

# FAMILIARISATION PROGRAM FOR Independent Directors



## 1. Introduction

The Independent Director Familiarization Program at Ajanta Pharma aims to provide Independent Directors with a deeper understanding of the company's business model, industry dynamics, regulatory framework, and governance structure. This initiative ensures that Independent Directors contribute effectively to the company's strategic decision-making process and corporate governance practices.

## 2. Objective

- To offer insights into Ajanta Pharma's business operations, financial performance, and industry trends.
- To familiarize Independent Directors with corporate governance policies, compliance requirements, and regulatory obligations specific to the pharmaceutical sector.
- To enhance their understanding of their rights, duties, and responsibilities as Board members.
- To facilitate informed decision-making by the Board through regular engagement with key stakeholders

## 3. Structure of the Program

The familiarization program includes the following components:

### A. Induction Program

- Upon appointment, Independent Directors receive a comprehensive induction, including an appointment letter detailing their roles, rights, duties, and responsibilities under the Companies Act 2013 and corporate laws.
- Directors are introduced to key company policies, including the Code of Conduct for Directors and Senior Management, Terms of Reference of various Committees, Whistle-blower Policy, Insider Trading Code, Related Party Transactions Policy, CSR Policy, and other governance-related policies.



## B. Business & Industry Overview

- Introduction to Ajanta Pharma’s vision, mission, and core values.
- Detailed insights into the company’s business model, revenue streams, product portfolio, and competitive landscape.
- Overview of pharmaceutical industry dynamics, including regulatory requirements and compliance mandates.
- Insights into R&D initiatives, new product launches, manufacturing operations, and expansion plans.

## C. Continuous Familiarization & Updates

Functional Heads and senior management provide periodic presentations on:

- Industry Updates & Developments
- Business Strategies and Future Plans
- Market Standing and Competitive Landscape
- Key Financial Performance Metrics
- Regulatory Changes Impacting the Industry
- Corporate Governance & Risk Management Framework
- CSR Programs and ESG Initiatives
- Human Resource and Talent Development Strategies
- Site visits to manufacturing plants and R&D site to provide first-hand exposure to operations and innovations.
- Direct interactions with the Chairman, MD, JMD, CFO and senior leadership team.

During the financial year 2025, IDs were familiarised on Annual budget preparation, overview of India’s and Global business operations, Corporate Governance and Secretarial Practices, commercial operations and Human Resource function.

Name of Independent Director	Programmes attended in FY 2024-25		Cumulative basis from FY 2014-15	
	No. of programmes	Hours spent	No. of programmes	Hours spent
Mr. Chandrakant Khetan	1	1	38	66
Dr. Anjana Grewal	1	1	40	78
Mr. Prabhakar Dalal	1	1	41	82
Mr. K H Viswanathan	1	1	39	68
Mr. David Rasquinha	7	20	7	20
Ms. Medha Joshi	7	20	7	20
Mr. Rajesh Dalal	7	20	7	20
Ms. Simi Thapar	7	20	7	20