



**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.

The Company provides sufficient information to familiarize the Independent Directors in the following areas:

- Familiarization with the Company;
- Roles, Rights and Responsibilities; &
- Nature of Industry and the business model of the Company.

## **2. Definitions**

- a) **“Board”** means the Board of Directors of the Company.
- b) **“Company”** means Strides Pharma Science Limited.
- c) **“Non-Executive Directors”** includes Independent Directors.
- d) **“Act”** means the Companies Act, 2013 read with relevant Rules framed thereunder and amended from time to time.
- e) **“Listing Regulations”** shall mean the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as amended from time to time.

## **3. Familiarization Process for Non-Executive Directors**

As an important aspect of effectiveness of the Board, appropriate attention is given to development and training to Non-Executive Directors. They are regularly updated on changes in policies, programmes, and the general business environment.

Company ensures that the Non- Executive Directors are familiarized with the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, the business model of the Company and other relevant information, through various programmes and at regular intervals.

- a) **Upon induction on the Board**
  - i) At the time of appointment, a detailed appointment letter incorporating the role and duties and responsibilities tenure of appointment, performance 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 Senior Management Team, financial performance of the Company for the previous financial year and relevant quarters, 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/ Ongoing 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 provide 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.
- iv) Active communication between Executive Directors and Non-Executive Directors is ensured to allow the Non- Executive Directors to raise a query, seek clarifications for enabling a better understanding of the Company and its various operations.
- v) Non- Executive Directors get an opportunity to visit Company's plants, where plant heads appraise them of the operational and sustainability aspects of the plants to enable them to have full understanding on the activities of the Company and initiatives taken on safety, quality and research initiatives.

**4. 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.

**5. Review of the Program**

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

Company Secretary of the Company are severally authorised to amend this programme to give effect to any changes/ amendments notified in the Act and Listing Regulations.

The amended programme shall be placed before the Nomination and Remuneration Committee for noting and ratification.

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## Details of familiarization programmes imparted to Non-Executive Directors during the FY 2024-2025

Particulars	S. Sridhar	Bharat Shah	Homi Khusrookhan	Dr. Kausalya	Ameet Hariani	Subir Chakraborty	Mukta Arora
	ID	ID	ID	ID	ID	ID	ID
Closing no. of hours carry forward from last year – cumulative hours	52.50	49.50	49.50	29.50	2.00	-	-
No. of training hours attended during FY 25	3.25	1.50	6.25	54.50	54.50	29.00	-
<b>Cumulative as at March 31, 2025 (in hours)</b>	<b>55.75</b>	<b>51.00</b>	<b>55.75</b>	<b>84.00</b>	<b>56.50</b>	<b>29.00</b>	<b>-</b>

*Reviewed: May 2025*