



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 familiarize the independent directors with the Company, their roles, rights and responsibilities in the Company, nature of the industry in which the Company operates, 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 contribute effectively in decision making at Board / Committee 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 directors which includes one-to-one interactive sessions with the executive director's management council members, selected business/functional heads, and may also include plant visit.
- New independent directors are provided with induction kit which includes presentation on details about the Company, copies of Annual Report of last three years, Lasa Code of Conduct, Lasa Insider Trading Code, brief profile of other Board Members, Memorandum and Articles of Association, financial results of past one year, policies such as vigil policy, CSR policy, policy on 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 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, that allows the independent directors to raise query, seek clarifications for enabling a better understanding of the Company and its various operations are available.
- Visit to Company's plants and R&D facilities are organized, 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 statutory and internal auditors with independent directors are held to discuss Company's affairs without 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 topics such as pharma sector updates, competition update, etc.

3. Miscellaneous

This 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.

Whole time Director 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
