SANDU PHARMACEUTICALS LIMITED
Reg off add: Plot No 25, 26, 29, & 30,
Pilerne Industrial Estate, Marra, Bardez Goa 403511
CIN: L24233GA1985PLC001587

Tel: +91 832 2407474 / 6715000 Email: sandupharma@sandu.in
Fax: +91 832 2407008 Web: www.sandu.in

FAMILIARISATION PROGRAMMES FOR INDEPENDENT DIRECTOR

In terms of Clause 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company shall familiarize the independent directors with the company, their roles, rights, responsibilities in the company, nature of the industry in which the company operates, business model of the company, etc., through various programmes.

The orientation and training program aims to enable the Independent Directors to have insights into the Company so as to understand their roles, rights, responsibilities. Further they are afforded every opportunity to familiarize themselves with the Company, its management and its operations and above all the Industry perspective & issues. They are made to interact with senior management personnel and are given all the documents sought by them for enabling a good understanding of the Company, its various operations and the industry of which it is a part which enable the Directors to contribute significantly to the Company.

The Directors have complete access to the information within the Company. The Board Notes circulated to the Directors and the Presentation being made at the Board Meetings / Committee Meetings would enable the Directors to familiarize with the Company's strategy, business model, operations, products, finance, risk management, human resources and such other areas of the business of the Company.

The Company conducts an introductory familiarization programme when a new Independent Director joins the Board of the Company. The induction comprises a detailed overview of the business verticals of the Company and meetings with business heads / senior leadership team, and with the Chairman, at which time; the Independent Director is familiarized with various aspects of the Company's business verticals including the industries in which such businesses operate.

The Program will be reviewed and changes made as and when deemed necessary

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DETAILS OF FAMILIARISATION PROGRAMMES TO INDEPENDENT DIRECTORS

[Pursuant to Regulation 46 the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations")]

Familiarisation Programmes are conducted for the Independent Directors wherein they are given presentation on various areas including the following

1. Changes / Circulars issued by SEBI and Ministry of Corporate Affairs from time to time which are of relevance to the Company.
2. Plant visit
3. Related Party Transactions & Conflict Management

Sr No	Name of the Independent Director	No. of Programmes attended by Independent Directors		No. of Hours spent by Independent Director	
		FY 2025-26	Cumulative from FY 2023 till 2026	FY 2025-26	Cumulative from FY 2023 till 2026
1	BALRAM VISWANATHAN	3	8	6	16
2	AJIT RAJARAM KANTAK	3	8	6	16
3	VIJAY KOTTAPPALI	3	5	6	10

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Dated: 06.02.2026