

Familiarization Programme for Independent Directors of Hikal Ltd.

Purpose

This Familiarization Programme for Independent Directors has been adopted pursuant to Clause 49 of the Listing Agreement.

Objective

The Program aims to provide insights into the Company to enable the Independent Directors to be a position to take well-informed timely decisions and contribute significantly to the Company.

The Independent Directors of the Company are given every opportunity to familiarize themselves with the Company, its management and its operations so as to understand the Company, its operations, business, industry and environment in which it functions.

Familiarisation and Orientation Process

- A familiarisation pack shall be handed over to the inductee which includes the Company's Corporate Profile, Organisational structure, Details of various manufacturing sites & office locations of the Company, Details of other Directors on Board, Hikal Code of Conduct for Directors and senior level employees, Hikal Code of Conduct on Insider Trading applicable to Directors, employees and Mandates of various Committees of which the Director is inducted on;
- The Company shall conduct an introductory familiarization program / presentation, when a new Independent Director comes on the Board;
- The Company shall through its Executive Directors / Senior Managerial Personnel conduct programs / presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company;
- The Independent Directors are made aware of their roles, rights and responsibilities at the time of their appointment / re-appointment through a formal letter of appointment which also stipulates the various terms and conditions of their engagement.

Disclosure

This familiarisation program shall be uploaded on the Company's website for public information and a web link for the same shall also be provided in the Annual Report of the Company.