



**FAMILIARIZATION PROGRAM FOR
NON-EXECUTIVE DIRECTORS**

This Familiarization Program (“the Program”) for Non-Executive Directors of **Strides Pharma Science Limited** (“the Company”) has been adopted by the Board of Directors pursuant to SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

1. Purpose

The Program aims to provide insights into the Company to enable the Non-Executive Directors to understand its business in depth and contribute significantly to the Company.

2. Familiarization Process for Non-Executive Directors

a) Upon induction on the Board

- i) At the time of appointment, an appointment letter incorporating the role and duties, tenure of appointment, evaluation process, availability of Directors and Officer’s Liability Insurance and such other details are provided to the new Non-Executive Director.
- ii) The Director(s) is provided with induction kit which includes details about the Company, its business profile & group structure, investor engagements undertaken by the Company during the year, Board and Audit Governance process, profile of other Board Members, profile of the Senior Management Team, Strides’ Code of Conduct, Strides’ Insider Trading Code, financial results of the Company for past one year, Board Committee Charters & Key Policies of the Company amongst others.
- iii) The Company conducts a well-structured induction programme for orientation and training of directors which includes one-on-one interactive sessions with the Executive Directors, Senior Managerial Personnel, Business/ Functional Heads and also includes plant visit.

b) Continual Familiarisation Programme

- i) The Executive Directors & Senior Management Team conduct programs/ presentations periodically to familiarize the Non-Executive Directors with the strategy, operations and functions of the Company.

Such programs/ presentations provides an opportunity to the Non-Executive Directors to interact with the senior leadership team of the Company and help them to understand the Company’s strategy, business model, operations, service and product offerings, markets, organization structure, finance, human resources, technology, quality, facilities and such other areas as may arise from time to time;

- ii) Board is appraised periodically with key regulatory updates. The impact of such regulatory changes on the Company/ its functioning and on their roles and responsibilities is also deliberated.
- iii) Learning and development sessions for Board Members are also conducted by external speakers on relevant topics for the Company and the Directors.

3. Disclosure of the Policy

This Policy shall be uploaded on the Company's website for public information and a web link for the same shall also be provided in the Annual Report of the Company.

4. Review of the Program

The Board will review this Program as may be deemed necessary and in accordance with any regulatory amendments.

Details of familiarization programmes imparted to Non-Executive Directors during the FY 2019-2020

Particulars	S. Sridhar	Bharat Shah	Sangita Reddy*	Homi Khusrookhan	Dr. Kausalya **	Deepak Vaidya
	ID	ID	ID	ID	ID	NED
Closing no. of hours carry forward from last year – cumulative hours	19.5	16.5	7.5	18.5	NA	18.5
No. of training hours attended during FY 19-20	5.5	5.5	3.15	3.5	2	5.5
Cumulative as at March 31, 2020 (in hours)	25	22	10.65	22	2	24

**Ceases to be a Director effective July 30, 2019*

***Appointed effective December 11, 2019*