FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

Disclosure pursuant to Regulations 25(7) and 46(2)(i) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

1. Purpose and Objective

In accordance with Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("**SEBI Listing Regulations**"), the Company conducts Familiarisation Programmes for its Independent Directors to familiarise them with their roles, rights and responsibilities, the nature of the industry in which the Company operates, its business model and other relevant matters.

Prior to the merger, the Company was primarily engaged in investment activities, with no operational turnover. Accordingly, the familiarisation initiatives focused on the Company's investment activities, financial position, statutory compliances and corporate governance requirements.

Following the merger, the scope of the Familiarisation Programme has been expanded to cover the Company's manufacturing operations, Research & Development activities, business model, industry dynamics, strategic initiatives and other relevant aspects of its business, enabling Independent Directors to remain informed and discharge their responsibilities effectively.

2. Familiarisation and Continuing Education Process

A newly appointed Independent Director is provided with relevant documents and information, including:

- Memorandum of Association and Articles of Association
- Annual Reports of the Company
- Code of Conduct for Directors
- Policies adopted by the Board
- Terms and conditions of appointment
- Roles, duties and responsibilities under applicable laws
- Other relevant statutory and regulatory information

The Company, through its Managing Director & CEO, Executive Director, Chief Financial Officer, Company Secretary and other relevant Functional Heads, as appropriate, conducts presentations and discussions covering, inter alia:

- Nature of the industry, business model and business strategy
- Financial performance and operational developments
- Manufacturing operations and Research & Development activities
- Life Sciences, CDMO and specialty chemicals businesses

- Corporate governance and regulatory developments
- Risk management, internal controls and statutory compliance
- Environment, health, safety and sustainability initiatives
- Roles, rights and responsibilities of Independent Directors

Independent Directors may interact with Management and obtain further information or clarification regarding the Company's business and operations.

3. Mode of Familiarisation

The Company conducts familiarisation activities through periodic presentations and discussions during Board Meetings and separate familiarisation programmes.

Particulars	Duration
Familiarisation session during each qualifying Board Meeting	15 minutes
Separate annual Familiarisation Programme	1 hour 30 minutes

The separate programme may be conducted collectively or individually, as appropriate. Individual participation is calculated based on the respective programmes attended.

4. Summary of Familiarisation Programmes

Financial Year	Board Sessions	Separate Programme	Total Programmes	Total Hours (HH:MM)
2019-20	5	1	6	2:45
2020-21	4	1	5	2:30
2021-22	4	1	5	2:30
2022-23	5	1	6	2:45
2023-24	4	1	5	2:30
2024-25	6	1	7	3:00
2025-26	7	1	8	3:15
Cumulative Total	**35**	**7**	**42**	**19:15**

Hours are expressed in HH:MM format. The total represents programmes conducted by the Company, not the sum of individual attendances.

5. Director-wise Disclosure of Familiarisation Programmes

FY 2019-20

Independent Director	Programmes Attended	Hours Spent (HH:MM)
Ms. Rashmi Uday Singh	4	2:15
Mr. Vikram Gokhale	5	2:30
Mr. Unnikrishnan Anchery	6	2:45

FY 2020-21

Independent Director	Programmes Attended	Hours Spent (HH:MM)
Ms. Rashmi Uday Singh	4	2:15
Mr. Vikram Gokhale	5	2:30
Mr. Sandesh Mhadalkar	2	1:45

FY 2021-22

Independent Director	Programmes Attended	Hours Spent (HH:MM)
Ms. Rashmi Uday Singh	3	2:00
Mr. Vikram Gokhale	5	2:30
Mr. Sandesh Mhadalkar	5	2:30

FY 2022-23

Independent Director	Programmes Attended	Hours Spent (HH:MM)
Ms. Rashmi Uday Singh	2	1:45
Mr. Vikram Gokhale	6	2:45
Mr. Sandesh Mhadalkar	6	2:45
Dr. Nalini Ramaswamy	3	2:00

FY 2023-24

Independent Director	Programmes Attended	Hours Spent (HH:MM)
Mr. Vikram Gokhale	5	2:30
Mr. Sandesh Mhadalkar	5	2:30
Dr. Nalini Ramaswamy	5	2:30

FY 2024-25

Independent Director	Programmes Attended	Hours Spent (HH:MM)
Mr. Sandesh Mhadalkar	7	3:00
Dr. Nalini Ramaswamy	7	3:00
Mr. Dilip Oswal	7	3:00

FY 2025-26

During FY 2025-26, the Company conducted seven familiarisation sessions as part of its Board Meetings, each lasting 15 minutes, along with one separate Familiarisation Programme of 1 hour and 30 minutes.

The details of programmes attended, and hours spent by each Independent Director are provided below.

Independent Director	Board Sessions	Separate	Total Programmes	Hours (HH:MM)
Mr. Sandesh Mhadalkar	2	1	3	2:00
Dr. Nalini Ramaswamy	7	1	8	3:15
Mr. Dilip Oswal	7	1	8	3:15
Mr. Prosenjit Gupta	4	1	5	2:30
Ms. Ameeta Parpia	2	1	3	2:00

Note: The number of programmes attended, and hours spent by each Independent Director have been considered based on their respective tenure and actual participation during the relevant financial years.

6. Cumulative Director-wise Disclosure as of March 31, 2026

Independent Director	FY26 Programmes	FY26 Hours	Cumulative Programmes	Cumulative Hours
Dr. Nalini Ramaswamy	8	3:15	23	10:45
Mr. Dilip Oswal	8	3:15	15	6:15
Mr. Prosenjit Gupta	5	2:30	5	2:30
Ms. Ameeta Parpia	3	2:00	3	2:00

Note: The cumulative figures represent the number of Familiarisation Programmes attended and hours spent by each Independent Director during their respective tenure up to March 31, 2026. The Company's aggregate total of 42 programmes and 19 hours and 15 minutes represents programmes conducted during the financial years presented above and is not the aggregate of individual director attendance.

7. Continuing Familiarisation Initiatives

The Company shall continue appropriate initiatives to ensure that Independent Directors remain familiar with their roles, rights and responsibilities and updated on the Company's business, operations, industry developments and applicable regulatory requirements.