



GLAND PHARMA LIMITED

Familiarization Programme for Independent Directors

Preamble

In terms of Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“**Listing Regulations**”), Gland Pharma Limited (“**the Company**”) shall familiarize the Independent Directors with the Company, their roles, rights, responsibilities in the company, nature of the industry in which the Company operates, business model of the Company, etc., through various programmes (“**Familiarization Programme**”).

Purpose

The Familiarization Programme aims

- To provide insights into the Company to familiarize the Independent Directors with nature of industry in which the Company operates, their roles, responsibilities, rights in the Company and to enable the Independent Directors to understand its business in depth and contribute significantly to the Company by imparting suitable training sessions.
- To familiarize Company’s vision, core values, ethics and Corporate Governance practices
- To provide information relating to the Company, business model of the Company, business processes & policies, geographies in which Company operates, etc.
- To provide information relating to the financial performance of the Company and budget and control process of the Company.

Familiarization Process

- The Familiarization Programme shall be administered and monitored by the Chairman or the MD & CEO or such other officer(s) of the Company, duly authorized by the Chairman who shall lead the Familiarization Programme.
- The Company shall through its Executive Directors / Senior Managerial Personnel conduct programmes / presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company;





- The Company may also arrange for visit to the Company's facilities, plants and factories to give them a better understanding on the Company's present operations, risks and opportunities. Independent Directors get an opportunity to interact with the Company's Management during Board/Committee Meetings where they are updated about the business strategy, business models, performance of the Company, etc.
- Such programmes / presentations will provide an opportunity to the Independent 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 risk management and such other areas as may arise from time to time;
- The KMPs or Senior Management Personnel may participate in the programme for providing various inputs.

Website

Under Regulation 46(2)(i) of Listing Regulations, the Company shall disclose the details, on the website, of familiarization programmes imparted to independent directors including the following details: -

- (i) Number of programmes attended by independent directors (during the year and on a cumulative basis till date);
- (ii) Number of hours spent by independent directors in such programmes (during the year and on cumulative basis till date); and
- (iii) Other relevant details.

Review of the Programme

The Company may review the programme and make necessary revisions, as and when required.





Disclosure

This Policy shall be uploaded on the Company's website for investors and public information and a weblink thereto shall be provided in the Board's Report as part of the Annual Report of the Company.

for GLAND PHARMA LIMITED

S. Srinivas
SRINIVAS SADU
MANAGING DIRECTOR & CEO