

Details of Familiarisation Programme for Independent Directors

The Company has in place a familiarization programme for its Independent Directors (copy available on the Company's website). The objective of the familiarization programme is to provide training to Independent Directors at the time of their joining so as to enable them to understand the Company – its operations, business, industry and environment in which it functions and the regulatory environment applicable to it.

The Directors have complete access to the information within the Company. The Board Notes circulated to the Directors and the Presentation being made at the Board Meetings / Committee Meetings would enable the Directors to familiarize with the Company's strategy, business model, operations, products, finance, risk management, human resources and such other areas of the business of the Company and get a deeper insight in the operations of the Company and its Subsidiaries.

The Company through its Senior Management, Key Managerial Personnel and Executive Directors strategically provide presentations during Board/ Committee meetings on operations, functional overviews, business performance and opportunities, risk management framework, subsidiary's performance & overview, changes in the relevant regulatory requirements, significant achievements, recognitions and accolades, CSR programmes and activities undertaken, etc. in which the Company operates, etc. Senior Executives and Functional heads are invited to the Board/Committee Meetings as and when required from time to time which provides a platform for interactions to understand the business and operations of the Company. These meetings also facilitate Independent Directors to provide their inputs and suggestions on various strategic and operational matters directly to the business and functional heads.

All the independent directors of the Company are made aware of their role, responsibilities & liabilities at the time of their appointment, re-appointment through a formal letter of appointment, which also stipulates various terms and conditions of their appointment/reappointment and inducted about information relevant to the Committees where they are appointed such as functioning of the Committees and roles and responsibilities of the Committee.

In addition, it also undertakes various measures to update the independent directors about the ongoing events and key developments relating to the Company.

All Independent Directors possess experience in Pharmaceuticals Industry.

Details of Programmes attended by Independent Directors in the F.Y. 2024-25

Name of Independent Directors	No. of programmes attended	No. of approx. hours spent in such programmes
Mr. Rajesh Desai	07	10
Ms. Sona Saira Ramasastry	07	10
Mr. Dipankar Bhattacharjee	07	10
Mr. Pradeep Kumar Sinha	01	02

Details of Programmes attended by Independent Directors on a cumulative basis:

Name of Independent Directors	No. of programmes attended	No. of approx. hours spent in such programmes
Mr. Rajesh Desai	39	36
Ms. Sona Saira Ramasastry	44	41
Mr. Dipankar Bhattacharjee	42	39
Mr. Pradeep Kumar Sinha	01	02

* Mr. Pradeep Kumar Sinha was appointed as an Independent Director with effect from 14 February, 2025.