

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

Preamble

In accordance with Regulation 25(7) read with Regulation 46(2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company shall familiarise the independent directors with the Company, their roles, rights and responsibilities in the Company, nature of the industry in which the Company operates, the business model of the Company, etc. through various programmes.

Purpose and Objectives

The familiarization programme helps the independent directors not only to have greater insight into the Company's business but also contributes effectively in decision making at Board and Board Committees meetings.

Overview of the Familiarisation Programme

1. Familiarisation upon induction of new independent directors

- At the time of appointment, an appointment letter incorporating the role and duties, tenure of appointment, evaluation process, availability of directors and officers liability insurance, details regarding remuneration is given to the Directors.
- The Company conducts a well-structured induction programme for orientation and training of new directors which includes one-to-one interactive sessions with the executive directors, management council members, selected business/functional heads, and may also include plant visits.
- New independent directors are provided with an induction kit which includes a presentation on details about the Company, its subsidiaries, joint ventures, copies of Annual Report of last three years, Cipla's Code of Conduct, Cipla's Insider Trading Code, brief profile of other Board Members, Memorandum and Articles of Association, financial results of past one year, Committee Charters, Internal Audit Charter, policies such as Whistle Blower policy, CSR policy, policy on Dealing with Related Party Transactions, etc.

2. Continual Familiarisation Programme

- Presentations on business units/subsidiary companies, business performance, operations, finance, risk management framework, etc. are made to the Directors from time to time as part of the board discussions where independent directors get an opportunity to interact with the senior leaders of the Company.
- Active communication channel between executive directors and independent directors is ensured, this allows the independent directors to raise a query, seek clarifications for enabling a better understanding of the Company and its various operations.
- Visit to Company's plants and R&D facilities are organised, as required.
- Board Members are regularly updated regarding key developments in the Company and on any important regulatory amendments applicable to the Company.
- Meeting of the auditors with independent directors are held to discuss Company's affairs without the presence of management.
- Strategy board meeting is convened on an annual basis for a detailed deliberation on the Company's strategies.
- Learning and development sessions for Board Members are conducted by external speakers on relevant business topics such as pharma sector updates, competition updates, etc.

3. Miscellaneous

The details of the familiarisation programme shall be uploaded on the website of the Company and a web link of the same shall also be provided in the Annual Report of the Company.

The Nomination and Remuneration Committee shall monitor and periodically review the familiarisation programme and approve changes if any.

The Global Chief Financial Officer and the Company Secretary are jointly authorised to amend this programme to give effect to any changes/amendments notified by the Ministry of Corporate Affairs or SEBI. The amended programme shall be placed before the Nomination and Remuneration Committee for noting and ratification.

Details of familiarisation programmes attended by independent directors during Financial Year 2024-25

(No. of Hours)

Sr. No	Programmes details	Name of Independent Directors								
		Mr Adil Zainulbhai ¹	Mr Ashok Sinha ²	Dr Balram Bhargava ³	Dr Mandar Vaidya	Mr Maya Hari ⁴	Ms Punita Lal ⁵	Mr P R Ramesh	Mr Robert Stewart	Ms Sharmila Paranjpe ⁶
1.	Business / Function reviews during Board / Committee meetings	0.67	0.75	0.83	0.92	0.25	0.17	0.92	0.83	0.25
2.	Board Strategy Meeting ⁷	13.58	-	13.58	13.58	13.58	-	13.58	13.58	13.58
3.	Learning & development sessions	-	-	-	-	-	-	-	-	-
4.	Induction of new director	-	-	16	-	14.75	-	-	-	18.25
Total Duration		14.25	0.75	29.92	14.50	28.58	0.17	14.50	14.42	32.08

Cumulative Basis w.e.f. 1st April 2014 till date

Name of Independent Directors	No. of programmes attended		No. of hours spent in the programmes attended	
	2024-25	On cumulative basis till date	2024-25	On cumulative basis till date
Mr Adil Zainulbhai	4	75	0.67	152.48
Mr Ashok Sinha	3	72	0.75	161.06
Dr Balram Bhargava	7	7	29.92	29.92
Dr. Mandar Vaidya	5	20	14.50	50.25
Ms Maya Hari	4	4	28.58	28.58
Mr P R Ramesh	6	46	14.50	65.25
Ms Punita Lal	2	53	0.17	126.64
Mr Robert Stewart	6	45	14.42	72.26
Ms Sharmila Paranjpe	4	4	32.08	32.08

¹ Retired w.e.f. close of business hours of 2nd September, 2024 and appointed as a Non-Executive Director w.e.f 3rd September 2024.

² Retired w.e.f. 3rd September, 2024

³ Appointed w.e.f. 1st April, 2024

⁴ Appointed w.e.f. 1st November, 2024

⁵ Retired w.e.f. 13th November, 2024

⁶ Appointed w.e.f. 1st September, 2024

⁷ Board strategy meeting was convened on 4th – 5th December, 2024

Brief Particulars of topics discussed during FY 2024-25 under the familiarisation programme:

During the year, the Board / Committees discussed various matters inter-alia included regulatory amendments applicable to the Company, capital allocation strategy, business wise strategy for One India, North America, EMEU (Emerging Markets and Europe), SAGA (South Africa, Sub-Saharan Africa, Global Access), functional strategy for manufacturing, quality, supply chain, etc.

During FY 2024-25, interactive session was held on innovation in healthcare industry. The session was led by external experts from the respective field. The directors were also given the visit to market and plant.