

## FAMILIARIZATION PROGRAMS FOR INDEPENDENT DIRECTORS – FY2025

We believe that the Board should be continuously empowered with knowledge of latest developments affecting the Company and the industry. Apart from regular presentations on the Company's business strategies and associated risks, expositions are made on various topics covering the pharmaceutical industry. Updates on relevant statutory changes and judicial pronouncements around industry related laws are regularly circulated to the Directors. They also visit the Company's manufacturing and research locations. Each Director has complete access to any of the Company's information and full freedom to interact with the Senior Management.

Further, to familiarise a new Independent Director with the Company, an induction kit containing documents about the Company is provided. It contains, inter alia, information such as its Annual Reports, Sustainability Reports, Investor Presentations, recent Press Releases, Research Reports, Code of Business Conduct and Ethics (COBE), Memorandum and Articles of Association, a brief on Company's Board practices, Organisation structure, pharma industry including Company's overview and Code for Independent Directors. The new Independent Director individually meets with Board members and Senior Management. Visits to plants and research locations are organized for the Director to understand the Company's operations.

Details of familiarization programs attended by the Independent Directors during and upto FY2025 are as under:

(No. of hours)															
Sr. No .	Name of Director (as on March 31, 2025)	Industry, Market and Business	Induction of New Director/ Committee member	Facility Visit	Others	Total FY25	Total FY24	Total FY23	Total FY22	Total FY21	Total FY20	Total FY19	Total FY18	Total FY17	Cumul ative (Since FY17)
1	Ms. Kalpana Morparia <sup>(1)</sup>	4	NA	NA	NA	4	23	18	20	23	37	33	24	27	209
2	Mr. Leo Puri	11	1	NA	18	29.5	27	13	19	23	34	21	NA	NA	166.5
3	Ms. Shikha sharma	11	NA	NA	18	29	24	14	20	23	34	21	NA	NA	165
4	Dr. K P Krishnan	11	NA	10	18	39	26	24	29	NA	NA	NA	NA	NA	118
5	Ms. Penny Wan	11	0.5	6	18	35.5	24	24	43	NA	NA	NA	NA	NA	125.5
6	Mr. Arun M Kumar	11	NA	6	18	35	24	27	NA	NA	NA	NA	NA	NA	86
7	Dr. Claudio Albrecht	11	NA	NA	18	29	53	NA	NA	NA	NA	NA	NA	NA	82
8	Dr. Alpna Seth	11	NA	6	19	36	30	NA	NA	NA	NA	NA	NA	NA	66
9	Mr. Sanjiv Mehta	11	0.5	5	18	34.5	17	NA	NA	NA	NA	NA	NA	NA	51.5

<sup>(1)</sup> Term as an Independent Director, ended on July 30, 2024