

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS
(Disclosure under Regulation 25 & 46 of SEBI (LODR) Regulations, 2015)

In terms of Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“the Listing Regulations”) the Company is required to familiarize its Independent Directors through various programmes about the Company, including the following:

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

Further, pursuant to Regulation 46(2) of the Listing Regulations requires the Company to disseminate on its website the details of familiarization programmes imparted to Independent Directors including the following details:

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

Objective of the Programmes: The objective of the familiarization programme is to enable the Independent Directors to understand the Company, the operations, business, industry and environment in which it functions and the regulatory environment applicable, to facilitate their active participation in various Board and Committee Meetings.

Familiarization Process: As on 31st March, 2026, the Company has four Independent Directors:

1. Mr. S Madhavan
2. Mr. Ravikant Uppal
3. Mr. Ramesh Ramadurai
4. Ms. Shubha Kulkarni

The members of the Board of Directors have complete access to information within the Company. The Company from time to time updates the Board Members about their roles and responsibilities in the following manner:

1. At the time of inducting a newly appointed Director, including Independent Director, discussions are held with the official(s) of the Company including the Chairman, Chief Financial Officer, & Company Secretary to familiarize the Director with the business model, operational aspects, Management structure and other information about the Company. The new inductee is also appraised on the ongoing discussions at the Board meetings to enable him/ her to effectively participate at the Board meetings.
2. At the time of joining, an appointment letter is issued to the Independent Directors, which broadly outlines their statutory duties, roles, responsibilities as an Independent Director. The Independent Directors are also informed of the important policies of the Company including the Directors and Officers liability and Company insurance policy, Code of Conduct for Board of Directors and Senior Management, Code of Conduct for Insider Trading.
3. The Company keeps all its directors updated on the operations of the Company and key Developments which may impact the Company, its performance and its human resources through presentations made at the meetings of Board or otherwise by the Chief Financial Officer of the Company from time to time. Such presentations, inter alia, include details of the industry in which Company operates, performance of the Company, updates on products of the Company, Company

plans and strategies budgets, risk management mechanism, mitigation plans, investments plans, capital expenditure plans, expansion plans, opportunities of Mergers and Acquisition, Corporate Social Responsibility Initiatives, investor grievances, performance of the subsidiaries, and such other information as may be required by them. The Board members are updated on various regulatory and other amendments and developments.

Business / Functional Heads and Company executives are invited at the Board or Committee meetings, as and when required, to provide a platform for interaction with the Company's key executives with the Directors and also to enable them to better understand the business and operations of the Company.

During the financial year 2025-26 following topics are covered under familiarization programmes:

Time	Session	Delivered by	Mode
25th Sept, 2025 (Day 1)			
Anthem DNA Reveal	Business Overview <ul style="list-style-type: none"> To give a comprehensive understanding of the business, customers and products (existing and new), marketing partners, manufacturing facilities, new technologies, and other risks 	Managing Director, Whole-time Directors, Chief Financial Officer, Company Secretary, General Counsel and Business Function Heads	In-Person Address (UNIT I): No 49, Canara Bank Road, Hosur Rd, Electronic City Phase I, Bommasandra Industrial Area, Bengaluru, Bommasandra, Karnataka
Anthem 2.0 Way Forward	Company familiarized the independent directors on the following areas: <ul style="list-style-type: none"> 5 Year Business Plan Discussion (incl Annual Operating Plan for FY26) Neo-Anthem (Continue as a WOS, Merger, Part conversion of Loan to Equity) going forward Unit IV: Investment plan and what are we looking at doing in 30 Acres land Unit V: Plan going forward Inorganic Acquisition HR Recruitment and Retention of Talent Enterprise Risk Management 		
Unit I Plant Tour	The Independent Directors were taken on a guided tour of the Company's Unit I manufacturing facility and were apprised of key operational aspects, including production processes, quality assurance mechanisms, safety standards, and overall infrastructure.		
26th Sept, 2025 (Day 2)			
Anthem 2.0 Way Forward (Contd.)	Company familiarized the independent directors on the following areas: <ul style="list-style-type: none"> 5 Year Business Plan Discussion (incl Annual Operating Plan for FY26) 	Managing Director, Whole-time Directors, Chief Financial Officer,	In-Person Address (UNIT III): Neo Anthem Lifesciences Pvt. Ltd., 313-P, 314-P,

Time	Session	Delivered by	Mode
	<ul style="list-style-type: none"> Neo-Anthem (Continue as a WOS, Merger, Part conversion of Loan to Equity) going forward Unit IV: Investment plan and what are we looking at doing in 30 Acres land Unit V: Plan going forward Inorganic Acquisition HR Recruitment and Retention of Talent Enterprise Risk Management 	Company Secretary, General Counsel and Business Function Heads	318-P, 2nd Phase, Industrial Area, Harohalli, Hulisiddegowdanadoddi, Karnataka 562112
Unit III Plant Tour	The Independent Directors were taken on a guided tour of the Company's Unit III manufacturing facility and were apprised of key operational aspects, including production processes, quality assurance mechanisms, safety standards, and overall infrastructure.		

Details of familiarization programmes imparted to Independent Directors during the financial year 2025-26:

Sn No	Name of the Independent Director	No. of programmes attended		No. of hours spent on such programmes	
		During the Year	On Cumulative basis	During the Year	On Cumulative basis
1	Mr. S Madhavan	2	3*	10	14*
2	Mr. Ravikant Uppal	2	3*	10	14*
3	Mr. Ramesh Ramadurai	2	3*	10	14*
4	Ms. Shubha Kulkarni	2	3*	10	14*

**First program was held in the first year of appointment of Independent Directors (In-Person meeting was held on 5th Nov, 2024 at Unit II, viz: Plot No 276-P & 277-P, Survey No-20, Harohalli Industrial Area, Phase II, Near Bannikuppe Village, Kanakapura Taluk, Ramnagar District, Harohalli, the familiarization programme was accompanied with a Unit II Plant Tour)*