



FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

1. Purpose:

This Familiarization Program (“the Program”) for Independent Directors of Pharmaids Pharmaceuticals Limited (“the Company”) has been adopted by the Board of Directors pursuant to Clause 49 of the Listing Agreement.

The Program aims to provide insights into the Company to enable the Independent Directors to understand its business in-depth and contribute significantly to the Company.

2. Familiarization Process:

Some initiatives for undertaking familiarization programme are as follows:

1. Induction on joining:

The new Independent Director shall be welcomed by the Board of Directors of the Company and shall be provided with the following documents for his/her reference:

- Memorandum of Association & Articles of Association of the Company;
- Annual Reports of last three years;
- Code of Conduct for Directors and Employees;
- Note on Directors roles and responsibilities;
- Policies of the Company on various business aspects and practices;
- Organizational Chart of the Company including profile of other Directors & Senior Executives of the Company;
- Description of the range of services and solutions offered by the Company;

2. On an ongoing basis:

- Executive Directors/Senior Managerial Personnel may conduct presentations to familiarise the Independent Directors with business, strategy, operations & financial updates;
- Update on statutory compliances for Board members including their roles, duties, rights and responsibilities.
- The Company may circulate news and related articles on the industry developments on a regular basis;
- Specific regulatory updates will also be shared with Independent Directors from time to time.

3. Disclosure of the Programme:

This Programme 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.

4. Review of the Programme:

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

