

## **Pharmasia Limited**

### **Familiarization Programme for Independent Directors**

#### **1. Preamble**

The Regulation 46 (2) (i) of the Securities and Exchange Board of India (Listing Obligations And Disclosure Requirements) Regulations, 2015 mandates the Company to familiarize the Independent Directors of the Company.

- a) The Company shall familiarize the Independent Directors with the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc., through various programmes.
- b) The details of such familiarization programmes shall be disclosed on the Company's website and a web link thereto shall be given in the Annual Report.

#### **2. Objective**

The Company shall follow a structured orientation and familiarization programme for the Independent Directors to understand and get updated on the business and operations of the Company on a continuous basis.

#### **3. Familiarization programme for Independent Directors:**

The module will be on the following lines and will be restructured as and when necessary.

- Industry overview and Business model of the Company and an outline of Strategic Business Plan and annual targets
- Financial Performance, Budgeting and control process
- Operations overview and visit to Plant
- Overview of business of Subsidiaries, if any
- Familiarization on Statutory compliances including their roles, rights and responsibilities in the Company as a Board Member
- A docket containing the information about the products of the Company, Profile of the Directors, details of Key Managerial Personnel, Bankers and the Shareholding pattern, including acronyms would be provided.

Familiarization programme will be conducted "as needed" basis during the year. As and when familiarization programme is conducted, the same shall be disclosed on the website of the Company.

## FAMILARIZATION PROGRAMME

### THE DETAILS OF ORIENTATION GIVEN TO THE INDEPENDENT DIRECTORS DURING THE FINANCIAL YEAR 2021-22 AREAS FOLLOWS:

#### Hours Spent:

Sr. No.	Heads of the Programmes	Time Spent by Independent Directors	
		Pravin Mohandas Hegde	Ajit Gopal Jamkhandikar
1.	Discussion on Strategy and Trends	1 Hr	1 Hr
2.	Discussion on Corporate Matters and Operations	0.50 Hrs	0.50 Hrs
3.	Presentation on growth momentum and performance	0.50 Hrs	0.50 Hrs
4.	Discussion on customer acquisition strategies and Upcoming products	0.50 Hrs	0.50 Hrs
	<b>Total Hours Spent</b>	<b>2.5 Hrs</b>	<b>2.5 Hrs</b>

#### PROGRAMMES ATTENDED:

Name of Independent Directors	No. of Programmes Attended
Pravin Mohandas Hegde	4 Programmes
Ajit Gopal Jamkhandikar	4 Programmes