

TAX POLICY

Glenmark Pharmaceuticals Limited being a responsible corporate citizen is transparent, accountable and cooperating with Tax Authorities across countries where it has a presence. We recognize that all taxes that we pay and collect for governments are an integral element of our corporate responsibility. Since we operate in countries with very different tax legislations and interpretations, we seek to monitor, adjust and improve our tax compliance, identify and fix any compliance gaps that could happen, or adjustments that could arise upon tax audits and settlements. Glenmark also ensures that appropriate management structures are put in place to meet all the necessary laws and regulations. In the event of our operations being present in low-tax jurisdictions, we ensure that Glenmark does not use these regions as an opportunity to avoid tax on business activities conducted in any other region. We do not use any offshore secrecy jurisdictions or tax-havens for tax avoidance. We further commit to not use tax structures without commercial substance. Our Tax Policy is duly approved by our Board of Directors and any amendment is incorporated within the policy after evaluation.

Glenmark has been continuously working towards and is committed to:

- **Compliance with financial and tax reporting norms:** We make decisions on tax matters based on a reasonable interpretation of applicable legal provisions of the country in which we operate. In doing so, we observe and adhere to the tax law, the underlying tax policy intent, and the disclosures and reporting requirements in each jurisdiction.
- **Transfer Pricing:** The OECD Guidelines and the laws of most countries establish the principle that transactions between group companies be priced on the basis of the “arms length” standard. Glenmark complies with all applicable transfer pricing rules and regulations, including the “arms length” principle

- **Transparency in relationships with governments and tax administrations:** We encourage government's approach to rule-based tax administration. We engage with tax authorities to respond timely to tax audit requests in a professional, constructive, and collaborative manner with complete transparency
- **Accountability and Tax Governance:** The complexity of tax laws while operating in various geographies also gives rise to interpretation issues leading to conflicting positions by tax authorities. This diversity sometimes leads to emergence of unplanned risks for the company. At Glenmark we continuously enhance the knowledge management and systems requirements to meet the evolving diversities and complexities

Glenmark Pharmaceuticals Ltd.

