



EMCURE PHARMACEUTICALS LIMITED

**FAMILIARIZATION PROGRAMME FOR
INDEPENDENT DIRECTORS**

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

This Familiarization Programme (“the Programme”) for Independent Directors of Emcure Pharmaceuticals Limited (“the Company”) has been adopted pursuant to provisions of the Companies Act, 2013, read with the rules made thereunder, as amended (the “Companies Act”) read with Regulation 25(7) and Regulation 46(2)(i) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended (“SEBI Listing Regulations”).

Purpose

The Programme aims to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the Company.

The newly appointed Director shall be provided with copies of all the applicable codes and policies formulated and adopted by the Company from time to time.

Familiarization Process

The Company shall through its Executive Directors/ Senior Management Personnel make presentations to familiarize the Independent Directors with the strategy, operations and functions of the Company;

This provides an opportunity to the Independent Directors to interact with the senior leadership team of the Company and help them to understand the Group’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;

The Independent Directors are also made aware about their roles, rights and responsibilities which forms part of the appointment letter issued to the Independent Directors in accordance with the applicable laws;

The Directors of the Company have sufficient access to any information relating to the Company and to interact with the Company’s management. They are given all the documents sought by them for enabling a good understanding of the Company, its various operations and the industry segments in which it operates.

Programme

Quarterly/ half-yearly, post the conclusion of the Board & Committee Meetings, the Independent Directors are familiarized with various facets of business activities of the Company and the Group, which may last for 2-3 hours, during which the Business Heads make presentations on respective Businesses, including any updates on regulatory and economic reforms.

Pursuant to Regulation 46(2)(i) of the SEBI Listing Regulations, the Company is required to disclose under a separate section on the website of the Company, details of familiarisation programmes imparted to its Independent Directors including the following details:

- a) number of programs attended by Independent Directors (during the year and on a cumulative basis till date);
- b) number of hours spent by Independent Directors in such programs (during the year and on cumulative basis till date); and
- c) other relevant details.

The Corporate Governance Report of the Annual Report shall contain the web link, where details of the familiarisation programmes imparted to Independent Directors is disclosed.

Review of the Programme

The Board shall review this Programme from time to time, as deemed fit.

<i>Sr. No.</i>	<i>Version No.</i>	<i>Date of Approval</i>
1.	Ver. 1 – Adoption of the Policy	December 15, 2023