

DETAILS OF THE FAMILIARISATION PROGRAMME(S) CONDUCTED FOR INDEPENDENT DIRECTORS

Preamble

In terms of Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosures Requirements) Regulations, 2015 ('SEBI Listing Regulations') the Company is required to familiarize its Independent Directors with the Company, their roles, rights, responsibilities as Independent Directors in the Company, nature of the industry in which the Company operates, business model of the Company, etc., through various programmes.

Also, in terms of Schedule IV of the Companies Act, 2013, the Independent Directors are required to undertake appropriate induction and regularly update and refresh their skills, knowledge and familiarity with the Company.

Objective

Piramal Pharma Limited ('the Company') believes that a well-versed Board that is familiar with the Company operations and their responsibilities as members of the Board, can contribute significantly to the Company's business and initiatives. In keeping with this objective, upon appointment, Directors are provided with an induction kit, which, *inter alia*, includes the Company's organization structure, Annual Report, Code of Conduct for Directors, and an update about the role of Independent Directors, if applicable. Familiarization programmes are imparted, from time to time, to all the Directors on matters related to their roles and responsibilities, Company's business operations, policies, strategies, values, industry scenario, specific initiatives, etc.

Core Areas under Familiarization Programme for the Financial Year 2024-25

- Impact of the industry and macro-economic scenario on the business of the Company;
- Budgets and way forward, updates on operations and performance of the businesses;
- Updates on EHS, Quality, People Strategy and system implementations;
- Review of peer performance, analyst expectations, and key takeaways from Investor Day;
- Regulatory updates Risks associated with the Company and mitigation plans identified.
- Visits to Factory Sites of the Company covering familiarization with business operations, status of site compliances, etc.;

Details of Familiarization Programmes:

Particulars	During FY 2024-25	Cumulative
Number of Programmes attended by Independent Directors	7	17
Number of hours spent by Independent Directors in such programmes	18 hours and 49 minutes	49 hours 29 minutes
