



DR. REDDY'S LABORATORIES LIMITED

**FAMILIARISATION PROGRAMME FOR
INDEPENDENT DIRECTORS**

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS - FY 2026

Pursuant to the provisions of Regulation 25(7) read with Regulation 46(2)(i) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company is required to familiarize its Independent Directors with the Company, their roles, rights and responsibilities, the nature of the industry in which the Company operates, and the business model of the Company. In line with the said requirements and its commitment to high standards of corporate governance, the Company has adopted this Familiarisation Programme for its Independent Directors.

OBJECTIVES

The Familiarisation Programme is aimed at:

- Providing Independent Directors with a comprehensive overview of the Company's business, operations, strategy, regulatory landscape, and global operating environment.
- Enabling Independent Directors to understand their roles, rights, responsibilities, and duties under applicable laws, regulations, and internal governance frameworks, and supporting them in discharging their fiduciary responsibilities independently and objectively.

FAMILIARISATION PROCESS:

The familiarisation and awareness programmes for the Board of Directors of the Company are conducted periodically as part of the Board and Committee meetings and other engagements/visits/trainings. These programmes cover a wide range of areas relevant to the Company's business, governance framework, regulatory environment, and industry developments.

An induction programme is conducted for Directors at the time of their appointment. This includes providing an induction kit containing key documents and essential information, inter alia, includes the Company's Annual Reports, Sustainability Reports, Investor Presentations, recent Press Releases, Research Reports, the Code of Business Conduct and Ethics, the Memorandum and Articles of Association, an overview of the Company's Board practices, organisational structure, an overview of the pharmaceutical industry and the Company's business, and the Code for Independent Directors.

Independent Directors are provided opportunities to meet individually with Senior Management to gain a deeper understanding of the Company's operations, culture, and strategic priorities. Visits to the Company's manufacturing plants and research facilities are also organised, where appropriate, to familiarise Directors with the Company's operational processes.

Further, the Company conducts periodic sessions to apprise Directors of regulatory developments, including amendments to applicable laws, relevant circulars and notifications, as well as industry-standard guidance notes. These sessions are intended to equip Directors

with knowledge of the latest developments affecting the Company and the industry. In addition to regular presentations on the Company's business strategies and associated risks, discussions and presentations are held on various topics covering the pharmaceutical sector.

Sessions are also organised to provide perspectives on innovation, emerging trends, opportunities for change, and continuous improvements. Further, Directors are required to undergo training programmes on the Code of Business Ethics within the established timelines.

In addition, the Board convenes an annual strategic meeting involving all Directors and senior leadership of the Company. This forum serves as a platform to familiarise Directors with key aspects such as the review of business strategy, sector deep-dive and valuation drivers, leadership, the Company's vision and strategic priorities, and market and industry overview. The Strategy meet enables very close interactions of the senior leadership with the Board members.

Details of familiarization programmes attended by the Independent Directors during FY2026 are as below:

(Number of approx. hours)						
Sr. No.	Name of Director (as on March 31, 2026)	Industry, Market and Business	Strategy Meet	Facility Visit	Others	Total FY26
1	Mr. Leo Puri	11	22	-	1	34
2	Ms. Shikha Sharma	11	22	-	1	34
3	Dr. K P Krishnan	11	22	-	1	34
4	Ms. Penny Wan	11	22	4	1	38
5	Mr. Arun M Kumar	11	22	-	1	34
6	Dr. Claudio Albrecht	11	22	4	1	38
7	Dr. Alpna Seth	11	22	4	1	38
8	Mr. Sanjiv Mehta	11	22	-	1	34

Details of the familiarisation programmes attended by the Independent Directors during FY 2025-26 and on cumulative basis (April 01, 2017 – March 31, 2026) are disclosed below:

Sr. No.	Name of Director (as on March 31, 2026)	Number of Programmes attended and approx. hours spent in such programme (during FY 2025-26)		Number of Programmes attended and approx. hours spent in such programme (Cumulative Since 2017)	
		Number of programmes	Number of approx. hours	Number of programmes	Number of approx. hours
1	Mr. Leo Puri	7	34	49	201
2	Ms. Shikha Sharma	7	34	45	199
3	Dr. K P Krishnan	7	34	34	152
4	Ms. Penny Wan	8	38	39	165
5	Mr. Arun M Kumar	7	34	30	120
6	Dr. Claudio Albrecht	8	38	24	95
7	Dr. Alpna Seth	8	38	26	74
8	Mr. Sanjiv Mehta	7	34	24	69