Laurus Labs Limited

Familiarization Programs for Independent Directors – Financial Year 2025-26

The corporate governance framework at Laurus Labs includes optimal combination of Executive Directors and Non-Executive Independent Directors having knowledge and experience in the business and industry. The Company has a diverse, experienced, and well-informed Board, and provides leadership, strategic guidance and independent views to the Company's management while discharging its fiduciary responsibilities.

In terms of Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations") a listed entity is required to familiarise the independent directors through various programmes about the listed entity, including the following:

(a) nature of the industry in which the listed entity operates;
(b) business model of the listed entity;
(c) roles, rights, responsibilities of independent directors; and
(d) any other relevant information.

The Company believes that the Board should be empowered with knowledge of latest developments affecting the Company and the industry on continual basis. The Board familiarisation programme comprises the following:

- Induction programme for new Independent Directors,
- Engagement sessions on business and functional issues,
- Factory visits,
- Strategy sessions.

The Independent Directors on their appointment are taken through a detailed induction and familiarisation programme when they join the Board of the Company. The induction programme is an exhaustive one that covers the pharmaceutical industry as well as Company's historical background, culture and business and its growth over the last several years, various milestones in the Company's existence since its incorporation, the present structure and an overview of the functions. The Chief Executive Officer, Executive Directors and the Company Secretary ensure seamless and insightful induction programmes being conducted for Independent Directors. Further, to familiarise a new Independent Director with the Company, an induction kit containing various documents about the Company is provided.

The Management Committee Members and Functional Heads take the Independent Directors through their respective businesses and functions. The Directors are exposed to the Board constitution, procedures, matters reserved for the Board and major risks facing the business and mitigation programs. The Independent Directors are made aware of their roles and responsibilities at the time of their appointment and a detailed Letter of Appointment is issued to them.

Further, the management of the Company makes regular presentations on the Company's business strategies, associated risks, and various topics covering the pharmaceutical industry. Updates on relevant statutory changes and judicial pronouncements around industry related laws are given to the Directors. They also visit the Company's manufacturing and research locations. Each Director has access to any of the Company's information and freedom to interact with the Senior Management.

Every year Board Strategy sessions are organized which provide the Board an opportunity to understand Company's business and operations and also interact with Company's leadership and business teams. The Strategy Session focuses on the strategy for the future and covers all parts of the business and functions, the course corrections, if any, required to be undertaken and gives a good perspective of the future opportunities and challenges.

Details of familiarization programs (e.g., Business presentations, strategy sessions, factory visits, engagement and induction programme) attended by the Independent Directors during the financial year 2025-26 and their cumulative attendance are as under:

Sl	Independent Directors during the financial year 2025-26	FY2025-26		Cumulative from FY2016 to FY2026	
		Number of programmes	**Approximate number of hours**	**Number of programmes**	**Approximate number of hours**
1	Dr. Ravindranath Kancherla[1]	5	10	42	95.75
2	Mrs. Aruna Bhinge[2]	5	10	51	109.75
3	Dr. Rajesh Koshy Chandy[3]	5	10	49	108.75
4	Mr. Sekar Karnam[4]	5	10	10	33.25
5	Mr. Ramesh Subrahmanian[5]	5	10	9	32.75

[1]*Appointed as an Independent Director with effect from May 18, 2017. Appointed as Chairman of the Board with effect from May 18, 2024.*
[2]*Appointed as an Independent Director with effect from July 7, 2016.*
[3]*Appointed as an Independent Director with effect from July 27, 2016.*
[4]*Appointed as an Independent Director with effect from April 25, 2024.*
[5]*Appointed as an Independent Director with effect from July 25, 2024.*