

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. 2021-22

Name of Independent Directors	No. of programmes attended	No. of approx. hours spent in such programmes
Mr. Sridhar Gorthi	13	10
Mr. D.R. Mehta	14	11
Mr. Bernard Munos	5	5
Dr. Brian Tempest	5	5
Mr. Rajesh Desai*	18	15
Ms. Sona Saira Ramasastry*	9	8
Mr. Dipankar Bhattacharjee*	9	8

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. Sridhar Gorthi	62	50
Mr. D.R. Mehta	65	45
Mr. Bernard Munos	26	26
Dr. Brian Tempest	26	26
Mr. Rajesh Desai*	33	26
Ms. Sona Saira Ramasastry*	18	17
Mr. Dipankar Bhattacharjee*	12	11

* Mr. Rajesh Desai, Ms. Sona Saira Ramasastry and Mr. Dipankar Bhattacharjee were appointed as an Independent Director with effect from 26 June 2020, 01 April 2019 and 14 August 2020, respectively.