Pharmaids Pharmaceuticals Limited

DETAILS OF FAMILIARISATION PROGRAMS IMPARTED TO INDEPENDENT DIRECTORS OF THE COMPANY

[Pursuant to Regulations 25 and 46 of SEBI (LODR) Regulations, 2015]

The Company has in place a familiarisation Programme for its Independent Directors. The objective of the program is to familiarise Independent Directors to understand the Company's business model, strategies, policies, practices and gain a better understanding of the Company's operations, challenges, risks and opportunities and be better equipped so that they are able to play a meaningful role in the overall governance processes of the Company.

The Company has issued letters of appointment to each of the Independent Directors detailing their roles and responsibilities. As a part of induction onto the Board, the Company through its executive directors and senior management conducted a detailed familiarisation program for all the Independent Directors.

The Company conducts orientation /familiarisation programme for its Independent Directors with emphasis on the following:

- Roles, Rights and Responsibilities of Independent Directors
- Nature of the Industry in which the Company operates and risk associated with it
- Board dynamics & functions
- Strategy, Operations and functions of the Company
- Roles and Responsibilities of the Committee in which such Independent Director is appointed

The Company shares business presentations periodically at the meetings of the Board of Directors and the Committees to inform the Independent Directors about the strategy, operations and functions of the Company. At various Board meetings, presentations are also made on safety, health and environment, risk management, Company policies and changes in the regulatory environment.

Further, as part of continuous familiarisation with our business, people and processes, quarterly presentations on operations are made to the Board informing about business performance, operations, market share, working capital management, major litigation, compliances, subsidiary information, etc.