could be supply security challenges in the future that could lead to cost escalation.

#### Capitalising on CDMO Opportunities

An important and fast-growing segment in our business is Contract Development and Manufacturing (CDMO) opportunities. We recognise the immense potential that this segment can have if we strategically harness our existing assets and actively build the necessary capabilities to support CDMO services, enabling us to cater to the diverse needs of our clients in both, lifecycle management and specialty segments. With the right focus on process chemistry and versatile multi-product manufacturing capabilities, we possess the agility to meet rapidly evolving market demands in this growing and lucrative business.

## KEY ASSETS

Manufacturing Plants	Annual Installed Capacity (Mar-23)	Last USFDA Inspection Date	Inspection History
<b>Ankleshwar, Gujarat</b>	<b>742.2 KL</b>	July 2019	USFDA, MHRA (UK), FIMEA (Finland), Romania (Europe) PMDA (Japan), COFEPRIS (Mexico), Health Canada, KFDA (South Korea), Gujarat FDCA
<b>Dahej, Gujarat</b>	<b>381.9 KL</b>	Oct 2018	USFDA, EDQM (Europe), PMDA (Japan), KFDA (South Korea), ANVISA (Brazil)
<b>Mohol, Maharashtra</b>	<b>49.1 KL</b>	March 2018	USFDA, Maharashtra FDA
<b>Kurkumbh, Maharashtra</b>	<b>24.6 KL</b>	-NA-	Maharashtra FDA

The manufacturing plants are augmented by our R&D infrastructure: **Mahape, Navi Mumbai | Ankleshwar, Gujarat | Dahej, Gujarat**  
Together, the plants and the R&D infrastructure give rise to the third aspect of our asset base: our strong product portfolio.



**Glenmark**

## FUTURE CAPACITY EXPANSION PLAN

As we go forward, we will continue to expand our manufacturing scale & breadth across key segments to leverage new opportunities, maximise our portfolio and reach out to more customers.

- **The remaining 208 KL intermediate manufacturing block at the Ankleshwar site will be operational in second half of FY24**

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- **Environmental Clearance and Consent to Establish received for the installation of 1,000 MT per annum capacity for the planned Greenfield site at Solapur. Construction slated to begin in FY24**





# INTELLECTUAL CAPITAL

The real value of a knowledge-based organisation lies beyond its physical assets. It includes intangibles such as expertise of employees and systems, processes, culture of innovation and reputation of the organisation built over time. These intangibles together comprise Intellectual Capital.

At GLS we are focused on building a sustainable tomorrow through business growth that is driven by innovation. We nurture and enhance Intellectual Capital by leveraging Human and Financial Capitals to drive performance and strengthen other capitals. This helps us introduce new, innovative products via combination of appropriate technologies and create value for stakeholders.

**From the collective knowledge of our dedicated workforce to the transformative power of our cutting-edge research and development initiatives, Intellectual Capital underpins our achievements and positions us at the forefront of progress.**

## R&D Investment (in INR)

FY19	FY23
<b>376 million</b>	<b>652 million</b>

## R&D Personnel (in nos.)

FY19	FY23
<b>236</b>	<b>~300</b>

## Cumulative DMF and CEPs filings\* (in nos.) across major markets like United States, Europe, Brazil

FY23  
**468**

## API Portfolio (in nos.)

FY19	FY23
<b>113</b>	<b>139</b>

\*As on March 31, 2023



## TECHNOLOGY-LED, EMPLOYEE-DRIVEN R&D

Our R&D plays an indispensable role in the overall growth and development of the business operations. At the core of our R&D function is our state-of-the-art R&D Centres at three locations – Mahape, Ankleshwar and Dahej. Our well-equipped laboratories are powered by the intellect of research scientists and engineers, who constitute 15% of our total employee strength. The R&D team has a specialised pool of domain experts and dedicated teams for new product development, complex products, oncology product development, process safety, technology transfer, lifecycle management and project management.



The work we undertake at our R&D Centre has delivered a diversified portfolio of 139 molecules, while working towards developing 8-10 new molecules per year and supplying our products to customers in India, Europe, North America, Latin America, Japan, Korea, Southeast Asia, GCC countries, North Africa and the rest of the world. Aggressive R&D investments are a vital pillar of our growth strategy and we will continue to focus on new product development in complex APIs and next-generation processes for efficiency improvement.

### Key Capabilities

Our key chemistry capabilities include polymorphism screening, pharmaceutical salt screening, particle size distribution studies, high pressure reactions, cryogenic reactions, high temperature reactions and asymmetric hydrogenation among others. We also handle technologies using enzymatic transformation, continuous flow chemistry, ultra-filtration, nano-filtration and ion-exchange.

### Other Highlights

GLS has also taken several initiatives to make the processes more sustainable by evaluating lower energy consumption alternatives, as well as steps for reduction of effluent in manufacturing. GLS has achieved a reduction of about 40% effluent on select high-volume products. R&D is also working on developing new safer technologies for early stage intermediates and challenging batch processes through process intensification and flow chemistry.

## API portfolio

**We continually develop APIs in chronic therapeutic areas:** Cardiovascular (CVS): (Anti-hyperlipidemic, Antiarrhythmic, Anti-coagulant) | Central Nervous System (CNS) | Pain Management (Anti-migraine, Analgesic) | Diabetes | Anti-acne | Urinary | Anti-spasmodic | Diuretic

**We also work on specific opportunities in other therapeutic areas such as:** Anti-fungal | Anti-histaminic | Anti-emetic | Anti-ulcerative | Respiratory agent | Ophthalmologic agent | Anti-viral

## MANAGING INTELLECTUAL PROPERTY

We strongly believe in creating and managing IP as a core principle of securing and advancing business. We advance our IP position through the application of process chemistry, novel polymorphs and newer technologies in manufacturing. As a result of the efforts of our scientists and engineers, we have been granted 77 patents. The IP creation at GLS is leveraged to enhance our own business and that of our customers. The patents that we have filed in the past and continue to pursue, give confidence to our customers in our ability to enhance our value proposition along with our API offerings.

Our scientists also understand the complex regulatory requirements of various geographies. They can navigate the myriad requirements of various regulatory bodies in order to devise common and specific strategies to enter markets across the globe in a timely manner. This knowledge, combined with cGMP Manufacturing and Regulatory filing support throughout the development lifecycle adds to our expertise in the CDMO space.

## THE ROAD AHEAD

Last year, we recalibrated our R&D focus for new molecules, while targeting complex APIs with a commercial launch window of 3-7 years. This will continue in the years ahead. Further, efforts have centred around a greater focus on introducing second or third generation processes for existing molecules that will not only make us competitive but also improve our market share. Another key element has been backward integration of basic raw materials for some select APIs using various new technologies to manufacture Intermediates.



# HUMAN CAPITAL

Our people have been instrumental in securing growth at Glenmark Life Sciences by fostering innovation and adapting to changing market dynamics. With their extensive knowledge, skills and expertise, our employees ensure consistent delivery of high-quality APIs adhering to high standards set by global regulatory authorities. Through their combined years of valuable experience, our employees ensure process safety and manufacturing efficiencies and endeavour to reduce the carbon footprint, all of which are pivotal in gaining and maintaining business continuity and customer trust.

We strive to create an environment of empowerment through our well-defined policies that provide opportunities for professional and personal development. Our healthy and safe workspaces reflect our values of diversity, equity, inclusion and fair play.

**We were honoured with a Gold for 'Excellence in Employee Retention Strategy' and a Silver for 'Excellence in Business Continuity Planning and Management' at the Economic Times Human Capital Awards 2023.**

**R&D Personnel** (in nos.)

**312**

**Employees** (in nos.)

**1,824**

**Training** (in hours)

**Employees**

**8,590**

**Women in Workforce**

**7.07%**

## KEY FOCUS AREAS

### Recruitment and Leadership Pipeline

With award winning, industry-first people initiatives we attract and retain top talent, promoting a high-skilled workforce that spearheads long-term growth.

**ĀARAMBH** – Our flagship on-boarding programme is a highly curated model that seeks to bridge the gap between learning and knowledge assimilation. Today knowledge assimilation is considered a challenge across our industry. As a first such on-boarding programme in the industry, Aarambh has proven to be extremely useful in an industry that is highly governed by regulatory authorities and where induction is not just a casual intervention but a necessity of statutory and regulatory compliance.

**Aarambh was recognised with a silver award by the Economic Times Human Capital Awards in 2021.** The hybrid learning approach of virtual plus simulated learning through SIM Lab has been a game changer.

**GROW** – At Glenmark Life Sciences, we believe in nurturing talent and developing them for the future as prospective leaders across levels and departments. Get Ready for Opportunities at Work (GROW) is our leadership development initiative that focuses on developing strengths of potential mid-level leaders.

It is an important step to build and develop future leaders, who are more effective and competent for a future leadership role with some key skill sets such as building collaboration, stakeholder management, situational adaptability, result orientation and personal effectiveness.



### Employee Health, Safety and Well-being

We consider the health, safety and well-being of our employees as paramount for a positive organisational work culture that is focused on delivering business excellence. We have a robust safety governance framework to monitor occupational safety and health where reviews are conducted at multiple levels.



The Health and Safety Committee reviews performance at regular intervals. Further there are reviews at the factory level and various sub-committees for the observance of safety standards. These are instrumental in guiding the manufacturing facilities on institutionalising safety culture in day-to-day operations.

To prevent injuries when working with hazardous materials, we ensure our personnel are well-trained in process safety, workplace safety and best practices in industrial hygiene. We perform workplace safety risk assessments and conduct process safety HAZOP studies to identify the risk and thereby mitigate it through a hierarchy of controls. We perform risk mitigation by elimination of hazard or substitution of lesser hazard or through engineering controls. We strictly follow protocols for safe handling including the use of Personal Protective Equipment (PPE). Our robust safety management system has high emphasis on process safety, workplace safety & risk control, adopting a hierarchy of controls in the order of sequence.

At GLS, we have a dedicated labour Committee that resolves concerns related to the human rights issues. The committee ensures that the concerns raised are resolved in a time bound manner to ensure everyone is heard at all points of time. Periodic assessment of the working condition of our employees is carried out to ensure a safe working environment at our manufacturing facilities.

- **83,416 cumulative man-hours of safety training imparted to employee & workers across all locations in FY23 through classroom and practical trainings**
- **Zero Lost Time Injury Frequency Rate (LTIFR) for FY23**
- **'Leaders Gemba Walk' at sites identifies gaps and ensures adherence to safety practices**

Finally, Mission Zero is our commitment to make GLS an accident-free workplace and build a safety culture in the organisation, where all of us understand critical safety procedures and make reporting of any hazard our top priority. **Mission Zero is a step towards Zero Accidents, Zero Injuries and Zero Unsafe Behaviour.**

## Learning and Development

Through a robust talent development strategy, we invest in skill development and growth of our people.

- **100% Trainings given on Health & Safety and Skill Upgradation**
- **SIM LAB** Blends classroom learning and on-the-job training in a simulated plant with prototype machinery and equipment to enhance functional capabilities of new and existing employees. The trainees go through the four modules, Induction Programme (Aarambh), Safety Modules, Chemical Handling Modules and SOP Demonstrations.



- **i-PRO (IMPROVEMENT PROJECTS)** Through this self-development programme employees learn to think out-of-the-box and develop functional and leadership capabilities by working on select projects. In iPRO we take an incremental innovation approach to solving immediate day-to-day problems or improving efficiency. Managers are encouraged to invite our shop-floor workers to contribute through multiple ideas that lead to a big change. Once a pilot iPRO project succeeds, it is then rolled out as iPRO. **In FY23, 347 employees participated in different types of projects and 68 employees became eligible for a role change.**
- **GROW** As mentioned earlier, Get Ready for Opportunities at Work (GROW) is our leadership development initiative with an objective to equip our future leaders with some key skill sets. We have successfully completed 10 training days between key functions.

## Employee Engagement



Robust employee engagement builds a motivated and committed workforce, leading to increased productivity and enhanced employee retention and satisfaction. We provide various platforms and programmes to enhance employee engagement and communication. Mood-o-meter Survey, Leadership Connect, Tete-a-tea with senior leadership, GEN Y programme to engage with the younger generation and anonymous drop boxes for employees to share their concerns, are just a few examples. Through the GLS Excellence Awards, we reward outstanding employee performance across different functions.

## Diversity and Inclusion



We attract and retain a diverse talent pool and promote the exchange of ideas in an inclusive culture where all employees feel valued, respected, and supported.

Today we have positive gender diversity in office functions with an increasing number of women employees in Marketing, Regulatory Affairs, R&D, IP and HR. Highly competent women professionals lead key functions such as corporate communications, intellectual property management and marketing services. Although we have faced some challenges in hiring in Manufacturing this is now being addressed through focused recruitment of women in manufacturing functions such as Tech Transfer, Production and Plant R&D.

At each unit level our Diversity and Inclusion objectives are driven by the local chapters and champions. Over the years we have reviewed our existing policies and practices to make the workplace more inclusive, by introducing policies such as paternity leave and tracking gender diversity parameters such as hiring, retention, performance appraisal, etc. We follow a 'No Discrimination' policy and have several policies in place that ensure work-life balance.

### Gender Diversity

**100%** Employees covered under POSH

**25%** Women Directors on the Board (2 out of 8)

**129** Women Employees

### Women Employees Across Departments

Departments	Department-wise %
R&D	12.6
Quality	10.6
Marketing and Business Development	63.2
Regulatory Affairs	52.9
HR, Admin, Accounts	21.3

### Inclusive Culture

- We have a healthy mix of young and experienced manpower  
 Ages 21 to 40: **1,436** employees  
 Ages 41 to 60: **388** employees
- In FY23, there were **3 differently abled employees** in our workforce





# SOCIAL & RELATIONSHIP CAPITAL

## SOCIAL CAPITAL

It is the community that enables businesses to succeed by providing talent and expertise. Thus, building trust with our communities becomes paramount in securing sustainable growth. At Glenmark Life Sciences, our commitment to social development is deep-rooted and our policies and programmes are aligned with national priorities and UN Sustainable Development Goals.

### Our CSR Vision

#### Enriching lives to create a healthier and happier world

Reflecting our core values, our Corporate Social Responsibility (CSR) interventions are devised to build sustainable solutions that have a lasting positive impact on the environment and society. We aim to improve the quality of life for our dependent and local communities, thereby acting as a responsible corporate citizen, managing relationships and developing trust. We believe that these commitments will help achieve our long-term goals and create a more sustainable future for all.

### Our CSR Focus Areas

- Access to Healthcare | Water Management |
- Community Development | Access to Education |
- Employee Volunteering Programmes

### CSR Investment (in INR million)

FY 22

**75.13**

FY 23

**97.43**

Increased by

**29%**

### No. of Beneficiaries Impacted

FY 22

**99,800**

FY 23

**309,249**

Increased by

**209%**

## KEY INITIATIVES

### Access to Healthcare Project Sampurna



A holistic healthcare initiative for women and children, Project Sampurna focuses on healthcare needs at different stages of growth and development - from girls in their adolescence, to women in their post pregnancy stage and children in their formative 0-5 years of age. The project is designed to:

- Provide special assistance to Asha workers through the 'Arogyasakhi Model' with health check-ups for underprivileged women and adolescent girls as well as provide supplementary nutrition to women & children
- Promote health awareness and hygiene, and distribute eco-friendly sanitary napkins



Through this programme we enable behavioural changes in communities, especially among adolescent girls and young mothers through awareness sessions, antenatal and postnatal services. We also facilitate curative and supportive health care services where communities are serviced through diagnosis, administration of medicines and consultations.

#### Impact

##### No. of Beneficiaries

**270,570+** women and adolescent girls  
**12,091+** children

#### Geographical Outreach

**PAN India | Maharashtra** - Mohol, Solapur, Daundh, Mahape, Turbhe, Mumbai, Aurangabad, Nashik, Amaravati | **Gujarat** - Ankleshwar, Bharuch, and Dahej | **Madhya Pradesh** - Khandawa | **Himachal Pradesh** | **Sikkim**

### Water Stewardship



We strive to minimise our impact on the environment through a range of initiatives under Water Stewardship, such as construction of water conservation structures, adopting lakes near our facilities and providing access to clean drinking water. We worked to conserve water by identifying drought prone areas around our facilities in Gujarat and Maharashtra. To reduce water usage and replenish it, we have carried out multiple interventions by implementing rainwater harvesting through deepening of existing water bodies, creating farm recharge ponds, farm bunding, percolation tanks and check dams in rural, semi-urban and urban areas.



#### Impact

**784,870+** m<sup>3</sup> of water harvested  
**2,500** community members benefitted

#### Geographical Outreach

**Gujarat** - Dochaki, Mahudipada, Dadwada (Handi), Chhatwada, Nandod | **Maharashtra** - Telangvadi, Devali, Siddheswar, Morvanchi, Ranmasale, Khuneshwar, Mohol



## Holistic Community Development Project



Our aim is to holistically uplift villages and economically backward areas by addressing critical needs such as education, women empowerment, skill development, disability support, infrastructure building and minimise impact on environment through tree plantation and energy conservation for carbon neutrality. The project also extends assistance to senior citizens and differently-abled individuals near our manufacturing facilities.

### Impact

<b>18,084+</b> community people, senior citizens and children benefitted	<b>10,800</b> trees planted	<b>16,200</b> tonnes carbon absorption in lifespan
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**1,825 KW**  
green energy  
produced  
per year

### Geographical Outreach

**Gujarat** - Ghoda, Dabhavan, Vaghela Fatiyu, Lakhigam  
**Maharashtra** - Pune, Mahape, Turbhe, Daundh, Kurkumbh, Mohol, Mumbai

## Access to Education Project ViGyasa



We believe that a scientific, logical and experiment-based education will help to grow the creative & logical mind-set amongst children. Given this approach we have started project “ViGyasa”, which stands for “Vigyan Ki Jigyasa”, or an eagerness and curiosity to learn science.

Through this targeted programme we aim to nurture young scientific minds in government and municipal schools.



Our initiatives include establishment of integrated and mini science labs for practical learning focusing on specific aspects of Chemistry, Biology and Physics as well as distribution of science kits to facilitate experiment-based learning, thereby effectively bridging the gap between theory and practical knowledge. The project also offers specialised training and workshops for students and teachers.

### Impact

<b>6,000+</b> children benefitted	<b>18</b> schools covered
--------------------------------------	------------------------------

### Geographical Outreach

**Maharashtra** - Belvali, Nere, Shivkar, Chindran, Shivkar, Taloja (Panavel - Raigad), Juhinagar, Turbhe, (Navi Mumbai - Thane) | **Gujarat** - Dabhavan, Debar, Sankoi, Galiba, Kochbar



## Employee Volunteering Programmes



Our CSR initiatives are further supplemented with employee volunteering. Employees are encouraged to contribute their time and energy for a social cause as part of the individual social responsibility.

In FY23, our employees joined hands with community members as a part of International Women's Day celebration, Republic Day celebration, paper bag making, Joy of Giving, Seed ball making and Tree Plantation drive, the latter to increase green cover and create a larger impact in the communities we operate in.



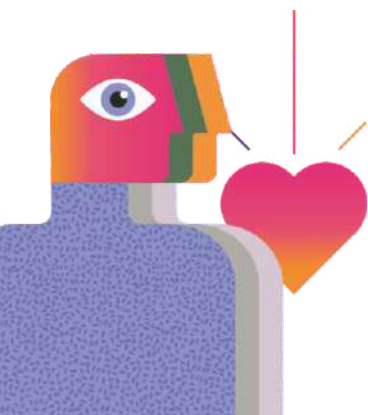
### Impact

**350+**

Employee volunteer participated in 6 activities

**300+**

Man-hours contributed



## RELATIONSHIP CAPITAL

To facilitate effective decision-making in a constantly changing world, we foster open communication and collaboration with our stakeholders. Going beyond a mere checkbox exercise, our robust stakeholder engagement is designed to gather real-time feedback and gain insights of their expectations as well as concerns. We actively listen and discuss issues to enrich and strengthen our relationships with each of our key stakeholders to shape our value creation process.

### Our Stakeholder Engagement Mechanisms

We develop, manufacture and supply select high-value, non-commoditised APIs for our global customers who are pharmaceutical companies operating in their respective markets. Let's take a closer look at each of these terms:

Key Stakeholders	Engagement Mechanisms
<b>Employees</b>	Emails, SMSs, Website, Intranet, Pamphlets, Meetings, Leadership Meets, Town halls, Employee feedback and redressal
<b>Customer Relationship Team</b>	Emails, SMSs, Website, Meetings
<b>Suppliers</b>	Emails, SMSs, Website, Meetings
<b>Investors &amp; Shareholders</b>	Emails, Website, SMSs, Virtual and Physical Meetings, Conferences, Investor Days, Press Releases, Annual General Meeting, Annual Reports, Presentation, News Paper Publications, Quarterly earnings Calls
<b>Communities</b>	Physical meetings and visits
<b>Regulatory Bodies</b>	Emails, Meetings and submissions, etc.

#### Customer Relationship Management Team

Providing each customer with personalised attention is key to delivering a seamless and holistic experience. We have established a specialised Customer Relationship Management Team as 'Single Point of Contact' for each customer to enable ease of interaction, smooth processes and swift solutions.



# NATURAL CAPITAL

Investing in environmental preservation is crucial as natural resources are the bedrock of all economic activity impacting operations and supply chains.

**By proactively managing, nurturing and enhancing our Natural Capital, we aim to secure growth without disruptions.**

We are transitioning to renewable sources of energy, creating carbon sinks through tree plantations, improving water conservation practices and enhancing energy efficiency to mitigate risks such as resource scarcity, water stress, and other impacts of climate change.

We also have an integrated reporting mechanism under the ESG goals and ensure that employees are fully aware of the importance of the environment through EHS campaigns aimed at preventing accidents and monitoring environmental risks. Our efforts in delivering sustainable goals are reaping benefits, since we have made substantial progress against the 2027 and 2030 ESG targets.

## Environmental Targets

### Water Neutral by 2027

- Identifying opportunities to reduce & replenish water usage
- Identifying, prioritising & implementing water harvesting & conservation projects

### Zero Waste to Landfill by 2027

- Moving towards cleaner methods of waste disposal
- Prioritising co-processing & pre-processing – the cleanest form of disposal

### Carbon Neutral by 2030

- Identifying green initiatives – renewable energy, energy efficiency etc. to reduce from current levels of GHG emissions

## Key Focus Areas

We are working proactively towards enhancing our positive impact on the natural environment. As a resource-intensive business, we focus on **energy efficiency, water conservation and waste management.**

### ENERGY

We focus on reducing energy usage by enhancing operational efficiency, increasing the share of renewables in the energy mix and switching to biomass fuels to reduce our carbon footprint.

We are using renewable energy sources like Wind Energy and have adopted Hybrid Power (Wind and Solar energy) at our Ankleshwar Plant. **In FY23, 6,468,432 kWh of renewable energy used is 9.37% of total electrical consumption.**



#### Highlights

- 260 kg/kg: Specific steam consumption in FY23. Decreased from 304 kg/kg in FY22
- 121 kWh/kg: Specific power consumption in FY23. Decreased from 133 kWh/kg in FY22
- 2,301 GJ: Total energy saved in FY23

#### Key energy-saving initiatives

- Replaced four 19TR reciprocating compressors with 40TR Screw Compressor – **471,376 kwh per year energy saving achieved**
- Assessed flow and head requirements of Cooling Tower Pumps, replaced impellers to conserve energy - **168,000 kWh per year energy saving achieved**

*For a more detailed breakup of the energy consumption figures, energy mix and energy saving initiatives, please refer to the BRSR section of this report page 100 onwards.*

### WATER

We understand the significance of water as a shared and scarce resource and are committed to using it efficiently by maximising water recycling and re-use at all our manufacturing plants and minimising any form of wastage. We are working towards augmenting natural water availability around our manufacturing facilities. We have also created water bodies and groundwater recharge structures around our manufacturing sites to recharge the water tables in communities where we operate.



Across our facilities, we have implemented multiple water conservation measures such as effluent treatment plants, and water-efficient fixtures. Our facilities have zero liquid discharge capabilities that ensure significant reduction in water wastage.

#### Highlights

- 308,001 KL: Total water consumption in FY23
- 784,870 KL: Capacity of water recharge projects executed in FY23
- 0.51 KL/ kg: Specific water consumption in FY23. Decreased from 0.616 KL/kg in FY22

*For a more detailed breakup of the water consumption figures and water conservation initiatives, please refer to the BRSR section of this report on page 88.*

## BIODIVERSITY

Biodiversity conservation is crucial to mitigate and manage climate change. None of our facilities are adjacent to protected or close to key biodiversity areas. To play our role in rejuvenating the planet, we focus on planting trees and in FY23, we planted 10,800 trees that will help in 16,200 tonnes of carbon being absorbed in its lifespan.

**We have also identified scope for carbon sequestration of 16,350 tCO<sub>2</sub> per annum by development of green belt in Solapur unit with 13,500 trees in the next three years.**

## MATERIALS

We are actively working on optimising our product mix and reducing dependence on imports. With an established network of ancillary suppliers for their key molecules, we ensure a reliable supply chain and reduce reliance on external sources.

We are also collaborating with local manufacturers and supporting them with the necessary volumes and technology to develop new products. We have also implemented a China de-risking plan to explore new sources and collaborate with local vendors for product development.

## EMISSIONS, EFFLUENTS AND WASTE

At Glenmark Life Sciences, we are committed to protecting our environment by proactively managing our emissions, effluents and waste. We work to reduce greenhouse gas emissions, minimise discharge effluents and restrict exposing landfills to solid waste.

**Scope 1 Emissions** (in metric tonnes of CO<sub>2</sub> equivalent)

	FY22	FY23	Reduction
Scope 1 emissions	26,879	12,798	52%

## GHG MITIGATION

To mitigate Greenhouse Gas (GHG) emissions, we are working on energy conservation projects such as efficient compressor changes, motor changes etc. By installing bio-briquettes boiler at our Mohol, Dahej and Ankleshwar facilities, we are targeting emission reduction, thereby avoiding usage of fossil fuel. We have commenced usage of partial amount of renewable energy (hybrid power of solar & wind) at our Ankleshwar site.

## WASTE AND EFFLUENT MANAGEMENT

We have put in place a robust mechanism to recycle waste. This includes an effluent collection, treatment and recycling facility through which we are recycling the wastewater generated from the process and domestic applications and reusing the recycled water. Partial quantity of treated effluent is being sent to the government authorised common effluent treatment facility.



Solvents are being recovered and reused in the processes and partial quantities are being sent to authorised recyclers. In case of solid waste, at present we use both landfill and co-processing units. Spent oils/process residues are being sent for co-processing. Plastic waste is being sent to authorised recyclers and bio-medical waste is being sent to authorised disposal facility.

### Highlights

- 13,175 MT: Total Waste Generated (Including hazardous, non-hazardous and plastic waste)
- 10,712 MT: Total waste recovered through recycling, re-using or other recovery operations
- 7,098 MT of hazardous waste sent to pre-processing/co-processing
- 3,614 MT of Hazardous waste sent for recycling
- 78% (92,283 KL) water recycled & reused





# MANAGEMENT DISCUSSION & ANALYSIS

## MACRO ECONOMY

### Global Economy

The aftermath of the Ukraine conflict and the emergence of highly transmissible COVID-19 variants is still being felt in many economies over a year later. Furthermore, the tightening of global financial conditions is impeding the global economic recovery. Consequently, several economies are expected to witness a deceleration in income growth in 2023, accompanied by a rise in unemployment. Although central banks have raised interest rates to tackle inflation, the journey to achieve price stability may be prolonged. In the long run, the outlook for growth seems less promising than it has been for several decades.

#### STICKY INFLATION

According to the forecast, global consumer price index inflation is anticipated to decrease from 8.7% in 2022 to 7.0% in 2023. Disinflation is expected in all significant country groups, with around 76% of economies expected to witness a drop in headline inflation in 2023. However, the initial level of inflation is expected to persist. This disinflation is attributed to the decline in prices of fuel and non-fuel commodities, as well as the anticipated cooling effects of monetary tightening on economic activity. Nevertheless, inflation, excluding food and energy prices, is likely to drop more gradually worldwide in 2023, only by 0.2% point, to 6.2%, owing to the persistence of underlying inflation. In general, it is expected that most economies will require until 2025 to bring inflation back to target levels.

#### DEMAND AND SUPPLY CONUNDRUM

The growth rate of global trade volume is predicted to decrease from 5.1% in 2022 to 2.4% in 2023 due to a slowdown in global demand. Trade growth is expected to be further restrained by the impact of increasing trade barriers and the delayed consequences of US dollar appreciation in 2022. On the other hand, the decline in commodity prices, which had surged significantly in 2022, is projected to cause a gradual narrowing of global current account balances in 2023. However, the reopening of China's economy is anticipated to reduce the risk of sudden supply chain disruptions and moderately boost global demand. The COVID-19 pandemic and post-pandemic supply chain shortages have also taught valuable lessons on inventory management. As a result, oversupply is expected to be prevalent in 2023, given weakened demand, replenished inventories, increased capital expenditure, and normalised shipping conditions.

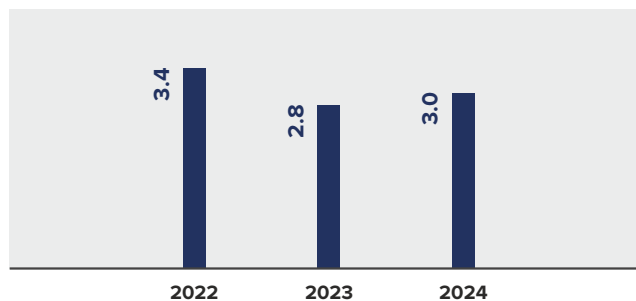
## FINANCIAL SECTOR TURMOIL

Central banks across the world have started using different tools to tame the ever-rising inflation. One of such widely used and effective monetary policy tool is increasing the interest rate to curb the money circulation. But this has brought to light vulnerability of certain segments of the banking systems in United States and various other regions across the world. These vulnerabilities are due to a combination of unrealised losses resulting from the rapid and significant tightening of monetary policy, as well as reliance on uninsured or wholesale funding. This, in turn, increases the likelihood of future shocks that could have a significant impact on the global economy. Therefore, central banks are walking a tight rope of taming the inflation but at the same time maintaining the financial stability of the banking system.

## OUTLOOK

The global growth outlook has turned uncertain on the back of stubbornly high inflation, slow improvement in demand-supply scenario and uncertain outlook of the ongoing war. The turbulence in mid-sized banks in the United States and merger of two big banks in the Europe has further added to the list of factors impeding global growth. The global economic growth is expected to slow down from 3.4% in 2022 to 2.8% in 2023 with advance economies witnessing the highest deceleration from 2.7% growth in 2022 to 1.3% expected growth in 2023.

### Global Economic Growth



(Source: IMF\_ WEO\_ April 2023, Allianz Research & EY)

## Indian Economy

Driven by private consumption and investment, the Indian economy experienced robust growth in fiscal year 2022, albeit at a slower pace compared to the previous year. India's growth in fiscal year 2023 will be impacted by various factors such as ongoing global economic slowdown, tight monetary conditions, and elevated oil prices. However, on the positive side, supportive government policies, lower non-performing loans in banks, and significant corporate deleveraging will continue to support the economic growth.

The Indian government's commitment to infrastructure development through the Gati Shakti initiative, logistics and industrial corridor development is expected to significantly boost industrial competitiveness and drive future growth. Private consumption is likely to grow with the improvement of labor market conditions and consumer confidence, as well as the central government's decision to increase capital expenditure despite a lower targeted fiscal deficit.

The services sector is expected to recover strongly in FY23 and FY24, benefiting from the revival of tourism and other contact services, while weak global demand may dampen manufacturing growth in FY23. Recent measures to increase agricultural productivity, such as the implementation of digital services and support for agriculture start-ups, will be crucial in sustaining agriculture growth in the medium term.

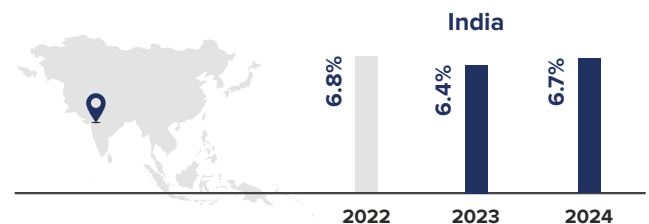
Consumer price pressures eased in March. The CPI rose by 5.7% y/y, down from 6.4% in February, leaving inflation within the RBI's target range of 2%-6%. Inflation is expected to cool further in the coming months as base effects kick in and demand slows. But adverse weather events and higher global oil prices present downside risks. Even though inflation has come down within RBI's target range, the policy rates are expected to hold steady for the rest of the year.

The turmoil in the US and European banking sectors is unlikely to occur in India, where bank deposits are stickier and capital levels are healthy. Still, it has led to greater global financial market volatility and uncertainty that will be felt via weaker investment and external demand later in 2023 and 2024.

## OUTLOOK

According to projections, the GDP growth in India is predicted to decline to 6.4% during FY23 due to a combination of factors such as the anticipated slowdown in the global economy, stringent monetary policies, and the continued high prices of oil. Despite these challenges, India's growth rate remains higher compared to other similar economies, mainly due to its sturdy domestic consumption and lower reliance on global demand. In the following fiscal year, growth is expected to recover to 6.7% as the industry picks up speed and private investment increases.

### GDP Growth Forecast



(Source: ADB\_ Outlook Apr 2023 & EY)

# PHARMA INDUSTRY

## Global Pharma Industry



As the COVID-19 pandemic enters its fourth year, it has been the most significant global public health crisis in decades. Nevertheless, it has also highlighted the resilience of global health systems, which have promptly adapted to surges in demand and developed highly effective and safe vaccines and therapeutics at an unprecedented speed. The global vaccination program, which countries and industries have implemented, is unparalleled in terms of its speed and scope, reaching previously inaccessible low-income countries. While managing the pandemic in the endemic phase remains a challenge, other health concerns are also regaining attention. It is anticipated that the global usage and spending on medications will return to pre-pandemic growth rates by 2024, although the next two years are marked by important uncertainties regarding viral variants, COVID-19 vaccination rollout, underutilisation of booster shots, as well as economic uncertainties related to global inflation, geopolitical tensions, and climate change.

- The worldwide pharmaceutical industry is anticipated to witness a CAGR of 3-6% until 2027, resulting in a market value of approximately \$1.9 trillion, with varying patterns in different regions.

- Over the past ten years, medicine consumption has increased by 36% due to improved accessibility. However, the growth rate is predicted to decrease until 2027, and the total number of doses is expected to exceed 3.4 trillion, representing an increase of approximately 8% from 2022.

- The Asia-Pacific region, India, Latin America, Africa, the Middle East, and China are expected to experience the most significant growth in medicine consumption, primarily due to population expansion and enhanced accessibility. In contrast, North America, Europe, and Japan will encounter minimal growth.

- In 2027, specialty drugs are projected to make up roughly 43% of the worldwide pharmaceutical expenditure and 56% of the total expenditure in advanced markets.

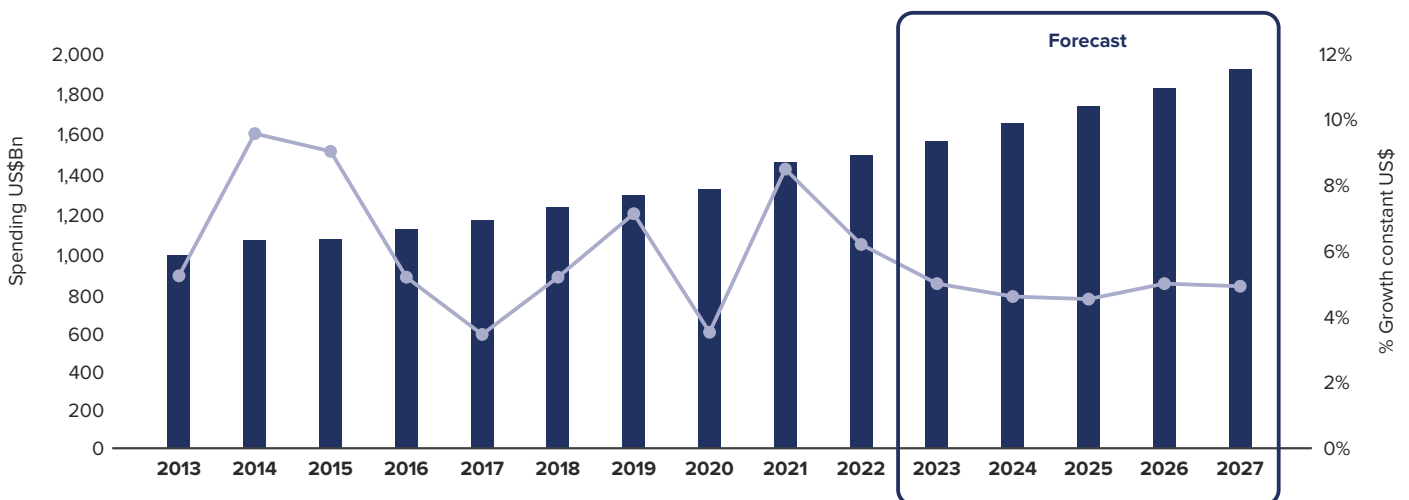
- The global expenditure on cancer medications is anticipated to surpass \$370 billion by 2027, as the introduction and utilisation of novel drugs accelerate, and the impact of new biosimilars remains restricted.

- By 2027, biotechnology-based drugs are expected to account for 35% of pharmaceutical expenditure worldwide, encompassing innovative cell and gene therapies, as well as a maturing biosimilar segment.

### The global medicine market - using invoice price levels - is expected to grow at 3-6% CAGR through 2027 to about \$1.9Tn

■ Global spending US\$Bn    ■ Growth constant US\$

Global medicine market size and growth 2013-2027



(Source: IQVIA & EY)

## Indian Pharma Industry



India is a key player in the global pharmaceutical industry, with drugs being exported to over 200 countries worldwide, and the US being a major market. The pharmaceutical sector contributes approximately 2 percent to India's GDP and 8 percent to the country's total merchandise exports, according to RBI.

### India has the highest number of USFDA-compliant facilities outside of the United States.

As of August 2021, the USFDA had approved 741 facilities in India, and Indian companies had filed 4,346 ANDAs as of December 2020.

Over 55% of India's exports go to heavily regulated markets, and the country is home to 8 out of 20 global generic companies. Additionally, India is a major supplier of vaccines, providing around 65-70% of the vaccines required by the World Health Organization (WHO).

The solid dose formulation segment currently holds a dominant position in the finished dose segment. This can be attributed to factors such as lower manufacturing costs, patient compliance, and ease of maintenance. India is also recognised as the world's largest producer and exporter of generic drugs, with over 60,000 different generic brands produced across 60 therapeutic categories. This amounts to about 20% of the global supply of generic medications.

**741**  
USFDA approved facilities in India

**4,346**  
ANDAs filed by Indian companies

**20%**  
of the global generic medication supplied by India

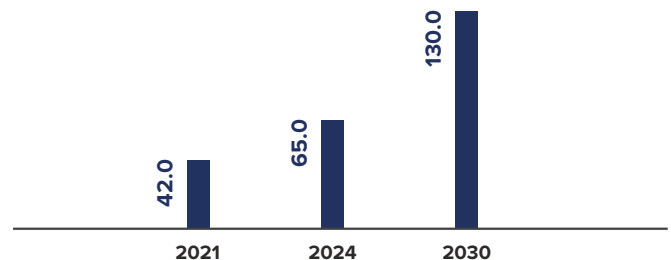
The pharmaceutical industry in India is expected to reach \$65 billion by 2024 and to \$130 billion by 2030. Currently, the industry is valued at \$50 billion. India has emerged as a significant player in the global pharmaceutical market, exporting its products to over 200 countries. The country's generics constitute over 50% of Africa's demand, nearly 40% of the US's generic demand, and approximately 25% of all medicine in the UK. Moreover, India is responsible for fulfilling around 60% of the world's vaccine demand. Notably, 70% of WHO's essential immunization schedule vaccines are sourced from India. In the period of 2021-22, the export of drugs and pharma products totalled \$24.6 billion, marking a growth rate of 103% from \$11.6 billion in 2014.

**\$130** billion expected size of Indian pharma industry by 2030

**60%** world's vaccine demand fulfilled by India

**\$24.6** billion India's Export of drugs and pharma products in 2021-22

Indian Pharmaceutical Market (US\$ billion)





## GROWTH DRIVERS

### Government Support

Government incentives including an outlay of INR 21,940 Cr. for PLI 1.0 and PLI 2.0

### Medical tourism

Quality services at marginal costs compared to US, Europe, and South Asia

### Infrastructure development

India has the highest number of US-FDA compliant plants outside the US

### Strong drug manufacturing

Expertise in low cost generic patented drugs as well as end-to-end manufacturing

### Strong domestic demand

Launch of the largest National Health Protection Scheme globally

### Scheme Outlay INR 6,940 Cr.

PLI for Bulk Drugs

### Scheme Outlay INR 15,000 Cr.

PLI Scheme for Pharmaceuticals Manufacturing

Ministry Department Of Pharmaceuticals



With the aim to contribute to the vision of a self-reliant India, the pharmaceutical industry is gearing up to establish India as the world's hub for R&D, bio-innovation, and bio-manufacturing. India's infrastructure, workforce, scientific R&D, and manufacturing power make it capable of delivering universal health access. The budget announcement on pharmaceutical R&D comes at a time when India has played a vital role in supporting the world in combating the COVID-19 crisis, developing a vaccine and supplying vaccines, medicines, and equipment to many countries in need. The Department of Pharmaceuticals implemented various programs and initiatives in 2022, including schemes such as 'Pradhan Mantri Bhartiya Janaushadhi Pariyojana' and PLI scheme, with the objective of providing quality generic medicines at affordable prices and strengthening India's manufacturing capacity in the pharmaceutical sector.

Source: <https://www.ibef.org/industry/pharmaceutical-india>; [https://www.investindia.gov.in/sector/pharmaceuticals#:~:text=The%20pharmaceutical%20industry%20in%20India,served%20by%20Indian%20pharma%20exports.](https://www.investindia.gov.in/sector/pharmaceuticals#:~:text=The%20pharmaceutical%20industry%20in%20India,served%20by%20Indian%20pharma%20exports.;); PIB India & EY

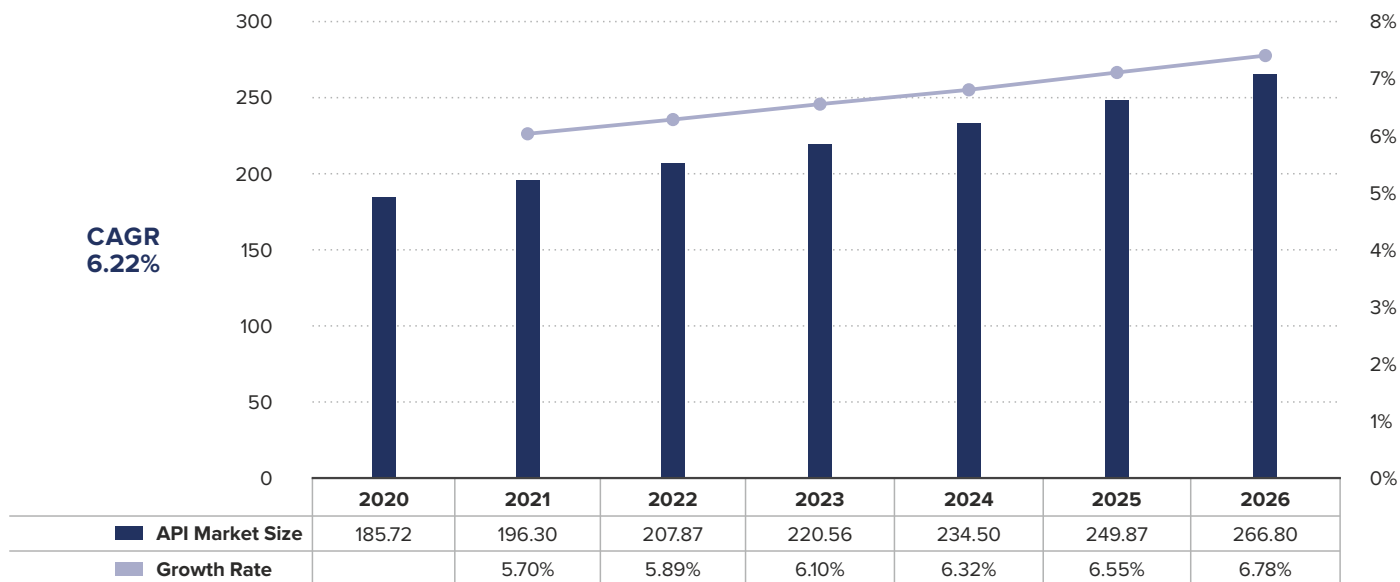
## Global API Industry



The active pharmaceutical ingredients market on a global scale is projected to experience substantial expansion until 2026, driven by various factors such as the increase in the elderly population worldwide. Additionally, the growing awareness of APIs and their emerging therapeutic uses have led to a surge in their demand. The market's growth is also expected to be propelled by the development of innovative and biotech APIs.

In 2020, the active pharmaceutical ingredients market had a global value of \$185.72 billion, and it is projected to grow at a compound annual growth rate (CAGR) of 6.22%, reaching a value of \$266.80 billion by 2026.

### Global Active Pharmaceutical Ingredients Market 2020-2026 (\$ billion)



Source: Arizton

**The oncology market** is projected to experience a significant revenue boost, with estimates indicating a rise from \$48.30 billion in 2020 to \$75.61 billion by 2026, marking a (CAGR) of 7.75%. One of the primary drivers for this growth is the increasing incidence of cancer and various chronic diseases.

**The cardiovascular market** is anticipated to show the second-highest growth rate. The rising prevalence of heart disease and hypertension has fuelled market expansion, with revenue for this segment projected to increase from \$28.62 billion in 2020 to \$41.17 billion in 2026, at a (CAGR) of 6.24%.

**The market for anti-infective APIs** is expected to expand from \$19.39 billion in 2020 to \$26.51 billion in 2026, with a (CAGR) of 5.35%. These APIs are utilised in medications that prevent infections. Market growth has been propelled by an increase in lung infections caused by pollution and unhealthy lifestyles. Furthermore, the emergence of new drugs and a large patient population with prolonged treatment needs for viral infections are contributing to the growth of the anti-infective APIs market.

**Central Nervous System (CNS) APIs** are utilised in medications that address nervous system-related ailments, such as schizophrenia, and are only available via prescription. With increasing awareness and new diagnostic tools, the market is anticipated to witness growth.

The CNS APIs market is projected to grow from \$17.77 billion in 2020 to \$25.36 billion in 2026, at a (CAGR) of 6.11%. The market growth is expected to be driven by the rising demand for anti-psychotic products. Moreover, there is an increasing utilisation of anti-epileptic drugs in the CNS sector, which will create more opportunities for manufacturers.

**The prevalence of respiratory illnesses** has increased considerably, particularly in urban areas, due to rising pollution levels. The respiratory APIs market is expected to expand from \$10.19 billion in 2020 to \$14.14 billion in 2026, with a (CAGR) of 5.61%. Patients who have contracted COVID-19 may experience long-lasting effects on their lungs.

**The diabetes APIs market** is projected to expand from \$8.16 billion in 2020 to \$11.25 billion in 2026, at a (CAGR) of 5.51%. Due to unhealthy lifestyles and a lack of awareness among the general population, the number of people with diabetes is rising and is expected to continue so. Inactivity and the excessive consumption of high-calorie foods only exacerbate the risk factors associated with diabetes.

**The pain management segment** is anticipated to expand from \$4.29 billion in 2020 to \$6.01 billion in 2026, at a (CAGR) of 5.76%. As the demand for fast-acting pain relief gels increases, companies in this sector are poised to experience growth.

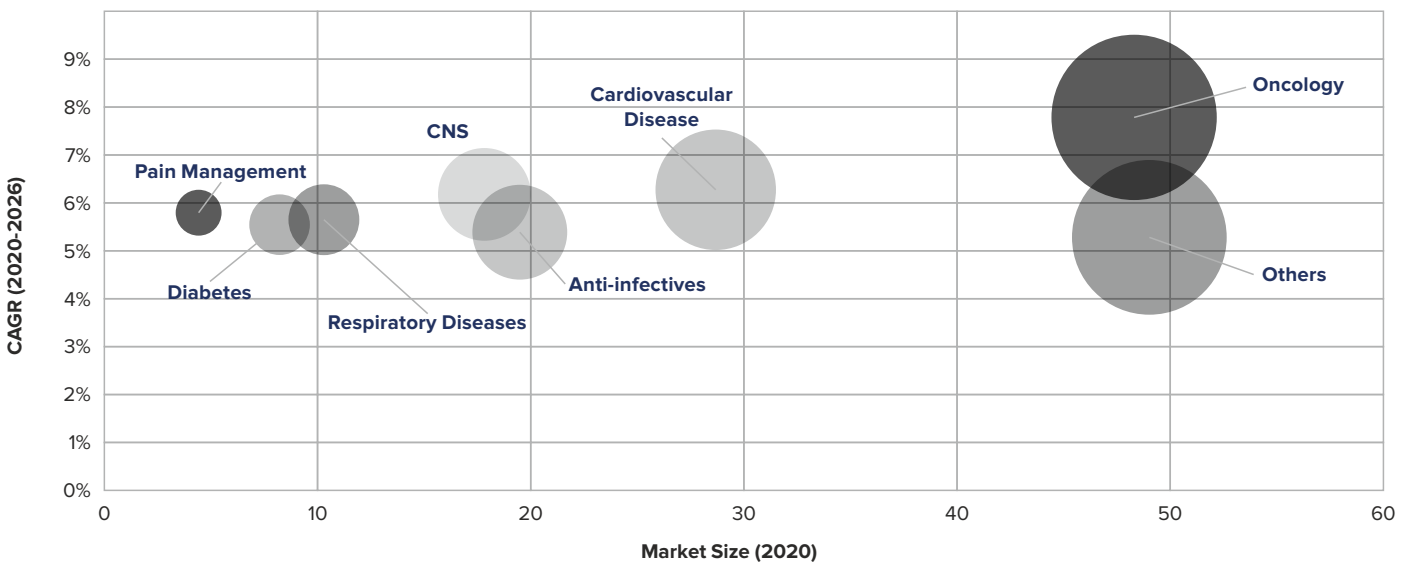
**Global Active Pharmaceutical Ingredients Market by Application 2020-2026 (\$ billion)**

Application	2020	2026	CAGR
Oncology	48.30	75.61	7.75%
Cardiovascular Disease	28.62	41.17	6.24%
Anti-infectives	19.39	26.51	5.35%
CNS	17.77	25.36	6.11%
Respiratory Diseases	10.19	14.14	5.61%
Diabetes	8.16	11.25	5.51%
Pain Management	4.29	6.01	5.76%

Source: Arizton



**Global Active Pharmaceutical Ingredients Market by Application 2020–2026 (\$ billion)**



Source: Arizton

Note: Bubble size represents market size in 2020-2026

**Global High Potency APIs or HPAPI Market**

Highly Potent APIs (HPAPIs) are compounds that exhibit a biological response at very low doses. The market for these APIs is driven by several factors, including the rising demand for drugs, growing focus on precision medicine and high-potency APIs, and advancements in manufacturing technology. Additionally, the increasing incidence of cancer worldwide is boosting the demand for HPAPIs, thereby fuelling market growth.

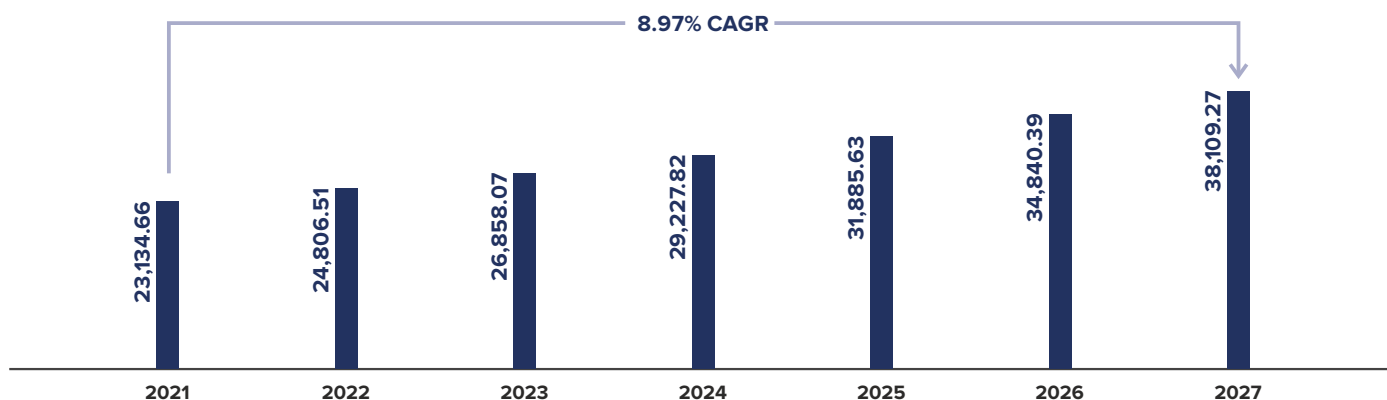
Oncology-related conditions are a major application area for HPAPIs. As the global burden of cancer continues to rise, the production and consumption of HPAPIs are expected to

increase, thereby driving the market. For example, the International Agency for Research on Cancer (IARC) estimated in 2020 that one in five people worldwide will develop cancer during their lifetime, with lung and prostate cancer being more common in men and breast cancer more prevalent in women. This high disease prevalence globally is likely to have a positive impact on the HPAPI manufacturing and consumption, leading to market growth.

Furthermore, the market is expected to benefit from increasing technological innovations, product launches, and the establishment of new HPAPI manufacturing facilities.

## HIGH-POTENCY APIS/HPAPI MARKET

Revenue in USD million, Global, 2021-2027



Source: Arizton, Mordor & EY

## Indian API Industry



**India holds the third spot in the list of largest API producers globally, possessing an 8% share in the industry. More than 500 APIs are manufactured in the country, and it contributes 57% of APIs to the WHO's prequalified list.**

The API sector in India is now attracting many investors and venture capitalists due to the country's strong domestic market, advanced chemical industry, highly skilled workforce, strict quality and manufacturing standards, and lower operating costs (roughly 40% less compared to Western countries) for building and running modern manufacturing plants, providing a competitive edge.

The increasing hostility between China and the Western countries has resulted in global pharma companies seeking to procure more from nations other than China. In this regard, India's rise as a substitute supplier of bulk drugs has been impressive.

### GOVERNMENT OF INDIA'S SCHEMES AND INITIATIVES

India is striving to create a comprehensive and enabling ecosystem to harness its API potential. To achieve this, the government authorised INR 6,940 crore for a production-linked incentive (PLI) scheme in 2020 to encourage the domestic manufacturing of Key Starting Materials (KSMs)/Drug Intermediaries (DIs) and APIs. The PLI scheme has already facilitated the production of 35 active pharmaceutical ingredients, which account for roughly 67% of APIs for which India has a 90% import dependence. The Department of Pharmaceuticals has also granted "in-principle" approval to proposals from Himachal Pradesh, Gujarat, and Andhra Pradesh under the "Promotion of Bulk Drug Parks" initiative, which is critical in supporting bulk drug manufacturing in India. With a budget of INR 3,000 crore, this scheme provides financial assistance to these three states to build bulk drug parks and reduce the cost of producing bulk drugs by developing world-class shared infrastructure and increasing the competitiveness of the domestic bulk drug industry. Additionally, the Government of Assam has proposed a Pharmaceutical Park in Chaygaon, Kamrup Rural, with an estimated project cost of INR 153.64 crore on a land area of 100 acres.

In addition, to encourage innovation within the sector, several steps have been suggested, including increasing the cap for foreign direct investment (FDI), allowing up to 100% FDI through automatic routes for Greenfield pharmaceuticals projects, and introducing a new strategy to safeguard intellectual property rights.

Source: <https://www.investindia.gov.in/team-india-blogs/harnessing-indias-api-potential> & EY

## Global CDMO Industry

The global market for contract development and manufacturing organisations (CDMO) recorded a value of US \$177.1 billion in 2020, primarily attributed to the efficient delivery of new and effective drugs in the market by streamlining the supply chain and enhancing the marketing capabilities of pharmaceutical firms. It is expected that the market will experience further growth during 2023-2028, growing at a CAGR of 8.4%. The market is anticipated to attain a value of US \$302 billion by 2026. The integration of the company network is currently happening across three primary axes: expanding the capabilities along the value chains within a modality, extending to new modalities, and, in certain cases, expanding beyond the product offering focus to offer additional service categories such as clinical trial services. The emergence of new technologies presents an opportunity to revolutionise therapies and supply chains, particularly in the CDMO industry.

CDMOs are projected to play a significant role in driving innovation in the pharmaceutical industry. They are expected to continue being crucial partners for pharmaceutical companies and gain more prominence by enhancing their

technological proficiency and expertise across the value chain. As a result, CDMOs are anticipated to become even more significant contributors to innovation in the pharmaceutical industry.

Source: <https://www.expertmarketresearch.com/reports/contract-development-and-manufacturing-organization-cdmo-market>, EY\_CDMO Market report & EY)

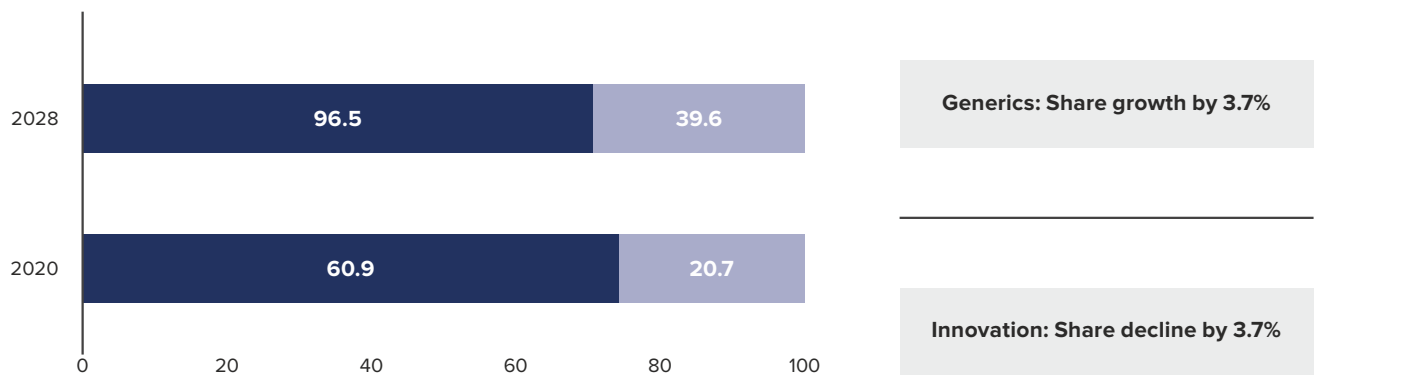
## Global API CDMO

The global market for API CDMO is categorised into innovative and generics based on the type of drug. In 2020, the innovative segment held a significant market share of 74.6% and is expected to continue its dominance in the future.

The global API CDMO market is anticipated to expand from \$81.6 billion in 2020 to \$136.1 billion by 2028. During this period, the innovative segment is expected to grow at a CAGR of 6.0%, reaching \$96.5 billion by 2028 from \$60.9 billion in 2020. Meanwhile, the Generic API market is expected to grow at a faster pace, with a CAGR of 8.5%, expanding from \$20.7 billion in 2020 to \$39.6 billion in 2028.

### Active Pharmaceutical Ingredients CDMO market: synthesis movement analysis

■ Innovation ■ Generics



Source: Grand View Research & EY



# ADVANTAGE GLENMARK LIFE SCIENCES

## Management

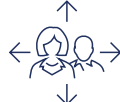


Glenmark Life Sciences (GLS) is a professionally managed company with oversight by an experienced Board to chart an independent course for the growth of GLS. Our management team has demonstrated the ability to successfully build and integrate our businesses with various operating activities through their cumulative years of work experience. In particular, they have led the process through which we have created value through organic growth, built brand recognition and loyalty and identified new business opportunities. This has been achieved through a calibrated portfolio build-up which will commercialise within a window of 3-7 years, with a focus on:

**Efficiency Enhancement Measures**



**Effective Capacity Utilisation**



**Talent Improvement across multiple levels**



In addition, we have a strong corporate governance system to monitor, guide and support our business and operations.

## Business Overview



## API GENERICS

At GLS, we built a portfolio of high value, non-commoditised APIs in chronic therapeutic areas, namely, Cardiovascular (CVS) disease, Central Nervous System (CNS) disorders, Pain Management, Oncology, Diabetes and Anti-infectives for our customers worldwide.

Some of these APIs such as Olmesartan, Telmisartan, Perindopril (anti-hypertensive), Atovaquone (anti-parasitic), Remogliflozin, Teneeligliptin (diabetes), Zonisamide (CNS) and Adapalene (dermatology) have a significant and growing market share in major world markets.

Our API product portfolio spans multiple therapeutic areas such as gastro-intestinal disorders, anti-infectives and other therapeutic areas. A snapshot of key molecules classified by therapy areas is below.

### CVS | 32 products



includes Olmesartan, Amiodarone, Telmisartan, Perindopril, Rosuvastatin and Cilostazol

### CNS | 26 products



Includes Oxcarbazepine, Zonisamide, Topiramate, Bupropion, Ropinirole, Riluzole and Lacosamide

### Diabetes | 10 products



Includes Glimepiride, Teneeligliptin, Vildagliptin and Linagliptin

### Pain Management | 5 products



Includes Etoricoxib, Lornoxicam, Zolmitriptan, Frovatriptan

### Oncology | 9 products



Includes Olaparib, Palbociclib, Enzalutamide, Ruxolitinib



We continue to add specialised and profitable products into our portfolio, including niche and technically complex molecules, such as Iron Sucrose, Sucralfate, Ferumoxytol, Ferric Carboxymaltose, Elagolix, Edoxaban, Solriamfetol and Isavuconazonium Sulfate as some examples.

Our total portfolio of 139 API molecules are sold in India and exported to multiple countries in Europe, North America, Latin America, Japan and the rest of the world ("ROW"). We had filed 468 Drug Master Files ("DMFs") and Certificates of suitability to the monographs of the European Pharmacopoeia ("CEPs") across various major markets (i.e. United States, Europe, Japan, Russia, Brazil, South Korea, Taiwan, Canada, China and Australia). We work with 20 largest generic companies globally.

## 139 API Molecules

sold in India & exported to multiple countries

## 468 DMFs & CEPs

filed across various major markets

### CDMO

In the last five years, we have developed business with innovator and specialty pharmaceutical companies in the area of CDMO.

**Given our capabilities in process chemistry research, manufacturing and analytical research capabilities, we have the ability to attract innovator pharmaceutical companies to partner with us for providing unique solutions tailored to their specifications.**

We provide lifecycle management solutions for their mature portfolio where genericisation has happened or is impending.

In our current portfolio of 139 molecules globally, many molecules offer such opportunities to a complete new set of customers.

In addition, we are focused on Specialty APIs as an important sub-segment of our CDMO business. Within our specialty API business, we offer customised support to pharmaceutical companies from making regulatory filings,

providing research and technological support to manufacturing specialty APIs. As an API provider to such customers, we have helped create value through a blend of product customisation and regulatory strategy to allow market access.

We see the specialty business as a key growth opportunity and an added lever for our API market expansion, with multiple companies in the United States currently focused on developing 505(b)(2) products. In addition, the specialty business offers higher business stability (with improved margins) due to the complex nature of the products thereby leading to high customer stickiness.

Now that GLS operates independently, our business model as a standalone company generates a higher level of confidence with CDMO customers for building partnerships with GLS through technology transfer arrangements that involve sharing intellectual property (IP) for new API development.

**Our process research, analytical research and chemistry capabilities enable CDMO services for a range of multinational corporations and specialty companies.**

We believe that innovators prefer to select vendors with a strong track record. Our continuous focus on quality and on the sustainability of our operations make us a serious contender to grow this business opportunity.

### EVOLVING OUR BUSINESS STRATEGY

Even after the world economy had multiple setbacks (COVID, energy, war, inflation, banking stress etc.) with a direct impact on our industry, GLS continues to experience robust demand for its APIs across most geographies albeit, with a need for competitive prices. This scenario opens-up an opportunity for high-quality APIs with affordable pricing in a large portion of our product portfolio. Our continuous focus on cost optimisation to become more efficient via next generation processes, improved manufacturing, solvent recovery, lower-cost energy and an overall savings effort to "do more with less" has helped us to deliver growth with sustainable margins.

Although this was always one of our business mantras, we applied an even greater focus to make a difference to the customers and patients we eventually serve. The multiple touch points of our strategy to fuel the growth, retain the margins while creating a sustainable platform to ensure business continuity are outlined here:

**Expand the existing business**

- New product launches
- Geographical expansion in order to reduce our dependence on limited geographies
- Focus on new markets becoming more regulated. This initiative drives higher value by virtue of support to the customer throughout their development and commercialisation lifecycle
- Pursue 2nd source opportunities with top generic players in molecules where GLS holds a position of cost leadership

**New business opportunities**

- CDMO business expansion: with a plan to leverage a significant part of our existing portfolio for 505(b)(2) and lifecycle management projects
- Expand into complex API platforms e.g. Iron compounds and oncology molecules

**Cross selling**

With a large product basket, GLS has been strategically cross selling its existing products to existing customers in other geographies thereby increasing the wallet share of the customer

**Operational efficiencies**

Measures to reduce costs, improve efficiencies and reallocate resources to support identified growth opportunities in diverse markets

**R&D Initiatives**

- Productivity improvement of existing processes through constant optimisation
- Process cycle time reduction

- Qualifying lower-cost processes for regulated markets
- Better recovery & recycling
- Backward integration of higher value KSMs (Key Starting Materials)

**Sourcing initiatives**

- Ongoing negotiations with vendors (basis market environment)
- Alternate vendor qualification

**Operations initiatives**

- Solvent recovery and recycling
- Optimisation of batch sizes
- Utilisation of new downstream equipment for filtration or drying techniques
- Yield improvement
- Automation for better efficiencies
- Green chemistry and effluent reduction

**Manufacturing**

We currently operate four multi-purpose manufacturing facilities which are located at Ankleshwar and Dahej in Gujarat and, Mohol and Kurkumbh in Maharashtra. Today our combined reactor capacity stands at an impressive 1,198 KL and we are poised for further expansion, projected to reach capacity of 1,400+ KL by FY24. This substantial increase will



empower us to produce all commercial Active Pharmaceutical Ingredients (APIs), annually achieving gross commercial-scale manufacturing tonnage totalling to approximately 750 metric tons.

Since 2015, our facilities have been subject to 41 inspections and audits by regulators which includes the USFDA, PMDA, COFEPRIS, Health Canada, MFDS (Korea), EDQM, ANVISA (Brazil), WHO and CDSCO conducted on a periodic basis.

**CAPACITY EXPANSION**

- Brownfield expansion for the Generic API products at Dahej facility with 240 KL capacity completed
- Brownfield expansion at Dahej for the Oncology plant is completed. Out of the 2 independent modules, one module is 100% commissioned
- 192 KL out of the 400 KL intermediate manufacturing block at Ankleshwar commissioned.
- Environmental Clearance and CTE (Consent to Establish) received for the installation of 1,000 MT capacity for the planned greenfield site at Chincholi Industrial Area, Solapur
- Construction of the greenfield manufacturing facility at Chincholi to commence in FY24

The new API facility in Solapur has been planned to be built on a 40-acre footprint with a plan to manufacture both APIs and intermediates and will house several multi-purpose manufacturing blocks with mid to high-volume capacity. The new facility will also provide a platform for the growth of our CDMO business and add capacity for our generic API business.

**QUALITY FOCUS**

We follow Quality Management Systems to build quality into the manufacturing and business processes which are aligned with the organisation's focus on quality by design (QbD).

To further strengthen the QMS compliance,

- Training through ASPIRE system (electronic system to maintain training records) implemented
- Trackwise software for QMS like Change control, OOS, Complaints, Deviations etc. has been implemented
- For continuous quality data monitoring, Minitab software was procured and implemented in July 2022

Improvements related to plant infrastructure for refurbishment as well as storage facility expansion is planned.

**AUDIT RECORD**

FY23 saw a successful completion of 136 audits.

April 2022 to March 2023	Ankleshwar	Dahej	Mohol	Kurkumbh	Total
	Completed	Completed	Completed	Completed	
Customer audit	56	54	17	3	130
Regulatory audit	2	2	1	1	6
<b>Total</b>	<b>58</b>	<b>56</b>	<b>18</b>	<b>4</b>	<b>136</b>

**FUTURE READINESS**

- With travel restrictions getting over post COVID, there is a renewed focus and increased frequency of inspections planned by agencies worldwide. The last inspection by USFDA was in July 2019 and an inspection this year can be expected
- Dahej site was recently inspected by ANVISA, Brazil and some key customers and the site was found to be in compliance
- Ankleshwar site was also recently inspected by WHO, COFEPRIS (Mexico) and CDSCO successfully

## R&D



Our R&D laboratories focus on new product development and complex molecules, cost improvement programs, process improvements and oncology product development. To assist us with our R&D initiatives, we have established dedicated teams for new product development, complex products, oncology product development, technology transfer, life cycle management and project management.

We also engage in a thorough and systematic approach to product selection for our development grid, from a detailed commercial evaluation of the market opportunity of a particular API, its development complexity, intellectual property landscape and the potential competitive scenario. Our product and service line up together enable us to support our customers through all stages of the product lifecycle and be present across the value chain from product identification, R&D, impurity identification, methods development and controls, setting specifications and laboratory validation followed by technology transfer via pilot scale-up in the commercial plant. This is followed by plant validation enabling commercialisation and large-scale manufacturing.

Our capabilities and experience have helped us perform well in regulated markets and have enabled us to successfully

partner with customers, including offering our customers a first-mover advantage with respect to various products.

We regularly work on developing eight to ten molecules each year.

### BUILDING A STRONG PRODUCT PORTFOLIO

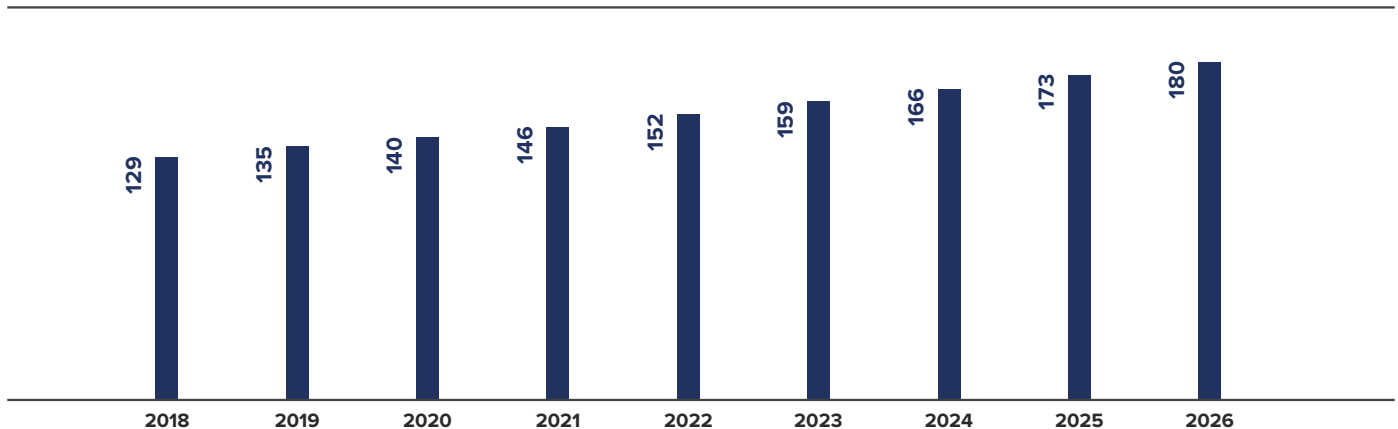
Our comprehensive approach while selecting products into our pipeline:

- Molecules' value and volume growth across markets namely, US, EU, JP, ROW, India, LATAM
- Near term prospects of the molecule in terms of patent expiration and novelty of the therapeutic area
- Capability to offer an edge in terms of speed, faster market entry and cost
- Special focus on NCE-1 projects
- Create high barriers by introducing routes that can be patent protected

Our portfolio comprises of 139 products, having launched 26 new APIs since 2019 (32 new products & 40 CIP products are under development pipeline including 3 iron complexes and 9 oncology products) ranging across various chronic therapy areas like cardiovascular, CNS, diabetes, anti-infectives and others. The total front-end addressable market size of GLS' products globally was estimated to be around US \$180 billion by 2026 with a growth rate of about 4.3% over the horizon. The future growth of these products is expected to remain stable driven by the rising prevalence of non-communicable diseases, growing demand from the regulated markets for drugs indicated for hypertension, diabetes and cancer, and an ageing population.

Front-end Addressable Market Size - GLS Molecules

US\$ Billion

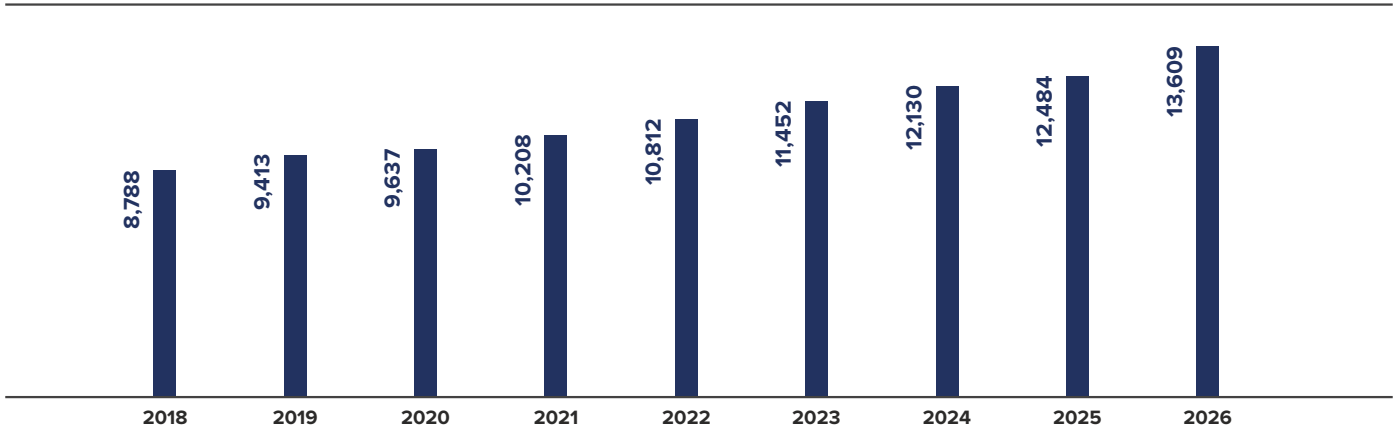


The market size in terms of volume for GLS' APIs is estimated to be about 13,609 tonnes by 2026 at a growth rate of 6%.

Other core areas where GLS offers a competitive advantage are dedicated customer service for all geographies ensuring timely and adequate support that engages customers on a long-term basis.

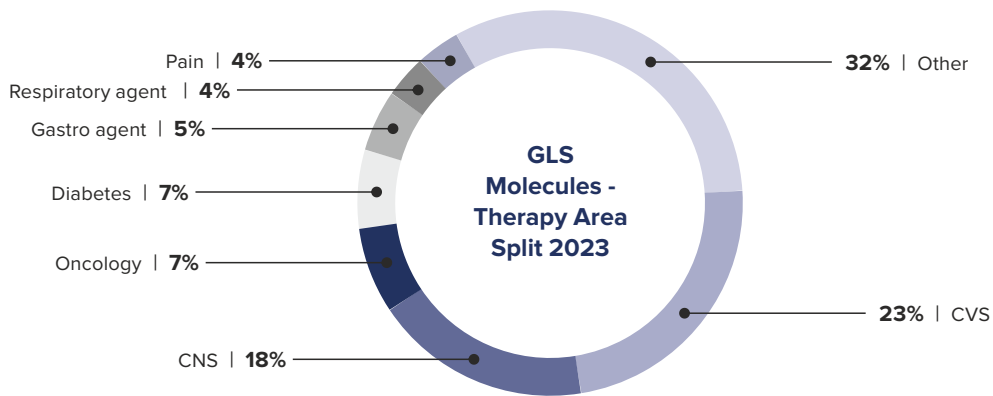
**Market Size - GLS APIs**

Tonnes



**MARKET SEGMENTATION BY THERAPY AREAS**

GLS' portfolio of 139 niche, highly profitable and technically complex products cater to large chronic therapy areas such as CNS, diabetes, CVS (including anti-thrombotic) and oncology.



**COMPANY OVERVIEW**

**Highlights of Profit and Loss Statement**

INR Million

	FY2023	FY2022	YoY %
Total Income	21,902	21,379	2.4%
Gross Profit	11,471	10,803	6.2%
EBITDA	6,712	6,308	6.4%
Net Profit	4,670	4,187	11.5%
EPS (in INR)	38.11	35.63	7.0%



## TOTAL INCOME

Our total income increased by 2.4% to INR 21,902 million for the financial year 2023 from INR 21,379 million for the financial year 2022, primarily due to strong growth momentum across regulated as well as emerging markets

**▲2.4%** ..... **INR 21,902 million**

## FINANCE COSTS

Our finance costs decreased to INR 5 million for the financial year 2023 from INR 280 million for the financial year 2022 due to repayment of entire business purchase consideration relating to the spin-off.

## OTHER EXPENSES

Other expenses increased by 9.9% to INR 3,247 million for the financial year 2023 from INR 2,955 million for the

## KEY FINANCIALS RATIOS

Particulars	31 March 2023	31 March 2022	% Variance
Current Ratio	3.67	4.60	-20.14%
Debt to Equity	NA	NA	NA
Debt Service Coverage Ratio	NA	0.62	-100.00%
Return on Equity (ROE)	22.28%	29.83%	-25.33%
Inventory Turnover Ratio	1.81	2.03	-10.83%
Trade Receivable Turnover Ratio	2.92	3.28	-11.09%
Trade Payable Turnover Ratio	3.13	3.95	-20.84%
Net Capital Turnover Ratio	1.61	1.54	4.69%
Net Profit Ratio	21.61%	19.72%	9.58%
Return on Capital Employed (ROCE)	29.09%	28.57%	1.83%

## REASONS FOR VARIANCE

- Debt Service Coverage Ratio: The Company repaid the entire debt in the previous financial year 2021-22, hence debt service coverage ratio is not applicable for the current year
- Return on Equity (ROE): Lower due to higher base of shareholder's equity on account of IPO
- Trade Payable Turnover Ratio: Lower due to favourable credit term from the suppliers as compared to previous year

financial year 2022, primarily due to an increase in power, fuel and water charges by 14.5% to INR 1,156 million for the financial year 2023 from INR 1,009 million for the financial year 2022, an increase in Commission on sale by 129% to INR 205 million for the financial year 2023 from INR 90 million for the financial year 2022 and an increase in Repairs and Maintenance by 32% to INR 328 million for the financial year 2023 from INR 248 million for the financial year 2022.

## R&D EXPENDITURES

R&D expenditures were INR 652 million at 2.8% of sales for FY23. (FY22 - INR 572 million at 2.7%)

## CAPEX EXPENDITURES

Capital expenditures were INR 1,702 million for the FY23. (FY22 - INR 1,451 million)

## CASH AND CASH EQUIVALENTS

Cash and cash equivalents were INR 2,838 million as on 31st March 2023. (31st March 2022 - INR 5,122 million)

## Business Performance & Review

### Business Segment Performance

	FY23	FY22
Generic	93%	92%
CDMO	7%	8%
<b>Sale of Products</b>	<b>100%</b>	<b>100%</b>

## Internal Controls

In line with the requirements under the SEBI LODR, the Company has constituted a Risk Management Committee of the Directors. The Members of the Committee are Mr. T L Easwar, Mr. Sridhar Gorthi, Mr. V S Mani and Dr. Yasir Rawjee.




The Committee met twice in FY23 to discuss and evaluate risks associated with the business and the mitigation plans for the same.




The Company has adequate internal controls systems in place which provides reasonable assurance about the integrity and reliability of financial statements. Additionally, Shridhar & Associates, a leading audit firm performs periodic internal audits to provide reasonable assurance over internal control effectiveness and advises on industry-wide best practices.

The Audit Committee consisting of Independent Directors review important issues raised by the Internal and Statutory Auditors, thereby ensuring that risks are mitigated appropriately with necessary rectification measures on a periodic basis.

## Risk Management

### Principal Risk Factors and Uncertainties

Risk & its Definition	Mitigation Plan
 <p><b>Regulatory Risk</b> An adverse facility inspection by any regulator may cause restriction in sales to certain customers or respective geographies.</p>	<p>We have established systems to always monitor compliance. Our employees receive training on compliance updates for always confirming to them.</p>
 <p><b>Supply Chain</b> The failure of a small number of single-source, third-party suppliers or service providers to fulfill their contractual obligations in a timely manner or as a result of regulatory non-compliance or physical disruption at their manufacturing sites may result in delays or service interruptions, which may materially and adversely affect the Company's revenues.</p>	<p>Where practical, dependencies on single sources of critical items are removed by developing alternative sources. In rare cases where dual sourcing is not possible, an inventory strategy has been developed to protect the supply chain from unanticipated disruptions.</p>
 <p><b>Market Risk</b> Market risks are the possibilities of losses because of price fluctuations, competitive scenario, geopolitical events, foreign exchange fluctuations, worldwide pandemics, and other events can all have an impact on market movements.</p>	<p>The Company has initiated measures to reduce costs, improve efficiencies and reallocate resources to support identified growth opportunities in various markets. The Company is also continuously evaluating further strategic options to ensure the development of new capabilities and the ability to maximise the value of the Company's current and future portfolio.</p> <p>The Company makes conscious efforts to launch new value-added products with some differentiation i.e. Improved products which can fetch better pricing.</p> <p>External uncertainties are carefully considered when developing strategy and reviewing performance. The Company has a board approved hedging policy in place to manage its currency risk exposure.</p>

Risk & its Definition	Mitigation Plan
 <p><b>Compliance</b></p> <p>The Company's operations subjects it to compliance with a broad range of laws and regulatory controls on the development, manufacturing, testing, approval, distribution and marketing of its pharmaceutical products that affect not only the cost of product development but also the time required to reach the market and the uncertainty of successfully doing so. Additionally, the Company is also subjected to regulations with respect to listing of its shares on stock exchanges, financial reporting, and tax.</p>	<p>The Company's internal control framework is designed to help ensure we adhere to legal and regulatory requirements through continuous evaluation. We are in the process of further strengthening the framework to meet the evolving regulations.</p> <p>The Board also evaluates on a periodic basis the compliance framework of the Company.</p>
 <p><b>Environment, Health &amp; Safety</b></p> <p>The environmental laws of various jurisdictions impose actual and potential obligations on the Company to remediate contaminated sites.</p> <p>Failure to manage properly the environmental risks could result in additional remedial costs that may materially and adversely affect the Company's financial results.</p>	<p>The Company operates rigorous procedures to seek to eliminate hazards where practicable and protect employees' health and well-being.</p> <p>The Company's continuing efforts to improve environmental sustainability have reduced the Company's water consumption, hazardous waste, and energy consumption. The Company actively manages our environmental remediation obligations to ensure practices are environmentally sustainable and compliant.</p>
 <p><b>Information Technology &amp; Cyber Security Risk</b></p> <p>For its operations, the Company is heavily reliant on IT systems.</p> <p>A failure of IT systems due to malicious attacks and/or non-compliance with data privacy laws can potentially lead to financial loss, business disruption and/or damage to our reputation.</p>	<p>The Company fosters a risk-aware culture that can anticipate and prevent attacks, and where necessary, effectively respond to security breaches, maintain strong cyber security infrastructure and compliance with data privacy law requirements through:</p> <ul style="list-style-type: none"> <li>• Performing gap analysis to identify existing weaknesses</li> <li>• Policy and procedure rollouts</li> <li>• Creating awareness amongst employees on applicable privacy requirements</li> <li>• Securing suitable insurance cover</li> </ul>

## STATUTORY REPORT

# BOARD'S REPORT

Your Directors have pleasure in presenting the Twelfth Annual Report on business and operations of the Company together with the Audited Financial Statements of the Company for the Financial Year (F.Y.) ended 31 March 2023

## 1. FINANCIAL RESULTS:

The Company's financial performance for the year under review along with previous years' figures is given hereunder:

(₹ in Million)

Particulars	For the F.Y. ended 31 March 2023	For the F.Y. ended 31 March 2022
<b>Net Sales/Income from operations</b>		
Income from operations	21,612.20	21,232.14
Other Income	289.57	147.04
<b>Total Income</b>	<b>21,901.77</b>	<b>21,379.18</b>
Total Expenses	15,615.68	15,729.93
<b>Profit before exceptional and extraordinary items and tax</b>	<b>6,286.09</b>	<b>5,649.25</b>
Less: Exceptional Items	-	-
<b>Profit Before Tax</b>	<b>6,286.09</b>	<b>5,649.25</b>
Less: Current tax	1,506.11	1,376.27
Less Deferred Tax	110.37	85.74
<b>Net Profit After Tax</b>	<b>4,669.61</b>	<b>4,187.24</b>

## 2. RESULTS OF OPERATIONS:

**Total Income:** Our total income increased by 2.4% to ₹ 21,901.77 million for the F.Y. 2023 from ₹ 21,379.18 million for the F.Y. 2022, primarily due to an increase in revenue from operations.

**Revenue from Operations:** Our revenue from operations increased by 1.8% to ₹ 21,612.20 million for the F.Y. 2023 from ₹ 21,232.14 million for the F.Y. 2022, primarily due to an increase in other operating income.

Our revenue from the sale of products decreased by 1.9% to ₹ 20,478.40 million for the F.Y. 2023 from ₹ 20,874.48 million for the F.Y. 2022, majorly due to higher base in F.Y. 2022 contributed by covid related products.

Our other operating revenue increased by 217.0% to ₹ 1,133.80 million for the F.Y. 2023 from ₹ 357.66 million for the F.Y. 2022, primarily due to production linked incentive (PLI) in the current year.

**Other Income:** Our other income increased to ₹ 289.57 million for the F.Y. 2023 from ₹ 147.04 million for the F.Y. 2022, primarily due to exchange gain (net) and higher interest income.

### Expenses:

**Cost of Materials:** Cost of materials decreased by 2.8% to ₹ 10,140.89 million for the F.Y. 2023 from ₹ 10,428.87 million during the F.Y. 2022. This decrease was primarily on account of product mix.

**Employee Benefits Expenses:** Employee benefits expenses increased by 6.8% to ₹ 1,801.80 million for the F.Y. 2023 from ₹ 1,687.23 million for the F.Y. 2022, primarily as a result of an increase in our number of employees due to the growth in our business and operations and annual compensation increments given to our employees. Our number of employees increased to 1,824 employees as of 31 March 2023 from 1,653 employees as of 31 March 2022.

**Finance Costs:** Our finance costs decreased to ₹ 5.47 million for the F.Y. 2023 from ₹ 279.62 million for the F.Y. 2022 due to repayment of entire business purchase consideration in the F.Y. 2022 relating to the Spin-off.

**Depreciation and Amortization Expense:** Our depreciation and amortization expenses increased by 11.13% to ₹ 420.94 million for the F.Y. 2023 from ₹ 378.77 million for the F.Y. 2022, primarily due to commissioning of new manufacturing capacities at our Dahej and Ankleshwar site.

**Other Expenses:** Other expenses increased by 9.9% to ₹ 3,246.59 million for the F.Y. 2023 from ₹ 2,955.44 million for the F.Y. 2022, primarily due to an increase in power, fuel and water charges by 14.5% to ₹ 1,155.98 million for the F.Y. 2023 from ₹ 1,009.15 million for the F.Y. 2022, an increase in export commission by 128.8% to ₹ 204.84 million for the F.Y. 2023 from ₹ 89.54 million for the F.Y. 2022, and an increase in repairs and maintenance expenses by 32.1% to ₹ 327.62 million for the F.Y. 2023 from ₹ 247.97 million for the F.Y. 2022.

**Total Tax Expense:** Our total tax expense increased to ₹ 1,616.48 million for the F.Y. 2023 from ₹ 1,462.01 million for the F.Y. 2022, primarily in line with profit before tax.

**Profit for the Year:** As a result of the foregoing, our net profit increased by 11.5% to ₹ 4,669.61 million for the F.Y. 2023 from ₹ 4,187.24 million for the F.Y. 2022.

### 3. DIVIDEND:

Pursuant to Regulation 43A of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended ("Listing Regulations"), the Board has approved and adopted a Dividend Distribution Policy. The Dividend Distribution Policy are available on the Company's website at <https://www.glenmarklifesciences.com/pdf/Dividend-distribution-policy.pdf>

Pursuant to the approval of the Board on 16 March 2023, your Company paid an interim dividend of ₹ 21/- per equity share of face value of ₹ 2/- each, to shareholders whose names were appearing in the register of members as on 24 March 2023, being the record date fixed for this purpose, after deduction of applicable taxes. The total net cash outflow was of ₹ 2,573.07 million.

The interim dividend of ₹ 21 per equity share, declared by the Board on 16 March 2023 shall be the final dividend for the financial year 2022-23. Your Company is in compliance with its Dividend Distribution Policy as approved by the Board.

### 4. TAXATION ON DIVIDEND:

As per the provisions of the Income Tax Act, 1961, as amended by and read with the provisions of the Finance Act, 2020, with effect from 1 April 2020, dividend declared

and paid by the Company is taxable in the hands of shareholders. The Company shall, therefore, be required to calculate deduction of tax at source (TDS) at the time of payment of dividend at the applicable rates.

## 5. INTEGRATED REPORT:

The Company has voluntarily provided the Integrated Report, which includes both financial and non-financial information.

The Integrated Report also covers aspects such as materiality assessment, forward looking strategy, value creation model, corporate governance, risk management, performance and prospects of value creation based on the six forms of capitals viz. Financial, Manufactured, Intellectual, Human, Social and Relationship and Natural.

## 6. AMOUNT PROPOSED TO BE CARRIED TO ANY RESERVES:

The Company has not transferred any amount to general reserves for the F.Y. 2022-23.

## 7. CORPORATE GOVERNANCE:

The Company is committed to follow the best Corporate Governance practices, including the requirements under the Listing Regulations and the Board is responsible to ensure the same from time to time. The Company has duly complied with the Corporate Governance requirements. Further, a separate section on Corporate Governance in compliance with the provisions of Regulation 34 of the Listing Regulations read with Schedule V of the said regulations, along with a certificate from a Practicing Company Secretary confirming that the Company is and has been compliant with the conditions stipulated under aforesaid Regulations forms part of the Annual Report.

## 8. SUBSIDIARIES, JOINT VENTURES AND ASSOCIATE COMPANIES:

The Company does not have any Subsidiary, Joint Venture or Associate Company as defined in the Act during the F.Y. under review.

## 9. TRANSFER OF UNCLAIMED DIVIDEND TO INVESTOR EDUCATION AND PROTECTION FUND:

In terms of the provisions of Investor Education and Protection / Investor Education and Protection Fund (Awareness and Protection of Investors) Rules, 2001, there was no unpaid / unclaimed dividends to be transferred during the F.Y. to the Investor Education and Protection Fund.



## 10. DIRECTORS AND KEY MANAGERIAL PERSONNEL:

### Appointment of Mr. Vinod Naik:

During the year, based on the recommendation of Nomination and Remuneration Committee, the Board of the Directors approved the appointment of Mr. Vinod Naik (DIN - 03635487) as whole time Director of the Company on 21 October 2022.

Subsequently, the Company has received approval of the Members of the Company by means of Ordinary Resolution through Postal Ballot on 3 January 2023 for appointment of Mr. Vinod Naik (DIN - 03635487) as the whole time Director for a period of 5 (five) years with effect from 21 October 2022.

### Resignation of Mr. Sumantra Mitra:

Mr. Sumantra Mitra (DIN 08748014) ceased to be the Executive Director with effect from 21 October 2022. The Board placed on record its appreciation for his invaluable contribution during his tenure.

### Retirement by Rotation:

Mr. Glenn Saldanha (DIN: 00050607) will retire by rotation and being eligible, offers himself for re- appointment at the ensuing 12th AGM of the Company. A detailed profile(s) of Mr. Glenn Saldanha seeking re-appointment at the forthcoming AGM as required under Secretarial Standard on General Meetings issued by ICSI is provided separately by way of an Annexure to the Notice of the AGM.

### Independent Directors:

All Independent Directors have declared that they meet the criteria of Independence as laid down under Section 149(6) of the Act and Regulation 16(b) of Listing Regulations.

In terms of Regulation 25(8) of the Listing Regulations, all the Independent Directors have confirmed that they are not aware of any circumstance or situation, which exists or may be reasonably anticipated, that could impair or impact their ability to discharge their duties with an objective independent judgment and without any external influence.

The Independent Directors of the Company have confirmed that they have enrolled themselves in the Independent Directors' Databank maintained with the Indian Institute of Corporate Affairs ('IICA') in terms of Section 150 of the Act read with Rule 6 of the Companies (Appointment & Qualification of Directors) Rules, 2014, as amended. They have also affirmed compliance to the Conduct for Independent Directors as prescribed in Schedule IV of the Act.

During the year, the Non-Executive Independent Directors of the Company had no pecuniary relationship or transactions with the Company, other than sitting fees and reimbursement of expenses incurred by them for the purpose of attending

meetings of the Board/Committees of the Company.

Independent Directors of the Company are not liable to retire by rotation.

A note on the familiarisation programme adopted by the Company for orientation and training of the Director in compliance with the provisions of the Act and Listing Regulation is provided in the Report on Corporate Governance, which forms Part of this Report.

### Chief Financial Officer:

Mr. Bhavesh Pujara, Chief Financial Officer ceased to be the Chief Financial Officer (CFO) with effect from 22 April, 2022. Mr. Tushar Mistry was appointed as Chief Financial Officer (CFO) with effect from 1 June 2022.

### Key Managerial Personnel:

In terms of Section 203 of the Companies Act, 2013, the following are the Key Managerial Personnel (KMP) of the Company:

Dr. Yasir Rawjee - Managing Director & CEO

Mr. Vinod Naik - Whole Time Director (with effect from 21 October 2022)

Mr. Sumantra Mitra - Whole Time Director (up to 21 October 2022)

Mr. Tushar Mistry - Chief Financial Officer (with effect from 1 June 2022)

Mr. Bhavesh Pujara - Chief Financial Officer (up to 22 April 2022)

Mr. Rudolf Corriea - Company Secretary & Compliance Officer

## 11. BOARD AND COMMITTEE MEETINGS:

Details of composition, attendance of the Board of Directors and other details of the Board & its Committees are provided in the Corporate Governance Report. The Intervening gap between the Meetings was within the period prescribed under the Act and Listing Regulations.

## 12. DIRECTORS' RESPONSIBILITY STATEMENT:

In accordance with the provisions of Section 134(5) of the Companies Act, 2013 the Directors confirm that:

- a) in the preparation of the annual accounts, the applicable Accounting Standards have been followed along with proper explanation relating to material departures, if any;

- b) appropriate accounting policies have been selected and applied consistently and have made judgments and estimates that are reasonable and prudent so as to give a true and fair view of the state of affairs of the Company as at 31 March 2023 and of the profit of the Company for the year ended 31 March 2023;
- c) proper and sufficient care has been taken for maintenance of adequate accounting records in accordance with the provisions of the Companies Act, 2013 for safeguarding the assets of the Company and for preventing and detecting fraud and other irregularities;
- d) the annual accounts have been prepared on a going concern basis;
- e) they have laid down internal financial controls to be followed by the Company and such internal financial controls are adequate and were operating effectively;
- f) proper systems have been devised to ensure compliance with the provisions of all applicable laws and such systems were adequate and operating effectively.

### 13. BOARD PERFORMANCE EVALUATION:

The Company has devised a Performance Evaluation Framework and Policy, which sets out a mechanism for the evaluation of the Board, Committees of the Board and the individual Directors.

Pursuant to the provisions of the Act and Listing Regulations, the Board had carried out an annual evaluation of its own performance and the performance of its Committees as well as the individual Directors.

### 14. MEETINGS OF THE MEMBERS:

During the year under review, the shareholders met once. Eleventh Annual General Meeting of the members was held on 26 September 2022.

### 15. SEPARATE MEETING OF INDEPENDENT DIRECTORS:

One meeting of Independent Directors was held during the year.

### 16. MANAGEMENT DISCUSSION AND ANALYSIS REPORT:

The Management Discussion and Analysis Report on the operations of the Company, is presented in a separate section forming part of this Annual Report.

## 17. AUDITORS AND AUDITORS' REPORT:

### A. Statutory Auditors:

M/s. Walker Chandiook & Co LLP, (Firm Registration no. 001076N/N500013) Chartered Accountants were appointed as Statutory Auditors of the Company at the Shareholders Meeting held on 25 July 2018, for a term of five consecutive years i.e. upto the conclusion of ensuing 12th AGM.

As per the provisions of Section 139 of the Act, the Board of Directors of the Company, on the recommendation of the Audit Committee, recommends re-appointment of M/s. Walker Chandiook & Co LLP, Chartered Accountants for a further period of five years i.e. upto the conclusion of 17th AGM.

M/s. Walker Chandiook & Co LLP, Chartered Accountants, (i) have expressed their willingness to be re-appointed for a further term, (ii) have submitted their confirmation to the effect that they continue to satisfy the criteria provided in Section 141 of the Act and (iii) that their appointment is within the limits prescribed under Section 141(3)(g) of the Act.

A resolution proposing re-appointment of M/s. Walker Chandiook & Co LLP as the Statutory Auditor of the Company and their remuneration pursuant to Section 139 of the Act, along with the explanatory statement, forms part of the Notice of 12th AGM.

Auditor's Report for the year under review forms part of this annual report. It does not contain any qualifications, reservations or adverse remarks.

Further, there are no instances of any fraud reported by the Auditors to the Audit Committee or to the Board pursuant to Section 143(12) of the Act.

### B. Secretarial Auditor:

Pursuant to provisions of Section 204 of the Act and the Companies (Appointment and Remuneration of Managerial Personnel) Rules 2014, the Board had appointed M/s. Bhadresh Shah and Associates, Practising Company Secretaries to undertake the Secretarial Audit of the Company for the F.Y. 2022 - 23.

Secretarial Audit Report in prescribed Form No. MR-3 is annexed to this report as "Annexure I". There are no qualifications or reservations or adverse remarks in the Secretarial Audit Report.

### C. Cost Auditor:

The Company maintains cost records as per the provisions of Section 148(1) of the Act and the same are audited by the Cost Auditors.

The Board, on recommendation of Audit Committee, has appointed M/s. Kirit Mahta & Associates, Practising

Cost Accountants to audit the cost records of the Company for the F.Y. 2023 - 24 at a remuneration of ₹ 0.45 million plus applicable taxes and reimbursement of actual travel and out of pocket expenses. Their remuneration is subject to ratification by shareholders at the ensuing Annual General Meeting. Accordingly, resolution seeking Members' ratification of their remuneration, forms part of the Notice convening the 12th Annual General Meeting. Board recommends the same for approval of Members.

The Cost Auditors have certified that their appointment is within the limits of Section 141(3)(g) of the Act and that they are not disqualified from appointment within the meaning of the said Act.

#### D. Internal Auditor:

Pursuant to the provisions of Section 138 of the Act and the Companies (Accounts) Rules, 2014, the Board of the Company has appointed M/s. Sridhar & Associates, to conduct internal audit for the Company.

The Auditors of the Company have not reported any fraud as specified under the second proviso of Section 143(12) of the Act (including any statutory modification(s) or re-enactment(s) thereof for the time being in force).

## 18. INTERNAL FINANCIAL CONTROL (IFC) AND ITS ADEQUACY:

The Company has laid down an adequate system of internal controls, policies and procedures for ensuring orderly and efficient conduct of the business, including adherence to the Company's policies, safeguarding of its assets, prevention and detection of frauds and errors, accuracy and completeness of the accounting records and timely preparation of reliable financial disclosures.

The current system of IFC is aligned with the statutory requirements and are adequate and operating effectively.

Effectiveness of IFC is ensured through Management reviews, controlled self-assessment and independent testing by the Internal Auditor.

## 19. RISK MANAGEMENT POLICY:

The Company has a Risk Management Policy with the objective to formalise the process of identification of potential risk and adopt appropriate risk mitigation measures through a risk management structure. The Risk Management Policy is a step taken by the Company towards strengthening the existing controls. The details of risk management have been included in the Management Discussion and Analysis Report, which forms part of this report.

## 20. PARTICULARS OF LOANS, GUARANTEES OR INVESTMENTS:

There were no loans, guarantees or investments made by the Company under Section 186 of the Companies Act, 2013 during the year under review and hence the said provision is not applicable.

## 21. CAPITAL STRUCTURE:

There was no change in paid-up share capital in the F.Y. 2022-23.

## 22. UTILISATION OF ISSUE PROCEEDS:

The net proceeds of the fresh issue were / will be utilised for payment of outstanding purchase consideration to Glenmark Pharmaceuticals Limited ("the Promoter") for the spin-off of the API business from the Promoter into our Company pursuant to the Business Purchase Agreement dated 9 October 2018, funding the Capital Expenditure requirements and General Corporate purposes. The details of utilization of proceeds by the Company are set out in following table and there was no deviation in utilization of the proceeds of IPO:

(₹ in million)

Particular	Estimated net proceeds as per Prospectus	Revised net proceeds	Utilisation upto 31 Mar 23	Unutilised amount as at 31 Mar 23
Payment of outstanding purchase consideration to the Promoter for the spin-off of the API business from the Promoter into our Company pursuant to the Business Purchase Agreement dated 9 October 2018	8,000.00	8,000.00	8,000.00	-
Funding the capital expenditure requirements	1,527.64	1,527.64	1,125.93	401.71
General corporate purposes	576.75	494.40	494.40	-
<b>Total</b>	<b>10,104.39</b>	<b>10,022.04</b>	<b>9,620.33</b>	<b>401.71</b>

## 23. EMPLOYEE STOCK OPTION SCHEME (ESOP):

In compliance with the provisions of Sections 62 of the Act and Rules made thereunder and the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 ("the SEBI SBEB Regulations"), the Company has formulated an employee stock option scheme, namely, Glenmark Life Sciences Limited Employee Stock Option Plan, 2021, (the "ESOP Scheme"). The ESOP scheme has been implemented in accordance with the SEBI SBEB Regulations and in accordance with the resolution passed by the shareholders at the Extraordinary General Meeting held on 9 April 2021, approving such scheme.

ESOP Scheme of the Company aims to reward employees for their performance as well as to attract and retain talent in the organization. The Company views the ESOP as an instrument that would enable the Employees to get a share in the value, they create for the Company in the years to come. 9,51,734 ESOP options have been granted to the eligible Employees/Directors at Nomination and Remuneration Committee meeting held on 17 May 2021.

As of 31 March 2022, 9,44,751 options were outstanding. During the F.Y. 2022-23, 67,039 options were cancelled and no options were exercised under Employees Stock Options Scheme viz. ESOS' 2021. As of 31 March 2023, 8,77,712 options were outstanding and are due for exercise. The information in compliance with Regulation 14 of the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021, as amended, is attached as Annexure-II and forms part of this Annual Report.

## 24. RELATED PARTY TRANSACTIONS:

Particulars of contracts or arrangements with related parties referred to in Section 188(1) of the Companies Act, 2013 in the prescribed Form AOC-2 is appended as Annexure III to this report. The disclosure of transactions with related party for the year is given in Notes to the Balance Sheet as on 31 March 2023.

All transactions with related parties were reviewed and approved by the Audit Committee and were in accordance with the Policy on dealing with and materiality of related party transactions and the related party framework, formulated and adopted by the Company. Prior omnibus approval of the Audit Committee is obtained for the transactions which are repetitive in nature.

Related Party Transactions and its materiality Policy is available on the Company's website at <https://www.glenmarklifesciences.com/pdf/GLS%20RPT%20Policy.pdf>

In terms of Regulation 23 of the SEBI Listing Regulations, the Company submits details of related party transactions as per

the format specified in the relevant accounting standards/ SEBI notification to the stock exchanges on a half yearly basis.

Pursuant to the provisions of Regulation 23 (4) of Listing Regulations, approval of the Members was obtained in the last AGM and a resolution proposing to approve Material Related Party Transactions with Glenmark Pharmaceuticals Limited along with the explanatory statement, forms part of the Notice of 12th AGM.

## 25. THE CONSERVATION OF ENERGY, TECHNOLOGY ABSORPTION, FOREIGN EXCHANGE EARNINGS & OUTGO:

The information pertaining to Conservation of Energy, Technology Absorption, Foreign Exchange Earnings and outgo as required under Section 134(3)(m) of the Act, read with Rule 8(3) of the Companies (Accounts) Rules, 2014 is appended herewith as Annexure IV to this report.

## 26. CORPORATE SOCIAL RESPONSIBILITY:

The report on the CSR in the format prescribed in the Companies (Corporate Social Responsibility Policy) Amendment Rules, 2021 including the composition of the CSR Committee is appended herewith as Annexure V to this Report.

CSR Policy is available on Company's website at: [https://www.glenmarklifesciences.com/pdf/Glenmark-Life-Sciences-CSR-Policy-2021\\_22.pdf](https://www.glenmarklifesciences.com/pdf/Glenmark-Life-Sciences-CSR-Policy-2021_22.pdf)

## 27. ANNUAL RETURN:

Pursuant to Section 92 read with Section 134(3)(a) of the Act, the Annual Return as on 31 March 2023 is available on the Company's website at <https://www.glenmarklifesciences.com/reports.php#re>

## 28. DISCLOSURE UNDER THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION & REDRESSAL) ACT, 2013:

The Company has in place a policy on Prevention, Prohibition and Redressal of Sexual Harassment at workplace in line with the requirements of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. An Internal Complaints Committee (ICC) has been set up to redress complaints received regarding sexual harassment.

The policy has set guidelines on the redressal and enquiry process that is to be followed by complainants and the ICC, whilst dealing with issues related to sexual harassment at the work place. All women employees (permanent, temporary, contractual and trainees) are covered under this policy.

There were no complaints reported under the Sexual Harassment of Women at workplace (Prevention, Prohibition & Redressal) Act, 2013 during F.Y. 2022-23.

The Company is committed to providing safe and conducive work environment to all of its employees and associates.

## 29. VIGIL MECHANISM:

The Company, as required under Rule 7 of Companies (Meetings of Board and its Powers) Rules, 2014, has established a Vigil Mechanism for their Directors and employees to report their genuine concerns or grievances.

The Audit Committee of the Company shall oversees the vigil mechanism, which provides for adequate safeguards against victimization of employees and Directors who avail of the vigil mechanism.

All the employees and Directors of the Company are provided direct access to the Chairman of the Audit Committee.

The details of the Policy are available on the Company's website at [https://www.glenmarklifesciences.com/pdf/Whistle\\_Blower\\_Policy\\_22.pdf](https://www.glenmarklifesciences.com/pdf/Whistle_Blower_Policy_22.pdf)

## 30. HUMAN RESOURCES:

Company's industrial relations continued to be harmonious during the year under review.

## 31. PARTICULARS OF EMPLOYEES & REMUNERATION:

Information required under Section 197(12) of the Act read with rule 5(1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 is provided in Annexure VI to this report.

Information required under Section 197(12) of the Act read with rule 5(2) and rule 5(3) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 is appended herewith and forming part of this report.

## 32. BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT:

In compliance with the provisions of Regulation 34 of the Listing Regulations, the Business Responsibility and Sustainability Report (BRSR) to be submitted by top 1,000 listed entities based on their market capitalization as on 31 March 2023 is appended herewith as Annexure VII to this Report.

## 33. OTHER DISCLOSURES:

During the F.Y. under review:

- a) the Company has complied with the applicable Secretarial Standards, i.e. SS-1 and SS-2, relating to 'Meetings of the Board of Directors' and 'General Meetings', respectively.
- b) the Company did not accept any deposit within the meaning of Sections 73 and 74 of the Act read with the Companies (Acceptance of Deposits) Rules, 2014 and accordingly no amount on account of principal or interest on public deposits was outstanding as on 31 March 2023.
- c) the Company has not issued shares with differential voting rights and sweat equity shares during the year under review.
- d) Neither the Managing Director nor the Whole-time Directors of the Company received any remuneration or commission from any of its subsidiaries.
- e) no significant or material orders were passed by the regulators or courts or tribunals which could impact the going concern status of the Company and its future operations.
- f) no material changes and commitments have occurred after the close of the year till the date of this report which may affect the financial position of the Company.
- g) There was no change in the nature of business of the Company;
- h) No application has been made under the Insolvency and Bankruptcy Code; hence the requirement to disclose the details of application made or any proceeding pending under the Insolvency and Bankruptcy Code, 2016 (31 of 2016) during the year along with their status as at the end of the financial year is not applicable;

## 34. APPRECIATION AND ACKNOWLEDGEMENTS:

Your Directors express their gratitude to the Company's customers, business partners' viz. distributors and suppliers, medical profession, Company's bankers, financial institutions including investors for their valuable sustainable support and co-operation.

Your Directors commend the continuing commitment and dedication of employees at all levels.

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

<b>Yasir Rawjee</b>	<b>V. S. Mani</b>
Managing Director & CEO	Director
DIN: 01965174	DIN: 01082878

Place: Mumbai

Date: 27 April 2023

## ANNEXURE I

### FORM NO. – MR-3

#### Secretarial Audit Report

[Pursuant to Section 204(1) of the Companies Act, 2013 and Rule No. 9 of the Companies  
(Appointment and Remuneration of Managerial Personnel) Rules, 2014]

#### FOR THE FINANCIAL YEAR ENDED 31 MARCH 2023

To,  
The Members

**Glenmark Life Sciences Limited**

(CIN: L74900PN2011PLC139963)

Plot No 170-172 Chandramouli Industrial Estate,  
Mohol Bazarpath Solapur 413213.

I have conducted the Secretarial Audit of the compliance of applicable statutory provisions and the adherence to good corporate practices by **Glenmark Life Sciences Limited (hereinafter called "The Company")**. Secretarial Audit was conducted in a manner that provided me a reasonable basis for evaluating the corporate conducts/statutory compliances and expressing my opinion thereon.

Based on my verification of the books, papers, minute books, forms and returns filed and other records maintained by the Company and also the information provided by the Company, its officers, agents and authorized representatives during the conduct of Secretarial Audit, I hereby report that in my opinion, the Company, during the audit period covering the Financial Year ended on **31 March 2023 ("Audit Period")**, complied with the statutory provisions listed hereunder and also that the Company has proper board-processes and Compliance-mechanism in place to the extent, in the manner and subject to the reporting made hereinafter.

I have examined the books, papers, minute books, forms and returns filed and other records maintained by the Company for the financial year ended on 31 March 2023 according to the provisions of:

- I. The Companies Act, 2013 and Amendments made from time to time (hereinafter collectively referred to as the ("the Act") and the Rules made thereunder;
- II. The Securities Contracts (Regulation) Act, 1956 ('SCRA') and Amendments made from time to time and the Rules made thereunder;
- III. The Depositories Act, 1996 and Amendments made from time to time and the Regulations and Bye-laws framed thereunder;
- IV. During the Audit period, there was no transaction relating to Foreign Direct Investment and Overseas Direct Investment and External Commercial Borrowings observed under Foreign Exchange Management Act, 1999 and the Rules and Regulations made thereunder;

V. The following Regulations and Guidelines prescribed under the Securities and Exchange Board of India Act, 1992 ('SEBI Act'):-

- a. The Securities and Exchange Board of India (Substantial Acquisition of Shares and Takeovers) Regulations, 2011 as amended from time to time;
- b. The Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015 and as amended from time to time;
- c. The Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2018;
- d. The Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021;
- e. During the Audit period the Company has not issued or allotted any debt securities under the Securities and Exchange Board of India (Issue and Listing of Debt Securities) Regulations, 2008;
- f. The Securities and Exchange Board of India (Registrars to an Issue and Share Transfer Agents) Regulations, 1993 regarding the Companies Act and dealing with client.
- g. During the audit Period the Company has not applied/delisted any Securities, under the Securities and Exchange Board of India (Delisting of Equity Shares) Regulations, 2009;
- h. During the audit Period the Company has not bought back any Securities, under the Securities and Exchange Board of India (Buyback of Securities) Regulations, 1998;

I have relied on the representation made by the Company and its Officers for systems and mechanism formed by the Company for compliances under other applicable Acts, Laws and Regulations to the Company.

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

- i. Secretarial Standards issued by The Institute of Company Secretaries of India.
- ii. Securities and Exchange Board of India (Listing Obligation and Disclosure Requirements) Regulations, 2015 and amendments from time to time.
- iii. The Listing Agreement entered into by the Company with BSE Limited and Securities and Exchange Board of India (Listing Obligation and Disclosure Requirements) Regulations 2015 and as amended from time to time.

During the Financial Year under review, the Company has complied with the provisions of the Act, Rules, Regulations, Guidelines, Standards etc. mentioned above.

I further report that, having regard to the compliance system prevailing in the Company and on examination of the relevant documents and records in pursuance thereof, on test-check basis, the Company has complied with the following laws applicable specifically to the Company and have obtained proper licences and their timely renewals:

- i. The Factories Act, 1948
- ii. Drugs and Cosmetics Act, 1940
- iii. Narcotics Drugs and Psychotropic Substances Act, 1985
- iv. Drugs (Control) Act, 1950
- v. The Environment (Protection) Act, 1986
- vi. Air (Prevention and Control of Pollution) Act, 1981, Water (Prevention and Control of Pollution) Act, 1974 and Rules issued by the Maharashtra Pollution Control Board
- vii. Labour laws and other incidental laws related to employees appointed by the Company either on its payroll or on contractual basis as related to wages, gratuity, provident fund, ESIC, compensation, etc.
- viii. Labour Welfare Acts of respective state
- ix. Acts prescribed under Direct Tax and Indirect Tax
- x. Laws prescribed under Patent Acts
- xi. Local laws as applicable to various offices and plants

**I further report that** on the basis of information received and records maintained by the Company that:

The Board of Directors of the Company is duly constituted with proper balance of Executive Directors, Non-Executive Directors, Woman Director and Independent Directors. There were no changes in the composition of the Board of Directors during the year under review.

Adequate notice is given to all Directors to schedule the Board Meetings, Agenda and Detailed Notes on Agenda were sent at

least seven days in advance, and in case of Meetings convened at shorter notice, requisite consent for holding such meetings at shorter notice was obtained by the Company and a system exists for seeking and obtaining further information and clarifications on the agenda items before the meeting and for meaningful participation in the meeting.

All decisions at Board Meetings and Committee Meetings are carried out with requisite majority as recorded in the minutes of the Board of Directors or Committee of the Board, as the case may be.

**I further report that** as per the explanation and clarification given to me, there are adequate systems and processes in the Company commensurate with the size and operations of the Company to monitor and ensure compliance with applicable laws, rules, regulations and guidelines.

I report that the Company has filled all the forms and returns as required under the Companies Act, 2013. The Company is generally regular in filing the forms and returns within the prescribed time, where there were delays in filing of e-form, the said e-forms were filled with additional fees;

**I further report that** during the Audit period under review, the Company has not undertaken any event/action except those as mentioned hereunder, having a major bearing on the Company's affairs in pursuance of the above referred laws, rules, regulations, guidelines, standards etc.

I further report that during the audit period the Company has the following specific events:

- 1) Cessation of Mr. Bhavesh Pujara as CFO of the Company with effect from April 22, 2022.
- 2) Appointment of Mr. Tushar P. Mistry as CFO of the Company with effect from June 01, 2022.
- 3) Cessation of Mr. Sumantra Mitra as Whole-time Director with effect from October 21, 2022.
- 4) Appointment of Mr. Vinod Naik (DIN: 03635487) as a Whole Time Director with effect from October 21, 2022.

For **Bhadresh Shah and Associates**,  
Company Secretary in Practice

**CS Bhadresh Shah**  
**Proprietor**

Membership No.: A23847

COP No.:15957

UDIN: A023847E000221770

Place: Mumbai

Date: 27 April 2023

Note: This Report is to be read with our letter annexed as Annexure-A which forms an integral part of this report.

## ANNEXURE A

To,

The Members

**Glenmark Life Sciences Limited**

Plot No 170-172 Chandramouli Industrial Estate,

Mohol Bazarpath Solapur 413213.

\*My Secretarial Audit Report of even date is to be read along with this letter.

1. Maintenance of Secretarial Records is the responsibility of the management of the company. Our responsibility is to make a report based on the secretarial records produced for our audit.
2. I have followed the audit practices and processes as were appropriate to obtain reasonable assurance about the correctness of the contents of the secretarial records. The verification was done on the test basis to ensure that correct facts are reflected in secretarial records. I believe that the processes and practices I followed provide a reasonable basis for my report.
3. My responsibility is to express an opinion on these secretarial records, standards and procedures followed by the Company with respect to Secretarial Compliances.
4. I believe that audit evidence and information obtained from the Company's management is adequate and appropriate for me to provide a basis for our opinion.
5. Where ever required, I have obtained the Management representation about the compliance of laws, rules and regulations and happening of events, wherever required.
6. The compliance of the provisions of Corporate and other applicable laws, rules, regulations, standards is the responsibility of management. Our examination was limited to the verification of procedures on test basis.

Disclaimer:

- I have not verified the correctness and appropriateness of financial records and Books of Accounts of the company.
- The Secretarial Audit report is neither an assurance as to the future viability of the company nor of the efficacy or effectiveness with which the management has conducted the affairs of the company.

For **Bhadresh Shah and Associates,**  
Company Secretary in Practice

**CS Bhadresh Shah**  
**Proprietor**

Membership No.: A23847

COP No.:15957

UDIN: A023847E000221770

Place: Mumbai  
Date: 27 April 2023



## ANNEXURE II

### DISCLOSURE PURSUANT TO REGULATION 14 OF SEBI (SHARE BASED EMPLOYEE BENEFITS AND SWEAT EQUITY) REGULATIONS, 2021

#### Glenmark Life Sciences Limited - Employee Stock Option Scheme, 2021

The Board, at its Meeting held on 6 April 2021 had approved the Glenmark Life Sciences Limited - Employee Stock Option Scheme, 2021 (ESOS). Further, the Shareholders' of the Company also approved the ESOS at the Extra-Ordinary General Meeting held on 9 April 2021.

The said ESOS has been formulated under SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021, or any statutory modification or re-enactment thereof, for the purpose of granting options to the permanent employees (including employees of the holding and subsidiaries whether Indian or foreign), Directors of the Company whether whole-time or not (excluding Independent Directors) and its holding and subsidiaries, as applicable to participate in the future growth and financial success of the Company.

The ESOS aims at achieving the twin objectives (i) to attract and retain critical and key talents and alignment with shareholders interest through Employee Stock Options; and (ii) to offer an opportunity of sharing the wealth created with those Employees who have contributed or are expected to contribute to the growth and development of the Company. The Scheme contemplates fresh/ new issue of shares by the Company.

The ESOS are administered by the Nomination and Remuneration Committee of the Board constituted by the Company pursuant to the provisions of Section 178 of the Act. The Nomination and Remuneration Committees decisions, determinations and interpretations will be final and binding on all eligible employees and participants under ESOS.

At the Extra-Ordinary General Meeting held on 9 April 2021, the ESOS was approved for issue of stock options up to 1% of the paid up share capital of the Company i.e. 10,78,050 equity shares of ₹ 2/- each.

The maximum number of Employee Stock Options that may be granted per Employee and in aggregate shall vary depending upon the designation and the appraisal / assessment process, however, shall not exceed 1% of the equity share capital of the Company.

The vesting of options will commence after a minimum period of 1 (one) year from the date of the grant, and may extend up to a maximum period of 6 (six) years from the date of the grant, with such lock in period as may be decided by the Board/ Nomination and Remuneration Committee. Further, the Nomination and Remuneration Committee may on merits of the case relax/ extend the vesting period.

The exercise price per option shall be determined by the Nomination and Remuneration Committee at the time of Grant of such Option, subject to conforming to the accounting policies under the applicable law.

The number of stock options and the exercise price payable by the option grantees under the Scheme shall automatically stand augmented or reduced in the same proportion as the present face value bears to the revised face value of the equity shares of the Company after any split/ consolidation/ bonus issue without affecting any other rights or obligations of the said grantees.

Further details/ disclosures in respect of Employee Stock Options forms a part of the Notes to accounts of financial statements in this Annual Report and also available at Company's website viz: <https://www.glenmarklifesciences.com>

For **Glenmark Life Sciences Limited**

**Yasir Rawjee**  
Managing Director & CEO  
DIN: 01965174

**V. S. Mani**  
Director  
DIN: 01082878

Place: Mumbai  
Date: 27 April 2023

## ANNEXURE III

### AOC 2

**(Pursuant to Clause (h) of sub-section (3) of Section 134 of the Act and Rule 8(2) of the Companies (Accounts) Rules, 2014)**

Disclosure of particulars of contracts/arrangements entered into by the Company with related parties referred to in sub-section (1) of Section 188 of Companies Act, 2013 including certain arm's length transactions under third proviso thereto.

1. No contracts or arrangements or transactions were entered into by the Company with related parties during the year ended 31 March 2023, which were not at arm's length basis.
2. Details of material contracts or arrangement or transactions at arm's length basis:

Name of the related party and nature of relationship	Glenmark Pharmaceuticals Limited (Holding Company)
Nature of contracts/ arrangements/ transactions	Sale/Purchase-Materials & Services
Duration of the contracts/ arrangements/ transactions	Ongoing (Regular basis)
Salient terms of the contracts or arrangements or transactions including the value, if any: Based on Transfer Pricing Guidelines	Sale: ₹ 6,904.62 Million Purchase: ₹ 165.31 Million
Date(s) of approval by the Audit Committee/ Board	Not applicable, since the contract was entered in the ordinary course of business and is on arm's length basis.
Amount paid as advances	Nil

Transactions having value of more than 10% of the turnover have been identified as material.

**For Glenmark Life Sciences Limited**

<b>Yasir Rawjee</b> Managing Director & CEO DIN: 01965174	<b>V. S. Mani</b> Director DIN: 01082878
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Place: Mumbai  
Date: 27 April 2023

## ANNEXURE IV

### (A) CONSERVATION OF ENERGY

#### I. THE STEPS TAKEN OR IMPACT ON CONSERVATION OF ENERGY:

Following steps have been taken in the area of lighting, pump & motors, power factor, automation, refrigeration, fuel and water.

##### LIGHTING

Timer installed for auto operation of lighting with fixed time ON/OFF instead of manual for ETP & external lights with landed saving of 2400 KWH/annum.

##### PUMPS-MOTORS & BLOWERS

Chilled water plant for HVAC system – System operation is made only with secondary pump and primary pump is stopped for Plant 17 HVAC system. Saving approx. 0.51 lacs KWH / annum.

##### AUTOMATION

Provision of VFD on Cooling Tower pump (150 HP) of SRP & automation logic, set to operate on set water pressure with saving approx. 1.68 lacs KWH / annum.

##### REFRIGERATION & HEATING SYSTEM

Installation of new Chilled brine plant of 40 TR with improved specific power consumption from 3.5 KWH/TR to 2.1 KWH/TR with total saving of 4.71 lacs KWH / annum.

#### II. THE STEPS TAKEN BY THE COMPANY FOR UTILIZING ALTERNATE SOURCES OF ENERGY:

Source of steam supply is changed from in house generation to outsource of steam from Steam House & landed up with actual saving of ₹ 9.64 Cr for F.Y. 22-23.

##### Water conservation

Reduction in water consumption from 700 KL / day to approx. 550 KL/day & total water saving of 54750 KL / annum by using condensate recovery & STP water for Ejector system / Cooling tower.

#### III. THE CAPITAL INVESTMENT OF ENERGY CONSERVATION EQUIPMENT

Total capital invested in F.Y. 2022-23 on energy conservation is ₹ 3.34 Million

### (B) TECHNOLOGY ABSORPTION

#### I. EFFORTS MADE TOWARDS TECHNOLOGY ADOPTION:

Our efforts in the area of technology absorption, adoption and innovation are based on our own efforts in R&D and Process research and development laboratory. They include improvement in yield and quality, efficacy, improvements of processes and development of new processes with validation studies.

Specific areas in which R&D is carried out by the Company and its subsidiaries and benefits derived as a result of new platform technologies and products to create competitive advantage, better safety, efficacy and sustained performance during life cycle of products.

#### II. Information Regarding Technology Imported during the Last Five Years: NIL

#### III. Expenditure Incurred on R & D:

(Amount in ₹ Mn)

Sr. No.	Particulars	31 March 2023	31 March 2022
1.	Capital Expenditure	181.36	16.09
2.	Revenue Expenditure	651.77	571.96
3.	Total	833.13	588.05
4.	R & D Expenditure as percentage of Total Turnover	3.85%	2.8%

#### IV. Foreign Exchange Earnings & Outgo:

(Amount in ₹ Mn)

Sr. No.	Particulars	31 March 2023	31 March 2022
1.	Foreign Exchange Inflow	9,690.65	10,567.81
2.	Foreign Exchange Outflow	5,001.24	3,882.58

For **Glenmark Life Sciences Limited**

**Yasir Rawjee**  
Managing Director & CEO  
DIN: 01965174

**V. S. Mani**  
Director  
DIN: 01082878

Place: Mumbai  
Date: 27 April 2023

## ANNEXURE V

### ANNUAL REPORT ON CSR ACTIVITIES

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

We strive to serve our communities by creating substantive social changes that reflect our core values. Our Corporate Social Responsibility (CSR) interventions build replicable, sustainable solutions that actively contribute to both community and environment. We utilize a long term perspective that focuses on understanding, incorporating, and seeding real change through developmental interventions that improve the lives of communities around us.

Our Vision is to actively contribute to the community and environment in which we operate through our initiatives, services and conduct so as to enable sustained growth for the society and communities in our role of being a socially responsible organization.

Our emphasis is on understanding the outcomes of our interventions and ensuring our projects deliver meaningful value to the societies we serve.

#### Corporate Social Responsibility Focus Areas

##### Access to Healthcare

- Support initiatives in healthcare domain focusing on women and children and their healthcare needs at different stages of growth and development

##### Water Stewardship

- To reduce and replenish water usage by supporting initiatives on water conservation, rejuvenation and rain water harvesting and creating water structures Adopting new technologies for improving quality and accessibility of water at community level

##### Holistic Community Development

- Support local community initiatives focusing on rural development and slum area development based on the identified needs

##### Access to Education

- To nurture young scientific minds in Government and Municipal schools and inculcate a logical and creative mind set in children

##### Employee Volunteering Programs

- Our CSR initiatives are further supplemented through our employee volunteering programs where employees are encouraged to contribute financially or non-financially for a social cause

#### 2. Composition of CSR Committee:

Sr. No.	Name of Director	Designation / Nature of Directorship	Number of meetings of CSR Committee held during the year	Number of meetings of CSR Committee attended during the year
1	Mr. Sridhar Gorthi	Independent Director (Chairperson)	3	3
2	Dr. Yasir Rawjee	Managing Director & CEO	3	3
3	Mr. V. S. Mani	Non-Executive Director	3	3
4	Ms. Gita Nayyar	Independent Director	3	3

#### 3. Provide the web-link(s) where Composition of CSR Committee, CSR Policy and CSR Projects approved by the board are disclosed on the website of the company.

Composition of CSR Committee: <https://www.glenmarklifesciences.com/pdf/GLS%20BOD%20&%20Committee%20details.pdf>

CSR Policy: <https://www.glenmarklifesciences.com/pdf/Glenmark-Life-Sciences-CSR-Policya.pdf>

CSR Projects: <https://www.glenmarklifesciences.com/pdf/Annual%20Action%20Plan%20FY%202023-24a.pdf>

**4. Provide the executive summary along with web-link(s) of Impact Assessment of CSR Projects carried out in pursuance of sub-rule (3) of rule 8, if applicable.**

Not Applicable

- 5.** (a) Average net profit of the company as per sub-section (5) of section 135: ₹ 4,864.98 million  
 (b) Two percent of average net profit of the company as per sub-section(5) of section 135: ₹ 97.3 million  
 (c) Surplus arising out of the CSR Projects or programmes or activities of the previous financial years: Nil  
 (d) Amount required to be set-off for the financial year, if any: ₹ 0.25 million  
 (e) Total CSR obligation for the financial year [(b)+(c)-(d)]: ₹ 97.05 million
- 6.** (a) Amount spent on CSR Projects (both Ongoing Project and other than Ongoing Project): ₹ 97.43 million  
 (b) Amount spent in Administrative Overheads: Nil  
 (c) Amount spent on Impact Assessment, if applicable.: Nil  
 (d) Total amount spent for the Financial Year [(a)+(b)+(c)]: ₹ 97.43 million  
 (e) CSR amount spent or unspent for the Financial Year:

Total Amount Spent for the Financial Year. (in ₹ million)	Amount Unspent (in ₹ million)				
	Total Amount transferred to Unspent CSR Account as per sub- section (6) of section 135		Amount transferred to any fund specified under Schedule VII as per second proviso to sub-section (5) of section 135.		
	Amount	Date of transfer	Name of the Fund	Amount	Date of transfer
97.43	Not Applicable				

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

Sr. No.	Particular	Amount (in ₹ million)
(i)	Two percent of average net profit of the company as per sub-section (5) of section 135	97.30
(ii)	Total amount spent for the Financial Year	97.68
(iii)	Excess amount spent for the Financial Year [(ii)-(i)]	0.38
(iv)	Surplus arising out of the CSR projects or programmes or activities of the previous Financial Years, if any	-
(v)	Amount available for set off in succeeding Financial Years [(iii)-(iv)]	0.38

- 7.** Details of Unspent Corporate Social Responsibility amount for the preceding three Financial Years: Not Applicable
- 8.** Whether any capital assets have been created or acquired through Corporate Social Responsibility amount spent in the Financial Year:  
 No  
 Furnish the details relating to such asset(s) so created or acquired through Corporate Social Responsibility amount spent in the Financial Year: Not Applicable
- 9.** Specify the reason(s), if the company has failed to spend two per cent of the average net profit as per sub- section (5) of section 135:  
 Not Applicable

For Glenmark Life Sciences Limited

**Yasir Rawjee**  
 Managing Director & CEO

**Sridhar Gorthi**  
 Chairman of CSR Committee

Place: Mumbai  
 Date: 27 April 2023

## ANNEXURE VI

### DISCLOSURES REQUIRED WITH RESPECT TO SECTION 197(12) OF THE COMPANIES ACT, 2013

The ratio of the remuneration of each Director to the Median Employee's Remuneration (MRE) and such other details in terms of Section 197(12) read with Rule 5 (1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014.

#### Remuneration of Whole-time Directors:

Name	Title	% increase in the remuneration in the year ended 31 March 2023	Ratio to MRE of the Employees
Dr. Yasir Rawjee	Managing Director & CEO	-16.5%	85.44
Mr. Vinod Naik <sup>#</sup>	Executive Director	Not applicable	20.02
Mr. Sumantra Mitra <sup>##</sup>	Executive Director	Not applicable	

<sup>#</sup> with effect from 21 October 2022

<sup>##</sup> up to 21 October 2022

#### Remuneration to Non-Executive Directors:

Name	Title	Ratio to MRE of the employees
Mr. Glenn Saldanha	Chairman & Non - Executive Director	-
Mr. V S Mani	Non-Executive Director	-
Mr. Sridhar Gorthi	Non-Executive Independent Director	2.80
Mrs. Manju Agarwal	Non-Executive Independent Director	1.87
Ms. Gita Nayyar	Non-Executive Independent Director	1.87
Mr. T L Easwar	Non-Executive Independent Director	1.55

#### Remuneration to other Key Managerial Personnel (KMP):

Name	Title	% increase in the remuneration in the year ended 31 March 2023
Mr. Tushar Mistry <sup>#</sup>	Chief Financial Officer	Not Applicable
Mr. Bhavesh Pujara <sup>##</sup>	Chief Financial Officer	Not Applicable
Mr. Rudolf Corriea	Company Secretary & Compliance Officer	24.6%

<sup>#</sup> with effect from 1 June 2022

<sup>##</sup>Up to 22 April 2022

**i. The ratio of remuneration of each director to the median remuneration (MRE) of the employees of the Company for the financial year:**

The MRE of the employees of the Company during the year ended 31 March 2023 was ₹ 0.64 million. The details are laid out in the tables above.

The remuneration of the Non-Executive Independent Directors comprises only sitting fees paid to them for attending the meetings of the Board and other Committee meetings. Hence, the percentage increase of their remuneration has not been considered for the above purpose.

**ii. The percentage increase in remuneration of each director and KMP in the financial year:**

The percentage increase is mentioned in the tables above.

**iii. The percentage increase in median remuneration of the employees in the financial year:**

The percentage increase in the median remuneration of the employees was 9.02%.

**iv. Number of Permanent employees on the rolls of the Company:**

As on 31 March 2023, the Company had 1,824 permanent employees on the rolls of the Company.

- v. **Average percentile increase already made in the salaries of employees other than the managerial personnel in the last financial year and its comparison with the percentile increase in the managerial remuneration and justification thereof and point out if there are any exceptional circumstances for increase in the managerial remuneration:**

Average percentile increase in the remuneration for all employees other than managerial personnel was 10.5%, while the average increase in the managerial remuneration was 9.5%.

- vi. **Affirmation that the remuneration is as per the remuneration policy of the Company:**

We affirm that the remuneration paid is as per the remuneration policy of the Company.

For **Glenmark Life Sciences Limited**

**Yasir Rawjee**  
Managing Director & CEO  
DIN: 01965174

**V. S. Mani**  
Director  
DIN: 01082878

Place: Mumbai

Date: 27 April 2023

## ANNEXURE VII

### BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT 2022-2023

Glenmark Life Sciences Ltd., (hereinafter “GLS” or “Company” or “we”) is in the business of making high-quality drugs by unlocking the possibilities of science. Over the years, we have established strong relationships with leading global generic pharmaceutical companies that has helped us expand our product offerings and geographic reach. We are committed to sustainability and have implemented several initiatives to minimize its environmental impact. We have implemented a number of energy-efficient measures at our manufacturing facilities and we are actively involved in recycling and waste management.

In addition to our focus on the development and manufacturing of APIs, with an approximate of 139 APIs in our portfolio and intermediates, we also have a strong presence in the area of contract development and manufacturing organization (CDMO). We offer a wide range of services to our clients, including process development, analytical development, and scale-up and manufacturing services.

We welcome the reporting framework ‘Business Responsibility and Sustainability Reporting’ (“BRSR”) introduced by the Securities and Exchange Board of India (“SEBI”) containing detailed Environmental, Social and Governance (“ESG”) disclosures and we have mandatorily adopted the framework for the financial year 2022-23.

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity - L74900PN2011PLC139963
2. Name of the Listed Entity - Glenmark Life Sciences Ltd.
3. Year of incorporation – 23rd June 2011
4. Registered office address - Plot No 170-172 Chandramouli Industrial Estate, Mohol Bazarpath Solapur MH 413213 IN
5. Corporate address - 4th Floor, OIA House, 470, Cardinal Gracious Road, Andheri East Mumbai 400099 MH IN
6. E-mail - [complianceofficer@glenmarklifesciences.com](mailto:complianceofficer@glenmarklifesciences.com)
7. Telephone – 022-4018-9999; 022-6829-7979
8. Website - [www.glenmarklifesciences.com](http://www.glenmarklifesciences.com)
9. Financial year for which reporting is being done - 2022-23
10. Name of the Stock Exchange(s) where shares are listed

Name of the Exchange	Stock Code
BSE Ltd.	543322
National Stock Exchange of India Limited	GLS

11. Paid-up Capital - ₹ 245.05 million
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report  
 Name: Rudolf Corriea  
 Telephone: 022-6829-7979  
 Email address: [complianceofficer@glenmarklifesciences.com](mailto:complianceofficer@glenmarklifesciences.com)
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). – The disclosures under this report are made on Standalone basis for GLS.



II. Products/services

14. 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	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	100

15. 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	API	21001	100

III. Operations

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

Location	Number of plants	Number of offices	Total
<b>National</b>	1. Ankleshwar, Bharuch, Gujarat; 2. Dahej, Bharuch, Gujarat; 3. Mohol, Solapur, Maharashtra*; 4. Kurkumbh, Pune, Maharashtra; 5. Mahape, Navi Mumbai R&D Site	1. Andheri East, Mumbai Corporate Office 2. Registered Office at Mohol, Solapur*	6
<b>International</b>	Nil	Nil	Nil

\* Registered Office and one of the manufacturing units have the same address.

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	18+
International (No. of Countries)	75 +

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

47.60% for FY 23

c. A brief on types of customers

Primarily GLS customers are the end formulators who are essentially pharmaceutical companies that manufacture finished pharmaceutical products from the APIs (Active Pharmaceutical Ingredients) supplied by GLS. These end formulations are then marketed, distributed and sold across the world. Today GLS has over 700 customers and works with 20 largest generic companies globally.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	1824	1695	92.93	129	7.07
2.	Other than Permanent (E)	We do not have any other than permanently employees considering our business type				
3.	Total employees (D + E)	1824	1695	92.93	129	7.07
<b>WORKERS</b>						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	1461	1451	99.31	10	0.69
6.	Total workers (F + G)	1461	1451	99.31	10	0.69

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	3	3	100	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	3	3	100	0	0
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	We do not have any differently abled workers at any of our premises				
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)					

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25.00
Key Management Personnel	4	0	0.00

## 20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	29.93	21.19	29.34	22.32	18.85	22.11	20.42	18.60	20.32
Permanent Workers	The Company does not have any permanent workers in place								

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity indicated at column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Glenmark Pharmaceuticals Limited	Holding	82.84	Yes, the Holding Company participates in the relevant Business Responsibility initiatives.

## VI. CSR Details

## 22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)- Yes

1. Turnover (in INR.) – ₹ 21,612.20 million - FY 23
2. Net worth (in INR.) – ₹ 21,382.07 million - FY 23

## VII. Transparency and Disclosures Compliances

## 23. 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 2022-23			F.Y.2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes	2	Nil	All the complaints were resolved	120	Nil	All the complaints were resolved
Employees and workers	Yes	NIL	Nil	Nil	Nil	Nil	Nil
Customers	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	Nil	Nil	Nil	Nil	Nil	Nil	Nil

Note: Grievance Redressal- GLS employees can address their grievances not only through physical and verbal communication means but also through digital channels. More details of addressing grievances of employees and workers are mentioned in the Table 6 of Principle 3

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Access & Affordability	Risk & Opportunity	Providing cost effective quality APIs to Pharmaceutical companies holds significance in providing accessibility & affordable pricing for patients. Accessibility to medicines improves specifically In several low- and middle-income nations.	The company continuously strives for better pricing models for its customers in a competitive market. This is done without compromising the quality of products manufactured.	Positive
2	Product Quality & Safety	Risk	Product safety concerns, manufacturing defects, or inadequate disclosure of product-related risks can lead to significant product liability claims.	The company takes a pro-active stance on quality & safety of its products. Each year a reasonable R & D Capex & Opex is allocated to be ahead on innovation and quality products journey .This helps in reducing frequency of recalls, safety concerns, and enforcement actions for manufacturing issues.	Negative. There has been no negative impact in the reporting period of 2022-2023.
3	Employee Engagement, Diversity & Inclusion	Risk	There is a fierce competition among businesses for people /staff. The industry needs highly qualified workers to develop new products and carry out quality manufacturing process.	GLS continuously strives to provide best in class benefits to its employees for recruitment & retention .The Company's code of conduct focusses on the value of Human input to our success.	Negative. There has been no negative impact in the reporting period of 2022-2023.
4	Supply Chain Management	Risk	GLS is an important Supply Chain Partner to it's over 700 customers in pharmaceutical industry. Disruptions to our own supply chain thereby is detrimental.	GLS has been able to work with its supply chain partners effectively through various engagement models to make sure that our products reach to our clients within the fulfillment period committed with them .Even with the disruptions brought in global trade routes due to Russia-Ukraine issue , the company did not let its fulfillment period disturbed .	Positive
5	Environment	Risk	Global rise in pharmaceutical production has come hand in hand with a parallel surge in environmental contamination with active pharmaceutical ingredients (APIs), their metabolites and transformation products.	The Company ensures proper waste management with least environmental impact in its manufacturing processes which are well within the limits prescribed under various laws. Water stewardship also becomes key to reducing the impact on environment.	Negative. There has been no negative impact in the reporting period of 2022-2023.

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>										
1.	a.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b.	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c.	Web Link of the Policies, if available	<p><b>Policies present in the Company's website are:</b></p> <ol style="list-style-type: none"> <li>Policy for Determining Material Subsidiaries (P1) (<a href="#">Policy_for-Determining-Material-Subsidiaries.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Policy for Determination of Legitimate Purpose (P7) (<a href="#">Policy-for-determination-of-legitimate-purpose (1).pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Policy on Determination of Materiality for Disclosures (P1, P4) (<a href="#">Policy_on-Determination-of-Materiality-for-Disclosures.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Policy Preservation of Documents Regulation 9 of LODR (P1) (<a href="#">Policy-Preservation-of-Documents-Reg-9-of-LODR.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Archival Policy (P1) (<a href="#">Archival_Policy.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Board diversity policy (P1) (<a href="#">Board-diversity-policy.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Dividend distribution policy (P1, P3) (<a href="#">Dividend-distribution-policy.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Nomination and remuneration policy (P5) (<a href="#">Nomination-and-remuneration-policy.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Policy for the Evaluation of the performance of the Board of Directors (P1) (<a href="#">Policy-for-the-Evaluation-of-the-performance-of-the-Board-of-Directors(1).pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Policy on related party transactions and its materiality (P1, P7) (<a href="#">GLS RPT Policy.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Policy on Succession planning (P6) (<a href="#">Policy-on-Succession-planning.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Policy for Familiarization Programme for Independent Directors (P1) (<a href="#">Policy-for-Familiarisation-Programm-for-Independent-Directors.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Whistle Blower Policy (P1, P5) (<a href="#">Whistle_Blower_Policy.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Code of Conduct (P1, P3, P5) (<a href="https://www.glenmarklifesciences.com/pdf/Code-of-Conduct.pdf">https://www.glenmarklifesciences.com/pdf/Code-of-Conduct.pdf</a>)</li> <li>Code of practices for fair disclosure (P1) (<a href="#">Code-of-practices-for-fair-disclosure.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>CSR Annual Action Plan FY 2023-24 (P8) (<a href="#">Annual Action Plan FY 23-24.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Letter of appointment of Independent Directors (P1) (<a href="https://www.glenmarklifesciences.com/pdf/Letter-of-appointments-of-Independent-Directors.pdf">https://www.glenmarklifesciences.com/pdf/Letter-of-appointments-of-Independent-Directors.pdf</a>)</li> <li>Criteria for Making Payments to Non-Executive Directors (P1) (<a href="#">Criteria for Payment of NED.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> </ol> <p>Few policies HR related policies are also available in the intranet</p>							

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies as mentioned above are based on Principles of NGRBC. Additionally, they are in conformity with the international certifications obtained by GLS viz. ISO 14001:2015 (On effective environmental management system-EMS) and ISO 45001:2018 (to improve occupational health and safety-OHS)								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	In its ESG Journey, GLS looks forward to set short, medium and long term targets for sustainability KPIs related to climate change, energy, water, waste management, air emission reduction, GHG reduction and biodiversity protection.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									

### 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)

Glenmark Life Sciences Limited is committed to high standards of integrity – professional and financial – and ethics in the operation of its business. The Company is also committed to creating a workplace, that is free from harassment and discrimination, where co-workers are respected and provided an appropriate environment that encourages good performance and conduct. GLS commits to adopt ESG (Environmental, Social & Governance) aspects in its day-to-day working which would lead to a sustainable growth thereby building confidence of its stakeholders.

Multiple sustainability practices are integrated in all its core business and manufacturing functions in order to achieve this aim. The Company endeavours to achieve maximum benefit for its communities in order to make our planet safer & healthier. GLS contributes to global sustainability goals with an aim to give back more than it receives and to create positive long-term changes in communities and geographies, where it operates. In addition, the Company also has a strong corporate governance system to monitor, guide and support its business and operations. We are committed to our various stakeholders - be it regulators, customers, investors, our people, the environment, our neighbours and, most importantly the patients whom we eventually serve, to use good science coupled with the latest regulations in order to run our business in a sustainable manner.

To drive business growth while ensuring continuity we continue to make significant investments in new technologies for

- Reducing our carbon footprint via cleaner energy and, recycling, reuse of water and solvents.
- Backward integration and automation in manufacturing,
- Enhancing technology for waste treatment of solid, liquid and gaseous waste streams
- Training at all levels to ensure safer operations while adhering to cGMP norms
- Safety Pyramid structure with more focus on leading indicators. Robust safety management system with high emphasis on process safety, workplace safety & Industrial Hygiene & risk control adopting the hierarchy of controls in the order of sequence

#### Our Environmental Goals include:

- Water Neutrality by 2027
- Zero Waste to Landfill by 2027
- Carbon Neutral by 2030

#### Our Social Objectives are:

- Access to Healthcare
- Water Stewardship
- Holistic Community Development
- Access to Education
- Employee Volunteering

We aim to comply with applicable health and safety regulations and other requirements in our operations and have adopted an Environmental, Health and Safety (EHS) policy that is aimed at complying with legislative requirements, requirements of our licenses, approvals, various certifications and ensuring the safety of our employees and the people working at our facilities or under our management.

Periodic assessment of working conditions of our employees is carried out to ensure a safe working environment at our manufacturing facilities.

Governance

The Company has a strong corporate governance system to monitor, guide and support its operations, with oversight by an experienced and diversified Board. GLS supports and promotes high standards of ethical business conduct, one that is transparent and accountable. GLS is an independent and professionally managed organisation that reports to the Board. All the governance mechanisms are in place and continuously monitored by the Board. It ensures strategic oversight over business operations and ensures compliance with the legal framework, integrity of financial accounting and reporting systems and brings in credibility through proper and timely disclosures.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Directors, comprising of diverse experience and expertise provide strategic direction and evaluates overall performance of the organization on ESG count. The existing corporate structure of Board and its committees together ensure the long-term interests of the stakeholders and responsible business practices.
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.	Sustainable development is at the core of GLS operations which is also outlined in the Environment, Health and Safety Practices. GLS follows sound environmental management practices at its manufacturing unit to assess and address potential environmental risks.  Beyond all statutory committees, we have incorporated an ESG committee as a voluntary committee formed by the Board to have a more focused approach on the subject and monitor the action items for the same

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Board of Directors convene on sustainability issues once in a year to discuss the progress against sustainability parameters of GLS and review the policies. The Board is guided on actions to be taken and reviews the progress against each parameter in each meeting.  No major non-compliance of material nature has been reported. Operational issues are being addressed on an 'ongoing basis' as and when identified. A systemic compliance program has been adopted by GLS to track, monitor & comply the Compliances on a real-time basis									Yearly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																		

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	<table border="1"> <thead> <tr> <th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th> </tr> </thead> <tbody> <tr> <td colspan="9" data-bbox="965 1220 1503 1444">Operationalization and adequacy of policies have been evaluated by Dhir &amp; Dhir Associates, a Law Firm. Evaluation was conducted on effectiveness of the working of policies. Policies are also periodically evaluated and updated by various department heads, business heads and approved by the management or board. The processes and compliances, however, may be subject to scrutiny by internal auditors and regulatory compliances, as applicable.</td> </tr> </tbody> </table>	P1	P2	P3	P4	P5	P6	P7	P8	P9	Operationalization and adequacy of policies have been evaluated by Dhir & Dhir Associates, a Law Firm. Evaluation was conducted on effectiveness of the working of policies. Policies are also periodically evaluated and updated by various department heads, business heads and approved by the management or board. The processes and compliances, however, may be subject to scrutiny by internal auditors and regulatory compliances, as applicable.								
P1	P2	P3	P4	P5	P6	P7	P8	P9											
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12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

### Essential Indicators

- Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total Number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1 *	ESG Awareness program	100
Key Managerial Personnel	1 *	ESG Awareness programmes	100
Employees other than BoD and KMPs	Training program constitutes many modules as per the job role requirement at work. Essential four trainings for all encompass on	Code of Conduct, POSH, Conflict of Interest Global Policy, Glenmark Code English, Anti-Corruption Anti Bribery and Other trainings depending upon the department, role and responsibility of the employees	>90
Workers	Depends on the department, role and responsibility of the workers	All the necessary trainings provided to the workers	100

\*In addition to the ESG awareness programmes conducted, every board meeting covers an agenda on regulatory updates, corporate governance updates, and industry and competitive landscape.

- Details of fines / penalties / punishment / award/ compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies / judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine					
Settlement			NIL		
Compounding Fee					
Non-Monetary					
Imprisonment					
Punishment			NIL		

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
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. The Company has adopted Anti-Corruption Anti-Bribery policy and is available on its intranet. At GLS we believe that bribery, corruption, and corrupt practices have detrimental impacts not only on business by undermining good governance and distorting free markets but, on a larger spectrum, damaging societal setup economically. Further, each employee is required to strictly adhere to the Anti-Corruption Anti Bribery policy, non-compliance thereof would lead to strict actions.

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

	FY 22-23	FY 21-22
<b>Directors</b>	Nil	
<b>KMPs</b>		
<b>Employees</b>		
<b>Workers</b>		

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

	FY 22-23		FY 21-22	
	Number	Remarks	Number	Remarks
<b>Number of complaints received in relation to issues of conflict of interest of the Directors</b>	Nil			
<b>Number of complaints received in relation to issues of Conflict of Interest of the KMPs</b>				

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.

No complaints were filed with regard to conflict of interest, therefore the no corrective action undertaken for the same

#### 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	Topic/principles covered under the training	% age of value chain partners covered (by value)
NIL		

Note: Conducting awareness programmes for value-chain partners on Principles is under consideration. However, we ensure that we follow the procedure and audits set out in AVD (Alternate Vendor Development) - a presentation file, it contains step-wise procedure step-wise for selection, appointment and audit of vendor/an alternate vendor.

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. Conflict of Interest Policy is present in our intranet. Further, every employee of GLS is required to complete Conflict of Interest training.

#### SDGs mapped under Principle 1<sup>1</sup>:

	<p><b>SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS:</b></p> <ul style="list-style-type: none"> <li>The Company's Global Anti-Corruption Policy covers the Company, the group and all the Business Partners (which includes vendors, suppliers, joint venture partners, formal Business Partners, or agents, Consultants, and any other Business Partners acting on Company's behalf).</li> </ul>
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<sup>1</sup> The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf).

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

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

	FY 22-23	FY 21-22	Details of improvements in the environmental and social impacts
R&D	₹ 651.77 million	₹ 571.96 million	R&D investments are not only on new product developments but also pertains to spending on several initiatives to make the processes more sustainable which include evaluating lower energy consumption alternatives for manufacture of products, reduction in effluent generation and lower usage of solvents. GLS has achieved a reduction of about 40% effluent in FY-23 through life cycle management on identified products. ~36% in FY23 and ~34% in FY22 of R&D spends were towards such sustainable process improvements.
Capex	9%	3%	These projects pertains to improving environment footprint i.e. waste reduction, energy and water conservation, reducing carbon footprint, etc.

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

GLS has institutionalized AVD program in order to integrate ethical and environmental performance factors into the process of sourcing from its value-chain partners. GLS' AVD (Alternate Vendor Development) document, sets out the steps, procedures and commitments from its vendors to ensure that the products are sourced sustainably. GLS select vendor/ alternate vendor based on ROS, Price, Lead time, Quality, Regulatory/GMP Certificates, FEI, DUNS, QMS, and Plant Capacity etc. GLS takes clearance from its RA and IP by circulating the CMC document and sorts out all the CMC document related queries. GLS conducts vendor audit and its compliance at a regular time interval.

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

GLS endeavours to source input materials in to its manufacturing process in alignment with principles of sustainability.

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

Not applicable. GLS is into B2B business - where its products are directly used by its customers (who are business entities). These customers manufacture the finished pharmaceutical products which are then marketed, distributed and sold in retail market.

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.

Extended Producer Responsibility is not applicable to us. Only our finished products are to be considered for a safe reclaim of products or services.

**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.
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Considering the nature of operations and business activities of GLS, Life Cycle Assessment is not being conducted

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
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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).

Indicate input material	Recycled or re-used input material to total material	
	FY 22-23	FY 21-22
Fresh Solvent	69%	72%
Recovered Solvent	31%	28%

Note: The Company took significant efforts to recover solvents in its manufacturing process and reuse it.

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



	FY 22-23			FY 21-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	566 MT	0	0	475 MT	0
E-waste	0	0	58 Desktop + 20 Printers	0	0	0
Hazardous Waste	7098 MT	3614 MT	1654 MT	4330 MT	2301 MT	3352 MT
Other waste	0	0	809 MT	0	0	881 MT

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 percentage of products sold) for each product category.
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Not Applicable

#### SDGs mapped with respect to Principle 2<sup>2</sup>:

	<p><b>SDG 2: ZERO HUNGER:</b></p> <ul style="list-style-type: none"> <li>As a CSR Impact, GLS provided facilities to 2,70,570+ Pregnant women and/ or new mothers, through initiatives focused on enhancing nutrition levels, encouraging good hygiene habits and ensuring complete immunization of children</li> </ul>
	<p><b>SDG 6: CLEAN WATER AND SANITATION:</b></p> <ul style="list-style-type: none"> <li>GLS uses technologies that reduce water footprint and align its workforce with the values of water conservation. Its facilities have zero liquid discharge capabilities that contribute to substantial reduction in water wastage.</li> <li>Through sustained water conservation efforts, GLS has reduced water consumption at Ankleshwar, Dahej, Mohol and Kurkumbh manufacturing facilities from 0.702 kl/kg in FY21 to 0.616 kl/kg in FY22.</li> <li>There was a water consumption of 0.509 kl/kg for FY 23 of product manufacturing for FY 23.</li> <li>GLS installed alkaline water filters, borewell and pipeline which further enhanced the water quality in the villages near its Mohol plant, Solapur district.</li> <li>Water harvesting and Water Shed Management projects has been undertaken through CSR Activities</li> </ul>

<sup>2</sup> The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf).

	<p><b>SDG 7: AFFORDABLE AND CLEAN ENERGY:</b></p> <ul style="list-style-type: none"> <li>GLS has started utilizing renewable energy sources like Hybrid Power (Wind and Solar energy) at Ankleshwar Plant. GLS has utilized 6,834,995 kWh of Hybrid Power which is 9.37 % of their total electricity consumption.</li> </ul>
	<p><b>SDG 8: DECENT WORK AND ECONOMIC GROWTH</b></p> <ul style="list-style-type: none"> <li>Post COVID GLS economy has grown by 16.3% on a Y-o-Y basis, ex-COVID products, which demonstrates the continued demand for their core portfolio.</li> <li>GLS Initiated a flagship on boarding program as “<i>Aarambh</i>” that is a highly curated model that seeks to bridge the gap between learning and knowledge assimilation. <i>Aarambh</i> was recognised with a silver award by the Economic Times Human Capital Awards.</li> <li>GLS has a dedicated AUP policy in place, that ensures full cyber security, in their corporate network.</li> </ul>
	<p><b>SDG 12: RESPONSIBLE COSUMPTION AND PRODUCTION:</b></p> <ul style="list-style-type: none"> <li>GLS has started utilizing renewable energy sources like Hybrid Power (Wind and Solar energy) at Ankleshwar Plant.</li> <li>GLS has switched to bio-briquette boiler at Dahej facility in FY23 and plans to take the same approach at their Ankleshwar facility in FY24.</li> </ul>
	<p><b>SDG 13: CLIMATE ACTION:</b></p> <ul style="list-style-type: none"> <li>GLS has Shifted to bio-briquette based boiler from bio-diesel based boiler at <i>Mohol</i> plant</li> <li>GLS has installed solar-powered LED lights at Kurkumbh and <i>Mohol</i> facilities</li> <li>GLS has switched to bio-briquette boiler at Dahej facility in FY23 and plans to take the same approach at their <i>Ankleshwar</i> facility in FY24.</li> <li>GLS manufacturing facilities at <i>Ankleshwar</i> and Dahej are ISO 14001:2015 and ISO 45001:2018 certified for environment management and occupational health and safety management systems</li> </ul>

**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:

	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Insurance		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	1695	1695	100	1695	100	0	0	1695	100	0	0
Female	129	129	100	129	100	129	100	0	0	129	100
Total	1824	1824	100	1824	100	129	7.07	1695	92.93	129	7.07
<b>Other than Permanent Employees</b>											
Male	No other than permanent employees identified for GLS										
Female											
Total											

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

% of employees covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Insurance		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	No permanent workers identified for GLS										
Female											
Total											
<b>Other than Permanent Workers</b>											
Male	1451	1451	100	1451	100	0	0	0	0	0	0
Female	10	10	100	10	100	10	100	0	0	10	100
Total	1461	1461	100	1461	100	10	0.68	0	0	1461	0.68

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

Benefits	FY 22-23			FY 21-22		
	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	0	Yes	100	0	Yes
Gratuity	100	0	Yes	100	0	Yes
ESI	12	0	Yes	13	0	Yes

## 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

At GLS, we have necessary infrastructure in place to make the workplaces accessible to differently abled employees and workers. Starting from building entrance to the fixtures having push/lever type wash basin along with sufficiently illuminated corridors.

## 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.

The given legislation/rights of the disables under the legislation are covered under various policies, however currently there is no separate policy for the same.

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	100	0	0
Female	100	100	0	0
Total	100	100	0	0

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	None (No permanent workers identified)
Other than Permanent Workers	<ul style="list-style-type: none"> <li>• <b>A drop box</b> is installed at all the units / location, wherein employees or workers can even anonymously raise their issue by dropping a written document containing their issues or concerns related to human rights.</li> <li>• <b>Safety Committee</b> – 50% composition of workers; safety related issues are discussed and addressed.</li> </ul>
Permanent Employees	<ul style="list-style-type: none"> <li>• <b>Mood-o-meter</b> – an online survey intervention that captures real time engagement data of employee, as a confidential platform, so that employees can express themselves openly.</li> <li>• <b>We have a Leadership connect and Leadership site</b> connect a platform for employees to exchange thoughts, raise their concerns and issues, clear doubts and discuss the future roadmap with the Leaders (MD &amp; CEO and the leadership team).</li> <li>• <b>Gemba Walk:</b> As part of safety culture, the site leadership walks the site and inspects various safety aspects of the whole plant including the safety and working condition of the workers and employees.</li> <li>• <b>Tete a tea</b> – a platform to interact with the senior leadership of the company in a closed group amongst a select few employees from across locations, over a cup of tea.</li> <li>• <b>GEN Y</b> – The Program to help us understand the Gen Y better &amp; keep them engaged for a mutually rewarding work experience.</li> </ul>
Other than Permanent Employees	None (No other than permanent employees identified)

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

Category	FY 22-23			FY 21-22		
	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)
<b>Total Permanent Employees</b>	Currently none of our employees and workers are in any association or unions. However, the Company does not prohibit any association or union for its employees and workers.					
Male						
Female						
<b>Total Permanent Worker</b>						
Male						
Female						

8. Details of training given to employees and workers:

	FY 22-23					FY 21-22				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	1695	1695	100	1695	100	1546	1546	100	1546	100
Female	129	129	100	129	100	107	107	100	107	100
Total	1824	1824	100	1824	100	1653	1653	100	1653	100
<b>Workers</b>										
Male	1451	1451	100	1451	100	1384	1384	100	1384	100
Female	10	10	100	10	100	10	10	100	10	100
Total	1461	1461	100	1461	100	1394	1394	100	1394	100

## 9. Details of performance and career development reviews of employees and worker:

Category	FY 22-23			FY 21-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	1695	1695	100	1546	1546	100
Female	129	129	100	107	107	100
Total	1824	1824	100	1653	1653	100
<b>Workers</b>						
Male	Not Applicable					
Female	Not Applicable					
Total	Not Applicable					

## 10. Health and safety management system:

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

Yes. We have occupational health and safety management system (ISO 45001). It covers for both our employees and workers

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

We are having hazard identification and risk assessing system for both routine and non-routine activities. For routine activities, we have done HAZOP study and HIRA. For non-routine works we are following JSA and permit to work system.

- 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 both online and offline reporting system available in place to report work-related hazards and tracking its compliances.

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

Yes. For Dahej Plant, we follow the Workmen's Compensation Policy; for Ankleshwar plant, we provide ESIC scheme; we cover all our employees under EPF and Pension scheme, we provide safety and technical training to upgrade the skill (on the job training to workers). We also provide benefits through E-Shram card registration – Currently we have registered more than 300 manpower under this scheme for Ankleshwar Plant. We offer incentive allowances (inclusive of food and work allowances)

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

Safety Incident/Number	Category	FY 22-23	FY 21-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.11
	Workers	0	0.40
Total recordable work-related injuries	Employees	8	Not Available
	Workers		0
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 work place.

We have implemented Environment, Health and Safety Management system to ensure the safe and healthy workplace. Orientation of new employees is conducted to describe safety related information. We have well defined audit system for carrying out internal and external audit for Environment, Health & Safety (EHS).

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

	FY 23-22			FY 21-22		
	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	None					
Health & Safety						

14. Assessments for the year:

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

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

Not Applicable, since there was no such incidents in the current year

### 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).

Employee: Yes

Worker: Yes (Through ESIC or Workmen's Compensation Act)

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

For Downstream Value Chain: Our Channel Partners are required to ensure legal compliance such as compliance through GSTIN portal, Invoice Running Number (IRN) control and e-way bills control and compliance of TDS provisions as per the Income Tax Act. Multiple internal controls are in place to ensure that vendors are complying with the applicable statutory requirements.

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 are 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 22-23	FY 21-22	FY 22-23	FY 21-22
Employees	Nil			
Workers				

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)**

Currently there is no such operating procedure in the Company.

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	The quantification in percentage is not evaluated currently. However, we comply to set procedures and steps as per our AVD document
Working Conditions	



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, as no quantification is present

**SDGs mapped with respect to Principle 3<sup>3</sup>:**

 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p><b>SDG 3: GOOD HEALTH AND WELL BEING:</b></p> <p><u>GLS provides facilities like:</u></p> <ul style="list-style-type: none"> <li>Group Medclaim Insurance – It is a pre-defined insurance coverage to all employees &amp; their dependents for expenses related to hospitalization due to illness, disease or injury.</li> <li>Gold Plan – GLS employees can choose to double their existing Group Medclaim Policy cover (i.e. the Base Plan) by enrolling for the GOLD Plan by bearing additional nominal Contribution.</li> <li>Covid Medicare</li> </ul> <p><u>Risk Benefits</u></p> <ul style="list-style-type: none"> <li>Group Term Life Insurance</li> <li>Group Personal Accident Insurance</li> </ul>
 <p>4 QUALITY EDUCATION</p>	<p><b>SDG 4: QUALITY EDUCATION:</b></p> <ul style="list-style-type: none"> <li>GLS selects villages based on sustainability parameters and introduce initiatives in education, women empowerment &amp; skill development, disability, and infrastructure development, which are implemented through various types of activities and programmes.</li> <li>GLS has taken initiatives on Nurturing Scientific Education in various Government Schools</li> <li>They support sustainable livelihood initiatives that teach the youth useful vocational skills, and provide tools, training and access that improves their standard of living.</li> </ul>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p><b>SDG 8: DECENT WORK AND ECONOMIC GROWTH</b></p> <ul style="list-style-type: none"> <li>Please refer to Principle 2, for the initiatives mentioned under SDG 8.</li> </ul>
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p><b>SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE:</b></p> <ul style="list-style-type: none"> <li>Glenmark has built four state-of-the-art multi-purpose manufacturing facilities at Ankleshwar, Dahej, Mohol, and Kurkumbh, complying with cGMP standards and ensuring reliable, high quality and advanced manufacturing operations. Three of these facilities have been inspected by the US-FDA and other global regulatory bodies.</li> <li>Our combined reactor capacity stands at 1,198 KL and poised for further expansion projected to reach capacity of 1500 KL in FY24. This substantial increase will enable us to manufacture over 140 APIs each year at commercial scale, aggregating approximately 750 MT.</li> </ul>
 <p>10 REDUCED INEQUALITIES</p>	<p><b>SDG 10: REDUCED INEQUALITIES</b></p> <ul style="list-style-type: none"> <li>2,70,570+ Women were provided with effective antenatal care services in a timely manner</li> <li>GLS has ensured an increase in women employment, over the years</li> <li>GLS has recruited employees from various regions across the country</li> </ul>
 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	<p><b>SDG 11: SUSTAINABLE CITIES AND COMMUNITIES:</b></p> <ul style="list-style-type: none"> <li>To ensure the health and well-being of communities, we support local community initiatives focusing on holistic development of the villages, slum and backward areas by identifying the critical needs focusing on education, women empowerment, skill development, disability, infrastructure support, tree plantation &amp; carbon neutrality.</li> <li>We extended support to senior citizens with multiple initiatives and programs near our manufacturing facilities and to the physically weak &amp; disabled individuals too, benefitting 18,084+ community people, senior citizens and children</li> <li>Installed 25 Watt, Solar street lights around 20 in number. 1000 beneficiaries and 1825 KW green energy produced in a year</li> <li>10,800 tree planted with MiyaWaki system to create the small forest with local species to maintain the ecological balance, with 3,500 beneficiaries.</li> </ul>

<sup>3</sup> The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf)


**SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS**

- Please refer to Principle 1, for the initiatives mentioned under SDG 16

**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.

At GLS, we follow these norm while engaging with any of our stakeholder:

- Any individuals, groups, institutions or entities that:
  - (i) Has a legal, financial or social interest; or
  - (ii) Contribute to shaping our business, or
  - (iii) Add value or constitute a core part of the business value chain, are considered to be our key stakeholders. These key stakeholders include employees, customer, suppliers, investors, shareholder, communities (around the areas in which we operate) and the Regulatory Bodies.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually / Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Emails, SMSs, Website, Intranet, Pamphlets, Meetings, Leadership Meets, Town halls, Employee feedback and redressal	Frequent and as and when required	These are both top down and bottom up communication approach through which we intend to create an inclusive and empowering workplace that encourages transparent engagement and the freedom to act, raise question and grow as professionals and individuals. We also ensure regular health check-ups for employee well-being and conduct Annual Day, Family Day and other Sports activities.
Customers	No	Emails, SMSs, Website, Meetings	Daily	
Suppliers	No	Emails, SMSs, Website, Meetings	Daily	
Investors	No	Emails, Website, SMSs, Virtual and Physical Meetings, Conferences, Press Releases, Annual Reports, Presentation, News Paper Publications, Quarterly earnings Calls, Annual Investor Day and several one on one meetings	As per statutory requirements, as well as, as and when required	
Shareholders	No	Emails, Website, SMSs, Virtual and Physical Meetings, Conferences, Press Releases, Annual Reports, Presentation, News Paper Publications, Quarterly Earnings Calls and Annual General Meetings	As per statutory requirements, as well as, as and when required	
Regulatory Bodies	No	Emails, Meetings and submissions, etc.,	As per statutory requirements, as well as, as and when required	
Community around our plants including school going children, village youths and family belonging to underprivileged section	Yes	Physical meetings, physical visits and online meetings.	Frequent and as and when required	

**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.

Even though ESG aspects are part of day to day operations, a formal process for stakeholder consultation on ESG is yet to be established. However, Consultation with the respective stakeholder groups is done by the relevant business and functional heads. Feedback from such consultations is shared with the Board during the quarterly Board meetings.

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

Social consultation has been taken to identify social and critical needs of the community for creating larger and sustainable impact.

For example:

Consultation with local collectors helped us identify drought prone areas in and around our facilities in Gujarat and Maharashtra for water stewardship project. We have initiated the water stewardship project with the aim of identifying opportunities to reduce and replenish water usage through Water Harvesting and Conservation projects, by adopting lakes around our facilities and providing clean drinking water. We encourage timely intervention to save water through rain water harvesting with techniques such as deepening of the existing water bodies (Nalas, Lakes, and Ponds), creating the farm recharge ponds, farm bunding, percolation tank, and check dam in rural and semi urban and urban areas.

Similarly for Community Development we support local community initiatives focusing on holistic development of the villages, slum and backward areas by identifying the critical needs focusing on education, women empowerment, skill development, disability, infrastructure support, tree plantation & carbon neutrality. We extend support to senior citizens with multiple initiatives and programs near our manufacturing facilities and to the physically weak & disabled individuals too. All these are done in consultation with our plants and the local collectors and in accordance to the community needs.



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

Our Corporate Social Responsibility interventions build replicable, sustainable solutions that actively contribute to both community and environment. Our Vision is to actively contribute to the community and environment in which we operate through our initiatives, services and conduct so as to enable sustained growth for the society and communities in our role of being a socially responsible organisation.

Through our CSR activities, we have a vision of ‘Enriching lives to create a healthier and happier world.’ Our CSR activities include Nurturing Young Scientific Minds through our various school interventions to contribute towards Children’s Quality Education across Gujarat and Maharashtra. We also provide access to healthcare for women and Identify opportunities to reduce and replenish water usage through various water harvesting projects and by providing clean drinking water.

We see our CSR strategy as a means of further aligning our business to the global sustainable development agenda. We have a robust monitoring system that tracks the progress and effectiveness of our interventions

**SDGs mapped with respect to Principle 4<sup>4</sup> :**

	<p><b>SDG 4: QUALITY EDUCATION:</b></p> <ul style="list-style-type: none"> <li>• Please refer to Principle 3, for the initiatives mentioned under SDG 4</li> </ul>
	<p><b>SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE:</b></p> <ul style="list-style-type: none"> <li>• Please refer to Principle 3, for the initiatives mentioned under SDG 9</li> </ul>

<sup>4</sup> The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf).

**PRINCIPLE 5: Businesses should respect and promote human rights****Essentials 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 22-23			FY 21-22		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1824	1824	100	1653	1653	100
Other than permanent	0	0	0	0	0	0
Total Employees	1824	1824	100	1653	1653	100
<b>Workers</b>						
Permanent	0	0	0	0	0	0
Other than permanent	1461	1461	100	1394	1394	100
Total Workers	1461	1461	100	1394	1394	100

Note: The elements of Human Rights are present in the Company's various policies.

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

Category	FY 22-23					FY 21-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent	1824	4	0.2	1820	99.8	1653	0	0	1653	100
Male	1695	4	0.2	1691	99.8	1546	0	0	1546	100
Female	129	0	0	129	100	107	0	0	107	100
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Workers</b>										
Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	1461	244	16.7	1227	83.3	1394	1181	185	223	115
Male	1451	234	16.1	1217	83.9	1384	1171	85	213	15
Female	10	10	100	10	100	10	10	100	10	100

## 3. Details of remuneration/salary/wages, in the following format:

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category	Number	Median remuneration/ Salary/ Wages of respective category
Board of Directors (BoD)	4*	73,39,800	2	12,00,000
Key Managerial Personnel	4	1,37,37,289	0	-
Employees other than BoD and KMP	1691	5,32,106	129	6,17,967
Workers	1451	2,47,268	10	2,47,268

\*excludes 2 non-executive directors who have not received any remuneration during FY 2022-23.

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)**

At GLS, we have a dedicated Safety Committee that takes and resolve concerns related to the Human Rights issues. The committee ensures that the concerns raised are resolved in a time bound manner so that, the manpower investing in our company do not feel unheard at any point of time.

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

Human rights principles as enshrined in the United Nations Global Compact (“UNGC”) are embedded in our core values and system. We have framework that focuses on good governance, our commitment to abiding by each law, ensuring timely payment of employee salaries, and providing equal opportunities without exception. Any grievances are routed to Human Resource function. Necessary action is taken in line with underlying polices and regulations applicable to the workplace. The closure is intimated to the aggrieved person.

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

	FY 22-23			FY 21-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	No such concerns identified in the current and previous FY					
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human Rights related issues						

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

At GLS, harassment and discrimination topics are educated to our stakeholders via by our POSH Policy, trainings, sensitization, and awareness.

## 8. Do human rights requirements form part of your business agreements and contracts?

GLS is in process of revising its standard agreement templates as well as to include human rights provisions (where Company does not use its standard agreement templates), to ensure human rights requirements form a part GLS business agreements

## 9. Assessments for the year:

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100% of its offices
Forced/involuntary labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others – please specify	

## 10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

No complaints for any audits, therefore not applicable.

**Leadership Indicators**

## 1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaint

Other than addressing human rights grievances through physical, verbal communication and through digital channels, we have integrated principles of human rights in our policies and SOPs available on intranet to which all our employees have to abide to. Through policies like Global Grievance Redressal Policy, Employee Insurance policy, Prevention of discrimination and sexual harassment policy, Crisis communication policy, Gifts and Hospitality policies, etc. we are ensuring that any issue related to human rights grievances are addressed promptly, ethically and within the statutory timelines.

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

As an equal opportunity employer, we do not discriminate on the basis of race, colour, caste, gender, origin, etc. We are committed to protect and respect human rights related issues such as, forced labour, child labour, freedom of association, right to collective bargaining, equal remuneration, etc. Even though a formal Due Diligence is not conducted, we ensure to incorporate the aforesaid principles in our policies and procedures and ensure that they are being followed.

## 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?

At GLS, we have necessary infrastructure in place to make the workplaces accessible to differently abled visitors. Starting from building entrance to the fixtures having push/lever type wash basin along with sufficiently illuminated corridors.



## 4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Currently GLS is not assessing the value chain partners on the aforesaid parameters. However, GLS continuously seeks commitment on the same from its value chain partners
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others – Please Specify	

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

Not Applicable, the assessment is not being currently done.

SDGs mapped with respect to Principle 5<sup>5</sup>:

	<p><b>SDG 8: DECENT WORK AND ECONOMIC GROWTH:</b></p> <ul style="list-style-type: none"> <li>Please refer to Principle 2, for the initiatives mentioned under SDG 8.</li> </ul>
	<p><b>SDG 10: REDUCED INEQUALITIES:</b></p> <ul style="list-style-type: none"> <li>Please refer to Principle 2, for the initiatives mentioned under SDG 10.</li> </ul>

**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 22-23	FY 21-22
Total electricity consumption (A)	248552 GJ	229526 GJ
Total fuel consumption (B)	635847 GJ	412931 GJ
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	884399 GJ	642457 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00004092	0.00003016
Energy intensity (optional) – the relevant metric may be selected by the entity	1476 GJ/ MT of Product	1121 GJ/ MT of Product

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 - Assessment or evaluation is not conducted. However, currently the same is being done in-house

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

Since GLS is engaged in Pharmaceutical sector, it is not identified as a Designated Consumer under the PAT Scheme. (According to the official gazette of Ministry of Power- National Mission for Enhanced Energy Efficiency- NMEEE)

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

Parameter	FY 22-23	FY 21-22
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater	0	0
(iii) Third party water	308001 KL	352656 KL
(iv) Seawater / desalinated water		
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	0	0
Total volume of water consumption (in kilolitres)	308001	352656
Water intensity per rupee of turnover (Water consumed / turnover)	0.00001422	0.0000166
Water intensity (optional) – the relevant metric may be selected by the entity	510 KL/ MT of product manufactured	615 KL/ MT of product manufactured

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 - Assessment or evaluation is not conducted. However, currently the same is being done in-house

<sup>5</sup> The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf)

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

We have the capability of zero liquid discharge and partially quantity of water discharging to Common effluent treatment plant (CETP) after treatment.

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

Parameter	Please specify unit	FY 22-23	FY 21-22
NOx	µg/m <sup>3</sup>	16.13	23.1
SOx	µg/m <sup>3</sup>	9.46	8.96
Particulate matter(PM)	µg/m <sup>3</sup>	49.67	42.31
Persistent organic pollutants (POP)		NIL	
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

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 - Assessment or evaluation is not conducted. However, currently the same is being done in-house

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

Parameter	Unit	FY 22-23	FY 21-22
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	12798	26879
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	96293	49900
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.00000504	0.00000360
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		181 MT of CO <sub>2</sub> equivalent/ MT of Product	134 MT of CO <sub>2</sub> equivalent/ MT of Product

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- Assessment or evaluation is not conducted. However, currently the same is being done in-house

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

To achieve this, we are working on energy conservation projects like energy efficient compressors and motorsetc. Bio briquette boiler Has been installed and commenced to operate at Dahej site, which resulted in emission reduction by avoiding the fossil fuels (Natural gas) consumption. Similarly, at Ankleshwar site Bio briquette boiler construction is in progress. At GLS, we started using partial amount of renewable energy (Hybrid power of Solar & Wind) at Ankleshwar site and Solar panels are installed in Mohol & Kurkumbh sites.

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

Parameter	FY 22-23	FY 21-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	566	475
E-waste (B)	0	0
Bio-medical waste (C)	6	14
Construction and demolition waste (D)	0	0
Battery waste (E)	3	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please Specify, if any. (G)	11791	9494
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	809	881
Total (A + B + C + D + E + F + G + H)	13175	10864



Parameter	FY 22-23	FY 21-22
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	3614	2301
(ii) Re-used	7098	4330
(iii) Other recovery operations	2463	4233
Total	13175	10864
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	440	1108
(ii) Landfilling	2022	2244
(iii) Other disposal operations	10712	7512
Total	13175	10864

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- Assessment or evaluation is not conducted. However, currently the same is being done in-house

9. 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 the effluent collection, treatment and recycling facility. We are recycling the waste water generated from the process and domestic applications and reusing the recycled water. Partial quantity of treated effluent being sent for government authorised common effluent treatment plant (CETP). Solvents are being recovered and reused in the process and partially quantities are being sent to authorised recyclers. For solid waste we are sending to both landfill and co-processing units. Spent oils/ process residues are being sent to incineration. Plastic waste is being sent to authorised recyclers. Bio-medical waste is being sent to authorised disposal facility.

10. 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:

S. No.	Location of operations/offices	Types of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	GLS does not carry its operations in any ecologically sensitive areas.		

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

12. 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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Serial Number	Specify the law / regulation / guidelines which was not complied with	Provide details of the non- Compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective taken, if any action
Yes, we have complied all applicable environmental laws/regulations.				

## Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 22-23	FY 21-22
From renewable sources		
Total electricity consumption (A)	24109 GJ	7747 GJ
Total fuel consumption (B)	32624 GJ	18610 GJ
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	56733 GJ	26357 GJ
From non-renewable sources		
Total electricity consumption (D)	224443 GJ	221780 GJ
Total fuel consumption (E)	605447 GJ	394321 GJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	829890 GJ	616101 GJ

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- Assessment or evaluation is not conducted. However, currently the same is being done in-house

2. Provide the following details related to water discharged:

Parameter	FY 22-23	FY 21-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		NIL
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment	531	2783
(iv) Sent to third-parties		
- No treatment		NIL
- With treatment – please specify level of treatment	44656	45063
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		NIL
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- Assessment or evaluation is not conducted. However, currently the same is being done in-house.

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

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

- (i) Name of the area
- (ii) Nature of operations

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

Parameter	FY 22-23	FY 21-22
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Not Applicable

Not Applicable

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 - Assessment or evaluation is not conducted. However, currently the same is being done in-house.

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

Parameter	Unit	FY 22-23	FY 21-22
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent		
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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- Assessment or evaluation is not conducted.

5. With respect to the ecologically sensitive areas reported at Question 10 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

6. 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	In Ankleshwar Plant as on today 15% of electricity is from Wind Energy. By end of Q3 Hybrid power (Solar + Wind) will be available and contribute 32% of total electricity demand from Q3 of FY 23.	Nil	Reduction in Scope-2 emissions
2	Replacement of 4 no's of 19TR reciprocating compressors having life of more than 30 years with 40TR Screw Compressor		Energy saving is 4,71,376 kwh per year
3	Assessment of Cooling Tower pumps flow and head requirements and replace impellers as desired to conserve energy		Energy saving is 1,68,000 kwh per year
4	Migration from high steam and energy consuming technologies like MEE to non-steam and low energy consuming Low Temperature Evaporator (LTE) for R O plant reject waste water evaporation.		Low steam consumption shall result in decrease in scope-2 emissions
5	Plantation of 10800 trees in Gujarat		16,200 Tonnes of Carbon Absorption in lifespan

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

At GLS, we have a Business Continuity Plan (BCP) that gives guidance and commitment on continuity of service even after business disruption happens due to disasters or by any unplanned means. To ensure the continuity of business, assessing each possible disruption is important. Similarly, knowing the impact of each scenario and recovery strategy for corresponding scenario needs to be documented, updated and tested. All vital information which is critical for recovery of business needs to be documented as a part of BCP. The primary objective of BCP is to ensure continuation of Business critical services by minimizing the impact of any disruption to availability of staff, IT, Plant/Equipment, Records and Third-party. BCP contains all the detailed risk assessments and impact analysis with respect to its risk matrix, evaluation is conducted. It also contains prevention measures, mitigation, recovery strategies and procedures. For all incidents SOP QA09 to be followed which is drafted for incident management.

8. 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?

There is no significant adverse impact to the environment arising from the value chain of the entity. The Company ensures that it takes adequate measures to ensure that no operation arising from value chain impacts the environment.

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

Not Applicable, as no significant adverse impact to the environment was marked in the reporting year.

**SDGs mapped with respect to Principle 6<sup>6</sup>:**



**SDG 3: GOOD HEALTH AND WELL BEING:**





- Please refer to Principle 3, for the initiatives mentioned under SDG 3



**SDG 6: CLEAN WATER AND SANITATION:**

- Please refer to Principle 2, for the initiatives mentioned under SDG 6

<sup>6</sup>The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf).

	<p><b>SDG 7: AFFORDABLE AND CLEAN ENERGY:</b></p> <ul style="list-style-type: none"> <li>Please refer to Principle 2, for the initiatives mentioned under SDG 7</li> </ul>
	<p><b>SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION:</b></p> <ul style="list-style-type: none"> <li>Please refer to Principle 2, for the initiatives mentioned under SDG 12</li> </ul>
	<p><b>SDG 13: CLIMATE ACTION:</b></p> <ul style="list-style-type: none"> <li>Please refer to Principle 2, for the initiatives mentioned under SDG 13</li> </ul>
	<p><b>SDG 15: LIFE ON LAND:</b></p> <ul style="list-style-type: none"> <li>The key facets of GLS environment sustainability initiatives include shifting to renewable sources of energy, creating carbon sinks through tree plantations, improving water conservation practices, enhancing energy efficiency and enhancing the resilience of their operations.</li> <li>In the financial year 2023, GLS reused and recycled 10,712 MT of hazardous waste through co-processing at its manufacturing facilities thereby reducing the emissions.</li> <li>Hazardous Waste is being disposed for Co-Processing in Cement Industry as per <i>Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016</i></li> </ul>

**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.  
GLS is affiliated with one trade and industry chambers/ associations.
- 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.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Bombay Chamber of Commerce and Industry	National

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

Name of authority	Brief of the case	Corrective active taken
Not applicable		

**Leadership Indicators**

1. Details of Public Policy Positions advocated by the entity:

Sr. No	Public advocated policy	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, If available
Not applicable					

GLS through various Industry associations, participates in advocating matters for the advancement of the Industry and Public Good. GLS has a Code of Conduct Policy to ensure that the highest standards of business conduct are followed while engaging with aforesaid Trade associations/Industry bodies.

**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development****Essential Indicators**

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

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
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Not Applicable- SIA is not applicable to our entity

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
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We have no ongoing projects on R&R

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

We do not have set procedure or mechanism to redress grievances of the Community. However, considering it as an important aspect of nurturing relationship with the community as our stakeholder, we try to take necessary steps via our CSR activities. For more references please refer to Community Initiatives under Sustainability part which is present in our website.

URL: <https://www.glenmarklifesciences.com/communities.php>

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

	FY 22-23	FY 21-22
Directly sourced from MSMEs/ small producers	376 cr	247 cr
Sourced directly from within the district and neighbouring districts	No input material sourced directly from districts and neighbouring districts	

**Leadership Indicators**

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

Details of negative social impact identified	Corrective action taken
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Not Applicable

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

S. No.	State	Aspirational District	Amount spent (In INR)
1	Gujarat	Narmada	1,56,94,500

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

Considering the nature of operations and activities of GLS, we have to strictly abide by certain regulatory restrictions and quality standards. We operate in a highly regulated industry and are governed by USFDA and our procurements can only be procured from certain class of suppliers. However, we ensure that there is no preferential treatment or discrimination is made on any other basis.

- (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:

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
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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 authority	Brief of the case	Corrective Action taken
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Not Applicable

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	<p><b>Access to Healthcare for Women and Children</b></p> <ol style="list-style-type: none"> <li>Project Sampurna, a holistic healthcare initiative for women and children</li> <li>The project encompasses the entire spectrum of women and children - from girls in their adolescence to women in their post pregnancy stage and children till 5 years of age.</li> <li>The project focuses on providing special assistance to the Asha workers through "Arogyasakhi Model" with complete health check-up of the women and adolescent girls from underprivileged sections of the society.</li> <li>Project provides the awareness about health &amp; hygiene and distributes eco-friendly organic sanitary napkins.</li> </ol>	<ol style="list-style-type: none"> <li>Over 2,70,574 Women and adolescent girls.</li> <li>Over 12,091 Children</li> </ol> <p><b>Geographical Location</b> - Mohol, Solapur, Daundh, Mahape, Turbhe (Maharashtra), Ankleshwar, Bharuch, and Dahej (Gujarat)</p> <p>2,82,665</p>	100% for all mentioned projects
2.	<p><b>Water Stewardship</b></p> <ol style="list-style-type: none"> <li>Water stewardship project started with the aim of identifying opportunities to reduce and replenish water usage through Water Harvesting and Conservation projects, by adopting lakes around our facilities and providing clean drinking water.</li> <li>We encourage timely intervention to save water through rain water harvesting with techniques such as deepening of the existing water bodies (Nalas, Lakes, and Ponds), creating the farm recharge ponds, farm bunding, percolation tank, and check dam in rural and semi urban and urban areas.</li> </ol>	<ol style="list-style-type: none"> <li>Impact Area Coverage: 41,527 (Ha)</li> <li>Impact Water Harvesting: Over 7,84,870 KL</li> <li>Impact Outreach: Over 2500 Farmers and Community People Benefitted</li> </ol> <p><b>Geographical Location:</b> Dochaki, Mahudipada, Dadwada (Handi), Chhatwada, Nandod (Gujarat), Telangvadi, Devali, Siddheswar, Morvanchi, Ranmasale, Khuneshwar, Mohol (Maharashtra)</p>	
3	<p><b>Community Development</b></p> <ol style="list-style-type: none"> <li>support local community initiatives focusing on holistic development of the villages, slum and backward areas by identifying the critical needs - focusing on education, women empowerment, skill development, disability, infrastructure support, tree plantation &amp; carbon neutrality.</li> <li>To extend support to senior citizens with multiple initiatives and programs near our manufacturing facilities and to the physically weak &amp; disabled individuals too.</li> </ol>	<ol style="list-style-type: none"> <li>Tree Planted: 10,800, Area Coverage: 69,772 Square Foot,</li> <li>Impact Carbon Absorption: 16,200 tonnes CO2</li> <li>Impact Outreach: Over 18,084 community people benefitted</li> </ol> <p><b>Geographical Location:</b> Ghoda,Dabhavan, Vaghela Fatiyu,Lakhigam(Gujarat), Pune, Mahape, Turbhe, Daundh, Kurkumbh, Mohol, Borivali, Parel (Maharashtra)</p> <p><b>18,084 +</b></p>	

Sr. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
4	<p><b>Access to Education</b></p> <ol style="list-style-type: none"> <li>Started “Project ViGyasa” with the aim to nurture young scientific minds in Government, Municipal and other schools funded by the State Government, Central Government, Trust etc.</li> <li>To provide scientific kits to the school children, develop integrated science labs by focusing on the aspects of chemistry, create mini science labs which will help the children from 1st to 10th standard to learn science subjects through practical applications and enhance their interest towards the scientific education.</li> <li>To provide the specialised and focused training and conduct science workshops for the school children and organize trainings for the teachers to equip them with the functioning of the Integrated Science Labs and enrich their knowledge.</li> </ol>	<p>Impact Outreach School:18 Impact Outreach Children: Over 6,000</p> <p><b>Geographical Location:</b> Belvali, Nere, Shivkar, Chindran, Shivkar, Taloja (Panvel-Raigad), Juhinagar, Turbhe,( Navi Mumbai-Thane)-Maharashtra, Dabhavan, Debar, Sankoi, Galiba, Kochbar (Gujarat)</p> <p><b>6,000 +</b></p>	

#### SDGs mapped with respect to Principle 8<sup>7</sup>:

	<p><b>SDG 2: ZERO HUNGER:</b></p> <ul style="list-style-type: none"> <li>Please refer to Principle 2, for the initiatives mentioned under SDG 2</li> </ul>
	<p><b>SDG 3: GOOD HEALTH AND WELL-BEING:</b></p> <ul style="list-style-type: none"> <li>Please refer to Principle 3, for the initiatives mentioned under SDG 3.</li> </ul>

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

##### Essential Indicators

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

At GLS, we have a customer experience (CX) team of that comprises of professionals who analyse customer queries, feedback and data, and share insights with the rest of the organization. Customer experience (CX) team focuses on the relationship between a business and its customers. Customer Experience department has established “Single Point of Contact“ for each customer making every customer interaction easy. Providing each customer with personalized attention is key to delivering a seamless and holistic experience we strive to make the customer’s submission process as seamless as possible.

*[Note: Since the Company is into B2B business it does not directly interact with retain consumers]*

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

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

<sup>7</sup> The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf).



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

	FY 22-23		Remarks	FY 21-22		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy			Nil			
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls		Not Applicable
Forced recalls		

## 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

At GLS, we have adopted a number of information security technologies and products to safeguard our intellectual property and to ensure data security. Further, we comply with the highest standards of data privacy through our privacy policy. Data privacy policy is available at 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

**Leadership Indicators**

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

The Platforms used for information of products of GLS are- Website, Annual Report, Social Media and Advertisements. Information relating to all the products are available at our official website: <https://www.glenmarklifesciences.com/>

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

Not Applicable

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

Not Applicable

## 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)

Not applicable. GLS is in regulated B2B business where product information on the product is as mandated by regulatory of various countries.

## 5. Provide the following information relating to data breaches:




## a) Number of instances of data breaches along-with impact

None

b) Percentage of data breaches involving personally identifiable information of customers

None

**SDGs mapped with respect to Principle 9<sup>8</sup>:**

	<p><b>SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION:</b></p> <ul style="list-style-type: none"> <li>Please refer to Principle 2, for the initiatives mentioned under SDG 12</li> </ul>
	<p><b>SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS:</b></p> <ul style="list-style-type: none"> <li>Please refer to Principle 1, for the initiatives mentioned under SDG 16</li> </ul>
	<p><b>SDG 17: PARTNERSHIPS FOR THE GOALS:</b></p> <ul style="list-style-type: none"> <li>Please refer to Principle 1, for the initiatives mentioned under SDG 17</li> </ul>

ALL 17 SDGs:

Goal	Goal statement
Goal 1: No Poverty	An aim to eradicate poverty in totality
Goal 2: Zero Hunger	Eliminate starvation and deprivation; set foot towards nutritional health and promote viable
Goal 3: Good Health & Well Being	Promotes a better and a healthy lifestyle along with well being
Goal 4: Quality Education	Goal to achieve quality learning, that is open to everyone so that they can have a better future
Goal 5: Gender Equality	Ensures no bar with respect to gender and focuses upon women/girl empowerment
Goal 6: Clean Water & Sanitation	Validates water availability in all areas along with sanitation and utmost cleanliness
Goal 7: Affordable & Clean Energy	Ensure access to affordable, reliable, sustainable and modern energy for all
Goal 8: Decent Work & Economic Growth	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
Goal 9: Industry, Innovation and Infrastructure	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
Goal 10: Reduced Inequality	Reduce inequality within and among countries
Goal 11: Sustainable Cities & Communities	Make cities and human settlements inclusive, safe, resilient and sustainable
Goal 12: Responsible Consumption & Production	Ensure sustainable consumption and production patterns
Goal 13: Climate Action	Take urgent action to combat climate change and its impacts
Goal 14: Life below water	Conserve and sustainably use the oceans, seas and marine resources for sustainable development
Goal 15: Life on land	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
Goal 16: Peace & Justice Strong Institutions	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
Goal 17: Partnerships to achieve the Goal	Strengthen the means of implementation and revitalize the global partnership for sustainable development

<sup>8</sup> The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf).



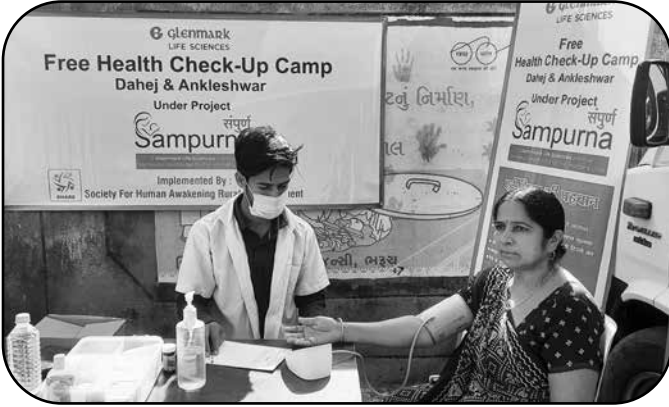
Employees volunteering for tree plantation program



Distribution of sanitary pad disposal incinerator machineries at Solapur



Science kit distribution to school children under Project VIGyasa an educational initiative



Free health check-up camp for women under project Sampurna – a healthcare initiative

# REPORT ON CORPORATE GOVERNANCE

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, a Report on Corporate Governance is given below

## 1. THE COMPANY’S PHILOSOPHY ON CODE OF GOVERNANCE:

Glenmark Life Sciences Limited (“the Company”) believes in continuous good corporate governance and always strives to improve performance at all levels by adhering to corporate governance practices, such as managing its affairs with diligence, transparency, responsibility and accountability.

Good Corporate Governance brings about sustained growth and long term benefits for the stakeholders. It is a system by which the organization will be driven and controlled by its commitment to values and ethical business conduct, voluntary practices and compliance with laws and regulations paving way to preserving shareholders’ trust while maximizing long-term corporate value.

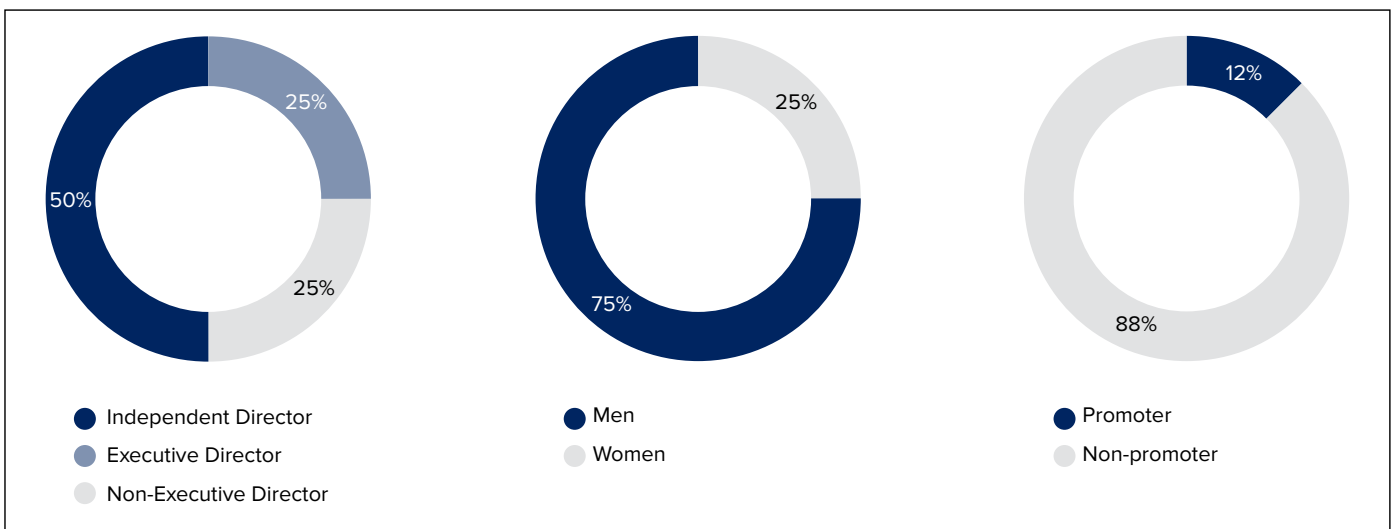
The Compliance Report on Corporate Governance herein signifies compliance of all mandatory requirements of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended from time to time (“the Listing Regulations”).

## 2. BOARD OF DIRECTORS:

- Composition:**

The Board of Directors of the Company (the Board) consists of an optimal combination of Executive, Non-Executive and Independent Directors including Independent Woman Director. The composition of the Board is in conformity with the Listing Regulations and the Companies Act, 2013 (the Act). As on 31 March 2023, the Board comprised Eight Directors, of whom, two are Executive, two are Non-Executive and four are Non-Executive Independent Directors. The Chairman of the Board is Non - Executive Director.

Details of the Composition and Categories in terms of percentage is given below:



The Board fulfils the criteria laid down under the Board’s policy on diversity. The Non-Executive Directors are professionals with experience in management, pharmaceutical industry, legal, finance, marketing and general administration who bring in a wide range of skills and experience to the Board.

## a) Details of the Board:

Sr. No.	Name of Directors & DIN	Category	No. of Board meetings attended	No. of directorship held in other Indian companies as on 31 March 2023 <sup>#</sup>	No. of Committee memberships/ Chairpersonships held in other Indian public companies as on 31 March 2023 <sup>##</sup>		Other listed entities in which person acting as director & category of Directorship
					Chairman	Member	
1	Mr. Glenn Saldanha Chairman DIN- 00050607	Non- Executive Promoter Group	3	1	-	-	Chairman & Managing Director - Glenmark Pharmaceuticals Limited
2	Mr. V. S. Mani DIN- 01082878	Non- Executive	5	1	-	-	Executive Director & Global CFO - Glenmark Pharmaceuticals Limited
3	Dr. Yasir Rawjee DIN- 01965174	Managing Director & CEO	5	-	-	-	-
4	Mr. Vinod Naik <sup>1</sup> DIN- 03635487	Executive	3	-	-	-	-
5	Mr. Sumantra Mitra <sup>2</sup> DIN- 08748014	Executive	1	-	-	-	-
6	Mr. Sridhar Gorthi DIN- 00035824	Non- Executive Independent	5	4	1	4	Non-Executive and Independent Director: 1. Glenmark Pharmaceuticals Limited 2. Hathway Cable and Datacom Limited 3. Piramal Pharma Limited 4. Exide Industries Limited
7	Mrs. Manju Agarwal DIN- 06921105	Non- Executive Independent	5	8	3	6	Non-Executive and Independent Director: 1. Gulf Oil Lubricants India Limited 2. CMS Info Systems Limited 3. Polycab India Ltd.
8	Mr. T. L. Easwar DIN- 03135959	Non- Executive Independent	5	-	-	-	-
9	Ms. Gita Nayyar DIN- 07128438	Non- Executive Independent	5	4	2	4	Non-Executive and Independent Director: 1. Oriental Hotels Limited 2. Transport Corporation of India Limited 3. PNB Housing Finance Limited

<sup>1</sup> appointed on the Board with effect from 21 October, 2022.

<sup>2</sup> resigned from the Board from the close of business hours of 21 October, 2022.

# Includes Directorship(s) in Indian Companies. The Directorships held by Directors as mentioned above, do not include Alternate Directorships and Directorships of Foreign Companies, Section 8 Companies and Private Limited Companies.

## Membership/ Chairmanship of the Audit Committee and Stakeholders Relationship Committee of listed and unlisted Indian public companies.

Note: None of the Directors are related to any other Director.

**b) Details of Board Meetings and Attendance:**

During the Financial Year (F.Y.) ended 31 March 2023; Five (5) Board Meetings were held on the following dates:

Sr. No.	Date of Meeting	Board Strength	No. of Directors present
1	20 April 2022	8	8
2	04 August 2022	8	7
3	21 October 2022	9	7
4	27 January 2023	8	8
5	16 March 2023	8	7

The gap between two meetings did not exceed one hundred and twenty days.

- A. None of the Non-Executive Directors of the Company has any pecuniary relationship or transactions with the Company other than sitting fees paid for attending Board meetings/Committee meetings.
- B. Mr. Glenn Saldanha, Ms. Gita Nayyar, Mrs. Manju Agarwal, Mr. T L Easwar, Mr. V. S. Mani and Dr. Yasir Rawjee attended the last Annual General Meeting of the Company held on 26 September 2022. Nomination and Remuneration Committee Chairman, Mr. Sridhar Gorthi had authorized other Committee member to attend AGM on his behalf.

**C. Information flow to the Board Members**

The Board has complete access to all Company related information. The agenda along with the explanatory notes are sent well in advance to the Directors to ensure meaningful participation in the meetings. However, in case of business exigencies or urgency, meetings are convened at a shorter notice with appropriate approvals or resolutions passed by way of circulation, as permitted by law, which are noted in the subsequent meeting. The Company Secretary is responsible for collation, review and distribution of all papers submitted to the Board and Committees thereof for consideration.

With a view to ensure high standards of confidentiality of agenda and other Board papers and reduce paper consumption and maximum utilisation of technology, the Company circulates to its Directors, notes for Board/Committee meetings through a web-based application which can be securely accessed by the Directors through their IPads /laptop and browsers. This application meets high standards of security that are required for storage and transmission of documents for Board/Committee meetings.

At the Board Meeting, Managing Director apprises the Board on the overall performance of the Company. The Board also, inter-alia, reviews the strategy, annual business plan and capital expenditure budgets, compliance reports of the laws applicable to the Company, review of major legal issues, review of foreign exchange exposure, internal financial controls and financial reporting systems, adoption of quarterly/half-yearly/annual results, related party transactions, major accounting provisions, corporate restructuring, minutes of the Meetings of the Audit and other Committees of the Board.

In addition to the Information required under Regulation 17(7) read with Part A of Schedule II of the Listing Regulations, the Board is kept informed of major events and approvals are taken wherever necessary. The Board is also presented with the operating plans of the businesses for its review, inputs and approval. Likewise, the quarterly Financial Statements and Annual Financial Statements are first presented to the Audit Committee and subsequently to the Board for its approval. In some instances, documents are tabled during the course of the Board Meetings. The management makes concerted efforts to continuously upgrade the information available to the Board for decision making and the Board members are updated on all key developments relating to the Company.

The Company Secretary attends all the meetings of the Board and its Committees and is, inter alia, responsible for recording the minutes of such meetings. The draft minutes of the Board and its Committees are sent to the members for their comments in accordance with the Secretarial Standard on Meetings of the Board of Directors ("SS – 1") issued by the Institute of Company Secretaries of India. Thereafter, the minutes are entered in the minutes book within 30 (thirty) days of conclusion of the meetings, subsequent to incorporation of the comments, if any, received from the members.

The Company has adopted the Glenmark Code of Conduct for Executive Directors, Senior Management Personnel and other Executives of the Company. The Company has received confirmations from the Managing Director as well as Senior Management Personnel regarding compliance of the Code during the year under review. It has also adopted the Glenmark Code of Conduct for Non-Executive Directors of the Company. The Company has received confirmations from the Non-Executive Directors regarding compliance of the Code for the year under review.

Post-meeting follow-up system

The important decisions taken at the Board and Board committee meetings are tracked till their closure and review/follow up details is placed before each Board and Board committee meeting for their noting.

#### **Independent Directors:**

All the Independent Directors of the Company have been appointed as per the provisions of the Act and Listing Regulations. Formal letters of appointment have been issued to the Independent Directors. The terms and conditions of their appointment have been disclosed on the website of the Company at <https://www.glenmarklifesciences.com/pdf/Letter-of-appointments-of-Independent-Directors.pdf>

Each Independent Director, at the time of appointment, and thereafter at the beginning of each financial year, submits a declaration confirming their independence under Section 149(6) of the Act read with the rules made thereunder and Schedule IV and Regulation 16(1)(b) of the Listing Regulations. The declarations of independence received from the independent directors are noted and taken on record by the Board. Further, all the Independent Directors have registered themselves at the databank maintained by Indian Institute of Corporate Affairs (IICA).

None of the Independent Directors of the Company serves as an independent director in more than seven listed companies or as a whole-time director in any listed company.

#### **Meetings of Independent Directors:**

The Company's Independent Directors meet at least once in every Financial Year without the presence of Executive Directors or management personnel. Such meetings are conducted in an informal environment to enable Independent Directors to discuss matters pertaining to the Company's affairs and put forth their views.

Schedule IV of the Act, the Listing Regulations and SS - 1 mandate that the Independent Directors of the Company should hold at least 1 (one) meeting in a year without the attendance of Non-Independent Directors.

One meeting of the Independent Directors was held during the year.

#### **Familiarisation Programmes for Board Members:**

Familiarisation program for Directors is key to getting best contribution from them in every aspect of Board management. The Board members are provided with the necessary documents/brochures, reports and internal policies to enable them to familiarise with the Company's procedures and practices. All the Directors are made aware of their roles and duties at the time of their appointment/re-appointment through a formal letter of appointment which also stipulates other terms and conditions of their appointment. It aims to provide the Independent Director/s an insight into the Company's functioning and to help them to understand its business in depth so as to enable them to contribute significantly during the deliberations at the Board and Committee meetings.

The Company has an orientation process which includes interactive sessions with the Management members. The directors are apprised about the nature of industry, business model, group structure. Periodic presentations are made at the Board and Committee Meetings on business and performance updates of the Company, global business environment, business strategy and risks involved, etc.

Quarterly updates on relevant statutory changes are presented to the Board.

The policy on familiarisation programmes as stated above is available on the website of the Company and can be accessed at the web link: <https://www.glenmarklifesciences.com/pdf/Policy-for-Familiarisation-Programm-for-Independent-Directors.pdf>

#### **Re-appointment of Director:**

As required under Regulation 36(3) of Listing Regulations and Secretarial Standards - 2 on General Meetings issued by the Institute of Company Secretaries of India, particulars of Director seeking re-appointment at this AGM are given in the Notice of the AGM which forms part of this Annual Report.

**Confirmation from Directors:**

The Company annually obtains from each Director, disclosure under Section 184 of the Act details of the Board and Board Committee positions he/she occupies in other Companies, and changes, if any, regarding their Directorships are taken on note by the Board.

**Chart or Matrix setting out skills/expertise/competence of Board of Directors:**

The Board provides leadership, strategic guidance, objective and independent views to the Company's management while discharging its fiduciary responsibilities, thereby ensuring that the management adheres to high standards of ethics, transparency and disclosure. The Board of the Company comprises eminent personalities and leaders in their respective fields to ensure effective functioning of the Company.

The following skills/expertise/competencies as fundamental for the effective functioning of the Company have been identified:

Pharmaceuticals, Science and Technology	Significant background and experience in pharmaceuticals sector, science and technology domain.
Strategy	Experience in developing long-term strategies to grow API business, consistently, profitably, competitively and in a sustainable manner in changing economic conditions.
Finance & Accounts	Leadership experience in handling financial management of a large organization along with an understanding of accounting and financial statements.
Corporate Governance	Protection of stakeholders interest, observing best governance practices, identifying key governance risks.
IT Skills	Understanding the use of digital/Information Technology and ability to anticipate technological driven changes.
Human Resource and General Management	General know-how of business management, talent management and development, workplace health & safety.
Risk Management	Experience of identifying, assessing and controlling financial, legal, strategic and business risks.

Name	Pharmaceuticals, Science and Technology	Strategy	Finance & Accounts	Corporate Governance	IT Skills	Human Resource and General Management	Risk Management
Mr. Glenn Saldanha	✓	✓	✓	✓	✓	✓	✓
Mr. V.S. Mani	✓	✓	✓	✓	✓	✓	✓
Dr. Yasir Rawjee	✓	✓	✓	✓	✓	✓	✓
Mr. Vinod Naik	✓	✓		✓	✓	✓	✓
Mrs. Manju Agarwal		✓	✓	✓	✓	✓	✓
Mr. Sridhar Gorthi		✓	✓	✓	✓	✓	✓
Ms. Gita Nayyar		✓	✓	✓	✓	✓	✓
Mr. T. L. Easwar	✓	✓		✓	✓	✓	✓

**3) BOARD COMMITTEES:**

The Board Committees play a crucial role in the governance structure of the Company and have been constituted to deal with specific areas/activities as mandated by applicable rules and regulations.

The Board has formed the following Committees:

1. Audit Committee
2. Nomination and Remuneration Committee
3. Stakeholders Relationship Committee
4. Risk Management Committee
5. Corporate Social Responsibility Committee



Each Committee of the Board is guided by its terms of reference, which defines the scope, powers, responsibilities and composition of the Committee. The minutes of the meetings of all Committees are placed before the Board for its review and noting.

During the year, all recommendations of the Committees of the Board have been accepted by the Board.

## 1. AUDIT COMMITTEE:

The Company has a qualified and independent Audit Committee in line with the provisions of the Listing Regulations and the Act.

- Terms of Reference:

1. Overseeing the Company's financial reporting process and disclosure of its financial information to ensure that its financial statements are correct, sufficient and credible;
2. Recommending to the board of directors of the Company (the "Board") the appointment, remuneration and terms of appointment of the auditor of the Company;
3. Reviewing and monitoring the statutory auditor's independence, performance and effectiveness of audit process;
4. Approving payments to statutory auditors for any other services rendered by the statutory auditors;
5. Reviewing with the management, the annual financial statements and auditor's report thereon before submission to the Board for approval, with particular reference to:
  - (a) Matters required to be included in the Director's Responsibility Statement to be included in the Board's report in terms of clause (c) of sub-section 3 of Section 134 of the Companies Act;
  - (b) Changes, if any, in accounting policies and practices and reasons for the same;
  - (c) Major accounting entries involving estimates based on the exercise of judgment by management;
  - (d) Significant adjustments made in the financial statements arising out of audit findings;
  - (e) Compliance with listing and other legal requirements relating to financial statements;
  - (f) Disclosure of any related party transactions; and
  - (g) Modified opinion(s) in the draft audit report.
6. Reviewing with the management, the quarterly, half-yearly and annual financial statements before submission to the Board for approval;
7. Reviewing with the management, the statement of uses/ application of funds raised through an issue (public issue, rights issue, preferential issue, etc.), the statement of funds utilised for purposes other than those stated in the offer document/ prospectus/ notice and the report submitted by the monitoring agency, monitoring the utilisation of proceeds of a public or rights issue, and making appropriate recommendations to the Board to take up steps in this matter. This also includes monitoring the use/application of the funds raised through the proposed initial public offer by the Company;
8. Approval or any subsequent modifications of transactions of the Company with related parties;
9. Scrutinizing of inter-corporate loans and investments;
10. Valuation of undertakings or assets of the Company, wherever it is necessary;
11. Evaluation of internal financial controls and risk management systems;
12. Establishing a vigil mechanism for directors and employees to report their genuine concerns or grievances;
13. Reviewing with the management, the performance of statutory and internal auditors, and adequacy of the internal control systems;
14. Reviewing the adequacy of internal audit function if any, including the structure of the internal audit department, staffing and seniority of the official heading the department, reporting structure coverage and frequency of internal audit;

15. Discussing with internal auditors on any significant findings and follow up thereon;
16. Reviewing the findings of any internal investigations by the internal auditors into matters where there is suspected fraud or irregularity or a failure of internal control systems of a material nature and reporting the matter to the Board;
17. Discussing with statutory auditors before the audit commences, about the nature and scope of audit as well as post-audit discussion to ascertain any area of concern;
18. Looking into the reasons for substantial defaults in the payment to the depositors, debenture holders, shareholders (in case of non-payment of declared dividends) and creditors;
19. Reviewing the functioning of the whistle blower mechanism;
20. Approving the appointment of the chief financial officer or any other person heading the finance function or discharging that function after assessing the qualifications, experience and background, etc. of the candidate;
21. Carrying out any other function as is mentioned in the terms of reference of the Audit Committee and any other terms of reference as may be decided by the Board and/or specified/provided under the Companies Act (including Section 177), the Listing Regulations or by any other regulatory authority; and
22. Reviewing the utilization of loans and/ or advances from/investment by the holding company in any subsidiary exceeding ₹ 100 crore or 10% of the asset size of the subsidiary, whichever is lower including existing loans / advances / investments existing as per applicable law.

All the items listed in Section 177 of the Act and Regulation 18(3) read with Part C of Schedule II of the SEBI Listing Regulations are covered in the terms of reference of the Audit Committee. The current Charter of the Audit Committee is in line with international best practices and the regulatory changes formulated by the Listing Regulations.

Any other duties/ terms of reference for the Audit Committee which are incidental / necessary for the fulfillment of the above mentioned terms of reference would be deemed to be under the purview of the Audit Committee.

During the year, Four (4) Meetings of the Audit Committee were held on the following dates:

20-Apr-22	4-Aug-22	21-Oct-22	27-Jan-23
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Details of the composition and attendance of Members of the Audit Committee during the F.Y. ended 31 March 2023 are as follows:

Name	No. of meetings		Remarks	Category of Directorship
	Held	Attended		
Mrs. Manju Agarwal	4	4	Chairperson	Independent Director
Mr. Sridhar Gorthi	4	4	Member	Independent Director
Mr. V. S. Mani	4	4	Member	Non-Executive Director

The gap between two meetings did not exceed one hundred and twenty days.

All members of the Audit Committee are financially literate and have accounting and related financial management expertise.

The Managing Director & CEO and Chief Financial Officer are permanent invitees to the Audit Committee Meetings. The Statutory Auditors & Internal Auditors of the Company were present in the Audit Committee meetings held during the year. The Company Secretary officiates as the Secretary to the Committee.

## 2. STAKEHOLDERS RELATIONSHIP COMMITTEE:

As on 31 March 2023, the Committee consists of three (3) Directors. The composition and the 'Terms of Reference' of the Committee are in conformity with the provisions of Section 178 of the Act and Regulation 20 of the Listing Regulations.

Terms of reference:

1. Consider and resolve grievances of security holders of the Company, including complaints related to transfer/transmission of shares, non-receipt of annual report, non-receipt of declared dividends, issue of new/duplicate certificates, general meetings, etc.;
2. Review of measures taken for effective exercise of voting rights by shareholders;
3. Review of adherence to the service standards adopted by the Company in respect of various services being rendered by the Registrar and Share Transfer Agent;
4. Review of the various measures and initiatives taken by the Company for reducing the quantum of unclaimed dividends and ensuring timely receipt of dividend warrants/annual reports/statutory notices by the shareholders of the Company;
5. Formulation of procedures in line with the statutory guidelines to ensure speedy disposal of various requests received from shareholders from time to time;
6. To approve, register, refuse to register transfer or transmission of shares and other securities;
7. To sub-divide, consolidate and or replace any share or other securities certificate(s) of the Company;
8. To authorise affixation of common seal of the Company;
9. To issue duplicate share or other security(ies) certificate(s) in lieu of the original share/security(ies) certificate(s) of the Company;
10. To approve the transmission of shares or other securities arising as a result of death of the sole/any joint shareholder;
11. To dematerialize or rematerialize the issued shares;
12. Ensure proper and timely attendance and redressal of investor queries and grievances;
13. Carrying out any other functions contained in the Companies Act, 2013 (including Section 178) and/or equity listing agreements, as and when amended from time to time; and
14. To further delegate all or any of the power to any other employee(s), officer(s), representative(s), consultant(s), professional(s), or agent(s).

The Committee has the mandate to review and redress Shareholder grievances including complaints related to, non-receipt of securities, non-receipt of balance sheet, non-receipt of dividend, etc. The Committee reviews Shareholders' complaints and resolution thereof.

During the year, Three (3) Meetings of the Committee were held on the following dates:

20-Apr-22	3-Aug-22	19-Oct-22
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Details of composition and attendance of the Members of the Stakeholders Relationship Committee Meetings during the F.Y. ended 31 March 2023 are as under:

Name	No. of meetings		Remarks	Category of Directorship
	Held	Attended		
Mr. T. L. Easwar	3	3	Chairman	Independent Director
Dr. Yasir Rawjee	3	3	Member	Executive Director
Mrs. Manju Agarwal	3	3	Member	Independent Director

The Details of complaints received and resolved during the year ended 31 March 2023 were as follows:

No. of complaints	2022-23
Complaints as on 1 April 2022	NIL
Received	2
Resolved	2
Pending	NIL

Name and Designation of Compliance Officer:

Mr. Rudalf Corriea, Company Secretary & Compliance Officer

Ph. No. +91 22 6829 7979

E-mail ID: [complianceofficer@glenmarklifesciences.com](mailto:complianceofficer@glenmarklifesciences.com)

The Company's Registrars & Transfer Agent KFin Technologies Limited (KFin) had received letters/complaints during the financial year, all of which were replied/resolved to the satisfaction of the Shareholders.

### 3. NOMINATION AND REMUNERATION COMMITTEE:

The Nomination and Remuneration Committee functions in accordance with Section 178 of the Act and Regulation 19 of the SEBI Listing Regulations and its policies adopted by the Company.

The role of the Committee is to oversee the selection of Directors and Senior Management Personnel based on criteria related to the specific requirement of expertise and independence. The Committee evaluates the performance of Directors and Senior Management Personnel based on the expected performance criteria. The Committee also recommends to the Board the remuneration payable to Directors and Senior Management Personnel of the Company. The Committee has the overall responsibility of approving and evaluating the nomination and remuneration plans, policies and programs for Executive/Non-Executive Directors, Senior Management and Key Managerial Personnel.

Terms of Reference:

1. Formulating the criteria for determining qualifications, positive attributes and independence of a director and recommending to the Board of Directors of the Company ("Board") a policy, relating to the remuneration of the directors, key managerial personnel and other employees;
2. Formulating of criteria for evaluation of the performance of the independent directors and the Board;
3. Devising a policy on Board diversity;
4. Identifying persons who qualify to become directors or who may be appointed in senior management in accordance with the criteria laid down, recommending to the Board their appointment and removal, and carrying out evaluations of every director's performance and specify the manner for effective evaluation of performance of the Board, its committees and individual directors to be carried out either by the Board, by the Committee or by an independent external agency and review its implementation and compliance;
5. Determining whether to extend or continue the term of appointment of the independent director, on the basis of the report of performance evaluation of independent directors;
6. Analysing, monitoring and reviewing various human resource and compensation matters;
7. Determining the company's policy on specific remuneration packages for executive directors including pension rights and any compensation payment, and determining remuneration packages of such directors;
8. Determining compensation levels payable to the senior management personnel and other staff (as deemed necessary), which shall be market-related, usually consisting of a fixed and variable component;
9. Reviewing and approving compensation strategy from time to time in the context of the then current Indian market in accordance with applicable laws;
10. Performing such functions as are required to be performed by the compensation committee under the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021, as amended;

11. Framing suitable policies and systems to ensure that there is no violation, by an employee of any applicable laws in India or overseas, including:
  - (i) the Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015, as amended; or
  - (ii) the Securities and Exchange Board of India (Prohibition of Fraudulent and Unfair Trade Practices relating to the Securities Market) Regulations, 2003, as amended.
12. Performing such other activities as may be delegated by the Board and/or specified/provided under the Companies Act (including Section 178), the Listing Regulations or by any other regulatory authority; and
13. Recommend to the Board, all remuneration, in whatever form, payable to senior management.

During the year, Four (4) Meetings of the Nomination and Remuneration Committee were held on the following dates:

19-Apr-22	4-Aug-22	21-Oct-22	14-Mar-23
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Details of composition and attendance of the Members of Nomination and Remuneration Committee during the F.Y. ended 31 March 2023 are as under:

Name	No. of meetings		Remarks	Category of Directorship
	Held	Attended		
Mr. Sridhar Gorthi	4	4	Chairman	Independent Director
Ms. Gita Nayyar	4	4	Member	Independent Director
Mr. Glenn Saldanha	4	3	Member	Non-Executive Director

The Company follows a market linked remuneration policy, which is aimed at enabling the Company to attract and retain the best talent. Compensation is also linked to individual and team performance as they support the achievement of Corporate Goals. The Company has formulated an Employee Stock Option Scheme for rewarding & retaining performers.

#### 4. RISK MANAGEMENT COMMITTEE:

The Committee is responsible for oversight on overall risk management processes of the Company and to ensure that key strategic and business risks are identified and addressed by the management.

Terms of Reference:

1. Frame Risk Management Plan and Policy;
2. Oversee implementation / Monitoring of Risk Management Plan and Policy;
3. Periodically review and evaluate the Risk Management Policy and Practices with respect to risk assessment and risk management processes;
4. Review of development and implementation of a Risk Management Policy including identification therein of element of risk;
5. Review of cyber security and related risks;
6. The appointment, removal and terms of remuneration of the Chief Risk Officer (if any);
7. Carry out any other function as is mandated by the Board from time to time and / or enforced by any statutory notification, amendment or modification as may be applicable.

During the year, Two (2) Meetings of the Risk Management Committee were held on the following dates:

3-Aug-22	25-Jan-23
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Details of composition and attendance of the Members of Risk Management Committee during the F.Y. ended 31 March 2023 are as under:

Name	No. of meetings		Remarks	Category of Directorship
	Held	Attended		
Mr. V. S. Mani	2	2	Chairman	Non- Executive Director
Dr. Yasir Rawjee	2	2	Member	Executive Director
Mr. Sridhar Gorthi	2	2	Member	Independent Director
Mr. T. L. Easwar	2	2	Member	Independent Director

## 5. CORPORATE SOCIAL RESPONSIBILITY COMMITTEE:

The Corporate Social Responsibility Committee constituted in line with the provisions of the Act read with the Companies (Corporate Social Responsibility Policy) Rules, 2014 (“CSR Rules”). The Committee has been entrusted with the specific responsibility of reviewing corporate social responsibility programmes.

Terms of Reference:

- To formulate and recommend to the Board, a CSR policy which shall indicate the activities to be undertaken by the Company as per the Companies Act, 2013;
- To review and recommend the amount of expenditure to be incurred on the activities to be undertaken by the Company;
- To monitor the CSR policy of the Company from time to time;
- Any other matter as the CSR Committee may deem appropriate after approval of the Board of Directors or as may be directed by the Board of Directors from time to time.

The CSR Policy is available on the Company’s website at <https://www.glenmarklifesciences.com/pdf/Glenmark-Life-Sciences-CSR-Policya.pdf>

A CSR Report giving details of the CSR activities undertaken by the Company during the year under review, along with the amount spent forms part of the Board’s Report.

During the year, Three (3) Meetings of the Committee were held on the following dates:

19-Apr-22	19-Oct-22	25-Jan-23
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Details of Composition and Attendance of the Members of the CSR Committee during the F.Y. ended 31 March 2023 are as under:

Name	No. of meetings		Remarks	Category of Directorship
	Held	Attended		
Mr. Sridhar Gorthi	3	3	Chairman	Independent Director
Dr. Yasir Rawjee	3	3	Member	Executive Director
Mr. V. S. Mani	3	3	Member	Non-Executive Director
Ms. Gita Nayyar	3	3	Member	Independent Director

## 6. OTHER NON-STATUTORY COMMITTEES:

Considering the Corporate governance led world of Companies, the Board besides the above mentioned statutory committees; have also constituted the following non-statutory committees in order to enhance the level of governance and to meet the specific business needs. The below Committees report to the Board of the Company.

### i) Environmental, Social and Governance (ESG) Committee:

During the year the ESG Committee is established to ensure effective and consistent engagement of the senior management in emerging ESG risks and opportunities. The committee’s objective is to inculcate a long-term time horizon in business decision making and a panoramic approach to risk management.

During the year the focus is on incorporating ESG considerations across business functions spanning stakeholder interactions, risk management, manufacturing operations, workforce engagement and supply chain management among others.

The Committee will play a key role in apprising progress on the Company's ESG strategy encompassing goals and targets curated to unlock positive outcomes for our economy, environment and the society.

Details of the composition and other details of the members of the Committee during the F.Y. ended 31 March 2023 are as under:

Name	Remarks	Category of Directorship
Dr. Yasir Rawjee	Chairman	Executive Director
Mr. T. L. Easwar	Member	Independent Director
Mrs. Manju Agarwal	Member	Independent Director

**ii) Operations Committee:**

The Operations Committee of the Board is constituted to oversee matters and operations arising in the normal course of business. The matters include decision with respect to banking, issuing of Power of Attorney or granting authorization to a company's personnel for operational matters, etc. The Committee is comprised of three Executive/non-executive Directors of the Board.

## 4) REMUNERATION OF DIRECTORS:

### REMUNERATION POLICY

The Company's Remuneration Policy for Directors, Key Managerial Personnel and other employees forms an integral part of Board's Report. Further, the Company has devised a Policy for performance evaluation of Independent Directors, Board, Committees and other individual Directors.

The Company's remuneration policy is directed towards rewarding performance based on review of achievements periodically. The remuneration policy is in consonance with the existing industry practice.

- The Nomination and Remuneration Committee determines and recommends to the Board the compensation payable to the Directors. All Board-level compensation is approved by the Shareholders and separately disclosed in the financial statements. Remuneration of the Executive Directors consists of a fixed component and a performance incentive. The annual compensation of the Executive Directors is approved by the Nomination and Remuneration Committee, within the parameters set by the Shareholders at the Shareholders' meetings.
- The remuneration of the Executive and Non-Executive Directors of your Company is decided by the Board on the terms and conditions as per the recommendation by the Nomination and Remuneration Committee.
- Details of remuneration/ fees/ commission paid to Directors during the F.Y. ended 31 March 2023 are as under:

(₹ In Million)

Sr. No.	Name of Director	Salaries	Retirement benefits/other reimbursements	Commission	Sitting Fees	Total
		Amount	Amount	Amount	Amount	Amount
1	Mr. Glenn Saldanha	-	-	-	-	-
2	Mr. V. S. Mani	-	-	-	-	-
3	Dr. Yasir Rawjee	53.39	1.58	-	-	54.97
4	Mr. Vinod Naik*	12.12	0.76	-	-	12.88
5	Mr. Sumantra Mitra**	9.88	0.43	-	-	10.31
6	Mr. Sridhar Gorthi	-	-	-	1.80	1.80
7	Mrs. Manju Agarwal	-	-	-	1.20	1.20
8	Ms. Gita Nayyar	-	-	-	1.20	1.20
9	Mr. T. L. Easwar	-	-	-	1.00	1.00
	<b>TOTAL</b>	<b>75.39</b>	<b>2.77</b>	<b>-</b>	<b>5.20</b>	<b>83.36</b>

\*With effect from 21 October 2022

\*\*Up to 21 October 2022

Note:

- The Company pays ₹ 1 lac as sitting fees per meeting to the Non-Executive Independent Directors for attending the Board and the Committee Meetings. The Criteria for making payment to Non- Executive Directors is made available on the website of the Company.
- Service Contract: The Service Contract can be terminated with a notice of four months and three months by Managing Director and Executive Director respectively.

Shareholding of the Non-Executive/Independent Directors in the Company as on 31 March 2023 is given below:

Name of the Director	Equity Shares (Nos.)
Mr. Glenn Saldanha	7,800
Mr. V. S. Mani	NIL
Mr. Sridhar Gorthi	NIL
Mrs. Manju Agarwal	1,000
Ms. Gita Nayyar	NIL
Mr. T. L. Easwar	NIL

## 5. DISCLOSURES BY MANAGEMENT:

- No material, financial and commercial transactions were reported by the management to the Board, in which the management had personal interest having a potential conflict with the interest of the Company at large.
- There are no transactions with the Director or Management, their associates or their relatives, etc. that may have potential conflict with the interest of the Company at large.
- There was no non-compliance during the last three years by the Company on any matter relating to capital market. Consequently, there were neither penalty imposed nor strictures passed on the Company by Stock Exchanges, SEBI or any Statutory Authority.
- The Company promotes ethical behaviour in all its business activities and has put in place a mechanism for reporting illegal or unethical behaviour. The Company has a Vigil Mechanism/ Whistle Blower Policy under which the employees are free to report violations of applicable laws and regulations and the Code of Conduct. The reportable matters may be disclosed to the Audit Committee. Employees may also report to the Chairman of the Audit Committee. During the year under review, no employee was denied access to the Audit Committee.
- Company has complied with and disclosed all the mandatory corporate governance requirements prescribed under Regulation 17 to 27 and Regulation 46(2) under Listing Regulations.
- There are no non-compliances of any requirement of corporate governance report and all the required disclosures are made to stock exchanges and other regulatory bodies as and when required.

## 6. GENERAL BODY MEETINGS:

- The details of last three Annual General Meeting are as under:

Financial Year Ended	Date & Time	Venue	Special Resolution Passed
31 March 2020	28 September 2020 at 11:00 a.m.	Plot No. 170-172, Chandramouli Industrial Estate, Mohol Bazarpet, Solapur - 413 213, India.	No
31 March 2021	12 July 2021 at 11:00 a.m.	Glenmark House, B. D. Sawant Marg, Chakala, Off Western Express Highway, Andheri (E), Mumbai- 400 099.	No
31 March 2022	26 September 2022 at 02:00 p.m	Video Conferencing / other audio-visual means.	No

- All resolutions moved at the last Annual General Meeting were passed by requisite majority of members by way of remote e-voting and e-voting through electronic voting system during the meeting.



- No Extraordinary General Meeting of the Members has been convened by the Company during the financial year 2022-23. Further, none of the business proposed to be transacted at the ensuing AGM require passing of resolution through postal ballot.

### Postal Ballot

The Company had sought the approval of shareholders through notice of postal ballot dated 1 December 2022 for the appointment of Mr. Vinod Naik (DIN: 03635487) to regularise his appointment as a Director and his appointment as a Whole Time Director through Ordinary Resolutions. The above mentioned resolutions were passed by the Shareholders of the Company with requisite majority.

The details of the Postal Ballots conducted are mentioned below:

Date of Postal Ballot Notice: 1 December 2022

Voting period: Monday, 5 December 2022 (from 9.00 A.M.) to Tuesday, 3 January 2023 (till 5.00 P.M.)

Date of Declaration of Results: 3 January 2023

Voting Pattern:

Name of Resolution	Type of Resolution	No. of Votes Polled	Votes cast in favour		Votes cast against	
			No. of votes in favour	% in favour	No. of votes against	% in against
Appointment of Mr. Vinod Naik (DIN: 03635487) as a Director	Ordinary Resolution	10,63,91,945	10,63,89,904	99.9981	2,041	0.0019
Appointment of Mr. Vinod Naik (DIN: 03635487) as a Whole Time Director	Ordinary Resolution	10,63,91,945	10,62,09,813	99.8288	1,82,132	0.1712

For above mentioned Postal Ballot Mr. Bhadresh Shah (Certificate of Practice no. 15957) of M/s. Bhadresh Shah and Associates, Company Secretaries, was appointed as the Scrutinizer for conducting the Postal Ballot process in a fair and Transparent manner.

As per the General Circular Nos. 14/2020 dated 8 April 2020, 17/2020 dated 13 April 2020, 22/2020 dated 15 June 2020, 33/2020 dated 28 September 2020, 39/2020 dated 31 December 2020, 10/2021 dated 23 June 2021, 20/2021 dated 8th December, 2021 and 3/2022 dated 5th May, 2022 issued by the Ministry of Corporate Affairs and on account of the threats posed by the COVID-19 pandemic, physical copies of the Notice, postal ballot forms and pre-paid business reply envelopes were not sent to the members for the postal ballot conducted during the year under review. Members were requested to provide their assent or dissent through e-voting only. A copy of the Notice is available on the website of the Company at [www.glenmarklifesciences.com](http://www.glenmarklifesciences.com), website of the stock exchanges where the equity shares of the Company are listed, i.e. BSE Limited (BSE) and National Stock Exchange of India Limited (NSE), at [www.bseindia.com](http://www.bseindia.com) and [www.nseindia.com](http://www.nseindia.com), respectively, and on the website of our e-voting agency i.e. KFin Technologies Limited. Voting rights were reckoned on the paid-up value of equity shares registered in the name of members as on the cut-off date.

The results of the voting by e-voting were announced on 3 January 2023. The results were also displayed on the website of the Company at [www.glenmarklifesciences.com](http://www.glenmarklifesciences.com) and on the website of KFin Technologies Limited at <https://evoting.kfintech.com/> and also communicated to BSE and NSE.

The postal ballots were conducted as per the provisions of Sections 108 and 110 and other applicable provisions of the Companies Act, 2013 read with the Rules thereunder and the Circulars issued by the Ministry of Corporate Affairs in this regard.

## 7. GENERAL SHAREHOLDERS INFORMATION:

### Financial Year:

1 April to 31 March

### Dematerialisation of Shares and Liquidity:

As of 31 March 2023, all the Equity Shares were held in dematerialized form. The shares of the Company are permitted to be traded only in dematerialised form. All shares of the Company are liquid and traded in normal volume on BSE and NSE.

Relevant data for the average daily turnover for the F.Y. 2022-23 is given below: -

	BSE	NSE	Equity
In no. of shares	11,727	95,896	1,07,624
In value terms ₹	49,41,687	4,04,31,835	4,53,73,522

Shareholding Pattern as at 31 March 2023:

Description	No. of Shareholders	Shares held	% to Equity
Mutual Funds/Alternative Investment Fund	2	219	0.00%
Foreign Portfolio Investors	17	40,26,219	3.29%
Trusts	1	427	0.00%
Resident Individuals	2,16,217	1,33,25,093	10.88%
Non Resident Indians	1,983	7,82,799	0.64%
Company Promoters	2	10,15,12,750	82.85%
Clearing Members	28	16,477	0.01%
Banks/NBFC	1	916	0.00%
Director	1	1,000	0.00%
Bodies Corporates/HUF	4,614	28,61,272	2.34%
<b>TOTAL</b>	<b>2,22,866</b>	<b>12,25,27,172</b>	<b>100.00</b>

Distribution Schedule as on 31 March 2023:

Sr. No.	Category From - To	No. of Shareholders	% of Shares	No. of Shares	% of Total Equity
1	1 - 5000	2,22,658	99.91	1,16,32,730	9.49
2	5001 - 10000	113	0.05	8,08,871	0.66
3	10001 - 20000	51	0.02	7,68,717	0.63
4	20001 - 30000	7	-	1,84,340	0.15
5	30001 - 40000	7	-	2,51,917	0.21
6	40001 - 50000	4	-	1,79,351	0.15
7	50001 - 100000	12	0.01	8,89,564	0.73
8	100001 and above	14	0.01	10,78,11,682	87.99
	<b>Total</b>	<b>2,22,866</b>	<b>100.00</b>	<b>12,25,27,172</b>	<b>100.00</b>

Date, Time and Venue of the ensuing Annual General Meeting:

Day and Date	Tuesday, 26 September 2023
Venue	Through Video Conferencing/Other Audio Visual Means facility
Time	3.00 PM IST
Book Closure dates for final dividend	Monday, 25 September 2023 to Tuesday, 26 September 2023

**Dividend:**

The interim dividend of Rs. 21 per equity share, declared by the Board on 16 March 2023 shall be the final dividend for the financial year 2022-23.

**OTHER DISCLOSURES:**

**Disclosures on materially significant related party transactions, i.e. the Company's transactions that are of material nature, with its Promoters, Directors and the management, their relatives or subsidiaries, among others that may have potential conflict with the Company's interests at large: None**

None of the transactions with any of related parties were in conflict with the Company's interest. Attention of members is drawn to the disclosure of transactions with related parties set out in Notes of Financial Statements, forming part of the Annual Report.

All the Related Party Transactions are dealt with in accordance with the provisions of the Companies Act, 2013 and Regulation 23 of the Listing Regulations.

The Company's major related party transactions are generally with its Holding Company and subsidiaries of holding Company. All related party transactions are negotiated on an arm's length basis and are intended to further the Company's interests.

The policy on Related Party Transactions as stated above is available on the website of the Company and can be accessed at the web link <https://www.glenmarklifesciences.com/pdf/GLS%20RPT%20Policy.pdf>

Pursuant to Regulation 23(9) of the Listing Regulations, the Company also submits with the Stock Exchanges on a half yearly basis, the disclosure of Related Party Transactions.

#### Disclosure of foreign exchange risk and hedging activities:

The Company is exposed to foreign exchange risks emanating from business, assets and liabilities denominated in foreign currency.

#### Disclosures in relation to the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013:

As per the requirement of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 ('POSH Act') and Rules made thereunder, the Company has constituted Internal Complaints Committee (ICC). While maintaining the highest governance norms, external independent persons who worked in this area and have the requisite experience in handling such matters have been appointed.

Complaints during the F.Y. 2022-23:

Particulars	Complaints
Number of complaints filed during the F.Y.	0
Number of complaints disposed of during the F.Y.	0
Number of complaints pending as on 31 March 2023	0

#### Certificate from Practicing Company Secretary regarding Non-Debarment and Non-Disqualification of Directors:

Company has received certificate from Mr. Bhadresh Shah of M/s. Bhadresh Shah & Associates, Practicing Company Secretaries stating that none of the Directors on the Board of the Company have been debarred or disqualified by the Board/Ministry of Corporate Affairs or any such statutory authority from being appointed or continuing as directors of companies.

#### Fees paid to Statutory Auditors:

Total fees for all services paid by the Company to the Statutory Auditor is as under:

Particulars	(Amount in ₹ Million)	
	FY23	FY22
Audit Fees <sup>#</sup>	10.88	9.22
Other Services (relating to IPO)	-	19.18
<b>Total</b>	<b>10.88</b>	<b>28.40</b>

<sup>#</sup>Including limited review fees and out of pocket expenses

#### Adoption of Mandatory and Non-Mandatory Requirements:

The Company has complied with all the mandatory requirements of the Listing Regulations.

The status of compliance with the non-mandatory requirements listed in Regulation 27(1) read with Part E of Schedule II of the Listing Regulations are as under:

- During the year under review, there was no audit qualification in the Company's Financial Statements.
- The Internal Auditor reports directly to the Audit Committee in all functional matters.
- The Company follows a robust process of communicating with the Shareholders which has been explained later in the Report under "Means of Communication."

- **Other Information:**

Pursuant to the provisions of Section 124 of the Companies Act, 2013, dividend, which remains unclaimed for a period of seven years, will be transferred by the Company to the Investor Education and Protection Fund (IEPF) established by the Central Government pursuant to Section 125 of the Companies Act, 2013.

With effect from 7 September 2017, Investors / Depositors whose unpaid dividends, matured deposits or debentures etc. were transferred to IEPF under Companies Act, 1956 and/or Companies Act, 2013 can claim the amounts as per the procedures/guidelines available at the website of Ministry of Corporate Affairs: <http://www.iepf.gov.in/>

Shareholders who have not so far encashed their dividend Demand Drafts/warrant(s) are requested to contact KFin immediately.

- **Reconciliation of Share Capital Audit Report:**

A qualified practicing Company Secretary has carried out Audit every quarter to reconcile the total admitted capital with NSDL and CDSL and the total issued and listed capital. The Audit confirms that the total issued/paid-up capital is in agreement with the aggregate total number of shares, shares in physical form, shares allotted and advised for demat credit but pending execution and the total number of dematerialized shares held with NSDL and CDSL.

Pursuant to Regulation 40(9) of the Listing Regulations, certificates have been issued, on a yearly basis, by a Company Secretary in practice, certifying due compliance of share transfer formalities by the Company.

## 8. MEANS OF COMMUNICATION:

- **Quarterly/ Half-yearly/ Annual Results:**

The quarterly/half-yearly/annual results are published within the timeline stipulated under SEBI Listing Regulations. The results are also uploaded on NEAPS and BSE online portal of NSE and BSE respectively. The financial results are published within the time stipulated under the Listing Regulations in newspapers viz. Financial Express (in English) and Loksatta (in Marathi). The Financial Statements as stated above are also available on the website of the Company and can be accessed at the web link: <https://www.glenmarklifesciences.com/financial-results.php>

As a part of the Green initiative, the Annual Reports are sent by E-mail to Shareholders whose e-mail ids are registered with the Depositories/ KFin.

- **Analyst/Investor Meets:**

The Managing Director & CEO and Chief Financial Officer periodically have conference calls with institutional investors and analysts. Official press releases and presentations made to institutional investors and analysts uploaded on BSE and NSE and posted on the Company's website. The recording and transcripts of the call with analysts for quarterly/half-yearly/annual results are uploaded on BSE and NSE and available on the Company's website at [www.glenmarklifesciences.com](http://www.glenmarklifesciences.com).

- **Press releases, presentations, etc.:**

Official press and media releases are sent to Stock Exchanges and are displayed on Company's website: [www.glenmarklifesciences.com](http://www.glenmarklifesciences.com)

- **Management Discussion & Analysis Report:**

The Management Discussion & Analysis Report forms a part of the Board's Report. All the matters pertaining to industry structure and developments, opportunities and threats, segment/product wise performance, outlook, risks and concerns, internal control and systems, etc. are discussed in the said report.

- **Company's Corporate Website:**

Company has its own website [www.glenmarklifesciences.com](http://www.glenmarklifesciences.com) which contains all the vital information relating to the Company and its products. Website also has separate dedicated section 'Investors' wherein information relevant for shareholders is available.

Your Company also regularly provides information to the stock exchanges as per the requirements of the Listing Regulations. The Company's website is updated periodically to include information on new developments and business opportunities pertaining to your Company.

- **SCORES (SEBI Complaint Redress System):**

The investor complaints are processed in a centralised web-based complaints redress system. It also enables the market intermediaries and listed companies to receive the complaints from investors against them, redress such complaints and report redressal. All the activities, from lodging of a complaint to disposal, are carried out online automatically and the status of every complaint can be checked online at any time.

## 9. COMPANY'S SCRIP INFORMATION:

- **Listing on Stock Exchanges:**

- The shares of the Company are listed on BSE Ltd. (BSE) & The National Stock Exchange of India Ltd. (NSE).

Stock Exchange	Stock Codes/ Symbols	ISIN
BSE	543322	INE03Q201024
NSE	GLS	INE03Q201024

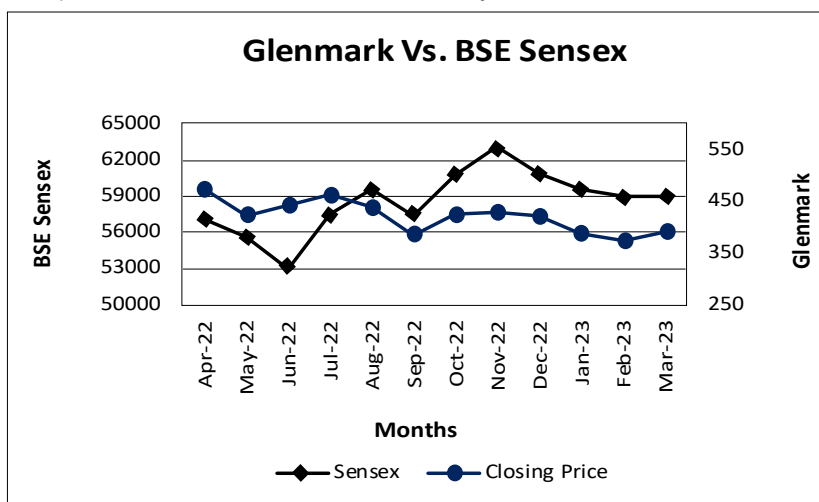
- The Company has paid the requisite listing fees to the Stock Exchanges.

- **Market Information:**

Market Price Data: High and low (based on closing price) during each month in last financial year.

Month	BSE		NSE	
	High Price (₹)	Low Price (₹)	High Price (₹)	Low Price (₹)
April-22	534.00	460.20	534.00	460.20
May-22	485.60	410.50	489.90	410.00
June-22	480.00	424.20	481.00	423.00
July-22	484.90	440.00	485.00	440.00
Aug-22	477.90	430.15	480.00	430.60
Sep-22	447.95	375.60	448.00	370.00
Oct-22	430.95	375.00	430.95	375.05
Nov-22	446.20	411.10	447.00	410.55
Dec-22	453.95	402.00	454.45	404.40
Jan-23	425.65	376.95	426.15	375.00
Feb-23	390.00	369.00	392.00	373.15
Mar-23	418.85	373.00	419.85	370.00

Performance in comparison to broad based incidences namely, BSE Sensex.



## 10. CORPORATE IDENTITY NUMBER (CIN):

The Corporate Identity Number (CIN), allotted by Ministry of Company Affairs, Government of India is L74900PN2011PLC139963.

## 11. PLANT LOCATIONS:

The Company's Manufacturing plants are located at:

### Manufacturing Facility

- Plot No. 3102 to 3109, 3103, GIDC Industrial Estate, Ankleshwar - 393 002, Gujarat.
- A-80, MIDC, Kurkumbh, Taluka-Daund, Dist. Pune - 413 802
- Plot No.141-143, 160-165, 170-172, Chandramouli Sahakari Audyogik Vasahat, Pune - Hyderabad Highway, Mohol, Solapur – 413213.
- Z-103/I, SEZ, Phase II, District Bharuch, Dahej, 392 130, Gujarat.

### R & D Centre

- Plot No. A-607, TTC Industrial Area, MIDC, Mahape, Navi Mumbai, Dist. Thane - 400 709, Maharashtra.
- Plot No. 3102 to 3109, 3103, GIDC Industrial Estate, Ankleshwar – 393002, Gujarat.
- Z-103/I, SEZ, Phase II, District Bharuch, Dahej - 392 130, Gujarat.

## 12. CREDIT RATINGS:

- India Ratings and Research (Ind-Ra) has affirmed Long-Term Issuer rating and Short Term Rating as 'AA-', Outlook 'Stable' and 'A1+' respectively.

## 13. OUTSTANDING GDR'S/ADR'S/WARRANTS OR ANY CONVERTIBLE INSTRUMENTS EXERCISED, DATE AND LIKELY IMPACT ON EQUITY:

Employee Stock Options Scheme 2021:

The Board, at its Meeting held on 6 April 2021 had approved the Glenmark Life Sciences Limited - Employee Stock Option Scheme, 2021 (ESOS). Further, the Shareholders' of the Company also approved the ESOS at the Extra-Ordinary General Meeting held on 9 April 2021. 9,51,734 ESOP options had been issued/granted to the eligible employees/Directors at Nomination and Remuneration Committee meeting held on 17 May 2021.

As of 31 March 2022, 9,44,751 options were outstanding. During the Financial Year 2022-23, 67,039 options were cancelled and no options were exercised under Employees Stock Options Scheme viz. ESOS' 2021. As of 31 March 2023, 8,77,712 options were outstanding and are due for exercise.

On exercising the convertible options so granted under the ESOS of the Company, the paid-up equity share capital of the Company will increase by a like number of shares.

## 14. NATIONAL AUTOMATED CLEARING HOUSE (NACH):

To avoid loss of dividend warrants in transit and undue delay in receipt of dividend warrants, the Company has provided NACH facility to the members for the remittance of dividend.

Members holding shares in electronic form are hereby informed that bank particulars registered against their respective depository accounts will be used by the Company for payment of dividend. The Company or KFin cannot act on any request received directly from the members holding shares in electronic form for any change of bank particulars or bank mandates. Such changes are to be advised only to the depository participant of the members.

## 15. CODE FOR PREVENTION OF INSIDER TRADING:

The Company has comprehensive guidelines on Prevention of insider trading. The guidelines are in compliance with the SEBI Regulation on prevention of Insider Trading.

The Company has also adopted a software and adhered to the System Driven Disclosure for regulating, monitoring and reporting of trading by Designated Persons to deter the insider trading in the securities of the Company based on the Unpublished Price Sensitive Information which are in compliance with the SEBI Regulation on prevention of Insider Trading.

## 16. INVESTOR HELPDESK: FOR CLARIFICATIONS / ASSISTANCE, IF ANY, PLEASE CONTACT:

	Corporate Office	Registrars & Transfer Agents
Persons to contact	Mr. Rudolf Corriea	Ms. Krishna Priya Maddula
Address	Glenmark Life Sciences Limited 4th Floor, OIA House, 470, Cardinal Gracious Road, Andheri (E), Mumbai - 400 099	KFin Technologies Limited Selenium Tower B, Plot No 31 & 32, Gachibowli, Financial District, Nanakramguda, Serilingampally, Hyderabad - 500 008
Telephone	+91 22 6829 7979	+91-40-67161500
Fax No.	+91 22 4018 9986	+91-40-23420814
Email	complianceofficer@glenmarklifesciences.com	priya.maddula@kfintech.com
Website	www.glenmarklifesciences.com	www.kfintech.com
Investor Redressal	complianceofficer@glenmarklifesciences.com	einward.ris@kfintech.com

### Declaration regarding affirmation of Code of Conduct:

In accordance with Regulation 26(3) and Schedule V of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, this is to confirm that all the members of the Board and the senior management personnel have affirmed compliance with the Code of Conduct for the F.Y. ended 31 March 2023.

For and on behalf of the Board of Directors

### Yasir Rawjee

Managing Director & CEO

DIN: 01965174

Place: Mumbai

Date: 27 April 2023

**CERTIFICATION BY THE CHIEF EXECUTIVE OFFICER (CEO) AND CHIEF FINANCIAL OFFICER (CFO)  
ON FINANCIAL STATEMENTS OF THE COMPANY**

We, Yasir Rawjee, Managing Director & CEO and Tushar Mistry, Chief Financial Officer, of Glenmark Life Sciences Ltd., certify that:

- (a) We have reviewed financial statements and the cash flow statement for the year ended 31 March 2023 and that to the best of our knowledge and belief:
  - i) These statements do not contain any materially untrue statement or omit any material fact or contain statements that might be misleading;
  - ii) These statements together present a true and fair view of the Company's affairs and are in compliance with existing accounting standards, applicable laws and regulations.
- (b) There are, to the best of our knowledge and belief, no transactions entered into by the Company during the year which are fraudulent, illegal or violative of the Company's code of conduct.
- (c) We accept responsibility for establishing and maintaining the internal controls for financial reporting and that we have evaluated the effectiveness of internal control systems of the Company pertaining to financial reporting and we have disclosed to the auditors and the Audit Committee, deficiencies in the design or operation of such internal controls, if any, of which we are aware and the steps we have taken or propose to take to rectify these deficiencies.
- (d) We have indicated to the auditors and the Audit Committee:
  - i) Significant changes in internal control over financial reporting during the year;
  - ii) Significant changes in accounting policies during the year and that the same have been disclosed in the notes to the financial statements;
  - iii) During the year there were no instances of fraud which we have become aware. The management and its employees have a significant role in the Company's internal control system over financial reporting.

For and behalf of the Board of Directors

**Yasir Rawjee**  
Managing Director & CEO  
DIN: 01965174

**Tushar Mistry**  
Chief Financial Officer

Place: Mumbai  
Date: 27 April 2023



**PRACTISING COMPANY SECRETARY'S CERTIFICATE REGARDING  
COMPLIANCE OF CONDITIONS OF CORPORATE GOVERNANCE**

To,  
The Members,  
Glenmark Life Sciences Limited  
Plot No 170-172 Chandramouli Industrial Estate, Mohol Bazarpeth Solapur 413213.  
CIN: L74900PN2011PLC139963

I have examined the compliance of the conditions of Corporate Governance by Glenmark Life Sciences Limited ('the Company') for the year ended on 31 March 2023, as stipulated under Regulations 17 to 27, clauses (b) to (i) of sub-regulation (2) of Regulation 46 and para C & D of Schedule V of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations").

The compliance of the conditions of Corporate Governance is responsibility of the management. My examination was limited to a review of procedures and implementation thereof, as adopted by the Company for ensuring compliance to the conditions of Corporate Governance. It is neither an audit nor an expression of opinion on the financial statements of the Company.

In my opinion and to the best of my information and according to the explanations given to me, I certify that the Company has complied with the conditions of Corporate Governance as stipulated in the above mentioned SEBI Listing Regulations for the year ended on 31 March 2023.

I further state that such compliance is neither an assurance as to the future viability of the Company nor of the efficiency or effectiveness with which the management has conducted the affairs of the Company.

**Bhadresh Shah**  
Proprietor  
**Bhadresh Shah and Associates**

Membership No.: A23847  
CP No.:15957  
PR Certificate No.: 1917/ 2022  
UDIN: A023847E000221803

Place: Mumbai  
Date: 27 April 2023

## CERTIFICATE OF NON-DISQUALIFICATION OF DIRECTORS

(Pursuant to Regulation 34(3) and Schedule V Para C clause (10)(i) of the SEBI  
(Listing Obligations and Disclosure Requirements) Regulations, 2015)

To,  
The Members,  
Glenmark Life Sciences Limited  
Plot No 170-172, Chandramouli Industrial Estate,  
Mohol Bazarpath, Solapur 413 213.

I have examined the relevant registers, records, forms, returns and disclosures received from the Directors of Glenmark Life Sciences Limited having CIN L74900PN2011PLC139963 and having registered office at Plot No 170-172 Chandramouli Industrial Estate, Mohol Bazarpath Solapur 413 213 (hereinafter referred to as 'the Company'), produced before me by the Company for the purpose of issuing this Certificate, in accordance with Regulation 34(3) read with Schedule V Para-C Sub clause 10 (i) of the Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

In my opinion and to the best of my information and according to the verification (including Directors Identification Number (DIN) status at the portal www.mca.gov.in) as considered necessary and explanations furnished to me by the Company & its officers, I hereby certify that none of the Directors on the Board of the Company as stated below as on 31 March 2023 have been debarred or disqualified from being appointed or continuing as Directors of companies by the Securities and Exchange Board of India, Ministry of Corporate Affairs or any such other Statutory Authority.

Sr. No.	DIN	Name of Director	Date of Appointment in Company
1.	00050607	Mr. Glenn Saldanha	06 July 2018
2.	01082878	Mr. V. S. Mani	06 July 2018
3.	01965174	Dr. Yasir Rawjee	02 May 2019
4.	08748014	Mr. Vinod Naik	21 October 2022
5.	00035824	Mr. Sridhar Gorthi	30 October 2020
6.	03135959	Mr. Taruvai Laxminarayanan Easwar	08 January 2021
7.	06921105	Mrs. Manju Agarwal	30 October 2020
8.	07128438	Ms. Gita Nayyar	17 February 2021

Ensuring the eligibility for the appointment / continuity of every Director on the Board is the responsibility of the management of the Company. My responsibility is to express an opinion on these based on our verification. This certificate is neither an assurance as to the future viability of the Company nor of the efficiency or effectiveness with which the management has conducted the affairs of the Company.

### **Bhadresh Shah**

Proprietor

### **Bhadresh Shah and Associates**

Membership No.: A23847  
CP No.:15957  
PR Certificate No.: 1917/ 2022  
UDIN: A023847E000221814

Place: Mumbai  
Date: 27 April 2023

## FINANCIAL STATEMENTS

# INDEPENDENT AUDITOR'S REPORT

## To the Members of Glenmark Life Sciences Limited

### Report on the Audit of the Financial Statements

#### Opinion

- We have audited the accompanying financial statements of **Glenmark Life Sciences Limited** ('the Company'), which comprise the Balance Sheet as at 31 March 2023, the Statement of Profit and Loss (including Other Comprehensive Income), the Statement of Cash Flow and the Statement of Changes in Equity for the year then ended, and notes to the financial statements, including a summary of the significant accounting policies and other explanatory information.
- In our opinion and to the best of our information and according to the explanations given to us, the aforesaid financial statements give the information required by the Companies Act, 2013 ('the Act') in the manner so required and give a true and fair view in conformity with the Indian Accounting Standards ('Ind AS') specified under section 133 of the Act read with the Companies (Indian Accounting Standards) Rules, 2015 and other accounting principles generally accepted in India, of the state of affairs of the Company as at 31 March 2023, and its profit (including other comprehensive income), its cash flows and the changes in equity for the year ended on that date.
- We have determined the matter described below to be the key audit matters to be communicated in our report.

#### Basis for Opinion

- We conducted our audit in accordance with the Standards on Auditing specified under section 143(10) of the Act. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Company in accordance with the Code of Ethics issued by the Institute of Chartered Accountants of India ('ICAI') together with the ethical requirements that are relevant to our audit of the financial statements under the provisions of the Act and the rules thereunder, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Key Audit Matter

- Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Key Audit Matters	How our audit addressed the Key Audit Matter
<p>The Company's revenue principally comprises of sales of active pharmaceutical ingredients and is recognised in accordance with the accounting policy described in Note 2.4 to the accompanying financial statements. Refer Note 16 for details of revenue recognised during the year.</p> <p>The Company recognises revenue when control of the goods is transferred to the customer, which is determined in accordance with the arrangement with the customers but generally occurs on delivery to the customer. The Company records revenue net of discounts and allowances given and accruals for estimated future returns and rebates.</p> <p>We have identified recognition of revenue as key audit matter since;</p> <ol style="list-style-type: none"> <li>The Company and its external stakeholders focus on revenue as a key performance measure, Which could create an incentive for revenue to be overstated or recognised before control has been transferred.</li> </ol>	<p>Our key audit procedures around revenue recognition included, and not limited to, the following:</p> <ol style="list-style-type: none"> <li>Obtained an understanding of the Company's process of revenue recognition and assessed the design, implementation and operating effectiveness of management's key internal financial controls in relation to revenue recognition;</li> <li>Assessed the appropriateness of the revenue recognition accounting policy and its compliance with Ind AS 115, Revenue from Contracts with Customers;</li> <li>Performed substantive testing by selecting samples of revenue transactions pertaining to sale of products recorded during the year, and verified the underlying supporting documents including contracts, agreements, sales invoices and dispatch/shipping documents;</li> </ol>

Key Audit Matters	How our audit addressed the Key Audit Matter
2) Due to the aforesaid factors and as per the requirements of Standards of Auditing, Revenue is determined to be an area involving significant risk and hence, required significant auditor attention.	<p>4) Performed cut-off testing procedures by testing samples of revenue transactions recorded in specific periods before and after year end to conclude such revenue has been recorded in the correct period,</p> <p>5) Performed analytical review procedures which includes ratio analysis and period on period variance analysis on revenue recognised during the year to identify any unusual and/or material variances.</p> <p>6) Evaluated the adequacy of disclosures made in the financial statements in accordance with applicable accounting standards.</p>

### Information other than the Financial Statements and Auditor's Report thereon

6. The Company's Board of Directors are responsible for the other information. The other information comprises the information included in the Annual Report, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### Responsibilities of Management and Those Charged with Governance for the Financial Statements

7. The accompanying financial statements have been approved by the Company's Board of Directors. The Company's Board of Directors are responsible for the matters stated in section 134(5) of the Act with respect to the preparation and presentation of these financial statements that give a true and fair view of the financial position, financial performance including other comprehensive income, changes in equity and cash flows of the Company in accordance with the Ind AS specified under section 133 of the Act and other accounting principles generally accepted in India. This responsibility also includes maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding of the assets of the Company and for preventing and detecting frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and design, implementation and maintenance of

adequate internal financial controls, that were operating effectively for ensuring the accuracy and completeness of the accounting records, relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

8. In preparing the financial statements, the Board of Directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intend to liquidate the Company or to cease operations, or has no realistic alternative but to do so.
9. Those Board of Directors are also responsible for overseeing the Company's financial reporting process.

### Auditor's Responsibilities for the Audit of the Financial Statements

10. Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.
11. As part of an audit in accordance with Standards on Auditing, specified under section 143(10) of the Act we exercise professional judgment and maintain professional skepticism throughout the audit. We also:
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis

for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances. Under section 143(3)(i) of the Act we are also responsible for expressing our opinion on whether the Company has adequate internal financial controls with reference to financial statements in place and the operating effectiveness of such controls;
  - Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management;
  - Conclude on the appropriateness of Board of Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern;
  - Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation;
12. We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.
  13. We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.
  14. From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or

regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

#### Report on Other Legal and Regulatory Requirements

15. As required by section 197(16) of the Act based on our audit, we report that the Company has paid remuneration to its directors during the year in accordance with the provisions of and limits laid down under section 197 read with Schedule V to the Act.
16. As required by the Companies (Auditor's Report) Order, 2020 ('the Order') issued by the Central Government of India in terms of section 143(11) of the Act we give in the Annexure A a statement on the matters specified in paragraphs 3 and 4 of the Order, to the extent applicable.
17. Further to our comments in Annexure A, as required by section 143(3) of the Act based on our audit, we report, to the extent applicable, that:
  - a) We have sought and obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purpose of our audit of the accompanying financial statements;
  - b) in our opinion, proper books of account as required by law have been kept by the Company so far as it appears from our examination of those books;
  - c) The financial statements dealt with by this report are in agreement with the books of account;
  - d) in our opinion, the aforesaid financial statements comply with Ind AS specified under section 133 of the Act;
  - e) On the basis of the written representations received from the directors and taken on record by the Board of Directors, none of the directors is disqualified as on 31 March 2023 from being appointed as a director in terms of section 164(2) of the Act;
  - f) With respect to the adequacy of the internal financial controls with reference to financial statements of the Company as on 31 March 2023 and the operating effectiveness of such controls, refer to our separate Report in Annexure B wherein we have expressed an unmodified opinion; and
  - g) With respect to the other matters to be included in the Auditor's Report in accordance with rule 11 of the Companies (Audit and Auditors) Rules, 2014 (as amended), in our opinion and to the best of our information and according to the explanations given to us:

- i. the Company, as detailed in note 28 to the financial statements, has disclosed the impact of pending litigations on its financial position as at 31 March 2023.
- ii. the Company did not have any long-term contracts including derivative contracts for which there were any material foreseeable losses as at 31 March 2023;
- iii. There has been no delay in transferring amounts, required to be transferred, to the Investor Education and Protection Fund by the Company during the year ended 31 March 2023;
- iv.
  - a. The management has represented that, to the best of its knowledge and belief, as disclosed in note 36(vi) to the financial statements, no funds have been advanced or loaned or invested (either from borrowed funds or securities premium or any other sources or kind of funds) by the Company to or in any persons or entities, including foreign entities ('the intermediaries'), with the understanding, whether recorded in writing or otherwise, that the intermediary shall, whether, directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Company ('the Ultimate Beneficiaries') or provide any guarantee, security or the like on behalf the Ultimate Beneficiaries;
  - b. The management has represented that, to the best of its knowledge and belief, as disclosed in note 36(vii) to the financial statements, no funds have been received by the Company from any person(s) or entities, including foreign entities ('the Funding Parties'), with the understanding, whether recorded in writing or otherwise, that the Company shall, whether directly or indirectly, lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Funding Party ('Ultimate Beneficiaries') or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries; and
  - c. Based on such audit procedures performed as considered reasonable and appropriate in the circumstances, nothing has come to our notice that has caused us to believe that the management representations under sub-clauses (a) and (b) above contain any material misstatement.
  - v. The interim dividend paid by the Company during the year ended 31 March 2023 is in accordance with section 123 of the Act to the extent it applies to payment of dividend.
  - vi. Proviso to Rule 3(1) of the Companies (Accounts) Rules, 2014 requires all companies which use accounting software for maintaining their books of account, to use such an accounting software which has a feature of audit trail, with effect from the financial year beginning on 1 April 2023 and accordingly, reporting under Rule 11(g) of Companies (Audit and Auditors) Rules, 2014 (as amended) is not applicable for the current financial year.

For **Walker Chandiok & Co LLP**

Chartered Accountants

Firm's Registration No.: 001076N/N500013

**Ashish Gupta**

Partner

Membership No.: 504662

UDIN: 23504662BGWGDK9428

Place: Mumbai

Date: 27 April 2023

**Annexure A referred to in Paragraph 16 of the Independent Auditor's Report of even date to the members of Glenmark Life Sciences Limited on the financial statements for the year ended 31 March 2023**

In terms of the information and explanations sought by us and given by the Company and the books of account and records examined by us in the normal course of audit, and to the best of our knowledge and belief, we report that:

- (i) (a) (A) The Company has maintained proper records showing full particulars, including quantitative details and situation of property, plant and equipment and right of use assets.
- (B) The Company has maintained proper records showing full particulars of intangible assets.
- (b) The property, plant and equipment and right of use assets have been physically verified by the management during the year and no material discrepancies were noticed on such verification. In our opinion, the frequency of physical verification programme adopted by the Company, is reasonable having regard to the size of the Company and the nature of its assets.
- (c) The title deeds of all the immovable properties held by the Company (other than properties where the Company is the lessee and the lease agreements are duly executed in favour of the lessee) are held in the name of the Company.
- (d) The Company has not revalued its Property, Plant and Equipment (including Right of Use assets) or intangible assets during the year.
- (e) No proceedings have been initiated or are pending against the Company for holding any benami property under the Prohibition of Benami Property Transactions Act, 1988 (as amended) and rules made thereunder.
- (ii) (a) The management has conducted physical verification of inventory at reasonable intervals during the year, In our opinion, the coverage and procedure of such verification by the management is appropriate and no discrepancies of 10% or more in the aggregate for each class of inventory were noticed as compared to book records.
- (b) The Company has not been sanctioned working capital limits by banks or financial institutions on the basis of security of current assets at any point of time during the year. Accordingly, reporting under clause 3(ii)(b) of the Order is not applicable to the Company.
- (iii) The Company has not made any investment in, provided any guarantee or security or granted any loans or advances in the nature of loans, secured or unsecured to companies, firms, Limited Liability Partnerships (LLPs) or any other parties during the year. Accordingly, reporting under clause 3(iii) of the Order is not applicable to the Company.
- (iv) The Company has not entered into any transaction covered under sections 185 and 186 of the Act. Accordingly, reporting under clause 3(iv) of the Order is not applicable to the Company.
- (v) In our opinion, and according to the information and explanations given to us, the Company has not accepted any deposits or there are no amounts which have been deemed to be deposits within the meaning of sections 73 to 76 of the Act and the Companies (Acceptance of Deposits) Rules, 2014 (as amended). Accordingly, reporting under clause 3(v) of the Order is not applicable to the Company.
- (vi) The Central Government has specified maintenance of cost records under sub-section (1) of section 148 of the Act in respect of the products of the Company. We have broadly reviewed the books of account maintained by the Company pursuant to the Rules made by the Central Government for the maintenance of cost records and are of the opinion that, prima facie, the prescribed accounts and records have been made and maintained. However, we have not made a detailed examination of the cost records with a view to determine whether they are accurate or complete.
- (vii) (a) In our opinion, and according to the information and explanations given to us, undisputed statutory dues including goods and services tax, provident fund, employees' state insurance, income-tax, sales-tax, service tax, duty of customs, duty of excise, value added tax, cess and other material statutory dues, as applicable, have generally been regularly deposited with the appropriate authorities by the Company, though there have been slight delays in a few cases. Further, no undisputed amounts payable in respect thereof were outstanding at the year-end for a period of more than six months from the date they became payable.
- (b) According to the information and explanations given to us, there are no statutory dues referred in sub-clause (a) which have not been deposited with the appropriate authorities on account of any dispute except for the following:

Name of the statute	Nature of dues	Gross Amount (₹ in million)	Amount paid under Protest (₹)	Period to which the amount relates	Forum where dispute is pending
The Central Excise Act 1944	Excise duty on domestic Clearance	14.18	14.18	FY 2004-05 to FY 2009-10	CESTAT, Mumbai
The Central Excise Act 1944	Excise duty on domestic Clearance	7.98	7.98	FY 2010-11	CESTAT, Mumbai
The Central Excise Act 1944	Disallowance of refund on duty wrongly paid	2.40	2.40	FY 2007-08	CESTAT, Mumbai

- (viii) According to the information and explanations given to us, no transactions were surrendered or disclosed as income during the year in the tax assessments under the Income Tax Act, 1961 (43 of 1961) which have not been previously recorded in the books of accounts.
- (ix) According to the information and explanations given to us, the Company does not have any loans or other borrowings from any lender. Accordingly, reporting under clause 3(ix) of the Order is not applicable to the Company.
- (x) (a) In our opinion and according to the information and explanations given to us, money raised by way of initial public offer were applied for the purposes for which these were obtained, though idle funds which were not required for immediate utilisation have been invested in readily realisable liquid investments.
- (b) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the Company has not made any preferential allotment or private placement of shares or (fully, partially or optionally) convertible debentures during the year. Accordingly, reporting under clause 3(x)(b) of the Order is not applicable to the Company.
- (xi) (a) To the best of our knowledge and according to the information and explanations given to us, no fraud by the Company or no material fraud on the Company has been noticed or reported during the period covered by our audit.
- (b) According to the information and explanations given to us including the representation made to us by the management of the Company, no report under sub-section 12 of section 143 of the Act has been filed by the auditors in Form ADT-4 as prescribed under Rule 13 of Companies (Audit and Auditors) Rules, 2014, with the Central Government for the period covered by our audit.
- (c) According to the information and explanations given to us including the representation made to us by the management of the Company, there are no whistleblower complaints received by the Company during the year.
- (xii) The Company is not a Nidhi Company and the Nidhi Rules, 2014 are not applicable to it. Accordingly, reporting under clause 3(xii) of the Order is not applicable to the Company.
- (xiii) In our opinion and according to the information and explanations given to us, all transactions entered into by the Company with the related parties are in compliance with sections 177 and 188 of the Act, where applicable. Further, the details of such related party transactions have been disclosed in the financial statements, as required under Indian Accounting Standard (Ind AS) 24, Related Party Disclosures specified in Companies (Indian Accounting Standards) Rules 2015 as prescribed under section 133 of the Act.
- (xiv) (a) In our opinion and according to the information and explanations given to us, the Company has an internal audit system as per the provisions of section 138 of the Act which is commensurate with the size and nature of its business.
- (b) We have considered the reports issued by the Internal Auditors of the Company till date for the period under audit.
- (xv) According to the information and explanation given to us, the Company has not entered into any non-cash transactions with its directors or persons connected with its directors and accordingly, reporting under clause 3(xv) of the Order with respect to compliance with the provisions of section 192 of the Act are not applicable to the Company.
- (xvi) The Company is not required to be registered under section 45-IA of the Reserve Bank of India Act, 1934. Accordingly, reporting under clauses 3(xvi)(a),(b) and (c) of the Order are not applicable to the Company.
- (xvii) The Company has not incurred any cash losses in the current financial year as well as the immediately preceding financial year.
- (xviii) There has been no resignation of the statutory auditors during the year. Accordingly, reporting under clause 3(xviii) of the Order is not applicable to the Company.
- (xix) According to the information and explanations given to us and on the basis of the financial ratios, ageing and expected dates of realisation of financial assets and payment of financial liabilities, other information accompanying the



financial statements, our knowledge of the plans of the Board of Directors and management and based on our examination of the evidence supporting the assumptions, nothing has come to our attention, which causes us to believe that any material uncertainty exists as on the date of the audit report indicating that Company is not capable of meeting its liabilities existing at the date of balance sheet as and when they fall due within a period of one year from the balance sheet date. We, however, state that this is not an assurance as to the future viability of the company. We further state that our reporting is based on the facts up to the date of the audit report and we neither give any guarantee nor any assurance that all liabilities falling due within a period of one year from the balance sheet date, will get discharged by the company as and when they fall due.

- (xx) According to the information and explanations given to us, the Company does not have any unspent amounts towards Corporate Social Responsibility in respect of any ongoing

or other than ongoing project as at the end of the financial year. Accordingly, reporting under clause 3(xx) of the Order is not applicable to the Company.

- (xxi) The reporting under clause 3(xxi) of the Order is not applicable in respect of audit of standalone financial statements of the Company. Accordingly, no comment has been included in respect of said clause under this report.

For **Walker Chandiok & Co LLP**

Chartered Accountants

Firm's Registration No.: 001076N/N500013

**Ashish Gupta**

Partner

Membership No.: 504662

UDIN: 23504662BGWGDK9428

Place: Mumbai

Date: 27 April 2023

## **Annexure B to the Independent Auditor's Report of even date to the members of Glenmark Life Sciences Limited on the financial statements for the year ended 31 March 2023**

### **Independent Auditor's Report on the internal financial controls with reference to the financial statements under Clause (i) of Sub-section 3 of Section 143 of the Companies Act, 2013 ('the Act')**

1. In conjunction with our audit of the financial statements of **Glenmark Life Sciences Limited** ('the Company') as at and for the year ended 31 March 2023, we have audited the internal financial controls with reference to financial statements of the Company as at that date.

#### **Responsibilities of Management and Those Charged with Governance for Internal Financial Controls**

2. The Company's Board of Directors is responsible for establishing and maintaining internal financial controls based on the internal financial controls with reference to financial statements criteria established by the Company considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls over Financial Reporting issued by the Institute of Chartered Accountants of India ('ICAI'). These responsibilities include the design, implementation and maintenance of adequate internal financial controls that were operating effectively for ensuring the orderly and efficient conduct of the Company's business, including adherence to the Company's policies, the safeguarding of its assets, the prevention and detection of frauds and errors, the accuracy and completeness of the accounting records, and the timely preparation of reliable financial information, as required under the Act.

#### **Auditor's Responsibility for the Audit of the Internal Financial Controls with Reference to Financial Statements**

3. Our responsibility is to express an opinion on the Company's internal financial controls with reference to financial statements based on our audit. We conducted our audit in accordance with the Standards on Auditing issued by the ICAI prescribed under Section 143(10) of the Act, to the extent applicable to an audit of internal financial controls with reference to financial statements, and the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting ('the Guidance Note') issued by the ICAI. Those Standards and the Guidance Note require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether adequate internal financial controls with reference to financial statements were established and maintained and if such controls operated effectively in all material respects.

4. Our audit involves performing procedures to obtain audit evidence about the adequacy of the internal financial controls with reference to financial statements and their operating

effectiveness. Our audit of internal financial controls with reference to financial statements includes obtaining an understanding of such internal financial controls, assessing the risk that a material weakness exists, and testing and evaluating the design and operating effectiveness of internal control based on the assessed risk. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error.

5. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the Company's internal financial controls with reference to financial statements.

#### **Meaning of Internal Financial Controls with Reference to Financial Statements**

6. A company's internal financial controls with reference to financial statements is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles. A company's internal financial controls with reference to financial statements include those policies and procedures that (1) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the company; (2) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the company are being made only in accordance with authorisations of management and directors of the company; and (3) provide reasonable assurance regarding prevention or timely detection of unauthorised acquisition, use, or disposition of the company's assets that could have a material effect on the financial statements.

#### **Inherent Limitations of Internal Financial Controls with Reference to Financial Statements**

7. Because of the inherent limitations of internal financial controls with reference to financial statements, including the possibility of collusion or improper management override of controls, material misstatements due to error or fraud may occur and not be detected. Also, projections of any evaluation of the internal financial controls with reference to

financial statements to future periods are subject to the risk that the internal financial controls with reference to financial statements may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

#### **Opinion**

8. In our opinion, the Company has, in all material respects, adequate internal financial controls with reference to financial statements and such controls were operating effectively as at 31 March 2023, based on the internal financial controls with reference to financial statements criteria established by the Company considering the essential components of

internal control stated in the Guidance Note on Audit of Internal Financial Controls over Financial Reporting issued by the ICAI.

For **Walker Chandiok & Co LLP**

Chartered Accountants

Firm's Registration No.: 001076N/N500013

**Ashish Gupta**

Partner

Membership No.: 504662

UDIN: 23504662BGWGDK9428

Place: Mumbai

Date: 27 April 2023

## FINANCIAL STATEMENTS

**BALANCE SHEET**

as at 31 March 2023

(All amounts in million of Indian Rupees, unless otherwise stated)

Particulars	Notes	As at 31 March 2023	As at 31 March 2022
<b>ASSETS</b>			
<b>Non-current assets</b>			
Property, Plant and Equipment	3	7,748.90	5,846.48
Capital work-in-progress	3	493.54	916.88
Intangible Assets	3	57.39	51.13
Intangible Assets under development	3	122.62	52.67
Financial Assets	4		
(i) Investments		0.77	0.77
(ii) Other financial assets		82.14	55.60
Other non-current assets	6	12.72	140.70
<b>Total non-current assets</b>		<b>8,518.08</b>	<b>7,064.23</b>
<b>Current assets</b>			
Inventories	7	6,041.71	5,162.44
Financial Assets	8		
(i) Trade receivables		8,067.66	6,734.87
(ii) Cash and cash equivalents		2,838.23	5,121.57
(iii) Bank Balance other than cash and cash equivalents		255.74	0.07
(iv) Other financial assets		709.40	59.05
Other current assets	9	590.65	567.84
<b>Total current assets</b>		<b>18,503.39</b>	<b>17,645.84</b>
<b>Total assets</b>		<b>27,021.47</b>	<b>24,710.07</b>
<b>EQUITY AND LIABILITIES</b>			
<b>EQUITY</b>			
Equity share capital	10 & 11	245.05	245.05
Other Equity		21,137.02	20,298.07
<b>Total Equity</b>		<b>21,382.07</b>	<b>20,543.12</b>
<b>LIABILITIES</b>			
<b>Non-current liabilities</b>			
Financial Liabilities			
(i) Lease Liabilities	30	170.92	12.04
Deferred tax liabilities (net)	5	424.34	314.95
<b>Total non-current liabilities</b>		<b>595.26</b>	<b>326.99</b>
<b>Current liabilities</b>			
Financial Liabilities			
(i) Lease Liabilities	30	22.65	16.80
(ii) Trade payables	12		
(a) Total outstanding dues of Micro enterprises and Small enterprises		174.33	229.53
(b) Total outstanding dues of other than Micro enterprises and Small enterprises		3,791.28	2,847.65
(iii) Other current financial liabilities	12	532.96	447.59
Other current liabilities	13	296.76	34.01
Provisions	14	155.38	144.35
Income tax liabilities (net)	15	70.78	120.03
<b>Total current liabilities</b>		<b>5,044.14</b>	<b>3,839.96</b>
<b>Total liabilities</b>		<b>5,639.40</b>	<b>4,166.95</b>
<b>Total equity and liabilities</b>		<b>27,021.47</b>	<b>24,710.07</b>
Summary of significant accounting policies and other explanatory information	1		

The accompanying notes form an integral part of the financial statements

This is the balance sheet referred to in our report of even date.

**For Walker Chandiook & Co LLP**

Chartered Accountants

Firm Registration No: 001076N/N500013

**Ashish Gupta**

Partner

Membership Number - 504662

Place: Mumbai

Date: 27 April 2023

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

Glenmark Life Sciences Limited

**Yasir Rawjee**

Managing Director &amp; CEO

DIN: 01965174

**Tushar Mistry**

Chief Financial officer

Place: Mumbai

Date: 27 April 2023

**V S Mani**

Director

DIN : 01082878

**Rudolf Corriea**

Company Secretary &amp; Compliance Officer

## FINANCIAL STATEMENTS

**STATEMENT OF PROFIT AND LOSS**

for the year ended 31 March 2023

(All amounts in million of Indian Rupees, unless otherwise stated)

Particulars	Notes	Year ended 31 March 2023	Year ended 31 March 2022
<b>Income</b>			
Revenue from operations	<b>16</b>	21,612.20	21,232.14
Other income	<b>17</b>	289.57	147.04
<b>Total income</b>		<b>21,901.77</b>	<b>21,379.18</b>
<b>Expenses</b>			
Cost of materials consumed	<b>18</b>	10,985.25	10,015.63
Changes in inventories of finished goods and work-in-progress	<b>19</b>	(844.37)	413.24
Employee benefits expense	<b>20</b>	1,801.80	1,687.23
Finance costs	<b>21</b>	5.47	279.62
Depreciation and amortisation expense	<b>3</b>	420.94	378.77
Other expenses	<b>22</b>	3,246.59	2,955.44
<b>Total expenses</b>		<b>15,615.68</b>	<b>15,729.93</b>
<b>Profit before Tax</b>		<b>6,286.09</b>	<b>5,649.25</b>
<b>Tax expense:</b>	<b>5</b>		
Current tax		1,506.11	1,376.27
Deferred tax		110.37	85.74
<b>Total tax expense</b>		<b>1,616.48</b>	<b>1,462.01</b>
<b>Profit for the year</b>		<b>4,669.61</b>	<b>4,187.24</b>
<b>Other comprehensive income:</b>			
<b>Items than will not be reclassified to profit or loss</b>			
- Remeasurement of the post-employment benefit obligation	<b>23</b>	(3.88)	1.30
- Income tax relating to the above		0.98	(0.33)
<b>Other comprehensive income / (loss) for the year</b>		<b>(2.90)</b>	<b>0.97</b>
<b>Total comprehensive income for the year</b>		<b>4,666.71</b>	<b>4,188.21</b>
<b>Earnings per equity share of ₹ 2 each</b>	<b>26</b>		
Basic (in ₹)		38.11	35.63
Diluted (in ₹)		38.11	35.63
Summary of significant accounting policies and other explanatory information	<b>1</b>		

The accompanying notes form an integral part of the financial statements  
This is the statement of profit and loss referred to in our report of even date.

**For Walker Chandiook & Co LLP**

Chartered Accountants  
Firm Registration No: 001076N/N500013

**Ashish Gupta**

Partner  
Membership Number - 504662

Place: Mumbai  
Date: 27 April 2023

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

Glenmark Life Sciences Limited

**Yasir Rawjee**

Managing Director & CEO  
DIN: 01965174

**Tushar Mistry**

Chief Financial officer  
Place: Mumbai  
Date: 27 April 2023

**V S Mani**

Director  
DIN : 01082878

**Rudolf Corriea**

Company Secretary & Compliance Officer

## FINANCIAL STATEMENTS

**STATEMENT OF CHANGES IN EQUITY**

for the year ended 31 March 2023

(All amounts in million of Indian Rupees, unless otherwise stated)

**A. EQUITY SHARE CAPITAL**

Particulars	Amount
<b>Balance as at 31 March 2021</b>	<b>19.60</b>
Add: Bonus shares issued	196.01
Add: Equity shares issued	29.44
<b>Balance as at 31 March 2022</b>	<b>245.05</b>
Add: Equity shares issued	-
Add: Bonus shares issued	-
<b>Balance as at 31 March 2023</b>	<b>245.05</b>

Refer notes 10 and 11 for details on equity share capital

**B. OTHER EQUITY**

Particulars	Other Equity			Total
	Securities Premium	Employee Stock Option Reserves	Retained Earnings	
<b>Balance as at 31 March 2021</b>	-	-	<b>7,507.87</b>	<b>7,507.87</b>
Add: Profit for the year	-	-	4,187.24	4,187.24
Add: Other comprehensive income - Remeasurement of the net defined benefit plans (net of tax)	-	-	0.97	0.97
Less: Dividend on Equity Shares	-	-	(1,286.54)	(1,286.54)
Less: Bonus Issue	-	-	(196.01)	(196.01)
Add: Share Based payment	-	34.98	-	34.98
Add: Issue of Share Capital (Net of Issue Expenses ₹ 521.03)	10,049.56	-	-	10,049.56
<b>Balance as at 31 March 2022</b>	<b>10,049.56</b>	<b>34.98</b>	<b>10,213.53</b>	<b>20,298.07</b>
Add: Profit for the year	-	-	4,669.61	4,669.61
Add: Other comprehensive income - Remeasurement of the net defined benefit plans (net of tax)	-	-	(2.90)	(2.90)
Less: Dividend on Equity Shares	-	-	(3,859.61)	(3,859.61)
Less: Bonus Issue	-	-	-	-
Add: Share Based payment	-	31.85	-	31.85
Add: Issue of Share Capital	-	-	-	-
<b>Balance as at 31 March 2023</b>	<b>10,049.56</b>	<b>66.83</b>	<b>11,020.63</b>	<b>21,137.02</b>

Summary of significant accounting policies and other explanatory information 1

The accompanying notes form an integral part of the financial statements

This is the statement of changes in equity referred to in our report of even date.

**For Walker Chandio & Co LLP**

Chartered Accountants

Firm Registration No: 001076N/N500013

**Ashish Gupta**

Partner

Membership Number - 504662

Place: Mumbai

Date: 27 April 2023

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

Glenmark Life Sciences Limited

**Yasir Rawjee**

Managing Director &amp; CEO

DIN: 01965174

**Tushar Mistry**

Chief Financial officer

Place: Mumbai

Date: 27 April 2023

**V S Mani**

Director

DIN : 01082878

**Rudolf Corriea**

Company Secretary &amp; Compliance Officer

## FINANCIAL STATEMENTS

**STATEMENT OF CASH FLOWS**

for the year ended 31 March 2023

(All amounts in million of Indian Rupees, unless otherwise stated)

Sr. No.	Particulars	Year ended 31 March 2023	Year ended 31 March 2022
<b>A.</b>	<b>Cash flow from operating activities</b>		
	Profit before tax	6,286.09	5,649.25
	Adjustments for:		
	Depreciation and amortisation expenses	420.94	378.77
	Finance costs	5.47	279.62
	Interest income	(157.66)	(67.81)
	Loss on sale of Property, plant and equipments (Net)	5.58	7.43
	Provision for gratuity and compensated absence	34.43	31.79
	Share Based Payment Expense	31.85	34.98
	Trade Receivable written-off	3.71	48.19
	Unrealised foreign exchange loss/ (gain)	8.90	(3.11)
	<b>Operating profit before working capital changes</b>	<b>6,639.31</b>	<b>6,359.11</b>
	<b>Adjustments for changes in working capital:</b>		
	- (Increase)/Decrease in trade receivables	(1,336.49)	(592.15)
	- (Increase)/Decrease in other receivables	(735.63)	881.29
	- (Increase) in inventories	(879.27)	(28.23)
	- Increase in trade and other payables	981.77	737.49
	<b>Cash generated from operations</b>	<b>4,669.69</b>	<b>7,357.51</b>
	- Taxes paid (net of refunds)	(1,535.65)	(1,381.66)
	<b>Net cash generated from operating activities</b>	<b>3,134.04</b>	<b>5,975.85</b>
<b>B.</b>	<b>Cash flow from investing activities</b>		
	Purchase of Property, plant and equipment and Intangible assets (including Capital work in progress)	(1,701.96)	(1,321.72)
	Proceeds from sale of Property, plant and equipment and Intangible assets	1.74	4.69
	Redemption in Fixed deposit (net)	1.11	28.05
	Interest received	157.66	66.70
	<b>Net cash used in investing activities</b>	<b>(1,541.45)</b>	<b>(1,222.28)</b>

(All amounts in million of Indian Rupees, unless otherwise stated)

Sr. No.	Particulars	Year ended 31 March 2023	Year ended 31 March 2022
<b>C.</b>	<b>Cash flow from financing activities</b>		
	Proceeds from issue of equity shares (net of issue expenses)	-	10,118.54
	Dividend Paid	(3,859.18)	(1,286.54)
	Payment of Lease Liabilities (including finance cost)	(16.43)	(13.65)
	Finance cost paid	(0.32)	(277.64)
	Repayment of borrowings from related parties and Payment of business purchase liability	-	(9,328.67)
	<b>Net cash used in financing activities</b>	<b>(3,875.93)</b>	<b>(787.96)</b>
	<b>Net Increase/(Decrease) in cash and cash equivalents</b>	<b>(2,283.34)</b>	<b>3,965.61</b>
	<b>Opening balance of cash and cash equivalents</b>	<b>5,121.57</b>	<b>1,155.96</b>
	<b>Closing balance of cash and cash equivalents</b>	<b>2,838.23</b>	<b>5,121.57</b>
	<b>Cash and cash equivalents comprise of :</b>		
	Cash on hand	0.93	1.05
	Balances with banks in current accounts	556.70	220.52
	Balances with Banks in Deposits (original maturity less than 3 months)	2,280.60	4,900.00
		<b>2,838.23</b>	<b>5,121.57</b>

**Note :**

- The Cash Flow Statement has been prepared under the "Indirect Method" as set out in Ind AS 7, 'Statement of Cash Flows'.
- Figures in bracket indicate cash outflow.
- For changes in liability arising from financing activities - Refer note 12(iv)

Summary of significant accounting policies and other explanatory information  
The accompanying notes form an integral part of the financial statements  
This is the cash flow statement referred to in our report of even date.

**For Walker Chandio & Co LLP**

Chartered Accountants  
Firm Registration No: 001076N/N500013

**Ashish Gupta**

Partner  
Membership Number - 504662

Place: Mumbai  
Date: 27 April 2023

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

Glenmark Life Sciences Limited

**Yasir Rawjee**

Managing Director & CEO  
DIN: 01965174

**Tushar Mistry**

Chief Financial officer  
Place: Mumbai  
Date: 27 April 2023

**V S Mani**

Director  
DIN : 01082878

**Rudolf Corriea**

Company Secretary & Compliance Officer



## FINANCIAL STATEMENTS

# NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2023

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 1 – BACKGROUND INFORMATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

### 1 COMPANY INFORMATION

Glenmark Life Sciences Limited (the “Company”) is a public limited company incorporated in Pune, India. The registered office of the Company is at Plot No 170-172 Chandramouli Industrial Estate, Mohol Bazarpet, Solapur - 413213, Maharashtra, India.

The Company is primarily engaged in the business of development, manufacture and marketing of active pharmaceutical ingredients. The Company’s research and development facilities are located at Mahape, Ankleshwar and Dahej in India and manufacturing facilities are located at Ankleshwar, Dahej, Mohol, and Kurkumbh.

## NOTE 2 - BASIS OF PREPARATION AND MEASUREMENT AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

**2.1** These financial statements have been prepared in accordance with Indian Accounting Standards as per the Companies (Indian Accounting Standards) Rules, 2015 as amended and notified under Section 133 of the Companies Act, 2013 (the ‘Act’) and other relevant provisions of the Act and it requires the use of certain critical accounting estimates. It also requires management to exercise its judgment in the process of applying the Company’s accounting policies. The areas involving a higher degree of judgment or complexity, or area where assumptions and estimates are significant to these financial statements are disclosed in section 2.20.

These financial statements have been prepared on a historical cost basis, except for certain financial assets and liabilities (including investments), defined benefit plans, plan assets and share-based payments.

All assets and liabilities have been classified as current and non-current as per the Company’s normal operating cycle and other criteria set out in the Schedule III of the Act and Ind AS 1, Presentation of Financial Statements.

The significant accounting policies that are used in the preparation of these financial statements are summarised below. These accounting policies are consistently used throughout the periods presented in the financial statements.

These financial statements are presented in Indian Rupees (‘INR’), which is also the Company’s functional currency. Amounts in figures presented have been rounded to INR million unless otherwise stated.

### 2.2 FAIR VALUE MEASUREMENT

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either in the principal market for the asset or liability, or in the absence of a principal market, in the most advantageous market for the asset or liability. The principal or the most advantageous market must be accessible to the Company.

The fair value of an asset or a liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their economic best interest. A fair value measurement of a non-financial asset takes into account a market participant’s ability to generate economic benefits by using the asset in its highest and best use or by selling it to another market participant that would use the asset in its highest and best use.

The Company uses valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, maximising the use of relevant observable inputs and minimising the use of unobservable inputs. All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorized within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

- Level 1— Quoted (unadjusted) market prices in active markets for identical assets or liabilities
- Level 2 — Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable
- Level 3 — Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable

(All amounts in million of Indian Rupees, unless otherwise stated)

For assets and liabilities that are recognised in the financial statements on a recurring basis, the Company determines whether transfers have occurred between levels in the hierarchy by re-assessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

### 2.3 FOREIGN CURRENCY TRANSACTIONS

Foreign currency transactions are recorded at the exchange rates prevailing at the date of such transactions. Monetary assets and liabilities as at the balance sheet date are translated at the rates of exchange prevailing at the date of the balance sheet. Gain/loss arising on account of differences in foreign exchange rates on settlement/translation of monetary assets and liabilities are recognised in the statement of profit and loss, unless they are considered as an adjustment to borrowing costs, in which case they are classified along with the borrowing cost, if any.

### 2.4 REVENUE RECOGNITION

The Company applies principles provided under Ind AS 115 'Revenue from contracts with customers' which provides a single, principles-based approach to the recognition of revenue from all contracts with customers. It focuses on the identification of performance obligations in a contract and requires revenue to be recognised when or as those performance obligations are satisfied.

Company receives revenue for supply of goods to external customers against orders received. The majority of contracts that Company enters into relate to sales orders containing single performance obligations for the delivery of Active pharmaceutical products. The average duration of a sales order is less than 12 months.

#### Revenue (other than sale)

Revenue (other than sale) is recognised to the extent that it is probable that the economic benefits will flow to the Company and the revenue can be reliably measured.

#### Export benefits

Income in respect of entitlement towards export incentives is recognised in accordance with the relevant scheme on recognition of the related export sales. Such export incentives are recorded as part of other operating revenue.

#### Revenue from Sale of Products

Revenue from sale of products is recognised when the Company satisfies a performance obligation upon transfer of control of products to customers at the time of shipment to or receipt of goods by the customers as per the terms of the underlying contracts. Invoices are issued as per the general business terms and are payable in accordance with the contractually agreed credit period.

Revenues are measured based on the transaction price allocated to the performance obligation, which is the consideration, net of taxes or duties collected on behalf of the government and applicable discounts and allowances. A receivable is recognised by the Company when control of the goods and services is transferred and the Company's right to an amount of consideration under the contract with the customer is unconditional, as only the passage of time is required.

### 2.5 PROPERTY, PLANT AND EQUIPMENT

#### Recognition and measurement

Items of property, plant and equipment are measured at cost less accumulated depreciation and accumulated impairment losses, if any. Cost includes expenditure that are directly attributable to the acquisition of the asset. The cost of self-constructed assets includes the cost of materials and other costs directly attributable to bringing the asset to a working condition for its intended use.

When parts of an item of property, plant and equipment have significant cost in relation to total cost and different useful lives, they are accounted for as separate items (major components) of property, plant and equipment.

Profits and losses upon disposal of an item of property, plant and equipment are determined by comparing the proceeds from disposal with the carrying amount of property, plant and equipment and are recognised within "other income/expense in the statement of profit and loss".

The cost of replacing part of an item of property, plant and equipment is recognised in the carrying amount of the item if it is probable that the future economic benefits embodied within the part will flow to the Company, its cost can be measured reliably and it has a useful life of at least twelve months. The costs of other repairs and maintenance are recognised in the statement of profit and loss as incurred.

#### Depreciation

Depreciation is recognised in the statement of profit and loss on a straight-line basis over the estimated useful lives of property, plant and equipment. Leased assets are depreciated over the shorter of the lease term or their useful lives, unless it is reasonably certain that the Company will obtain ownership by the end of the lease term.

The below given useful lives best represent the useful lives of these assets based on internal assessment and supported by technical advice where necessary which is different from the useful lives as prescribed under Part C of Schedule II of the Companies Act, 2013.

#### The estimated useful lives are as follows:

Factory and other buildings	26 - 61 years
Plant and machinery	1 – 21 years

(All amounts in million of Indian Rupees, unless otherwise stated)

Furniture, fixtures and office equipment	1 – 10 years
Vehicles	1– 8 years

Leasehold land is amortised over the period of respective leases.

Depreciation methods, useful lives and residual values are reviewed at each reporting date.

## 2.6 BORROWING COSTS

Borrowing costs primarily comprise interest on the Company's borrowings. Borrowing costs directly attributable to the acquisition, construction or production of a qualifying asset are capitalised during the period that is necessary to complete and prepare the asset for its intended use or sale. Other borrowing costs are expensed in the period in which they are incurred and reported under 'finance costs'. Borrowing costs are recognised using the effective interest rate method.

## 2.7 INTANGIBLE ASSETS

### Research and development

Expenses on research activities undertaken with the prospect of gaining new scientific or technical knowledge and understanding are recognised in the statement of profit and loss as incurred.

Development activities involve a plan or design for the production of new or substantially improved products and processes. Development expenditure is capitalised only if development costs can be measured reliably, the product or process is technically and commercially feasible, future economic benefits are probable, the assets are controlled by the Company and the Company intends to and has sufficient resources to complete development and to use or sell the asset. The expenditure capitalised includes the cost of materials and other costs directly attributable to preparing the asset for its intended use. Other development expenditure is recognised in the statement of profit and loss as incurred.

The Company's internal drug development expenditure is capitalised only if they meet the recognition criteria as mentioned above. Where uncertainties exist that the said criteria may not be met, the expenditure is recognised in the statement of profit and loss as incurred. Where the recognition criteria are met, intangible assets are recognised. Based on the management estimate of the useful lives, indefinite useful life assets are tested for impairment and assets with limited life amortised on a straight-line basis over their useful economic lives from when the asset is available for use. During the periods prior to their launch (including periods when such products have been out-licensed to other companies), these assets are tested for impairment on an annual basis, as their economic useful life is indeterminable till then.

### De-recognition of intangible assets

Intangible assets are de-recognised either on their disposal or where no future economic benefits are expected from their use or disposal. Losses arising on such de-recognition are recorded in the statement of profit and loss, and are measured as the difference between the net disposal proceeds, if any, and the carrying amount of respective intangible assets as on the date of de-recognition.

Intangible assets relating to products under development, other intangible assets not available for use and intangible assets having indefinite useful life are subject to impairment testing at each reporting date. All other intangible assets are tested for impairment when there are indications that the carrying value may not be recoverable. Any impairment losses are recognised immediately in the statement of profit and loss.

### Other intangible assets

Other intangible assets that are acquired by the Company, which have finite useful lives, are measured at cost less accumulated amortisation and accumulated impairment losses, if any.

Subsequent expenditure is capitalised only when it increases the future economic benefits embodied in the specific asset to which they relate.

Software for internal use, which is primarily acquired from third-party vendors, including consultancy charges for implementing the software, are capitalised. Subsequent costs are charged to the statement of profit and loss as incurred. The capitalised costs are amortised over the estimated useful life of the software.

### Amortisation

Amortisation of intangible assets, intangible assets not available for use and intangible assets having indeterminable life, is recognised in the statement of profit and loss on a straight-line basis over the estimated useful lives from the date that they are available for use.

The estimated useful lives of intangible assets are 1 - 10 years.

## 2.8 IMPAIRMENT TESTING OF PROPERTY, PLANT AND EQUIPMENT, AND INTANGIBLE ASSETS

The carrying amounts of the Company's non-financial assets, other than inventories and deferred tax assets are reviewed at each reporting date to determine whether there is any indication of impairment. If any such indication exists, then the asset's recoverable amount is estimated. Intangible assets that have indefinite lives or that are not yet available for use are tested for impairment annually; their recoverable amount is estimated annually each year at the reporting date.

(All amounts in million of Indian Rupees, unless otherwise stated)

For the purpose of impairment testing, assets are grouped together into the smallest group of assets that generate cash inflows from continuing use that are largely independent of the cash inflows of other assets or groups of assets (“cash-generating unit”). The recoverable amount of an asset or cash-generating unit is the greater of its value in use or its fair value less costs to sell. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. Intangibles with indefinite useful lives are tested for impairment individually.

An impairment loss is recognised if the carrying amount of an asset or its cash-generating unit exceeds its estimated recoverable amount. Impairment losses are recognised in the statement of profit and loss.

Impairment losses recognised in prior periods are assessed at each reporting date for any indications that the loss has decreased or no longer exists. An impairment loss is reversed if there has been a change in the estimates used to determine the recoverable amount. An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised.

## 2.9 INVESTMENTS AND FINANCIAL ASSETS

### Classification

The Company classifies its financial assets in the following measurement categories:

- those to be measured subsequently at fair value (either through other comprehensive income, or through profit or loss), and
- those measured at amortised cost.

The classification depends on the entity's business model for managing the financial assets and the contractual terms of the cash flows.

For assets measured at fair value, gains and losses will either be recorded in the statement of profit and loss or other comprehensive income. For investments in debt instruments, this will depend on the business model in which the investment is held. For investments in equity instruments, this will depend on whether the Company has made an irrevocable election at the time of initial recognition to account for the equity investment at fair value through other comprehensive income.

The Company reclassifies debt investments when and only when its business model for managing those assets changes.

### Measurement

At initial recognition, the Company measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs that are directly attributable to the acquisition of the financial asset. However, trade receivables that do not contain a significant financing component are measured at the Transaction Price.

Financial assets with embedded derivatives are considered in their entirety when determining whether their cash flows are solely payment of principal and interest.

### Measurement of debt instruments

Subsequent measurement of debt instruments depends on the Company's business model for managing the asset and the cash flow characteristics of the asset. There are three measurement categories into which the Company classifies its debt instruments:

- **Amortised cost:** Assets that are held for collection of contractual cash flows where those cash flows represent solely payments of principal and interest are measured at amortised cost. A gain or loss on a debt investment that is subsequently measured at amortised cost and is not part of a hedging relationship is recognised in profit or loss when the asset is derecognised or impaired. Interest income from these financial assets is included in other income using the effective interest rate method.
- **Fair value through other comprehensive income (FVOCI):** Assets that are held for collection of contractual cash flows and for selling the financial assets, where the assets' cash flows represent solely payments of principal and interest, are measured at fair value through other comprehensive income (FVOCI). Movements in the carrying amount are taken through OCI, except for the recognition of impairment gains or losses, interest income and foreign exchange gains and losses which are recognised in the statement of profit and loss. When the financial asset is derecognised, the cumulative gain or loss previously recognised in OCI is reclassified from equity to the statement of profit and loss and recognised in other income/expenses. Interest income from these financial assets is included in other income using the effective interest rate method.
- **Fair value through profit or loss (FVTPL):** Assets that do not meet the criteria for amortised cost or FVOCI are measured at fair value through profit or loss. A gain or loss on a debt investment that is subsequently measured at fair value through profit or loss and is not part of a hedging relationship is recognised in the statement of profit and loss and presented net in the statement of profit and loss within other income/

(All amounts in million of Indian Rupees, unless otherwise stated)

expenses in the period in which it arises. Interest income from these financial assets is included in other income.

#### **Measurement of equity instruments**

The Company subsequently measures all equity investments at fair value other than those elected to be at cost under Ind AS 27. Where the Company's management has elected to present fair value gains and losses on equity investments in other comprehensive income, there is no subsequent reclassification of fair value gains and losses to profit or loss. Dividends from such investments are recognised in the statement of profit and loss as other income when the Company's right to receive payments is established.

Changes in the fair value of financial assets at fair value through profit or loss are recognised in other income/expenses in the statement of profit and loss. Impairment losses (and reversal of impairment losses) on equity investments measured at FVOCI are not reported separately from other changes in fair value.

#### **Impairment of financial assets**

The Company assesses on a forward looking basis the expected credit losses associated with its assets carried at amortised cost and FVOCI debt instruments. The impairment methodology applied depends on whether there has been a significant increase in credit risk. Note 31 details how the Company determines whether there has been a significant increase in credit risk.

For trade receivables only, the Company applies the simplified approach permitted by Ind AS 109 Financial Instruments, which requires expected lifetime losses to be recognised from initial recognition of the receivables.

#### **De-recognition of financial assets**

A financial asset is derecognised only when

- The Company has transferred the rights to receive cash flows from the financial asset or
- retains the contractual rights to receive the cash flows of the financial asset, but assumes a contractual obligation to pay the cash flows to one or more recipients.

Where the entity has transferred an asset, the Company evaluates whether it has transferred substantially all risks and rewards of ownership of the financial asset. In such cases, the financial asset is derecognised. Where the entity has not transferred substantially all risks and rewards of ownership of the financial asset, the financial asset is not derecognised.

Where the entity has neither transferred a financial asset nor retains substantially all risks and rewards of ownership

of the financial asset, the financial asset is derecognised if the Company has not retained control of the financial asset. Where the Company retains control of the financial asset, the asset is continued to be recognised to the extent of continuing involvement in the financial asset.

#### **Interest income from financial assets**

Interest income from debt instruments is recognised using the effective interest rate method. The effective interest rate is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the gross carrying amount of a financial asset. When calculating the effective interest rate, the Company estimates the expected cash flows by considering all the contractual terms of the financial instrument (for example, prepayment, extension, call and similar options) but does not consider the expected credit losses.

## **2.10 FINANCIAL LIABILITIES**

Non derivative financial liabilities include trade and other payables.

Borrowings and other financial liabilities are initially recognised at fair value (net of transaction costs incurred). Difference between the fair value and the transaction proceeds on initial recognition is recognised as an asset / liability based on the underlying reason for the difference.

Subsequently all financial liabilities are measured at amortised cost using the effective interest rate method.

Borrowings are derecognised from the balance sheet when the obligation specified in the contract is discharged, cancelled or expired. The difference between the carrying amount of a financial liability that has been extinguished or transferred to another party and the consideration paid, including any non-cash assets transferred or liabilities assumed, is recognised in the statement of profit and loss. The gain / loss is recognised in other equity in case of transaction with shareholders.

Borrowings are classified as current liabilities unless the Company has an unconditional right to defer settlement of the liability for at least 12 months after the reporting period. Where there is a breach of a material provision of a long-term loan arrangement on or before the end of the reporting period with the effect that the liability becomes payable on demand on the reporting date, the entity does not classify the liability as current, if the lender agreed, after the reporting period and before the approval of the financial statements for issue, not to demand payment as a consequence of the breach.

Trade payables are recognised initially at their transaction values which also approximate their fair values and subsequently measured at amortised cost less settlement payments.

(All amounts in million of Indian Rupees, unless otherwise stated)

## 2.11 INVENTORIES

Inventories of finished goods, stock in trade, work in process, consumable stores and spares, raw material, packing material are valued at cost or net realisable value, whichever is lower. Cost of inventories is determined on a weighted moving average basis. Cost of work-in-process and finished goods include the cost of materials consumed, labour, manufacturing overheads and other related costs incurred in bringing the inventories to their present location and condition.

Net realisable value is the estimated selling price in the ordinary course of business, less the estimated costs of completion and selling expenses.

The factors that the Company considers in determining the allowance for slow moving, obsolete and other non-saleable inventory includes estimated shelf life, planned product discontinuances, price changes, ageing of inventory and introduction of competitive new products, to the extent each of these factors impact the Company's business and markets. The Company considers all these factors and adjusts the inventory provision to reflect its actual experience on a periodic basis.

## 2.12 ACCOUNTING FOR INCOME TAXES

Income tax expense consists of current and deferred tax. Income tax expense is recognised in the statement of profit and loss except to the extent that it relates to items recognised in other comprehensive income, in which case it is recognised in other comprehensive income. Current tax is the expected tax payable on the taxable income for the year, using tax rates enacted at the reporting date, and any adjustment to tax payable in respect of previous years.

Deferred tax is recognised for temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and the amounts used for taxation purposes.

Deferred tax is not recognised for the temporary differences arising due to initial recognition of assets or liabilities in a transaction that is not a business combination and that affects neither accounting nor taxable profit.

Deferred tax is measured at the tax rates that are expected to be applied to the temporary differences when they reverse, based on the laws that have been enacted or substantively enacted by the reporting date.

A deferred tax asset is recognised to the extent that it is probable that future taxable profits will be available against which the temporary difference can be utilised. Deferred tax assets are reviewed at each reporting date and are reduced to the extent that it is no longer probable that the related tax benefit will be realised.

Deferred tax assets and liabilities are offset if there is a legally enforceable right to offset current tax liabilities and assets, and they relate to income taxes levied by the same tax authority.

## 2.13 LEASES

The Company recognises a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for any lease payments made at or before the commencement date, plus any initial direct costs incurred and an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located, less any lease incentives received.

The right-of-use asset is subsequently depreciated using the straight-line method from the commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. The estimated useful lives of right-of-use assets are determined on the same basis as those of property and equipment. In addition, the right-of-use asset is periodically reduced by impairment losses, if any, and adjusted for certain re-measurements of the lease liability.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, company's incremental borrowing rate. Generally, the company uses its incremental borrowing rate as the discount rate.

Lease payments included in the measurement of the lease liability comprise the following:

- Fixed payments, including in-substance fixed payments;
- Variable lease payments that depend on an index or a rate, initially measured using the index or rate as at the commencement date;
- Amounts expected to be payable under a residual value guarantee; and
- The exercise price under a purchase option that the company is reasonably certain to exercise, lease payments in an optional renewal period if the company is reasonably certain to exercise an extension option, and penalties for early termination of a lease unless the company is reasonably certain not to terminate early.

The lease liability is measured at amortised cost using the effective interest method. It is remeasured when there is a change in future lease payments arising from a change in an

(All amounts in million of Indian Rupees, unless otherwise stated)

index or rate, if there is a change in the company's estimate of the amount expected to be payable under a residual value guarantee, or if company changes its assessment of whether it will exercise a purchase, extension or termination option.

When the lease liability is remeasured in this way, a corresponding adjustment is made to the carrying amount of the right-of-use asset, or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

#### **Short-term leases and leases of low-value assets**

The Company has elected not to recognise right-of-use assets and lease liabilities for short-term leases that have a lease term of 12 months. The Company recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

## **2.14 EQUITY**

Share capital is determined using the nominal value of shares that are issued. Incremental costs directly attributable to the issue of ordinary shares are recognised as a deduction from equity, net of any tax effects.

Securities premium includes any premium received on the issue of share capital. Any transaction costs associated with the issue of shares is deducted from Securities premium, net of any related income tax benefits.

Retained earnings include all current and prior period results, as disclosed in the statement of profit and loss.

## **2.15 EMPLOYEE BENEFITS**

#### **Short-term benefits**

Short-term benefit obligations are measured on an undiscounted basis and are expensed as the related service is provided. A liability is recognised for the amount expected to be paid under short-term cash bonus or profit-sharing plans if the Company has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be estimated reliably.

#### **Defined contribution plans**

A defined contribution plan is a post-employment benefit plan under which the Company pays fixed contributions into a separate entity and will have no legal or constructive obligation to pay further amounts. Obligations for contributions to recognised provident funds, approved superannuation schemes and other social securities, which are defined contribution plans, are recognised as an employee benefit expense in the statement of profit and loss as incurred.

#### **Defined benefit plans**

A defined benefit plan is a post-employment benefit plan other than a defined contribution plan. The Company's net

obligation in respect of an approved gratuity plan, which is a defined benefit plan, and certain other defined benefit plans is calculated separately for each material plan by estimating the ultimate cost to the entity of the benefit that employees have earned in return for their service in the current and prior periods. This requires an entity to determine how much benefit is attributable to the current and prior periods and to make estimates (actuarial assumptions) about demographic variables and financial variables that will affect the cost of the benefit. The cost of providing benefits under the defined benefit plan is determined using actuarial valuation performed annually by a qualified actuary using the projected unit credit method.

The benefit is discounted to determine the present value of the defined benefit obligation and the current service cost. The discount rate is the yield at the reporting date on risk free government bonds that have maturity dates approximating the terms of the Company's obligations and that are denominated in the same currency in which the benefits are expected to be paid.

The fair value of any plan assets is deducted from the present value of the defined benefit obligation to determine the amount of deficit or surplus. The net defined benefit liability/ (asset) is determined as the amount of the deficit or surplus, adjusted for any effect of limiting a net defined benefit asset to the asset ceiling. The net defined benefit liability/(asset) is recognised in the balance sheet.

Defined benefit costs are recognised as follows:

- Service cost in the statement of profit and loss
- Net interest on the net defined benefit liability (asset) in the statement of profit and loss
- Remeasurement of the net defined benefit liability/ (asset) in other comprehensive income

Service costs comprise of current service cost, past service cost, as well as gains and losses on curtailment and settlements. The benefit attributable to current and past periods of service is determined using the plan's benefit formula. However, if an employee's service in later years will lead to a materially higher level of benefit than in earlier years, the benefit is attributed on a straight-line basis. Past service cost is recognised in the statement of profit and loss in the period of plan amendment. A gain or loss on the settlement of a defined benefit plan is recognised when the settlement occurs.

Net interest is calculated by applying the discount rate at the beginning of the period to the net defined benefit liability (asset) at the beginning of the period, taking account of any changes in the net defined benefit liability/(asset) during the period as a result of contribution and benefit payments.

(All amounts in million of Indian Rupees, unless otherwise stated)

Remeasurement comprises of actuarial gains and losses, the return on plan assets (excluding interest), and the effect of changes to the asset ceiling (if applicable). Remeasurement recognised in other comprehensive income is not reclassified to the statement of profit and loss.

#### **Compensated leave of absence**

Eligible employees are entitled to accumulate compensated absences up to prescribed limits in accordance with the Company's policy and receive cash in lieu thereof. The Company measures the expected cost of accumulating compensated absences as the additional amount that the Company expects to pay as a result of the unused entitlement that has accumulated at the date of the balance sheet. Such measurement is based on actuarial valuation as at the date of the balance sheet carried out by a qualified actuary.

#### **Termination benefits**

Termination benefits are recognised as an expense when the Company is demonstrably committed, without realistic possibility of withdrawal, to a formal detailed plan to either terminate employment before the normal retirement date, or to provide termination benefits as a result of an offer made to encourage voluntary redundancy. Termination benefits for voluntary redundancies are recognised as an expense if the Company has made an offer encouraging voluntary redundancy, it is probable that the offer will be accepted, and the number of acceptances can be estimated reliably.

## **2.16 PROVISIONS, CONTINGENT LIABILITIES AND CONTINGENT ASSETS**

Provisions are recognised when present obligations as a result of past events will probably lead to an outflow of economic resources from the Company and they can be estimated reliably. Timing or amount of the outflow may still be uncertain. A present obligation arises from the presence of a legal or constructive obligation that has resulted from past events.

Provisions are measured at the best estimate of expenditure required to settle the present obligation at the reporting date, based on the most reliable evidence, including the risks and uncertainties and timing of cashflows associated with the present obligation.

In those cases where the possible outflow of economic resource as a result of present obligations is considered improbable or remote, or the amount to be provided for cannot be measured reliably, no liability is recognised in the balance sheet.

Any amount that the Company can be virtually certain to collect from a third party with respect to the obligation is recognised as a separate asset up to the amount of the

related provisions. All provisions are reviewed at each reporting date and adjusted to reflect the current best estimate.

Contingent assets are not recognised.

## **2.17 SHARE BASED COMPENSATION**

All employee services received in exchange for the grant of any equity-settled share-based compensation are measured at their fair values. These are indirectly determined by reference to the fair value of the share options awarded. Their value is appraised at the grant date and excludes the impact of any non-market vesting conditions (for example, profitability and sales growth targets).

All share-based compensation is ultimately recognised as an expense in the statement of profit and loss with a corresponding credit to equity (Stock compensation reserve). If vesting periods or other vesting conditions apply, the expense is allocated over the vesting period, based on the best available estimate of the number of share options expected to vest. Non-market vesting conditions are included in assumptions about the number of options that are expected to become exercisable. Estimates are subsequently revised, if there is any indication that the number of share options expected to vest differs from previous estimates.

No adjustment is made to expense recognised in prior periods if fewer share options are ultimately exercised than originally estimated. Upon exercise of share options, the proceeds received net of any directly attributable transaction costs up to the nominal value of the shares issued are allocated to share capital with any excess being recorded as Securities premium.

## **2.18 EARNINGS PER SHARE:**

Basic earnings per share is computed by dividing the net profit for the period attributable to the equity shareholders of the Company by the weighted average number of equity shares outstanding during the period. The weighted average number of equity shares outstanding during the period and for all periods presented is adjusted for events, such as bonus shares, other than the conversion of potential equity shares that have changed the number of equity shares outstanding, without a corresponding change in resources.

For the purpose of calculating diluted earnings per share, the net profit for the period attributable to equity shareholders and the weighted average number of shares outstanding during the period is adjusted for the effects of all dilutive potential equity shares.

## **2.19 STATEMENT OF CASH FLOW**

Statement of Cash Flows is prepared segregating the cash flows into operating, investing and financing activities. Cash



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flow from operating activities is reported using indirect method, adjusting the profit before tax excluding exceptional items for the effects of:

- (i) changes during the period in inventories and operating receivables and payables, transactions of a non-cash nature;
- (ii) non-cash items such as depreciation, provisions, unrealised foreign currency gains and losses; and
- (iii) all other items for which the cash effects are investing or financing cash flows.

Cash and cash equivalents (including bank balances) shown in the Statement of Cash Flows exclude items which are not available for general use as at the date of Balance Sheet.

## 2.20 CRITICAL ACCOUNTING ESTIMATES AND SIGNIFICANT JUDGEMENT IN APPLYING ACCOUNTING POLICIES

When preparing these financial statements, management undertakes a number of judgments, estimates and assumptions about the recognition and measurement of assets, liabilities, income and expenses.

In the process of applying the Company's accounting policies, the following judgments have been made apart from those involving estimates, which have the most significant effect on the amounts recognised in the financial statement. Judgments are based on the information available at the date of balance sheet.

### Leases

Ind AS 116 requires Company to make certain judgements and estimations, and those that are significant are disclosed below.

Critical judgements are required when an entity is,

- determining whether or not a contract contains a lease
- establishing whether or not it is reasonably certain that an extension option will be exercised
- considering whether or not it is reasonably certain that a termination option will not be exercised

Key sources of estimation and uncertainty include:

- calculating the appropriate discount rate
- estimating the lease term

### Estimation Uncertainty

The preparation of these financial statements is in conformity with Ind AS and requires the application of judgment by management in selecting appropriate assumptions for calculating financial estimates, which inherently contain some

degree of uncertainty. Management estimates are based on historical experience and various other assumptions that are believed to be reasonable in the circumstances, the results of which form the basis for making judgments about the reported carrying values of assets and liabilities and the reported amounts of revenues and expenses that may not be readily apparent from other sources. Actual results may differ from these estimates under different assumptions or conditions.

Estimates of life of various tangible and intangible assets, and assumptions used in the determination of employee-related obligations and fair valuation of financial and equity instrument, impairment of tangible and intangible assets represent certain of the significant judgements and estimates made by management.

### Useful lives of various assets

Management reviews the useful lives of depreciable assets at each reporting date, based on the expected utility of the assets to the Company. The useful life are specified in note 2.5 and 2.7

### Post-employment benefits

The cost of post-employment benefits is determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, expected rate of return on assets, future salary increases and mortality rates. Due to the long term nature of these plans such estimates are subject to significant uncertainty.

### Fair value of financial instruments

Management uses valuation techniques in measuring the fair value of financial instruments where active market quotes are not available. In applying the valuation techniques, management makes maximum use of market inputs and uses estimates and assumptions that are, as far as possible, consistent with observable data that market participants would use in pricing the instrument. Where applicable data is not observable, management uses its best estimate about the assumptions that market participants would make. These estimates may vary from the actual prices that would be achieved in an arm's length transaction at the reporting date.

### Impairment

An impairment loss is recognised for the amount by which an asset's or cash-generating unit's carrying amount exceeds its recoverable amount. To determine the recoverable amount, management estimates expected future cash flows from each asset or cash-generating unit and determines a suitable interest rate in order to calculate the present value of those cash flows. In the process of measuring expected future cash flows, management makes assumptions about future operating results. These assumptions relate to future events and circumstances. The actual results may vary, and may cause significant adjustments to the Company's assets.

(All amounts in million of Indian Rupees, unless otherwise stated)

In most cases, determining the applicable discount rate involves estimating the appropriate adjustment to market risk and the appropriate adjustment to asset-specific risk factors.

#### **Current and deferred income taxes**

Significant judgments are involved in determining the provision for income taxes including judgment on whether tax positions are probable of being sustained in tax assessments. A tax assessment can involve complex issues, which can only be resolved over extended time periods. The recognition of taxes that are subject to certain legal or economic limits or uncertainties is assessed individually by management based on the specific facts and circumstances.

#### **Expected credit loss**

The Company applies expected credit losses (ECL) model for measurement and recognition of loss allowance on the following:

- i Trade receivables.
- ii Financial assets measured at amortised cost other than trade receivables.

In case of trade receivables, the Company follows a simplified approach wherein an amount equal to lifetime ECL is measured and recognised as loss allowance. In case of other assets (listed as ii above), the Company determines if there has been a significant increase in credit risk of the financial asset since initial recognition. If the credit risk of such assets has not increased significantly, an amount equal to twelve month ECL is measured and recognised as loss allowance. However, if credit risk has increased significantly, an amount equal to lifetime ECL is measured and recognised as loss allowance.

The financial statements have been prepared using the measurement basis specified by Ind AS for each type of asset, liability, income and expense. The measurement bases are more fully described in the accounting policies.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised

if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods.

## **2.21 RECENT ACCOUNTING PRONOUNCEMENTS**

#### **New and amended standards adopted by the Company:**

All the Ind AS issued and notified by the Ministry of Corporate Affairs ('MCA') under the Companies (Indian Accounting Standards) Rules, 2015 (as amended) till the financial statements are authorised have been considered in preparing these financial statement.

Ministry of Corporate Affairs notifies new standards or amendments to the existing standards under Companies (Indian Accounting Standards) Rules as issued from time to time. On March 31, 2023, MCA amended the Companies (Indian Accounting Standards) Amendment Rules, 2023, as below:

Ind AS 12 - Income Taxes - This amendment has narrowed the scope of the initial recognition exemption so that it does not apply to transactions that give rise to equal and offsetting temporary differences. The effective date for adoption of this amendment is annual periods beginning on or after April 1, 2023. The Company has evaluated the amendment and there is no impact on the financial statement.

Ind AS 1 - Presentation of Financial Statements - This amendment requires the entities to disclose their material accounting policies rather than their significant accounting policies. The effective date for adoption of this amendment is annual periods beginning on or after April 1, 2023. The Company has evaluated the amendment and the impact of the amendment is insignificant in the financial statements.

'Ind AS 8 - Accounting Policies, Changes in Accounting Estimates and Errors - This amendment has introduced a definition of and included amendments to Ind AS 8 to help entities distinguish changes in accounting policies from changes in accounting estimates. The effective date for adoption of this amendment is annual periods beginning on or after April 1, 2023. The Company has evaluated the amendment and there is no impact on the financial statements.

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**NOTE 3 - PROPERTY, PLANT AND EQUIPMENT****PROPERTY, PLANT AND EQUIPMENT COMPRISE THE FOLLOWING:**

Particulars	Leasehold land* (ROU)	Factory building	Other building	Plant and equipment	Furniture and fixture	Office equipment	Vehicles	Building & Machinery (ROU)	Total	Capital work-in-progress
<b>Cost</b>										
<b>Balance as at 01 April 2021</b>	<b>173.34</b>	<b>2,028.79</b>	<b>90.43</b>	<b>3,950.86</b>	<b>134.42</b>	<b>43.68</b>	<b>0.12</b>	-	<b>6,421.64</b>	<b>140.98</b>
- Acquisitions	101.04	113.78	2.07	295.17	14.12	9.07	3.17	40.51	578.93	876.96
- Disposals/ Transfers/ adjustments	-	-	-	(22.39)	(0.70)	(1.12)	-	-	(24.21)	(101.06)
<b>Balance as at 31 March 2022</b>	<b>274.38</b>	<b>2,142.57</b>	<b>92.50</b>	<b>4,223.64</b>	<b>147.84</b>	<b>51.63</b>	<b>3.29</b>	<b>40.51</b>	<b>6,976.36</b>	<b>916.88</b>
- Acquisitions	-	781.71	-	1,209.15	11.56	22.70	-	191.10	2,316.22	409.38
- Disposals/ Transfers/ adjustments	-	(0.24)	-	(19.28)	(3.89)	(3.68)	(0.37)	-	(27.46)	(832.73)
<b>Balance as at 31 March 2023</b>	<b>274.38</b>	<b>2,924.04</b>	<b>92.50</b>	<b>5,413.51</b>	<b>255.51</b>	<b>70.65</b>	<b>2.92</b>	<b>231.61</b>	<b>9,265.12</b>	<b>493.54</b>
<b>Accumulated Depreciation</b>										
<b>Balance as at 01 April 2021</b>	<b>9.14</b>	<b>87.09</b>	<b>0.28</b>	<b>613.87</b>	<b>42.13</b>	<b>20.13</b>	<b>0.12</b>	-	<b>772.76</b>	-
- Depreciation charge for the year	4.07	39.67	1.68	285.01	16.77	8.66	0.12	13.22	369.20	-
- Disposals/ Transfers/ adjustments	-	-	-	(10.37)	(0.58)	(1.13)	-	-	(12.08)	-
<b>Balance as at 31 March 2022</b>	<b>13.21</b>	<b>126.76</b>	<b>1.96</b>	<b>888.51</b>	<b>58.32</b>	<b>27.66</b>	<b>0.24</b>	<b>13.22</b>	<b>1,129.88</b>	-
- Depreciation charge for the year	4.72	45.37	1.69	309.26	19.84	9.35	0.53	15.72	406.48	-
- Disposals/ Transfers/ adjustments	-	(0.04)	-	(12.19)	(3.86)	(3.68)	(0.37)	-	(20.14)	-
<b>Balance as at 31 March 2023</b>	<b>17.93</b>	<b>172.09</b>	<b>3.65</b>	<b>1,185.58</b>	<b>74.30</b>	<b>33.33</b>	<b>0.40</b>	<b>28.94</b>	<b>1,516.22</b>	-
<b>Carrying value</b>										
<b>As at 31 March 2022</b>	<b>261.17</b>	<b>2,015.81</b>	<b>90.54</b>	<b>3,335.13</b>	<b>89.52</b>	<b>23.97</b>	<b>3.05</b>	<b>27.29</b>	<b>5,846.48</b>	<b>916.88</b>
<b>As at 31 March 2023</b>	<b>256.45</b>	<b>2,751.95</b>	<b>88.85</b>	<b>4,227.93</b>	<b>181.21</b>	<b>37.32</b>	<b>2.52</b>	<b>202.67</b>	<b>7,748.90</b>	<b>493.54</b>

**Note:**

Addition to Property, Plant and Equipment for the year ended 31 March 2023 includes capital expenditure of ₹ 181.36 (31 March 2022 - ₹ 16.09) incurred at approved R&D centres. (Refer Note 25)

\*Upfront lease premium paid to respective Industrial Development Corporations at the time of execution of lease deed represents the present value of total consideration related to lease payments for the entire tenure of lease.

(All amounts in million of Indian Rupees, unless otherwise stated)

**Capital work-in-progress ageing schedule for the year ended March 31, 2023 is as follows:**

Particulars	Amount in Capital work in progress for a period of				Total
	Less than 1 year	1 - 2 years	2 - 3 years	More than 3 years	
Projects in progress	432.28	61.26	-	-	493.54

**Capital work-in-progress ageing schedule for the year ended March 31, 2022 is as follows:**

Particulars	Amount in Capital work in progress for a period of				Total
	Less than 1 year	1 - 2 years	2 - 3 years	More than 3 years	
Projects in progress	911.66	5.22	-	-	916.88

## NOTE 3 - INTANGIBLE ASSETS

Intangible assets comprise the following

Particulars	Computer software	Product development/ Brands	Total	Intangible Assets under development
<b>Cost</b>				
<b>Balance as at 01 April 2021</b>	<b>46.21</b>	<b>51.13</b>	<b>97.34</b>	-
- Additions	7.08	27.18	34.26	-
- Disposals/ Transfers/ adjustments	-	(52.67)	(52.67)	52.67
<b>Balance as at 31 March 2022</b>	<b>53.29</b>	<b>25.64</b>	<b>78.93</b>	<b>52.67</b>
- Additions	7.11	13.61	20.72	69.95
- Disposals/ Transfers/ adjustments	(0.02)	-	(0.02)	-
<b>Balance as at 31 March 2023</b>	<b>60.38</b>	<b>39.25</b>	<b>99.63</b>	<b>122.62</b>
<b>Amortisation and impairment</b>				
<b>Balance as at 1 April 2021</b>	<b>18.19</b>	<b>0.04</b>	<b>18.23</b>	-
- Amortisation for the year	9.57	-	9.57	-
- Disposals/ Transfers/ adjustments	-	-	-	-
<b>Balance as at 31 March 2022</b>	<b>27.76</b>	<b>0.04</b>	<b>27.80</b>	-
- Amortisation for the year	9.46	5.00	14.46	-
- Disposals/ Transfers/ adjustments	(0.02)	-	(0.02)	-
<b>Balance as at 31 March 2023</b>	<b>37.20</b>	<b>5.04</b>	<b>42.24</b>	-
<b>Carrying value</b>				
<b>Balance as at 31 March 2022</b>	<b>25.53</b>	<b>25.60</b>	<b>51.13</b>	<b>52.67</b>
<b>Balance as at 31 March 2023</b>	<b>23.18</b>	<b>34.21</b>	<b>57.39</b>	<b>122.62</b>

The expected useful life of product development/brands is determined based on the management's best estimates of their expected usage, the product life cycles, technical and technological obsolescence, market demand for products, competition and their expected future benefits to the company.

There are no additions that are acquired through business combinations.

**Intangible Assets under development ageing schedule for the year ended March 31, 2023 is as follows:**

Particulars	Amount in Capital work in progress for a period of				Total
	Less than 1 year	1 - 2 years	2 - 3 years	More than 3 years	
Projects in progress	69.95	27.19	5.12	20.35	122.62

**Intangible Assets under development ageing schedule for the year ended March 31, 2022 is as follows:**

Particulars	Amount in Capital work in progress for a period of				Total
	Less than 1 year	1 - 2 years	2 - 3 years	More than 3 years	
Projects in progress	27.19	5.12	-	20.35	52.67

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 4 - NON-CURRENT FINANCIAL ASSETS

### (I) INVESTMENTS

Particulars	As at 31 March 2023	As at 31 March 2022
<b>Unquoted</b>		
<b>Equity shares (FVTPL)</b>		
76,800 shares of Narmada Clean Tech	0.77	0.77
<b>Total</b>	<b>0.77</b>	<b>0.77</b>
Aggregate amount of unquoted investments	0.77	0.77
Aggregate amount of impairment in value of investment	-	-

### (II) OTHER NON-CURRENT FINANCIAL ASSETS

Particulars	As at 31 March 2023	As at 31 March 2022
<b>Unsecured, considered good</b>		
Security deposits*	82.14	55.60
<b>Total</b>	<b>82.14</b>	<b>55.60</b>

\*Security deposits represent utility deposit given in the normal course of business realisable after twelve months from the reporting date.

## NOTE 5 - TAXES

Particulars	Year ended 31 March 2023	Year ended 31 March 2022
Current income tax expense	1,506.11	1,376.27
Deferred income tax expense	110.37	85.74
<b>Total</b>	<b>1,616.48</b>	<b>1,462.01</b>

The relationship between the expected tax expense based on the applicable tax rate of the Company and the tax expense actually recognised in the statement of profit and loss can be reconciled as follows:

Particulars	Year ended 31 March 2023	Year ended 31 March 2022
<b>Profit before Tax</b>	<b>6,286.09</b>	<b>5,649.25</b>
Tax rate applicable	25.17%	25.17%
<b>Income tax expense at tax rates applicable</b>	<b>1,582.08</b>	<b>1,421.80</b>
Tax adjustments		
- Disallowance of donation/corporate social responsibility expenses	24.55	18.91
- Other (Allowances)/ Disallowance	9.85	21.30
<b>Actual tax expense (net)</b>	<b>1,616.48</b>	<b>1,462.01</b>

(All amounts in million of Indian Rupees, unless otherwise stated)

The tax effect of significant temporary differences that resulted in deferred income tax assets and liabilities and a description of the items that create those differences are given below:

**For the year ended 31 March 2023:**

Particulars	As at 31 March 2022	Recognised in statement of profit and loss	Recognised in other comprehensive income	As at 31 March 2023
<b>Deferred tax assets</b>				
Provision for sales return	-	-	-	-
Other items	10.74	6.40	0.98	18.12
<b>Total</b>	<b>10.74</b>	<b>6.40</b>	<b>0.98</b>	<b>18.12</b>
<b>Deferred tax liabilities</b>				
Difference in depreciation on Property, plant and equipment	325.44	117.02	-	442.46
Other taxable temporary differences	0.25	(0.25)	-	-
<b>Total</b>	<b>325.69</b>	<b>116.77</b>	<b>-</b>	<b>442.46</b>
<b>Net deferred income tax asset / (liabilities)</b>	<b>(314.95)</b>	<b>(110.37)</b>	<b>0.98</b>	<b>(424.34)</b>

**For the year ended 31 March 2022:**

Particulars	As at 31 March 2021	Recognised in statement of profit and loss	Recognised in other comprehensive income	As at 31 March 2022
<b>Deferred tax assets</b>				
Provision for sales return	8.15	(8.15)	-	-
Other items	12.11	(1.04)	(0.33)	10.74
<b>Total</b>	<b>20.26</b>	<b>(9.19)</b>	<b>(0.33)</b>	<b>10.74</b>
<b>Deferred tax liabilities</b>				
Difference in depreciation on Property, plant and equipment	249.14	76.30	-	325.44
Other taxable temporary differences	-	0.25	-	0.25
<b>Total</b>	<b>249.14</b>	<b>76.55</b>	<b>-</b>	<b>325.69</b>
<b>Net deferred income tax asset / (liabilities)</b>	<b>(228.88)</b>	<b>(85.74)</b>	<b>(0.33)</b>	<b>(314.95)</b>

In assessing the reliability of deferred tax assets, management considers whether it is more likely than not that some portion or all of the deferred tax assets will be realised. The ultimate realisation of deferred tax assets is dependent upon the generation of future taxable income during the year in which the temporary differences become deductible. The amount of the deferred tax assets considered realisable, however, could be reduced in the near term if estimates of future taxable including taxable temporary difference in the future periods are reduced.

## NOTE 6 - OTHER NON-CURRENT ASSETS

Particulars	As at 31 March 2023	As at 31 March 2022
Capital advances	12.72	140.70
<b>Total</b>	<b>12.72</b>	<b>140.70</b>

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 7 - INVENTORIES

Particulars	As at 31 March 2023	As at 31 March 2022
Raw material	1,680.39	1,646.70
Packing material	12.08	12.46
Work-in-progress	3,709.07	3,104.54
Stores and spares	148.41	146.82
Finished goods	491.76	251.92
<b>Total</b>	<b>6,041.71</b>	<b>5,162.44</b>

Inventory write downs are accounted, considering the nature of inventory, ageing of inventory as well as provisioning policy of the Company. The Company recorded inventory write down of ₹ 48.94 (2022 - ₹44.09). This is included as part of cost of materials consumed and changes in inventories of finished goods, work-in-progress in the statement of profit and loss as the case may be.

## NOTE 8 - CURRENT FINANCIAL ASSETS

### (I) TRADE RECEIVABLES

Particulars	As at 31 March 2023	As at 31 March 2022
<b>Unsecured</b>		
Considered good* (Refer note 31)	8,067.66	6,734.87
<b>Total</b>	<b>8,067.66</b>	<b>6,734.87</b>

\*Includes amount receivable from related parties (Refer Note 24) 3,733.29      3,056.99

The trade receivables have been recorded at their respective carrying amounts and are not considered to be materially different from their fair values as these are expected to realise within a short period from the date of balance sheet. All of the Company's trade receivables have been reviewed for indications of impairment.

### Ageing schedule for the year ended as on March 31, 2023

Particulars	Not dues	Outstanding for following periods from due date of payments					Total
		Less than 6 months	6 months - 1 year	1 - 2 years	2 - 3 years	More than 3 years	
(i) Undisputed Trade Receivable - considered good	3,885.41	4,140.62	41.00	0.63	-	-	8,067.66
(ii) Undisputed Trade Receivable - which have significant increase in credit risk	-	-	-	-	-	-	-
(iii) Undisputed Trade Receivable - credit impaired	-	-	-	-	-	-	-
(iv) Disputed Trade Receivable - considered good	-	-	-	-	-	-	-
(v) Disputed Trade Receivable - which have significant increase in credit risk	-	-	-	-	-	-	-
(vi) Disputed Trade Receivable - credit impaired	-	-	-	-	-	-	-

(All amounts in million of Indian Rupees, unless otherwise stated)

**Ageing schedule for the year ended as on March 31, 2022**

Particulars	Not dues	Outstanding for following periods from due date of payments					Total
		Less than 6 months	6 months - 1 year	1 - 2 years	2 - 3 years	More than 3 years	
(i) Undisputed Trade Receivable - considered good	3,800.92	2,928.08	5.87				6,734.87
(ii) Undisputed Trade Receivable - which have significant increase in credit risk	-	-	-	-	-	-	-
(iii) Undisputed Trade Receivable - credit impaired	-	-	-	-	-	-	-
(iv) Disputed Trade Receivable - considered good	-	-	-	-	-	-	-
(v) Disputed Trade Receivable - which have significant increase in credit risk	-	-	-	-	-	-	-
(vi) Disputed Trade Receivable - credit impaired	-	-	-	-	-	-	-

**(II) CASH AND CASH EQUIVALENTS**

Particulars	As at 31 March 2023	As at 31 March 2022
Balances with banks		
In current accounts	556.70	220.52
Deposit with original maturity less than 3 months	2,280.60	4,900.00
Cash on hand	0.93	1.05
<b>Total</b>	<b>2,838.23</b>	<b>5,121.57</b>

**(III) BANK BALANCE OTHER THAN CASH AND CASH EQUIVALENTS**

Particulars	As at 31 March 2023	As at 31 March 2022
Earmarked Balances with Bank- Unpaid dividend	255.74	0.07
<b>Total</b>	<b>255.74</b>	<b>0.07</b>

**(IV) OTHER CURRENT FINANCIAL ASSETS**

Particulars	As at 31 March 2023	As at 31 March 2022
<b>Unsecured, considered good</b>		
Incentives/benefits receivable from Government	440.12	51.46
Bank Deposit	-	1.11
Receivable from related parties (Refer note 24)	269.28	6.48
<b>Total</b>	<b>709.40</b>	<b>59.05</b>

**NOTE 9 - OTHER CURRENT ASSETS**

Particulars	As at 31 March 2023	As at 31 March 2022
Advances recoverable	136.42	219.11
Balances with government authorities	276.00	191.63
Advance to vendors	176.85	155.47
Prepaid expenses	1.38	1.63
<b>Total</b>	<b>590.65</b>	<b>567.84</b>



(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 10 - EQUITY AND RESERVES

### a) Ordinary shares

The Company presently has only one class of ordinary shares. For all matters submitted to vote in the shareholders meeting, every holder of ordinary shares, as reflected in the records of the Company on the date of the shareholders' meeting, has one vote in respect of each share held. All shares are equally eligible to receive dividends and the repayment of capital in the event of liquidation of the Company.

The Company has an authorised share capital of 200,000,000 equity shares of ₹ 2 each (31 March 2022 - 200,000,000 of ₹ 2 each).

### b) Preference shares

The Company has an authorised share capital of 600,000 Cumulative Convertible Preference Shares of ₹ 100 each (31 March 2022 - 600,000).

### c) Reserves

**Securities premium reserve** – The amount received by the Company over and above the face value of shares issued is shown under this head.

**Retained Earnings** – Accumulated earnings include all current and prior years profits as disclosed in the statement of profit and loss.

**Stock compensation reserve** – Stock compensation reserve consists of employee compensation cost allocated over the vesting period of options granted to employees. Such cost is recognised in statement of profit and loss and is credited to the reserve. Upon exercise of options, such reserves are reclassified to equity share capital and security premium.

### d) Dividends

The company declares and pays dividends in Indian rupees. Dividends are taxable in the hands of the shareholders and tax is deducted by the Company at applicable rates.

Pursuant to the approval of the Board on 16 March, 2023, the Company paid an interim dividend of INR 21/- per equity share of face value of INR 2/- each on March 29, 2023. The interim dividend of INR 21 per equity share, declared by the Board on 16 March 2023 shall be the final dividend for the financial year 2022-23.

## NOTE 11 - EQUITY SHARE CAPITAL

(a) Share capital	As at 31 March 2023		As at 31 March 2022	
	No. of Shares	Amount	No. of Shares	Amount
<b>Authorised</b>				
Equity Shares of ₹ 2 each (31 March 2022- ₹ 2 each)	200,000,000	400.00	200,000,000	400.00
Cumulative Convertible Preference Shares of ₹ 100 each	600,000	60.00	600,000	60.00
<b>Issued, subscribed and fully paid-up equity shares (Refer Note 11(d))</b>				
<b>At the beginning of the year of ₹ 2 each (31 March 2021- ₹ 10 each)</b>	<b>122,527,172</b>	<b>245.05</b>	<b>9,800,450</b>	<b>19.60</b>
Add: Increase in share on account of sub-division	-	-	-	-
- Bonus issue	-	-	98,004,500	196.01
- Fresh issue (Refer Note 11(g))	-	-	14,722,222	29.44
<b>At the end of the year of ₹ 2 each (31 March 2022- ₹ 2 each) (A)</b>	<b>122,527,172</b>	<b>245.05</b>	<b>122,527,172</b>	<b>245.05</b>
<b>Other equity (B)</b>		<b>21,137.02</b>		<b>20,298.07</b>
<b>Total Equity (A+B)</b>		<b>21,382.07</b>		<b>20,543.12</b>

(b) List of shareholders holding more than 5% shares	As at 31 March 2023		As at 31 March 2022	
	% of Holding	No. of Shares	% of Holding	No. of Shares
Glenmark Pharmaceuticals Limited	82.84%	101,504,950	82.84%	101,504,950

(All amounts in million of Indian Rupees, unless otherwise stated)

**(c) Right, Preference and restriction on shares**

The Company presently has only one class of ordinary equity shares. For all matters submitted to vote in the shareholders meeting, every holder of ordinary equity shares, as reflected in the records of the Company on the date of the shareholders' meeting, has one vote in respect of each share held. All shares are equally eligible to receive dividends and the repayment of capital in the event of liquidation of the Company.

**(d) Sub-division of shares and Issue of bonus shares**

- i) As per recommendation of Board of directors dated 23 February 2021 and approval of Shareholders dated 8 March 2021, the Company has increased its authorised share capital to ₹ 460 million consisting of 40,000,000 equity shares of face value of ₹ 10 each and 600,000 Cumulative Convertible Preference Shares of ₹ 100 each.
- ii) Further, as per the recommendation of the Board of Directors dated 10 March 2021 and approval of the shareholders dated 26 March 2021, the existing equity shares are sub-divided into 200,000,000 equity shares of face value of ₹ 2 each. Pursuant to this resolution the existing issued, paid up and subscribed share capital of the Company stands subdivided to 9,800,450 equity shares of ₹ 2 each.
- iii) As per recommendation of the Board of Directors dated 10 March 2021 and approval of the shareholders dated 26 March 2021, the Company at its board meeting held on 6 April 2021 has allotted 98,004,500 bonus equity shares of face value of ₹ 2 each in ratio of 10:1 (i.e. 10 Bonus Shares for every 1 Equity Share). Consequently, the issued, subscribed and paid-up share capital has increased to ₹ 215.61 million comprising of 107,804,950 equity shares of face value of ₹ 2 each.

These shares are retrospectively considered for the computation of basic and diluted EPS.

**(e) Shares held by promoters at March 31, 2023**

	No. of Shares	% of Total Shares	% change during the year
Glenmark Pharmaceuticals Limited - Promoter	101,504,950	82.84%	0.00%
Glenn Mario Saldanha - Promoter Group	7,800	0.0%	0.00%

**Shares held by promoters at March 31, 2022**

	No. of Shares	% of Total Shares	% change during the year
Glenmark Pharmaceuticals Limited - Promoter	101,504,950	82.84%	-17.16%
Glenn Mario Saldanha - Promoter Group	7,800	0.0%	100.00%

**(f) Employees Stock options Schemes 2021**

**i) Scheme details**

The Board, at its meeting held on 6 April 2021 had approved the Glenmark Life Sciences Limited - Employee Stock Option Scheme, 2021 (ESOS). Further, the Shareholders' of the Company also approved the ESOS at the Extra-Ordinary General Meeting held on 9 April 2021.

9,51,734 ESOP options have been granted to the eligible employees/Directors at Nomination and Remuneration Committee meeting held on May 17, 2021. During the Financial Year 2022-2023, 67,039 (2021-22- 6,983) options were cancelled and no options were issued or exercised under Employees Stock Options Scheme viz. ESOS' 2021. As of 31 March 2023 877,712 (31 March 2022, 944,751) options were outstanding and are due for exercise.

On exercising the options so granted under the ESOS of the Company, the paid-up equity share capital of the Company will increase by a like number of shares. Employee stock compensation charged during the year is ₹ 31.85 (31 March 2022, ₹ 34.98) (Refer Note 20)

The aggregate share options and weighted average exercise price under the above mentioned plan are as follows:

Scheme	Grant	No. of Options	Vest 1 10%	Vest 2 20%	Vest 3 30%	Vest 4 40%	Grant Date	Exercise price	Weighted Average Fair value of option at grant date
ESOS 2021	Grant I	539,025	Jul/22	Jul/23	Jul/24	Jul/25	17-May-21	461.0	153.0
ESOS 2021	Grant II	412,709	Jul/22	Jul/23	Jul/24	Jul/25	17-May-21	716.0	84.0

(All amounts in million of Indian Rupees, unless otherwise stated)

ii) **Movement in Options during the year**

Particulars	As at 31 March 2023	As at 31 March 2022
Balance at the beginning of the year	944,751	-
Granted during the year	-	951,734
Terminated / Cancelled	(67,039)	(6,983)
Balance at the end of the year	877,712	944,751

iii) **Fair Value of Options**

The Black Scholes valuation model has been used for computing the weighted average fair value considering the following inputs

Particulars	ESOS 2021 Scheme
Dividend Yield (%)	0%
Expected Volatility (%)	32.9% to 34.7%
Risk free Interest Rate (%)	5% to 5.5%
Weighted average share price (₹)	444
Exercise Price (₹)	461 (Grant I), 716 (Grant II)
Expected life of Options granted in years	3.21 to 4.71

(g) **Initial Public Offering (IPO)**

The Company has completed the IPO of 21,022,222 equity shares comprising a fresh issue of 14,722,222 equity shares and offer for sale of 6,300,000 equity shares of face value of ₹ 2 each at premium of ₹ 718 per share aggregating to ₹ 15,136 million. Pursuant to the IPO, the equity shares of the Company are listed on BSE Limited and National Stock Exchange of India Limited with effect from August 06, 2021.

Details of Utilisation of IPO Proceeds is as under:

Particulars	Estimated net proceeds as per Prospectus	Revised Net Proceeds	Utilised up to 31 Mar'23	Unutilised as on 31 Mar'23	Unutilised as on 31 Mar'22
Payment of outstanding purchase consideration to the Promoter for the spin-off of the API business from the Promoter into our Company pursuant to the Business Purchase Agreement dated October 9, 2018	8,000.00	8,000.00	8,000.00	-	-
Funding the capital expenditure requirements	1,527.64	1,527.64	1,125.93	401.71	899.15
General corporate purposes	576.75	494.40	494.40	-	-
<b>Total</b>	<b>10,104.39</b>	<b>10,022.04</b>	<b>9,620.33</b>	<b>401.71</b>	<b>899.15</b>

## NOTE 12 - CURRENT FINANCIAL LIABILITIES

(I) **TRADE PAYABLES**

Particulars	As at 31 March 2023	As at 31 March 2022
Trade payables outstanding dues to Micro and small enterprises under MSMED Act, 2006 (Refer Note (i) below)	174.33	229.53
Trade payables outstanding dues to creditors other than micro and small enterprises	3,740.03	2,735.18
Trade payables to related party (Refer note 24)*	51.26	112.47
<b>Total</b>	<b>3,965.62</b>	<b>3,077.18</b>

\*These are outstanding dues to other than micro and small enterprises

(All amounts in million of Indian Rupees, unless otherwise stated)

### Ageing Schedule

#### As on 31 March 2023

Particulars	Not due	Outstanding for following periods from due date of payments*				Total
		Less than 1 year	1 - 2 years	2 - 3 years	More than 3 years	
(i) MSME	174.33	-	-	-	-	174.33
(ii) Others	1,991.26	1,747.82	29.25	10.20	12.76	3,791.29
(iii) Disputed dues - MSME						
(iv) Disputed dues - Others						

\*Ageing calculated from date of transaction where due date was not available

#### As on 31 March 2022

Particulars	Not due	Outstanding for following periods from due date of payments*				Total
		Less than 1 year	1 - 2 years	2 - 3 years	More than 3 years	
(i) MSME	229.53	-	-	-	-	229.53
(ii) Others	1,681.86	1,140.48	10.31	7.42	7.58	2,847.65
(iii) Disputed dues - MSME						
(iv) Disputed dues - Others						

\*Ageing calculated from date of transaction where due date was not available

### Note (i)

The Company has certain dues to suppliers registered under Micro, Small and Medium Enterprises Development Act, 2006 ('MSMED Act'). The disclosures pursuant to the said MSMED Act are as follows :

Particulars	As at 31 March 2023	As at 31 March 2022
a) The principal amount remaining unpaid to any supplier at the end of the year	174.33	229.53
b) Interest due remaining unpaid to any supplier at the end of the year	-	-
c) The amount of interest paid by the buyer in terms of section 16 of MSMED Act, 2006, along with the amount of the payment made to the supplier beyond the appointed day during the year	-	-
d) The amount of interest due and payable for the period of delay in making payment (which have been paid but beyond the appointed day during the year) but without adding the interest specified under the MSMED Act, 2006	-	-
e) The amount of interest accrued and remaining unpaid at the end of each accounting year	-	-
f) The amount of further interest remaining due and payable even in the succeeding years, until such date when the interest dues above are actually paid to the small enterprises, for the purpose of disallowance of a deductible expenditure under section 23 of the MSMED Act, 2006	-	-

Disclosure of payable to vendors as defined under the "Micro, Small and Medium Enterprises Development Act, 2006" is based on the information available with the Company regarding the status of registration of such vendors under the said Act, as per the intimation received from them on request made by the Company. There are no overdue principal amounts/ interest payable amounts for delayed payments to such vendors at the Balance sheet date. There are no delays in payment made to such suppliers during the year or for any earlier years and accordingly there is no interest paid or outstanding interest in this regard in respect of payment made during the year or on balance brought forward from previous year, except stated above.

(All amounts in million of Indian Rupees, unless otherwise stated)

**(III) OTHER CURRENT FINANCIAL LIABILITIES**

Particulars	As at 31 March 2023	As at 31 March 2022
Employee dues	7.09	4.43
Sundry creditors for capital goods	129.37	166.86
Accrued expenses	395.55	276.23
Unpaid Dividends	0.95	0.07
<b>Total</b>	<b>532.96</b>	<b>447.59</b>

**(IV) CHANGES IN LIABILITY ARISING FROM FINANCING ACTIVITY ARE AS FOLLOWS-**

Particulars	As at 31 March 2023	As at 31 March 2022
Opening balance	-	9,328.67
Interest Accrued	-	276.92
Repayments of Borrowings during the year	-	-
Amount repaid during the year	-	(9,605.59)
<b>Closing balance</b>	<b>-</b>	<b>-</b>
<b>Represented by-</b>		
Other current financial liability	-	-
	-	-

**NOTE 13 - OTHER CURRENT LIABILITIES**

Particulars	As at 31 March 2023	As at 31 March 2022
Statutory dues	277.33	22.75
Advance from customers	19.43	11.26
<b>Total</b>	<b>296.76</b>	<b>34.01</b>

**NOTE 14 - PROVISIONS**

Particulars	As at 31 March 2023	As at 31 March 2022
<b>Provisions for employee benefits :</b>		
Provision for gratuity (Refer note 23)	90.08	81.75
Provision for compensated absences (Refer note 23)	65.30	62.60
<b>Total</b>	<b>155.38</b>	<b>144.35</b>

**NOTE 15 - INCOME TAX LIABILITIES (NET)**

Particulars	As at 31 March 2023	As at 31 March 2022
Provision for income tax (net of advance tax & TDS of ₹ 5,183.42 (FY 2022-₹ 3,628.06))	70.78	120.03
<b>Total</b>	<b>70.78</b>	<b>120.03</b>

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 16 - REVENUE FROM OPERATIONS

Particulars	Year ended 31 March 2023	Year ended 31 March 2022
Sale of products	20,478.40	20,874.48
Other operating revenue*	1,133.80	357.66
<b>Total</b>	<b>21,612.20</b>	<b>21,232.14</b>

\*Other Operating revenue primarily comprises of Export incentives of ₹ 130.96 (31 March 2022 - ₹ 92.49), Production Linked Incentive - ₹ 640.00 (31 March 2022 - Nil) and Sale of scrap and others of ₹ 362.84 (31 March 2022 - ₹ 265.17).

### Disaggregation of revenue :

The Company's revenue disaggregated by primary geographical markets is as follows:

Geographical area	Year ended 31 March 2023	Year ended 31 March 2022
Within India	11,330.26	11,518.91
Outside India	10,281.94	9,713.23
<b>Total</b>	<b>21,612.20</b>	<b>21,232.14</b>

### Reconciliation of the amount of revenue recognised in the income statement with the contracted price

Geographical area	Year ended 31 March 2023	Year ended 31 March 2022
Revenue as per contracted price	21,726.98	21,257.23
Less: Trade discounts, sales and expiry returns	114.78	25.09
<b>Revenue from contract with customers</b>	<b>21,612.20</b>	<b>21,232.14</b>

### Contract liabilities from contracts with customers :

The Company records a contract liability when cash payments are received or due in advance of its performance.

Particulars	Year ended 31 March 2023	Year ended 31 March 2022
Advance from Customer	19.43	11.26

## NOTE 17 - OTHER INCOME

Particulars	Year ended 31 March 2023	Year ended 31 March 2022
Interest income	157.66	67.81
Exchange gain (net)	130.23	76.04
Miscellaneous income	1.68	3.19
<b>Total</b>	<b>289.57</b>	<b>147.04</b>

## NOTE 18- COST OF MATERIALS CONSUMED

Particulars	Year ended 31 March 2023	Year ended 31 March 2022
Consumption of raw material and packing material	10,685.61	9,779.57
Consumption of stores and spares	299.64	236.06
<b>Total</b>	<b>10,985.25</b>	<b>10,015.63</b>

(All amounts in million of Indian Rupees, unless otherwise stated)

**NOTE 19 - CHANGES IN INVENTORIES OF FINISHED GOODS AND WORK-IN-PROGRESS**

Particulars	Year ended 31 March 2023	Year ended 31 March 2022
(Increase)/Decrease in stock of finished goods, work-in-progress	(844.37)	413.24
<b>Total</b>	<b>(844.37)</b>	<b>413.24</b>
(Increase)/Decrease in stocks		
At the year end		
Finished goods	491.76	251.92
Work-in-progress	3,709.07	3,104.54
	4,200.83	3,356.46
At the beginning of the year		
Finished goods	251.92	350.76
Work-in-progress	3,104.54	3,418.94
	3,356.46	3,769.70
<b>Changes</b>	<b>(844.37)</b>	<b>413.24</b>

**NOTE 20 - EMPLOYEE BENEFITS EXPENSE**

Particulars	Year ended 31 March 2023	Year ended 31 March 2022
Salaries, wages and bonus	1,650.25	1,546.33
Contribution to provident and other funds and retirement benefits (Refer note 23)	106.48	96.63
Share Based Payments to Employees (Refer Note 11(f))	31.85	34.98
Staff welfare expenses	13.22	9.29
<b>Total</b>	<b>1,801.80</b>	<b>1,687.23</b>

**NOTE 21 - FINANCE COSTS**

Particulars	Year ended 31 March 2023	Year ended 31 March 2022
Interest expenses on		
- Business Purchase Consideration (Refer Note 24)	-	276.92
- Lease Liabilities	5.15	1.98
- Others	0.32	0.72
<b>Total</b>	<b>5.47</b>	<b>279.62</b>

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 22 - OTHER EXPENSES

Particulars	Year ended 31 March 2023	Year ended 31 March 2022
Power, fuel and water charges	1,155.98	1,009.15
Labour charges	571.84	608.27
Stores and spares consumed	147.77	121.54
Repairs and maintenance - plant and machinery	67.42	37.02
Repairs and maintenance - building	42.51	22.53
Repairs and maintenance - others	217.69	188.42
Rent (Refer note - 30)	4.24	2.20
Other manufacturing expenses	24.80	26.58
Selling and Marketing expenses	4.72	4.44
Sales promotion expenses	90.07	54.96
Export commission	204.84	89.54
Travelling expenses	67.32	54.22
Freight outward	151.39	168.87
Telephone expenses	0.79	1.03
Rates and taxes	40.62	26.15
Insurance premium	42.63	34.41
Auditors remuneration*		
- Audit Fees	10.50	8.58
- Out of pocket expenses	0.38	0.64
Director Sitting Fees	5.20	4.50
Loss on sale of assets	5.58	7.43
Corporate Social Responsibility Activities and Donations (Refer Note 33)	97.43	74.88
Legal & professional expenses	37.20	36.84
Other expenses	255.67	373.24
<b>Total</b>	<b>3,246.59</b>	<b>2,955.44</b>

\* Paid professional fees of ₹ 19.18 to the statutory auditors for the initial public offer during the year 31 March 2022 were debited to security premium.

## NOTE 23 - EMPLOYEE POST- RETIREMENT BENEFITS

The following are the employee benefit plans applicable to the employees of the Company.

### a) Gratuity (defined benefit plan)

In accordance with the applicable laws, the Company provides for gratuity, a defined benefit retirement plan ("the Gratuity Plan") covering eligible employees. The Gratuity Plan provides for a lump sum payment to vested employees on retirement, death, incapacitation or termination of employment of amounts that are based on salary and tenure of employment. Liabilities with regard to the gratuity plan are determined by actuarial valuation.

Plan is governed by the Payment of Gratuity Act, 1972. Under the Gratuity Act, employees are entitled to specific benefit at the time of retirement or termination of the employment on completion of five years or death while in employment. The level of benefit provided depends on the member's length of service and salary at the time of retirement/termination age.



(All amounts in million of Indian Rupees, unless otherwise stated)

The Company recognised total retirement benefit costs related to all retirement plans as follows:

Particulars	31 March 2023	31 March 2022
Current service cost	13.78	13.24
Net interest on defined benefit schemes	5.72	6.42
<b>Net periodic expense</b>	<b>19.50</b>	<b>19.66</b>

The remeasurement components recognised in other comprehensive income for the Company's defined benefit plans comprise the following:

Particulars	31 March 2023	31 March 2022
<b>Actuarial (gains)/losses</b>		
Based on adjustment of financial assumptions	(3.53)	(6.54)
Based on adjustment of demographic assumptions	-	-
Due to liability experience adjustment	6.46	5.64
Return on plan assets (excluding amounts in net interest on defined benefit schemes)	0.95	(0.40)
<b>Total remeasurement gain recognised in the statement of other comprehensive income</b>	<b>3.88</b>	<b>(1.30)</b>

The following table shows the change in present value of defined benefit obligations, the change in plan assets and the funded status recognised in the financial statements for the Company's defined benefit plans.

Particulars	31 March 2023	31 March 2022
Present value of funded obligations	114.11	105.10
Fair value of plan assets	(24.03)	(23.35)
Net defined benefit liability	90.08	81.75
Being:		
Retirement benefit assets	(24.03)	(23.35)
Retirement benefit liabilities	114.11	105.10

The movements in the net defined benefit liability recognised within the balance sheet are as follows:

Particulars	31 March 2023	31 March 2022
Beginning balance	81.75	102.76
Cost recognised in statement of profit and loss	19.50	19.66
Remeasurement (gains) / losses recognised in other comprehensive income	3.88	(1.30)
Actual employer contributions	-	(20.00)
Benefits paid	(15.05)	(19.37)
Closing balance	90.08	81.75

The change in the present value of defined benefit obligations is as follows:

Particulars	31 March 2023	31 March 2022
Beginning balance	105.10	105.54
Current service cost	13.78	13.24
Interest cost on the defined benefit obligations	7.35	6.59
Actual benefit payments	(15.05)	(19.37)
Actuarial (gains)/losses	2.93	(0.90)
Closing balance	114.11	105.10

(All amounts in million of Indian Rupees, unless otherwise stated)

The following table shows the change in the fair value of plan assets:

Particulars	31 March 2023	31 March 2022
Beginning balance	23.35	2.78
Interest income on plan assets	1.63	0.17
Actual employer contributions	-	20.00
Actual return on assets (excluding interest income on plan assets)	(0.95)	0.40
Closing balance	24.03	23.35

The principal actuarial assumptions used for the defined benefit obligations are as follows:

Particulars	31 March 2023	31 March 2022
Discount Rate	7.40%	7.00%
Salary Escalation rate (%)	3.00%	3.00%

Mortality rates have been set in accordance with current best practices. The average remaining working life in years on the balance sheet date is as follows:

Particulars	31 March 2023	31 March 2022
Average remaining working life (years)	25.35	25.01

The major categories of plan assets as a percentage of total plan assets are as follows:

Particulars	31 March 2023	31 March 2022
Assets administered by respective insurance companies	100%	100%

A breakup of the defined benefit plan related balance sheet amounts is shown below.

Particulars	31 March 2023	31 March 2022
Present value of funded obligations	114.11	105.10
Fair value of plan assets	(24.03)	(23.35)
Net defined benefit liability	90.08	81.75

A feature all plans have in common is that the discount rate has a significant impact on the present value of obligations. The other assumptions have varying impacts on the different plans in different geographic regions. In the breakup presented below, the varying impact of changes in the key assumptions is shown as below.

Particulars	31 March 2023	31 March 2022
Discount rate +0.5 % p.a.	(4.19)	(4.03)
Discount rate - 0.5 % p.a.	4.46	4.31
Rate of compensation increase + 0.5 % p.a.	4.39	4.23
Rate of compensation decrease - 0.5 % p.a.	(4.15)	(3.99)

Maturity Profile of Defined Benefit Obligation	31 March 2023	31 March 2022
Weighted average duration (based on discounted cashflows)	8 years	8 years

Expected cash flows over the next (valued on undiscounted basis):	31 March 2023	31 March 2022
1 year	11.40	10.21
2 to 5 years	41.29	35.56
6 to 10 years	44.60	39.20
More than 10 years	126.80	118.89

(All amounts in million of Indian Rupees, unless otherwise stated)

**b) Compensated leave of absence plan (other long term benefit plan)**

The Company permits encashment of leave accumulated by their employees on retirement and separation. The liability for encashment of privilege leave is determined and provided on the basis of actuarial valuation performed by an independent actuary at the date of the balance sheet.

The Company recognised total retirement benefit costs related to all retirement plans as follows:

Particulars	31 March 2023	31 March 2022
Current service cost	9.12	12.84
<b>Personnel expenses</b>	<b>9.12</b>	<b>12.84</b>
Net interest on long term benefit schemes	4.38	3.98
<b>Actuarial (gains)/losses</b>		
Based on adjustment of financial assumptions	(2.23)	(4.30)
Based on adjustment in demographic assumptions	-	-
Due to liability experience adjustment	4.06	0.30
Return on plan assets (excluding amounts in net interest on defined benefit schemes)	0.13	(0.00)
<b>Net periodic expense</b>	<b>15.46</b>	<b>12.82</b>

The following table shows the change in present value of long term benefit obligations, the change in plan assets and the funded status recognised in the financial statements for the Company's long term benefit plans.

Particulars	31 March 2023	31 March 2022
Present value of funded obligations	68.33	65.55
Fair value of plan assets	(3.03)	(2.95)
Net long term benefit liability	65.30	62.60
Being:		
Retirement benefit assets	(3.03)	(2.95)
Retirement benefit liabilities	68.33	65.55

The movements in the net long term benefit liability recognised within the balance sheet are as follows:

Particulars	31 March 2023	31 March 2022
Beginning balance	62.60	63.86
Cost recognised in the statement of profit and loss	15.46	12.82
Actual employer contributions	-	-
Benefits paid	(12.76)	(14.08)
Closing balance	65.30	62.60

The change in the present value of long term benefit obligations is as follows:

Particulars	31 March 2023	31 March 2022
Beginning balance	65.55	66.64
Current service cost	9.12	12.84
Interest cost on the long term benefit obligations	4.59	4.15
Actual benefit payments	(12.76)	(14.08)
Actuarial (gains)/losses - Financial assumptions	(2.23)	(4.30)
Actuarial (gains)/losses - Demographic assumptions	-	-
Actuarial (gains)/losses - Liability experience adjustment	4.06	0.30
Closing balance	68.33	65.55

(All amounts in million of Indian Rupees, unless otherwise stated)

The following table shows the change in the fair value of plan assets:

Particulars	31 March 2023	31 March 2022
Beginning balance	2.95	2.78
Actual employer contributions	-	-
Interest income on plan assets	0.21	0.17
Actual return on assets (excluding interest income on plan assets)	(0.13)	0.00
Closing balance	3.03	2.95

The principal actuarial assumptions used for the long term benefit obligations are as follows:

Particulars	31 March 2023	31 March 2022
Discount rate (weighted average)	7.40%	7.00%
Rate of compensation increase (weighted average)	3.00%	3.00%

Mortality rates have been set in accordance with current best practices. The average remaining working life in years on the balance sheet date is as follows:

Particulars	31 March 2023	31 March 2022
Average remaining working life (in years)	25.35	25.01

The major categories of plan assets as a percentage of total plan assets are as follows:

Particulars	31 March 2023	31 March 2022
Assets administered by respective insurance companies	100%	100%

A breakup of the long term benefit plan related balance sheet amounts, is shown below.

Particulars	31 March 2023	31 March 2022
Present value of obligations	68.33	65.55
Fair value of plan assets	(3.03)	(2.95)
Net long term benefit liability	65.30	62.60

A feature all plans have in common is that the discount rate has a significant impact on the present value of obligations. The other assumptions have varying impacts on the different plans in different geographic regions. In the breakup presented below, the varying impact of changes in the key assumptions is shown below.

Particulars	31 March 2023	31 March 2022
Discount rate + 0.5 % p.a.	(2.63)	(2.64)
Discount rate - 0.5 % p.a.	2.81	2.82
Rate of compensation increase + 0.5 % p.a.	2.92	2.92
Rate of compensation decrease - 0.5 % p.a.	(2.75)	(2.75)

**c) Provident fund and others (defined contribution plan)**

Apart from being covered under the gratuity plan described earlier, employees participate in a provident fund plan; a defined contribution plan. The Company makes annual contributions based on a specified percentage of salary of each covered employee to a government recognised provident fund. The Company does not have any further obligation to the provident fund plan beyond making such contributions. Upon retirement or separation an employee becomes entitled for this lump sum benefit, which is paid directly to the concerned employee by the fund. During the year ended 31 March 2023, the Company contributed approximately ₹ 72.09 (31 March 2022 - ₹ 64.84) towards the provident fund plan.

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 24 - RELATED PARTY DISCLOSURES

### a) Parent entity

Name	Type	Place of incorporation	Ownership interest	
			31 March 2023	31 March 2022
Glenmark Pharmaceuticals Ltd.	Immediate and ultimate parent entity	India	82.84%	82.84%

### b) Entities under common control (Fellow subsidiary companies)

Glenmark Pharmaceuticals Europe Ltd., U.K.

Glenmark Pharmaceuticals S.R.O., Czech Republic

Glenmark Pharmaceuticals SK, s.r.o., Slovak Republic

Ichnos Sciences SA, Switzerland

Glenmark Holding S. A., Switzerland

Glenmark Pharmaceuticals SP z.o.o., Poland

Glenmark Pharmaceuticals Inc., USA

Glenmark Therapeutics Inc., USA

Glenmark Farmaceutica Ltda., Brazil

Glenmark Generics SA., Argentina

Glenmark Pharmaceuticals Mexico, S.A. DE C.V., Mexico

Glenmark Pharmaceuticals Peru SAC., Peru

Glenmark Pharmaceuticals Colombia SAS, Colombia

Glenmark Uruguay S.A., Uruguay

Glenmark Pharmaceuticals Venezuela., C.A, Venezuela

Glenmark Dominicana, SRL, Dominican Republic

Glenmark Pharmaceuticals Egypt S.A.E., Egypt

Glenmark Pharmaceuticals FZE., United Arab Emirates

Glenmark Impex L.L.C., Russia

Glenmark Philippines Inc., Philippines

Glenmark Pharmaceuticals (Nigeria) Ltd., Nigeria

Glenmark Pharmaceuticals Malaysia Sdn Bhd., Malaysia

Glenmark Pharmaceuticals (Australia) Pty Ltd., Australia

Glenmark South Africa (Pty) Ltd., South Africa

Glenmark Pharmaceuticals South Africa (Pty) Ltd., South Africa

Glenmark Pharmaceuticals B.V., Netherlands

Glenmark Arzneimittel GmbH., Germany

(All amounts in million of Indian Rupees, unless otherwise stated)

Glenmark Pharmaceuticals Canada Inc., Canada

Glenmark Pharmaceuticals Kenya Ltd, Kenya

Viso Farmaceutica S.L.U., Spain

Glenmark Specialty S A, Switzerland

Glenmark Pharmaceuticals Distribution S.R.O, Czech Republic

Glenmark Pharmaceuticals (Thailand) Co. Ltd., Thailand

Glenmark Pharmaceuticals Nordic AB, Sweden

Glenmark Ukraine LLC, Ukraine

Glenmark-Pharmaceuticals Ecuador S.A., Ecuador

Glenmark Pharmaceuticals Singapore Pte. Ltd., Singapore

Ichnos Sciences Biotherapeutics SA, Switzerland

Ichnos Sciences Inc., USA

Glenmark Farmaceutica SpA (with effect from 1st March 2023)

Sintesy Pharma S.R.L (with effect from 10th February 2023)

Glenmark Pharmaceuticals (Europe) R&D Ltd., U.K. (liquidated with effect from 04 January, 2022)

**c) Enterprise over which key managerial personnel exercise significant influence**

Glenmark Foundation

Glenmark Aquatic Foundation

Piramal Pharma Limited (with effect from 1 April 2022)

**d) Related party relationships where transactions have taken place during the year**

Glenmark Pharmaceuticals Inc., USA

Glenmark Pharmaceuticals Ltd., India

Glenmark Pharmaceuticals Europe Ltd., U.K.

Glenmark Farmaceutica Ltda., Brazil

Viso Farmaceutica S.L.U., Spain

Glenmark Foundation

Piramal Pharma Limited (with effect from 1 April 2022)

Dr. Yasir Rawjee (Managing Director & CEO)

Mr. Sumantra Mitra (Executive Director upto 21 October 2022)

Mr. Bhavesh Pujara (Chief Financial Officer upto 22 April 2022)

Mr. Tushar Mistry (Chief Financial Officer with effect from 1 June 2022)

Mr. Vinod Naik (Executive Director with effect from 21 October 2022)

Mr. Rudolf Corriea (Company Secretary & Compliance Officer)

(All amounts in million of Indian Rupees, unless otherwise stated)

**e) Key Management Personnel**

Mr. Glenn Saldanha (Chairman & Non-executive Director)

Mr. V S Mani (Non-executive Director)

Dr. Yasir Rawjee (Managing Director & CEO)

Mr. Sumantra Mitra (Executive Director upto 21 October 2022)

Mr. Vinod Naik (Executive Director with effect from 21 October 2022)

Mr. Sridhar Gorthi (Non-executive Independent Director)

Ms. Manju Agarwal (Non-executive Independent Director)

Mr. Taruvai Laxminarayanan Easwar (Non-executive Independent Director)

Ms. Gita Nayyar (Non-executive Independent Director)

Mr. Bhavesh Pujara (Chief Financial Officer upto 22 April 2022)

Mr. Tushar Mistry (Chief Financial Officer with effect from 1 June 2022)

Mr. Rudolf Corriea (Company Secretary & Compliance Officer)

**f) Related party transaction**

	Year ended 31 March 2023	Year ended 31 March 2023	Year ended 31 March 2022	Year ended 31 March 2022
<b>1 Sale of materials &amp; services</b>		7,364.53		8,882.29
Glenmark Pharmaceuticals Inc., USA	412.43		412.20	
Glenmark Pharmaceuticals Ltd., India	6,904.62		8,470.09	
Piramal Pharma Ltd	47.48			
<b>2 Purchase of materials &amp; services</b>		242.41		293.96
Glenmark Pharmaceuticals Ltd., India	165.31		239.01	
Viso Farmaceutica S.L.U., Spain	12.24		11.21	
Glenmark Pharmaceuticals Europe Ltd., U.K.	3.35		4.53	
Glenmark Farmaceutica Ltda., Brazil	61.51		39.21	
<b>3 Purchase of Property, Plant and Equipment</b>		-		1.72
Glenmark Pharmaceuticals Ltd., India	-		1.72	
<b>4 Expenses Reimbursed</b>		42.72		40.45
Glenmark Pharmaceuticals Europe Ltd., U.K.	0.90		-	
Glenmark Farmaceutica Ltda., Brazil	1.18		-	
Glenmark Pharmaceuticals Ltd., India	-		4.56	
Glenmark Pharmaceuticals Inc., USA	40.64		35.89	
<b>5 Expenses Recovered</b>		7.02		164.76
Glenmark Pharmaceuticals Ltd., India	7.02		162.22	
Glenmark Pharmaceuticals Europe Ltd., U.K.	-		2.54	
<b>6 Expenditure incurred for CSR activities to</b>		25.50		61.07
Glenmark Foundation	25.50		36.90	
Glenmark Aquatic Foundation	-		24.17	
<b>7 Key management personnel Remuneration*</b>		106.19		104.32

(All amounts in million of Indian Rupees, unless otherwise stated)

	Year ended 31 March 2023	Year ended 31 March 2023	Year ended 31 March 2022	Year ended 31 March 2022
Dr. Yasir Rawjee (Managing Director & CEO)	54.97		65.82	
Mr. Sumantra Mitra (Executive Director upto 21 October 2022)	10.31		13.31	
Mr. Bhavesh Pujara (Chief Financial Officer upto 22 April 2022)	6.18		19.04	
Mr. Tushar Mistry (Chief Financial Officer with effect from 1 June 2022)	14.59		-	
Mr. Vinod Naik (Executive Director with effect from 21 October 2022)	12.88		-	
Mr. Rudolf Corriea (Company Secretary & Compliance Officer)	2.05		1.65	
<b>Sitting Fees paid to the Non Executive Directors</b>	5.20		4.50	
<b>8 Interest expense on business purchase transaction</b>		-		276.92
Glenmark Pharmaceuticals Ltd., India	-		276.92	
<b>9 Payment of amount due for business purchase transaction</b>		-		9,605.59
Glenmark Pharmaceuticals Ltd., India	-		9,605.59	
<b>10 Dividend Paid</b>		3,197.40		1,065.80
Glenmark Pharmaceuticals Ltd., India	3,197.40		1,065.80	

\*In the case of key management personnel, remuneration does not include gratuity and leave encashment benefits which are determined for the Company as a whole.

#### g) Related party balances

	As at 31 March 2023	As at 31 March 2023	As at 31 March 2022	As at 31 March 2022
<b>1 Receivable/(Payable) from/ (to) Fellow Subsidiaries / Holding Company</b>		3,958.15		2,951.00
Glenmark Farmaceutica Ltda., Brazil	(3.30)		(31.99)	
Glenmark Pharmaceuticals Europe Ltd., U.K.	(5.64)		(1.13)	
Glenmark Pharmaceuticals Inc., USA	451.73		285.38	
Viso Farmaceutica S.L.U., Spain	(2.67)		(3.59)	
Glenmark Pharmaceuticals Ltd., India	3,518.04		2,702.33	
Glenmark Foundation	(0.00)		(0.00)	

Note : The transactions with related parties are made on terms equivalent to those that prevail in arm's length transactions. Outstanding balances at the year-end are unsecured and interest free. The settlement for these balances occurs through payment. There have been no guarantees provided or received for any related party receivables or payables. For the year ended March 31, 2023, the Company has not recorded any impairment of receivables relating to amounts owed by related parties (March 31, 2022: Nil). This assessment is undertaken each financial year through examining the financial position of the related party and the market in which the related party operates.

## NOTE 25 - RESEARCH AND DEVELOPMENT EXPENSES

During the year ended, the Company's expenses on research and development ("R&D") is:

Particulars	Year ended 31 March 2023	Year ended 31 March 2022
Expenditure incurred at our R&D facilities approved by Department of Scientific and Industrial Research	483.16	419.83
Expenditure incurred at Other R&D facilities	168.61	152.13
	<b>651.77</b>	<b>571.96</b>



(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 26 - EARNINGS PER SHARE (“EPS”)

The basic earnings per share has been calculated using the net profits attributable to equity shareholders.

Calculation of basic and diluted EPS is as follows:

Particulars	Year ended 31 March 2023	Year ended 31 March 2022
Profit attributable to equity shareholders, for basic and diluted	4,669.61	4,187.24
Weighted average number of shares outstanding during the year end*	122,527,172	117,525,650
<b>Equity shares post bonus (Refer Note - 11(d))</b>		
Weighted average number of shares outstanding during the year for basic EPS	122,527,172	117,525,650
Weighted average number of shares outstanding during the year for diluted EPS	122,527,172	117,534,252
<b>Basic (in ₹)</b>	<b>38.11</b>	<b>35.63</b>
<b>Diluted (in ₹)</b>	<b>38.11</b>	<b>35.63</b>

\*Considering impact of sub-division of shares and bonus shares (Refer Note - 11(d))

## NOTE 27 - SEGMENT REPORTING

### Business segment:

The Chief Operating Decision Maker (“CODM”) reviews the financial performance, has been identified as the Managing Director (MD) of the company. The company has identified only one segment i.e. API as reporting segment based on the information reviewed by CODM.

### Geographical information:

Geographical segment disclosure given below are based on location of the company’s customers in case of revenue. The disclosure of carrying amount of segment assets are based on geographical location of segment assets.

- 1 Within India
- 2 Outside India

### Information about revenues by geography :

Particulars	Year ended 31 March 2023	Year ended 31 March 2022
<b>(a) Revenue from external customers</b>		
Within India	11,330.26	11,518.91
Outside India	10,281.94	9,713.23
	<b>21,612.20</b>	<b>21,232.14</b>

### Analysis of assets by geography:

As at 31 March 2023	India	Total
Tangible Assets	7,748.90	7,748.90
Intangible Assets	57.39	57.39
<b>Total</b>	<b>7,806.29</b>	<b>7,806.29</b>

As at 31 March 2022	India	Total
Tangible Assets	5,846.48	5,846.48
Intangible Assets	51.13	51.13
<b>Total</b>	<b>5,897.61</b>	<b>5,897.61</b>

### Major customer

Revenues from one customer of the company represented ₹ 6,904.62 millions (31 March 2022: ₹ 8,470.09 millions) of the Company’s total revenues.

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 28 - COMMITMENTS AND CONTINGENCIES

Particulars	As at 31 March 2023	As at 31 March 2022
<b>(i) Contingent Liabilities</b>		
<b>Claims against the Company not acknowledged as debts</b>		
Disputed taxes and duties*	22.16	22.16

\*This pertains to Liability of excise duty on domestic clearance of Amiodarone pending with CESTAT Mumbai under The Central Excise Act, 1944

### (ii) Commitments

Estimated amount of contracts remaining to be executed on capital account, net of advances, not provided for as at 31 March 2023 aggregate ₹ 106.13 (31 March 2022 ₹ 482.00).

## NOTE 29 - FAIR VALUE MEASUREMENTS

### Financial instruments by category

Particulars	As at 31 March 2023				As at 31 March 2022			
	FVTPL	Amortised cost	Total carrying value	Total fair value	FVTPL	Amortised cost	Total carrying value	Total fair value
<b>Financial assets</b>								
Non-current financial assets	-	82.14	82.14	82.14	-	55.60	55.60	55.60
Trade receivables	-	8,067.66	8,067.66	8,067.66	-	6,734.87	6,734.87	6,734.87
Cash and cash equivalents	-	2,838.23	2,838.23	2,838.23	-	5,121.57	5,121.57	5,121.57
Bank Balance other than cash and cash equivalents	-	255.74	255.74	255.74	-	0.07	0.07	0.07
Investments	0.77	-	0.77	0.77	0.77	-	0.77	0.77
Other current financial assets	-	709.40	709.40	709.40	-	59.05	59.05	59.05
<b>Total</b>	<b>0.77</b>	<b>11,953.17</b>	<b>11,953.94</b>	<b>11,953.94</b>	<b>0.77</b>	<b>11,971.16</b>	<b>11,971.93</b>	<b>11,971.93</b>
<b>Financial Liabilities</b>								
Trade payables	-	3,965.61	3,965.61	3,965.61	-	3,077.18	3,077.18	3,077.18
Lease Liabilities	-	193.57	193.57	193.57	-	28.84	28.84	28.84
Other current financial liabilities	-	532.96	532.96	532.96	-	447.59	447.59	447.59
<b>Total</b>	<b>-</b>	<b>4,692.14</b>	<b>4,692.14</b>	<b>4,692.14</b>	<b>-</b>	<b>3,553.61</b>	<b>3,553.61</b>	<b>3,553.61</b>

During the years mentioned above, there has been no transfers amongst the fair value hierarchy.

The fair value of all the Financial instrument measured at amortised cost are based on discounted cash flow using a discount rate. They has been classified at level 2 in fair value hierarchy due to the use of valuation techniques which measured the use of observable market data.

Trade receivables comprise amounts receivable from the sale of goods and services.

The management considers that the carrying amount of trade and other receivables approximates their fair value.

Bank balances and cash comprise cash and short-term deposits held by the Company. The carrying amount of these assets approximates their fair value.

Trade and other payables principally comprise amounts outstanding for trade purchases and on-going costs. The management considers that the carrying amount of trade payables approximates to their fair value.

Fair value hierarchy :

Level 1 : Category includes financial assets and liabilities, that are measured in whole or in significant part by reference to published quotes in an active market.

(All amounts in million of Indian Rupees, unless otherwise stated)

Level 2 : Category includes financial assets and liabilities measured using a valuation technique based on assumptions that are supported by prices from observable current market transactions. These include assets and liabilities for which pricing is obtained via pricing services, but where prices have not been determined in an active market, financial assets with fair values based on broker quotes and assets that are valued using the Company's own valuation models whereby the material assumptions are market observable.

Level 3 : Category includes financial assets and liabilities measured using valuation techniques based on non market observable inputs. This means that fair values are determined in whole or in part using a valuation model based on assumptions that are neither supported by prices from observable current market transactions in the same instrument nor are they based on available market data. However, the fair value measurement objective remains the same, that is, to estimate an exit price from the perspective of the Company. The main asset classes in this category are unlisted equity investments as well as unlisted funds.

#### Valuation Technique used to determine Fair Value :

The fair value of all the Financial instrument measured at amortised cost are based on discounted cash flow using a discount rate determined considering the borrowing rate charged by the bank.

## NOTE 30: LEASES

### Company as lessee

The Company has applied short term and low value exemption for leases and accordingly are excluded from Ind AS 116. The leases includes non cancellable periods and renewable option at the discretion of lessee which has been taken into consideration for determination of lease term.

(i) The following are the amounts recognised in profit or loss for the year:

Particulars	Year ended 31 March 2023	Year ended 31 March 2022
Expense relating to short-term leases and low value assets	4.24	2.20

(ii) The following are the changes in the carrying value of right of use assets

Particulars	Year ended 31 March 2023	Year ended 31 March 2022
Balance as at 1st April	288.46	164.20
Additions	191.10	141.55
Depreciation	(20.44)	(17.29)
<b>Balance as at 31st March</b>	<b>459.12</b>	<b>288.46</b>

(iii) The movement in lease liabilities during the year

Particulars	Year ended 31 March 2023	Year ended 31 March 2022
Balance as at 1st April	28.84	-
Additions	176.01	40.51
Finance cost accrued	5.15	1.98
Payments	(16.43)	(13.65)
<b>Balance as at 31st March</b>	<b>193.57</b>	<b>28.84</b>

(iv) The following is the break-up of current and non-current lease liabilities

Particulars	As at 31 March 2023	As at 31 March 2022
Current Lease Liabilities	22.65	16.80
Non-Current Lease Liabilities	170.92	12.04
<b>Total</b>	<b>193.57</b>	<b>28.84</b>

(All amounts in million of Indian Rupees, unless otherwise stated)

(v) The following is contractual maturities of lease liabilities on an undiscounted basis:

Particulars	As at	As at
	31 March 2023	31 March 2022
Less than 1 Year	37.32	18.22
1 to 5 Years	136.32	12.14
More than 5 Years	95.54	-
<b>Total</b>	<b>269.18</b>	<b>30.36</b>

## NOTE 31 - RISK MANAGEMENT OBJECTIVES AND POLICIES

The Company is exposed to a variety of financial risks which results from the Company's operating and investing activities. The Company focuses on actively securing its short to medium term cash flows by minimising the exposure to financial markets.

The Company does not actively engage in the trading of financial assets for speculative purposes nor does it write options.

Financial assets that potentially subject the Company to concentrations of credit risk consist principally of cash equivalents, accounts receivables, other receivables, investment securities and deposits. By their nature, all such financial instruments involve risk including the credit risk of non-performance by counter parties.

The Company's cash equivalents and deposits are held in reputed banks, which management believes are of high credit quality and hence no impairment allowances has been recognized.

The Company's trade and other receivables are actively monitored to review credit worthiness of the customers to whom credit terms are granted and also avoid significant concentrations of credit risks.

### Foreign Currency sensitivity

The foreign currency sensitivity analysis has been performed in relation to US Dollar (USD), Euro (EUR), GBP and Russian Ruble (RUB).

Considering the volatility in direction of strengthening dollar upto 10%, the sensitivity analysis has been disclosed at 10% movements on strengthening and weakening effect for presenting comparable movement due to currency fluctuations.

Foreign currency denominated financial assets and liabilities, translated into USD at the closing rate, are as follows.

Particulars	31 March 2023		31 March 2022	
	USD (million)	INR	USD (million)	INR
<b>Short-term exposure</b>				
Financial assets	44.70	3,672.26	40.09	3,027.63
Financial liabilities	(12.34)	(996.88)	(9.33)	(704.82)
<b>Total</b>	<b>32.36</b>	<b>2,675.38</b>	<b>30.76</b>	<b>2,322.81</b>

If the INR had strengthened against the US Dollar by 10% then this would have the following impact:

Particulars	31 March 2023	31 March 2022
	INR	INR
Effect on Profit before tax and Pre-tax equity	(267.54)	(232.28)

If the INR had weakened against the US Dollar by 10% then this would have the following impact:

Particulars	31 March 2023	31 March 2022
	INR	INR
Effect on Profit before tax and Pre-tax equity	267.54	232.28

(All amounts in million of Indian Rupees, unless otherwise stated)

Considering the volatility in direction of strengthening EUR upto 10%, the sensitivity analysis has been disclosed at 10% movements on strengthening and weakening effect for presenting comparable movement due to currency fluctuations.

Foreign currency denominated financial assets and liabilities, translated into EUR at the closing rate, are as follows.

Particulars	31 March 2023		31 March 2022	
	EUR (million)	INR	EUR (million)	INR
<b>Short term exposure</b>				
Financial assets	0.68	60.77	0.69	57.78
Financial liabilities	(0.08)	(6.60)	(0.03)	(2.35)
<b>Total</b>	<b>0.60</b>	<b>54.17</b>	<b>0.66</b>	<b>55.43</b>

If the INR had strengthened against the EUR by 10% then this would have the following impact:

Particulars	31 March 2023	31 March 2022
	INR	INR
Effect on Profit before tax and Pre-tax equity	(5.42)	(5.54)

If the INR had weakened against the EUR by 10% then this would have the following impact:

Particulars	31 March 2023	31 March 2022
	INR	INR
Effect on Profit before tax and Pre-tax equity	5.42	5.54

Considering the volatility in direction of strengthening RUB upto 10%, the sensitivity analysis has been disclosed at 10% movements on strengthening and weakening effect for presenting comparable movement due to currency fluctuations.

Foreign currency denominated financial assets and liabilities, translated into RUB at the closing rate, are as follows.

Particulars	31 March 2023		31 March 2022	
	RUB (million)	INR	RUB (million)	INR
<b>Short term exposure</b>				
Financial assets	37.16	39.40	-	-
Financial liabilities	-	-	-	-
<b>Total</b>	<b>37.16</b>	<b>39.40</b>		

If the INR had strengthened against the RUB by 10% then this would have the following impact:

Particulars	31 March 2023	31 March 2022
	INR	INR
Effect on Profit before tax and Pre-tax equity	(3.94)	-

If the INR had weakened against the RUB by 10% then this would have the following impact:

Particulars	31 March 2023	31 March 2022
	INR	INR
Effect on Profit before tax and Pre-tax equity	3.94	-

(All amounts in million of Indian Rupees, unless otherwise stated)

Considering the volatility in direction of strengthening GBP upto 10%, the sensitivity analysis has been disclosed at 10% movements on strengthening and weakening effect for presenting comparable movement due to currency fluctuations.

Foreign currency denominated financial assets and liabilities, translated into GBP at the closing rate, are as follows.

Particulars	31 March 2023		31 March 2022	
	GBP (million)	INR	GBP (million)	INR
<b>Short term exposure</b>				
Financial assets	-	-	-	-
Financial liabilities	(0.06)	(5.91)	-	-
<b>Total</b>	<b>(0.06)</b>	<b>(5.91)</b>		

If the INR had strengthened against the GBP by 10% then this would have the following impact:

Particulars	31 March 2023	31 March 2022
	INR	INR
Effect on Profit before tax and Pre-tax equity	0.59	-

If the INR had weakened against the GBP by 10% then this would have the following impact:

Particulars	31 March 2023	31 March 2022
	INR	INR
Effect on Profit before tax and Pre-tax equity	(0.59)	-

### Credit risk analysis

The Company's exposure to credit risk is limited to the carrying amount of financial assets recognised at the date of the balance sheet, as summarised below:

Particulars	31 March 2023	31 March 2022
Cash & cash equivalents	2,838.23	5,121.57
Bank Balance other than cash and cash equivalents	255.74	0.07
Trade receivables	8,067.66	6,734.87
Current financial assets	709.40	59.05
Non current financial assets	82.91	56.37
<b>Total</b>	<b>11,953.94</b>	<b>11,971.93</b>

The Company's cash equivalents and deposits are held in reputed banks, which management believes are of high credit quality and hence no impairment allowances has been recognized

Trade receivables are usually due within 60-180 days. Generally and by practice most customers enjoy a credit period of approximately 180 days and are not interest bearing, which is the normal industry practice. All trade receivables are subject to credit risk exposure. However, the Company does not identify specific concentrations of credit risk with regard to trade and other receivables, as the amounts recognised represent a large number of receivables from various customers.

Trade receivables are typically unsecured and are derived from revenue earned from customers. Credit risk has always been managed by each business segment through credit approvals, establishing credit limits and continuously monitoring the credit worthiness of customers to which the company grants credit terms in the normal course of business. On account of adoption of Ind AS 109, the Company uses expected credit loss model to assess the impairment loss or gain. However, As there were no bad debts in past years and there is no material receivables outstanding for more than 6 months, company does not have any expected credit loss assesment.

The Company continuously monitors defaults of customers and other counterparties, identified either individually or by the Company, and incorporates this information into its credit risk controls. The Company's policy is to deal only with creditworthy counterparties.

(All amounts in million of Indian Rupees, unless otherwise stated)

The Company's management considers that all the above financial assets that are not impaired for each of the reporting dates and are of good credit quality, including those that are past due. None of the Company's financial assets are secured by collateral or other credit enhancements.

In respect of trade and other receivables, the Company's credit risk exposure towards any single counterparty or any group of counterparties having similar characteristics is considered to be negligible. The credit risk for liquid funds and other short-term financial assets is considered negligible, since the counterparties are reputable banks with high quality external credit ratings.

### Liquidity risk analysis

The Company manages its liquidity needs by carefully monitoring cash-outflows due in day-to-day business. Liquidity needs are monitored in various time bands, on a day-to-day and week-to-week basis, as well as on the basis of a rolling 30-day projection. Long-term liquidity needs for a 180-day and a 360-day lookout period are identified monthly.

The Company maintains cash and marketable securities to meet its liquidity requirements for up to 30-day periods. Funding in regards to long-term liquidity needs is additionally secured by an adequate amount of committed credit facilities and the ability to sell long-term financial assets.

The Company's liabilities have contractual maturities which are summarised below:

#### As at 31 March 2023

	Current	Non-Current
	Within 1 year	1 to 5 years
Trade payable	3,965.61	-
Lease Liabilities	37.32	231.86
Other current financial liabilities	532.96	-
<b>Total</b>	<b>4,535.90</b>	<b>231.86</b>

#### As at 31 March 2022

	Current	Non-Current
	Within 1 year	1 to 5 years
Trade payable	3,077.18	-
Lease Liabilities	18.22	12.14
Other current financial liabilities	447.59	-
<b>Total</b>	<b>3,542.99</b>	<b>12.14</b>

## NOTE 32 - CAPITAL MANAGEMENT POLICIES AND PROCEDURES

The Company objectives when managing capital are to safeguard their ability to continue as a going concern so that they can continue to provide returns for shareholders and benefits for other stakeholders, and maintain an optimal structure to reduce the cost of capital. In order to maintain or adjust the Capital structure, the Company may adjust the amounts of dividends paid to shareholders, return capital to shareholders, issue new shares or sell new assets to reduce debt.

Net Debt = total borrowings less cash and cash equivalent. Total 'equity' as shown in the balance sheet.

	31 March 2023	31 March 2022
Total debt	-	-
Less: Cash & cash equivalents	2,838.23	5,121.57
<b>Net debt</b>	<b>(2,838.23)</b>	<b>(5,121.57)</b>
<b>Total Equity</b>	<b>21,382.07</b>	<b>20,543.12</b>

(All amounts in million of Indian Rupees, unless otherwise stated)

## NOTE 33 - NOTE ON EXPENDITURE ON CORPORATE SOCIAL RESPONSIBILITY

Following is the information regarding projects undertaken and expenses incurred on CSR activities during the year is as follow:

Particulars	Year ended 31 March 2023	Year ended 31 March 2022
(i) Amount required to be spent by the company during the year	97.30	74.88
(ii) Surplus of previous financials year available for set off	0.25	-
(iii) Amount of expenditure incurred during the year	97.43	75.13
(iv) Shortfall at the end of the year	-	-
(v) Total of previous years shortfall	-	-
(vi) Reason for shortfall	NA	NA
(vii) Nature of CSR activities	Promoting education, Promoting health care including preventive health care, Eradicating hunger, poverty and malnutrition, Disaster Response (including COVID 19), Promoting Skill Development, Community Development and Training to promote Olympic Sports	
(viii) Details of related party transactions, e.g., contribution to a trust controlled by the company in relation to CSR expenditure as per relevant Accounting Standard (Refer Note 24)	25.50	61.07
(ix) Where a provision is made with respect to a liability incurred by entering into a contractual obligation, the movements in the provision during the year should be shown separately	NA	NA
(x) Excess amount available for set-off in succeeding financial years	0.38	0.25

There are no amounts spent separately for construction/acquisition of any asset.

## NOTE 34 - COMPARATIVES

Certain prior year amounts have been reclassified for consistency with the current year presentation. As a result, certain line items have been amended in the financial statements. These reclassifications had no effect on the reported results of operations. Comparative figures have been adjusted to conform to the current year's presentation.

## NOTE 35 - RATIOS

Particulars	Numerator	Denominator	31 March 2023	31 March 2022	% Variance
Current Ratio	Current Assets	Current Liabilities	3.67	4.60	-20.14%
Debt to Equity	Total Debt <sup>1</sup>	Shareholder's Equity	NA	NA	NA
Debt Service Coverage Ratio	Earning before interest and taxes	Debt Service (includes interest)	NA	0.62	-100.00%
Return on Equity (ROE)	Net Profit	Average Shareholder's Equity	22.28%	29.83%	-25.33%
Inventory Turnover Ratio	Cost of Goods Sold <sup>2</sup>	Average Inventory	1.81	2.03	-10.83%
Trade Receivables Turnover Ratio	Revenue from Operations	Average Trade Receivable	2.92	3.28	-11.09%
Trade Payables Turnover Ratio	Purchases of Materials	Average Trade Payables	3.13	3.95	-20.84%
Return on investment (ROI)			NA	NA	
Net Capital Turnover Ratio	Revenue from Operations	Working Capital	1.61	1.54	4.69%
Net Profit Ratio	Net Profit	Revenue from Operations	21.61%	19.72%	9.58%
Return on Capital Employed (ROCE)	Earning before interest and taxes	Capital Employed <sup>3</sup>	29.09%	28.57%	1.83%



1. It comprised of outstanding purchase consideration payable to the Parent Company for acquisition of the API business according to the Business Purchase Agreement dated October 9, 2018. The Company repaid the entire debt following IPO.
2. Cost Materials Consumed + Changes in inventories of finished goods and work-in-progress
3. Tangible Net Worth + Total Debt + Deferred Tax Liability

**Reasons for variance:**

- A. Debt Service Coverage Ratio  
The Company repaid the entire debt in the previous financial year 2021-22, hence debt service coverage ratio is not applicable for the current year.
- B. Return on Equity (ROE)  
Lower due to higher base of shareholder's equity on account of IPO.
- C. Trade Payable Turnover Ratio  
Lower due to favourable credit term from the suppliers as compared to previous year.

## NOTE 36

- (i) The Company does not have any Benami property, where any proceeding has been initiated or pending against the Company for holding any Benami property.
- (ii) The Company does not have any transactions with companies struck off.
- (iii) The Company does not have any charges or satisfaction which is yet to be registered with ROC beyond the statutory period,
- (iv) The Company has not traded or invested in Crypto currency or Virtual Currency during the financial year.
- (v) The Company does not have any such transaction which is not recorded in the books of accounts that has been surrendered or disclosed as income during the year in the tax assessments under the Income Tax Act, 1961 (such as, search or survey or any other relevant provisions of the Income Tax Act, 1961
- (vi) No funds have been advanced or loaned or invested (either from borrowed funds or securities premium or any other sources or kind of funds) by the Company to or in any person(s) or entity(ies), including foreign entities ('the intermediaries'), with the understanding, whether recorded in writing or otherwise, that the intermediary shall, whether, directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Company ('the Ultimate Beneficiaries') or provide any guarantee, security or the like on behalf the Ultimate Beneficiaries.
- (vii) No funds have been received by the Company from any person(s) or entity(ies), including foreign entities ('the Funding Parties'), with the understanding, whether recorded in writing or otherwise, that the Company shall, whether directly or indirectly, lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Funding Party ('Ultimate Beneficiaries') or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries

## NOTE 37 - AUTHORISATION OF FINANCIAL STATEMENTS

The financial statements were approved by the Board of Directors at their meeting held on 27th April, 2023

As per our report of even date.

**For Walker Chandiook & Co LLP**

Chartered Accountants  
Firm Registration No: 001076N/N500013

**Ashish Gupta**

Partner  
Membership Number - 504662

Place: Mumbai  
Date: 27 April 2023

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

Glenmark Life Sciences Limited

**Yasir Rawjee**

Managing Director & CEO  
DIN: 01965174

**Tushar Mistry**

Chief Financial officer

Place: Mumbai  
Date: 27 April 2023

**V S Mani**

Director  
DIN : 01082878

**Rudolf Corriea**

Company Secretary & Compliance Officer



### **Glenmark Life Sciences Limited**

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#### **Registered Office**

Plot No. 170-172,  
Chandramouli Industrial Estate,  
Mohol Bazarpeth,  
Solapur 413 213  
Maharashtra, India

#### **Corporate Office**

4th Floor, OIA House,  
470, Cardinal Gracious Road,  
Andheri (E),  
Mumbai 400 099  
Maharashtra, India

[www.glenmarklifesciences.com](http://www.glenmarklifesciences.com)