



Biocon Limited CIN No: L24234KA1978PLC003417	Familiarisation program for Independent Director	Version. No : 1.0 Rev. Due on : Need basis Prepared by /Date: Secretarial dept./ Amendment date : May 14, 2020
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FAMILIARISATION PROGRAM FOR INDEPENDENT DIRECTOR

INTRODUCTION

Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations") requires listed companies to conduct familiarisation programme for the Independent Directors to familiarize them 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. Biocon Limited (The Company) facilitates the members of its Board to familiarise themselves with the industry and its operations.

PURPOSE

The Program aims to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute to the strategy and overseeing of the Company. The Company provides sufficient information to familiarize the Independent Directors in the following areas:

- Familiarization with the Company;
- Roles, Rights and Responsibilities;
- Nature of Industry and the business model of the Company.

The Company undertakes an initial and ongoing Familiarisation programme as below –

A. INITIAL FAMILIARISATION:

At the time of appointing an Independent Director, a detailed Appointment Letter incorporating the role, duties and responsibilities, remuneration and performance evaluation process, insurance cover, Code of Conduct and obligations on disclosures, is issued for the acceptance of the Independent Directors.

At the outset, all the Independent Directors are provided with an overview of the regulatory framework and more specifically –

- Criteria of independence applicable to Independent Directors as per the Companies Act, 2013;
- Code of Conduct for Directors;
- Code of Conduct for Prevention of Insider Trading;
- Performance Appraisal & Evaluation process;
- Disclosures and Business Interests;
- Appointment term including Remuneration;
- Memorandum of Association & Articles of Association;
- Various Committees Charters;
- Corporate Social Responsibility Policy;
- Various Policies inclusive of Vigil Mechanism Policy;
- Risk Management Systems & Policies.

B. ONGOING FAMILIARISATION:

1. 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.
2. Such programs provide an opportunity to the Independent Directors to interact with the senior leadership team of the Company and help them to understand the Company's strategy, business model, operations, and product offerings. It also provides insights on the geographical spread, organization structure, finance, human resources, risk management and such other areas as may arise from time to time;
3. Independent Directors have the freedom to interact with the Company's management and the senior leadership team of the Company. Presentations are made regularly to the Board of Directors and its various Committees. This helps them to understand the Company's strategy, business model, operations, products, markets, organization structure, facilities, risk management and such other areas.
4. The programs / presentations shall also familiarize the Independent Directors with their roles, rights and responsibilities;
5. The Company will also circulate news and articles related to the industry on a regular basis and will provide specific regulatory updates from time to time, as relevant to the Directors.
6. The Company may conduct an introductory familiarization program / presentation, when a new Independent Director comes on the Board of the Company.
7. The Directors get an opportunity to visit Company's plants, where plant heads appraise them of the operational and sustainability aspects of the plants to enable them to have full understanding on the activities of the Company and initiatives taken on safety, quality and research initiatives;
8. Quarterly results / press releases of the Company are shared with the Directors to provide them with an update on the overall affairs of the Company.

FAMILIARISATION OF REGULATORY FRAMEWORK

The Independent Directors are advised from time to time, of the compliances required from him/her under the Companies Act, 2013, SEBI Listing Regulations, pharmaceutical and manufacturing practices and other relevant regulations and requisite affirmations are taken with respect to the same.



DISCLOSURE OF THE POLICY

This Policy 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.

REVIEW OF THE POLICY

The Board will review this Policy and make revisions as may be required.
