

Familiarization Program for Directors on the Board

1. About the Company – Legal status, incorporation details, Registered Office

Bal Pharma Ltd is a public limited company incorporated on 19.05.1987 with registered office at # 21-22, Bommasandra Industrial Area, Bangalore and having its corporate office at 5th Floor, Lakshmi Narayana Complex, Palace Road, Bangalore.

2. Background of the Company – Business space, product details, customers

The Company is into manufacturing and exports of pharmaceuticals including formulations and API's with 5 manufacturing facilities across India and marketing presence across the globe.

For further details about the Company, please refer to the brochure provided.

3. Board of Directors of the Company- Brief Profile of each Director of the Company.

The Company is managed by Board of Directors , constituted as per the provisions of the Companies Act,1956/2013 and Listing agreement.

The following are the details of the directors of the Company.

SI No	Name	Address	Designation
1.	Mr.Shailesh D Siroya	# 7/3/1, 2 nd Cross, Chandavarkar Layout, Palace Road, Bangalore–560 052.	Managing Director.
2.	Mr.Shrenik Siroya	Garden View Harkness Road, Mumbai – 400 006.	Non – Executive Director.
3.	Dr.S.Prasanna	# 92, 17 th Main Road, Banashankari 1 st Stage, Bangalore–560 050.	Whole Time Director.

4.	Dr.G.S.R Subba Rao	1A,Pradhan Apartments, # 16/5, 18 th Cross, Malleswaram, Bangalore-560055.	Independent Director.
5.	Mr.Pramod Kumar Shantilal	# 10, Kamal Nivas, Srikantaiah Layout Crescent Road Cross Bangalore.	Independent Director.

4. Facilities of the Company - manufacturing/operating facilities, locations, branch offices.

Please refer to the company broacher provided..

5. Role of Directors - Duties, Liabilities and expectations.

2.1 The Independent Director's are expected to bring in objectivity and Independence in the decisions of the Board.

2.2 If the Board seems it to be fit and were required by the Act to do so, may invite Directors for being appointed on one or more existing Board Committees or any such Committee that is set up in the future. Appointment on such Committee(s) will be subject to the applicable regulations.

2.3 Directors are expected to attend Board, Board Committees to which they may be appointed and Shareholders meetings and to devote such time to for their duties, as appropriate for them to discharge their duties effectively.

2.4 By accepting this appointment, Directors confirm that they are able to allocate sufficient time to meet the expectations from their role to the satisfaction of the Board.

2.5 Independent Director's will have to strive to hold and attend at least one meeting in a year without the presence of Non-Independent Director and members of the management with the sole objective of :

- i) Review the performance of the Non-Independent Directors and the Board as a whole.
- ii) To review the performance of the Chairperson of the Company, taking in to account the views of the Executive and Non-Executive directors.
- iii) Assess the quality and quantity and timeliness of the Company management and the Board that is necessary for the board to effectively and reasonably perform their duties.

3. ROLES AND DUTIES

3.1 Directors are expected to perform their duties, whether statutory, fiduciary or by common law faithfully, efficiently and diligently.

3.2 Directors role and duties will be those normally required by a Independent Director as per Companies Act and Listing Agreement. There are certain guidelines of professional conduct to be followed by the director are:

An Independent Director shall,

1. Uphold ethical standards of integrity and probity.
2. Act objectively and constructively while exercising his duties.
3. Exercise his responsibilities in a bonafide manner in the interest of the Company.
4. Devote sufficient time and attention to his professional obligation for informed and balanced decision making.
5. Not allow any extraneous considerations that will vitiate his exercise of objective independent judgement in the paramount interest of the Company as a whole.
6. Refrain from any action that would lead to loss of independence.

7. Not to abuse your position to the detriment of the Company or its shareholders or for the purpose of gaining direct or indirect personal advantage for any associate person.
8. Assist the Company in implementing the best Corporate Governance practices.

3.3 In addition to the above requirement applicable, the role of the Director have the following key elements:

The Independent Directors shall:

1. **Safeguard:** Director to safeguard the interest of all stakeholders, particularly the minority shareholders.
2. **Integrity:** to satisfy themselves on the integrity of financial information and that financial controls and the system of risk management are robust and defensible
3. **Performance:** scrutinise the performance of management in meeting agreed goals and objectives and monitor the reporting of performance.
4. **Balance:** to balance the conflicting interest of the stakeholders.
5. **Remuneration:** to determine appropriate levels of remuneration of executive directors, key managerial personnel and senior management and have a prime role in appointing and where necessary recommend removal of executive directors, key managerial personnel and senior management.
6. **Arbitrator:** to arbitrate in the interest of the Company as a whole, in situations of conflict between management and shareholder's interest.

4. LIABILITY

An Independent Director will be liable only in respect of such acts or omission or commission by a Company which has occurred with your knowledge, attributable through Board process and with their consent or where they had not acted diligently.

6. Duties of Directors as per Section 166 of the Companies Act, 2013.

- (1) Subject to the provisions of this Act, a director of a company shall act in accordance with the articles of the company.
- (2) A director of a company shall act in good faith in order to promote the company for the benefit of its members as a whole, and in the best interests of the company, its employees, the shareholders, the community and for the protection of environment.
- (3) A director of a company shall exercise his duties with due and reasonable care, skill and diligence and shall exercise independent judgement.
- (4) A director of a company shall not involve in a situation in which he may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the company.
- (5) A director of a company shall not achieve or attempt to achieve any undue gain or advantage either to himself or to his relatives, partners, or associates and if such director is found guilty of making any undue gain, he shall be liable to pay an amount equal to that gain to the company.
- (6) A director of a company shall not assign his office and any such assignment so made shall be void.

7. Code for Independent Directors as per Schedule IV to the Companies Act, 2013.

I. Guidelines of professional conduct:

An independent director shall:

- (1) uphold ethical standards of integrity and probity;
- (2) act objectively and constructively while exercising his duties;
- (3) exercise his responsibilities in a bonafide manner in the interest of the company;
- (4) devote sufficient time and attention to his professional obligations for informed and balanced decision making;
- (5) not allow any extraneous considerations that will vitiate his exercise of objective independent judgement in the paramount interest of the company as a whole, while concurring in or dissenting from the collective judgement of the Board in its decision making;
- (6) not abuse his position to the detriment of the company or its shareholders or for the purpose of gaining direct or indirect personal advantage or advantage for any associated person;

- (7) refrain from any action that would lead to loss of his independence;
- (8) where circumstances arise which make an independent director lose his independence, the independent director must immediately inform the Board accordingly;
- (9) assist the company in implementing the best corporate governance practices.

II. Role and functions:

The independent directors shall:

- (1) help in bringing an independent judgement to bear on the Board's deliberations especially on issues of strategy, performance, risk management, resources, key appointments and standards of conduct;
- (2) bring an objective view in the evaluation of the performance of board and management;
- (3) scrutinise the performance of management in meeting agreed goals and objectives and monitor the reporting of performance;
- (4) satisfy themselves on the integrity of financial information and that financial controls and the systems of risk management are robust and defensible;
- (5) safeguard the interests of all stakeholders, particularly the minority shareholders;
- (6) balance the conflicting interest of the stakeholders;
- (7) determine appropriate levels of remuneration of executive directors, key managerial personnel and senior management and have a prime role in appointing and where necessary recommend removal of executive directors, key managerial personnel and senior management;
- (8) moderate and arbitrate in the interest of the company as a whole, in situations of conflict between management and shareholder's interest.

III. Duties :

The independent directors shall—

- (1) undertake appropriate induction and regularly update and refresh their skills, knowledge and familiarity with the company;

- (2) seek appropriate clarification or amplification of information and, where necessary, take and follow appropriate professional advice and opinion of outside experts at the expense of the company;
- (3) strive to attend all meetings of the Board of Directors and of the Board committees of which he is a member;
- (4) participate constructively and actively in the committees of the Board in which they are chairpersons or members;
- (5) strive to attend the general meetings of the company;
- (6) where they have concerns about the running of the company or a proposed action, ensure that these are addressed by the Board and, to the extent that they are not resolved, insist that their concerns are recorded in the minutes of the Board meeting;
- (7) keep themselves well informed about the company and the external environment in which it operates;
- (8) not to unfairly obstruct the functioning of an otherwise proper Board or committee of the Board;
- (9) pay sufficient attention and ensure that adequate deliberations are held before approving related party transactions and assure themselves that the same are in the interest of the company;
- (10) ascertain and ensure that the company has an adequate and functional vigil mechanism and to ensure that the interests of a person who uses such mechanism are not prejudicially affected on account of such use;
- (11) report concerns about unethical behaviour, actual or suspected fraud or violation of the company's code of conduct or ethics policy;
- (12) acting within his authority, assist in protecting the legitimate interests of the company, shareholders and its employees;
- (13) not disclose confidential information, including commercial secrets, technologies, advertising and sales promotion plans, unpublished price sensitive information, unless such disclosure is expressly approved by the Board or required by law.

IV. Manner of appointment:

- (1) Appointment process of independent directors shall be independent of the Company management; while selecting independent directors the Board shall

ensure that there is appropriate balance of skills, experience and knowledge in the Board so as to enable the Board to discharge its functions and duties effectively.

- (2) The appointment of independent director(s) of the Company shall be approved at the meeting of the shareholders.
- (3) The explanatory statement attached to the notice of the meeting for approving the appointment of independent director shall include a statement that in the opinion of the Board, the independent director proposed to be appointed fulfils the conditions specified in the Act and the rules made there under and that the proposed director is independent of the management.
- (4) The appointment of independent directors shall be formalised through a letter of appointment, which shall set out:
 - (a) the term of appointment;
 - (b) the expectation of the Board from the appointed director; the Board-level committee(s) in which the director is expected to serve and its tasks;
 - (c) the fiduciary duties that come with such an appointment along with accompanying liabilities;
 - (d) provision for Directors and Officers (D and O) insurance, if any;
 - (e) the Code of Business Ethics that the company expects its directors and employees to follow;
 - (f) the list of actions that a director should not do while functioning as such in the company; and
 - (g) the remuneration, mentioning periodic fees, reimbursement of expenses for participation in the Boards and other meetings and profit related commission, if any.
- (5) The terms and conditions of appointment of independent directors shall be open for inspection at the registered office of the company by any member during normal business hours.
- (6) The terms and conditions of appointment of independent directors shall also be posted on the company's website.

V. Re-appointment:

The re-appointment of independent director shall be on the basis of report of performance evaluation.

VI. Resignation or removal:

- (1) The resignation or removal of an independent director shall be in the same manner as is provided in sections 168 and 169 of the Act.
- (2) An independent director who resigns or is removed from the Board of the company shall be replaced by a new independent director within a period of not more than one hundred and eighty days from the date of such resignation or removal, as the case may be.
- (3) Where the company fulfils the requirement of independent directors in its Board even without filling the vacancy created by such resignation or removal, as the case may be, the requirement of replacement by a new independent director shall not apply.

VII. Separate meetings:

- (1) The independent directors of the company shall hold at least one meeting in a year, without the attendance of non-independent directors and members of management;
- (2) All the independent directors of the Company shall strive to be present at such meeting;
- (3) The meeting shall:
 - (a) review the performance of non-independent directors and the Board as a whole;
 - (b) review the performance of the Chairperson of the Company, taking into account the views of executive directors and non-executive directors;
 - (c) assess the quality, quantity and timeliness of flow of information between the company management and the Board that is necessary for the Board to effectively and reasonably perform their duties.

VIII. Evaluation mechanism:

- (1) The performance evaluation of independent Directors shall be done by the entire Board of Directors, excluding the director being evaluated.
- (2) On the basis of the report of performance evaluation, it shall be determined whether to extend or continue the term of appointment of the independent director.

8. Clause 49 of the Listing Agreement.

I. The Company agrees to comply with the provisions of Clause 49 which shall be implemented in a manner so as to achieve the objectives of the principles as mentioned

below. In case of any ambiguity, the said provisions shall be interpreted and applied in alignment with the principles.

Various elements (in brief) of clause 49 of the Listing agreement are mentioned below:

A. The Rights of Shareholders

B. Role of stakeholders in Corporate Governance

C. Disclosure and transparency

D. Responsibilities of the Board

II. Board of Directors

A. Composition of Board

B. Independent Directors

Limit on number of directorships

Maximum tenure of Independent Directors

Formal letter of appointment to Independent Directors

Performance evaluation of Independent Directors

Separate meetings of the Independent Directors

Training of Independent Directors

C. Non-executive Directors' compensation and disclosures

D. Other provisions as to Board and Committees

E. Code of Conduct

F. Whistle Blower Policy

III. Audit Committee

A. Qualified and Independent Audit Committee

B. Meeting of Audit Committee

C. Powers of Audit Committee

D. Role of Audit Committee

E. Review of information by Audit Committee

IV. Nomination and Remuneration Committee

V. Subsidiary Companies

VI. Risk Management

VII. Related Party Transactions

VIII. Disclosures

A. Related Party Transactions

B. Disclosure of Accounting Treatment

C. Remuneration of Directors

D. Management

E. Shareholders

F. Disclosure of resignation of directors

G. Disclosure of formal letter of appointment

H. Disclosures in Annual report

I. Proceeds from public issues, rights issue, preferential issues, etc.

IX. CEO/CFO certification

X. Report on Corporate Governance

XI. Compliance

Annexure - X to the Listing Agreement
Information to be placed before Board of Directors

Annexure - XI to the Listing Agreement
Format of Quarterly Compliance Report on Corporate Governance

Annexure - XII to the Listing Agreement

Suggested List of Items to be Included In the Report on Corporate Governance in the Annual Report of Companies.

Annexure - XIII to the Listing Agreement
Non-Mandatory Requirements:

1. The Board
2. Shareholder Rights
3. Audit qualifications
4. Separate posts of Chairman and CEO
5. Reporting of Internal Auditor

9. Code of Conduct for Directors and Senior Management.

Please refer to the code of Conduct of the Company.

Note: The Directors will be updated on any changes and modifications on the business model of the Company from time to time through Meetings of the Board of Directors and of its various Committees.
