

GLAND PHARMA LIMITED

Corporate Identification Number (CIN) - L24239TG1978PLC002276

Registered Office: Sy. No. 143 - 148, 150 and 151, Near Gandimaisamma 'X' Roads

D.P. Pally, Dundigal, Dundigal - Gandimaisamma (M), Medchal-Malkajgiri District

Hyderabad 500 043, Telangana, India

[Tel: +91 84556 99999](tel:+918455699999); [E-mail id: investors@glandpharma.com](mailto:investors@glandpharma.com);[Website: www.glandpharma.com](http://www.glandpharma.com)**Annexure I.2 to the Board's Report - Particulars of employee remuneration for the Financial Year ended 31st March, 2025****As required under Section 197(12) of the Companies Act, 2013 read with Rule 5(2) of Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014****a) Details of top ten employees in terms of remuneration drawn as per Rule 5(2) of Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014**

Name	Designation	Qualification	Experience (in years)	Age (in years)	Date of Employment	Last Employment	Gross remuneration paid (₹)
Srinivas Sadu	Executive Chairman	B. Pharm, MBA (USA), MS (USA),	29	56	01-08-2000	Natco Pharma Limited	8,25,22,769
Satnam Singh Loomba	Chief Operating Officer	B.tech, MBA	31	58	01-04-2024	Shalina Labs Private Limited	2,72,39,757
Ravi Shekhar Mitra	Chief Financial Officer	ACA, ACS	25	49	30-09-2019	Wockhardt Limited	2,42,31,908
Prakash Vithal Baliga	Chief Operating Officer	M.Pharm	32	57	08-09-2016	Pfizer India Pvt Ltd	2,06,69,494
Shayamakant Giri	Chief Executive Officer	M.Sc., MBA	24	50	16-01-2025	Amneal Pharmaceuticals	2,06,50,461
P B Ravindra Varma	Assistant Vice-President (Engg)	D.M.E	33	52	18-08-1994	N.A. (first employment in Gland)	1,80,66,785
Rong Wu	Financial Contoller	Chartered Accountant (Chinese)	31	52	01-02-2018	ZTE India Pvt. Ltd	1,76,38,772
Dr C.S. Venkatesan	Senior Vice President (R&D)	Ph.D (Pharma)	33	55	05-10-1998	Sun Pharmaceuticals Limited	1,33,95,958
K. Raghuramachandra Rao	Vice President (Quality Assurance)	M.Pharm	27	55	01-12-1999	Dr. Reddy's Laboratories Limited	1,13,66,284
Dr S. Sridevi	Senior Vice President (R&D)	Ph.D (Pharma)	30	58	12-06-2002	Indian Institute of Chemical Technology	1,05,21,098

Note:

1. Mr. Prakash V Baliga, Mr. P B Ravindra Varma, Dr. C. Venkatesan and Dr. S. Sridevi had worked only part of the Year as they have resigned during the year. However, they had exercised their Stock Options during the year and the Perquisite value on exercise of such options was also included in the Gross remuneration.
2. Mr. Wu Rong had exercised his Stock Options during the year and the Perquisite value on exercise of such options was also included in the Gross remuneration.
3. An amount of INR 24.12 Mn was paid in Singapore to Mr. Srinivas Sadu, and an amount of INR 0.45 Mn was paid to Mr. Ravi Shekhar Mitra, for their services as Directors of Gland Pharma International Pte. Ltd, the wholly-owned subsidiary of the Company and the said amount was included in their remuneration.
4. None of the employees mentioned above is a relative to any Director of the Company
5. No employee holds by himself / herself or along with his / her spouse and dependent children more than 2% of the paid-up share capital of the Company.
6. Remuneration includes salary, allowances, perquisites including perquisite value on exercise of stock options (if any).
7. All the above mentioned employees have permanent employment contracts with the Company. In case of Mr. Srinivas Sadu, the employment has fixed term pursuant to statutory provisions.
8. The above tables are based on payouts made during the F.Y. 2024-25.
9. The Company does not have any employees posted outside India.