



Pharmaids Pharmaceuticals Limited

CODE OF CONDUCT FOR
PREVENTION OF INSIDER TRADING

Amended by the Board of Directors on March 21, 2025

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INTRODUCTION

The Securities and Exchange Board of India ('SEBI') (Prohibition of Insider Trading) Regulations, 2015, as may be amended from time to time ("PIT Regulations") stipulate that listed companies must formulate a Code of Conduct, approved by their board of directors, to monitor, regulate, and report trading activities carried out by designated persons and the immediate relatives of designated persons.

Accordingly, Pharmaids Pharmaceuticals Limited ("Company or PPL") has formulated this Code of Conduct for Prohibition of Insider Trading ("Code") which is applicable to its designated persons ("DPs").

The Code is framed in line with the existing provisions of PIT Regulations in effect as on the date of approval of this Code and in case there is any conflict between the Code and the PIT Regulations, the PIT Regulations shall prevail.

KEY DEFINITIONS

There are certain key definitions under the Code.

1. **"Designated Person(s)"** means the following persons:
 - a) Directors and Key Managerial Personnel of PPL
 - b) All Promoter(s), members of Promoter group of PPL
 - c) All employees of PPL at the grade Vice President and above i.e. three levels below the Chairman and Managing Director
 - d) Members of the Core Management Team
 - e) Any other Employees of PPL working in Finance, Taxation, Merger & Acquisitions, MD Office, Corporate Secretarial, Legal, Information Technology, Business Development functions as may be determined by the Compliance Officer from time to time, in consultation with the respective Head of Department.
 - f) All the individuals who are personal assistant to all persons covered under this definition.
 - g) Employees of Material Subsidiary(ies) of PPL identified as per clauses (a) to (f) above.

For the purpose of this clause, "Material Subsidiary" shall have the same meaning as defined in the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended from time to time and reported in **Annexure A** to this Code.

2. **"Legitimate Purpose"** shall include sharing of unpublished price sensitive information in the ordinary course of business by an insider with partner(s), collaborator(s), lender(s), customer(s), supplier(s), merchant banker(s), legal adviser(s), auditors, insolvency

professional(s) or other adviser(s) or consultant(s), provided that such sharing has not been carried out to evade or circumvent the prohibitions of the PIT Regulations.

3. **“Trading”** means and includes subscribing, redeeming, switching, buying, selling, dealing, or agreeing to subscribe, redeem, switch, buy, sell, pledge (including revocation or invocation thereof), deal in the Company’s / PPL Securities and includes derivatives either directly or through portfolio management services, and “trade” shall be construed accordingly and shall include any action which may be considered as trading by the regulatory authority by way of circular, notification, FAQs or in any other manner from time to time.

4. **“Unpublished Price Sensitive Information” or “UPSI”** means any information, relating to PPL or PPL Securities, directly or indirectly, that is not generally available, which, upon becoming generally available, is likely to materially affect the price of PPL Securities and shall, ordinarily including the information relating to the following:
 - (i) Financial Results
 - (ii) Dividends
 - (iii) Change in Capital Structure
 - (iv) Mergers, de-mergers, acquisitions, delisting, disposal and expansion of business, award or termination of order/contracts not in the normal course of business and such other transactions;
 - v Changes in Key Managerial Personnel, other than due to superannuation or end of term, and resignation of a Statutory Auditor or Secretarial Auditor;
 - (vi) change in rating(s), other than ESG rating(s);
 - (vii) fund raising proposed to be undertaken;
 - (viii) agreements, by whatever name called, which may impact the management or control of the company;
 - (ix) fraud or defaults by the company, its promoter, director, key managerial personnel, or subsidiary or arrest of key managerial personnel, promoter or director of the company, whether occurred within India or abroad;
 - (x) resolution plan/ restructuring or one time settlement in relation to loans/borrowings from banks/financial institutions;
 - (xi) admission of winding-up petition filed by any party /creditors and admission of application by the Tribunal filed by the corporate applicant or financial creditors for initiation of corporate insolvency resolution process against the company as a corporate debtor, approval of resolution plan or rejection thereof under the Insolvency and Bankruptcy Code, 2016;

(xii) initiation of forensic audit, by whatever name called, by the company or any other entity for detecting mis-statement in financials, misappropriation/ siphoning or diversion of funds and receipt of final forensic audit report;

(xiii) action(s) initiated or orders passed within India or abroad, by any regulatory, statutory, enforcement authority or judicial body against the company or its directors, key managerial personnel, promoter or subsidiary, in relation to the company;

(xiv) outcome of any litigation(s) or dispute(s) which may have an impact on the company;

(xv) giving of guarantees or indemnity or becoming a surety, by whatever named called, for any third party, by the company not in the normal course of business;

(xvi) granting, withdrawal, surrender, cancellation or suspension of key licenses or regulatory approvals.

Explanation 1- For the purpose of sub-clause (ix):

a. 'Fraud' shall have the same meaning as referred to in Regulation 2(1)(c) of Securities and Exchange Board of India (Prohibition of Fraudulent and Unfair Trade Practices relating to Securities Market) Regulations, 2003.

b. 'Default' shall have the same meaning as referred to in Clause 6 of paragraph A of Part A of Schedule III of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Explanation 2- For identification of events enumerated in this clause as unpublished price sensitive information, the guidelines for materiality referred at paragraph A of Part A of Schedule III of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 as may be specified by the Board from time to time and materiality as referred at paragraph B of Part A of Schedule III of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 shall be applicable.

Such other information as may be prescribed under the PIT Regulations as amended from time to time.

5. "**Generally Available Information**" means information that is accessible to the public on a non-discriminatory basis and shall not include unverified event or information reported in print or electronic media.
6. "**Relevant Persons**" include designated person, immediate relatives and persons with whom such designated person(s) share/s material financial relationship, i.e., receipt of at least 25% of DP annual income during the immediately preceding twelve months but shall exclude relationships in which the payment is based on arm's length transactions.

For the purpose of this Code, any words or phrases that are not defined herein shall carry the same meaning as provided in the PIT Regulations. If any of the definitions mentioned in this Code are also defined in the PIT Regulations and are subsequently amended as a result of any future changes to the Regulations, those definitions will be deemed to be amended to the extent of such amendment. Further, in case there is any conflict between any of the clauses in this Code and PIT Regulations, the provisions in the PIT Regulations shall prevail.

COMPLIANCE OFFICER

The Company Secretary of the Company is designated as the Compliance Officer from time to time and shall be the Compliance Officer for the purpose of this Code.

The Compliance Officer shall report to the Board of Directors and in particular shall provide report to the Chairman of the Audit Committee/ Board of Directors at such frequency as may be stipulated under the PIT Regulations.

The Compliance Officer shall be responsible for performing all such functions and responsibilities as may be prescribed under the PIT Regulations.

HANDLING OF UNPUBLISHED PRICE SENSITIVE INFORMATION

1. Considering the importance of sensitive information, it is strictly prohibited for Designated Person to disclose, convey, or acquire any UPSI to / from any person, whether directly or indirectly, except on a need-to-know basis or for the Legitimate Purpose, for the performance of their duties, or for fulfilment of legal obligations with permission of Head of Department.
2. In case the Head of Department is unable to form an opinion, the matter may be referred to the Compliance Officer who may, in consultation with the Whole-time Director(s), determine the 'Legitimacy' of Purpose in terms of PPL's Policy for Determination of Legitimate Purpose which forms part of the Code of Fair Corporate Disclosure Practices.
3. In case of sharing of UPSI for Legitimate Purpose, the Company shall maintain Structured Digital Database ("SDD") containing the nature of UPSI and the names of such persons who have shared the information and the person who have received the information along with the Permanent Account Number or any other identifier as per the requirements under the PIT Regulations.

The entry of information, not emanating from within the organisation, in structure digital database may be done not later than 2 calendar days from the receipt of such information.

4. Upon providing the UPSI for Legitimate Purpose to any person, the system generated email shall be sent to the receiver of UPSI, advising him/ her to maintain confidentiality of such UPSI in compliance with the PIT Regulations and the Code.
5. The requirement of maintaining SDD ensures authorized dissemination of information and its recording. It is critical aspect as once UPSI is shared for Legitimate Purpose, the Company relinquishes control over its subsequent use by recipients. If the recipient utilizes this information for trading activities, they may be subject to legal action for violation of PIT Regulations.

RESTRICTION ON TRADING

Notwithstanding anything contained in this Code or in PIT Regulations, the Relevant Persons are prohibited from trading in the PPL Securities while in possession of UPSI.

Trading Window Closure

1. Trading Window Closure Period is the period during which trading in PPL Securities by Relevant Person is prohibited. This is a period during which existence of UPSI is deemed to exist. Except in case of existence of a specific UPSI, Trading window shall be closed from the end of every quarter till 48 hours after the declaration of the financial results and/or such other period as may be prescribed by the PIT Regulations as amended from time to time.
2. The Compliance Officer shall issue intimation about Trading Window Closure and re-opening to the Relevant Person from time to time.
3. Relevant Persons are prohibited from trading in PPL Securities during Trading Window Closure. In order to prevent unintentional violations of the PIT Regulations by Relevant Persons, SEBI has introduced guidelines for implementing a system that restricts trading activities by freezing the PAN of Designated Persons at the security level when the trading window is closed.
4. Restriction during trading window closure period shall be applicable in all the transactions except for the transactions expressly specified under PIT Regulations as amended from time to time.
5. If the unpublished price sensitive information not emanating from within the PPL, trading window may not be closed.

Contra Trade

1. Contra Trade, in simple terms, means an opposite transaction. For instance, undertaking a Sell transfer subsequent to a Buy Transaction.

2. Relevant Persons are prohibited from entering into a Contra Trade for six months from the date of the previous transaction.

Example - If 'Mr. A' who is a relevant person, buys PPL Securities on June 1, 2024, then 'Mr. A' shall not sell any PPL Securities until December 1, 2024 and vice versa.

3. In case of multiple transactions, for the purpose of Contra Trade, the period of six months, as mentioned above, shall be counted from the latest previous transaction.

Example – If 'Mr. A' buys PPL Securities on June 1 2024 and on July 1 2024, then 'Mr. A' shall not sell PPL Securities until January 1, 2025 (i.e. six months from the latest transaction being July 1, 2024).

Pre-Clearance

1. When the trading window is open and Relevant Person is not in a possession of any UPSI proposes to trade in PPL Securities amounting to Rs. 10,00,000 (Rupees Ten Lakh only) or more in value per calendar quarter, pre-clearance for the transaction from the Compliance Officer shall be obtained.

Application for pre-clearance may be made electronically through Company's electronic database maintained for the said purpose.

2. The Relevant Persons must complete their transactions involving PPL Securities within 7 (Seven) Trading days after the approval of pre-clearance. Failure to execute the order within the specified timeframe will require to obtain a new pre-clearance approval.

Trading Plan

1. A 'trading plan' refers to a plan framed by an insider for trades to be executed at a future date. It is particularly suitable for individuals within an organization who may, by way of their position, seniority, or any other reason, be in possession of UPSI at all times.
2. Relevant Persons are entitled to create a trading plan for the trading of the Company's Securities. This plan must be submitted to the Compliance Officer for approval and public disclosure. Once approved, trades can be executed in accordance with such plan. Procedural aspects and guidelines regarding Trading Plan are provided in **Annexure B**.

DISCLOSURES

1. Any person who is identified as a Designated Person shall promptly provide all the details prescribed in **Annexure C** through Company's electronic database maintained for the purpose.

2. The Designated Person shall confirm the information provided as per Annexure C on an annual basis as on 31 March every year through Company's electronic database maintained for the purpose.
3. Any change in the disclosure made or confirmed annually, shall be promptly reported through Company's electronic database maintained for the purpose.

ELECTRONIC DATABASE

1. The Company has maintained an Electronic Database for monitoring compliance with the PIT Regulations and Code. The Electronic Database is accessible to all the Designated Persons which shall be intimated upon identification of a person as a Designated Person.
2. The Electronic Database shall be used for all the purposes under this code including but not limited to disclosure, pre-clearance applications, undertaking, reporting of trades etc. The formats for making applications for pre-clearance, reporting of trades executed, reporting of decisions not to trade after securing pre-clearance and for reporting level of holdings in securities are provided in the Electronic Database.
3. In case of any concern or doubt regarding anything contained in this Code, PIT Regulations, electronic Database, may seek assistance from the Compliance Officer by writing to at compliance@pharmaids.com

CONSEQUENCES / DISCIPLINARY ACTION

1. Without prejudice to all other rights available under law, a trade is executed inadvertently or otherwise, in violation of this Code or PIT Regulations, the profits from such trade shall be liable to be disgorged for remittance to the Investor Protection and Education Fund administered by SEBI.
2. If any person is found guilty of any contravention with the requirements of Code or PIT Regulations, the person may be liable for appropriate action which may include, penalty, wage freeze, suspension, recovery, termination, or any other action as may be determined by the Audit Committee. The person may also be liable for an appropriate action by SEBI. Further, any amount collected pursuant to the disciplinary actions shall be remitted to the Investor Protection and Education Fund.
3. If any Relevant Person(s) receive notice from SEBI in respect of any investigation/possible violation under PIT Regulations, shall inform the same to the Compliance Officer immediately.
4. If the Company/ Compliance Officer detects any violation of the Regulations, the Company will expeditiously notify the stock exchange(s) where the relevant Securities are traded.

This notification will be made in the manner and format prescribed by the SEBI periodically.

POLICY ON INQUIRY IN CASE OF LEAK OR SUSPECTED LEAK OF UPSI

A written policies and procedures for inquiry in case of leak of unpublished price sensitive information or suspected leak of unpublished price sensitive information are prescribed in **Annexure D**.

REVIEW

The Code shall be reviewed periodically as required under PIT Regulations or as and when required keeping in view the changes in the regulatory requirements whichever is earlier.

Annexure A

List of Material Subsidiaries for FY 2024-25

Sl.No.	Name of the Material Subsidiaries
1.	Adita Bio Sys Private Limited
2.	Anugraha Chemicals (“Registered Partnership Firm”)

Annexure B

Guidelines regarding Trading Plan

TRADING PLAN

Designated Person (DP) who may be perpetually in possession of Unpublished Price Sensitive Information (“UPSI”). It is a mechanism that facilitates the monetizing of securities by DP on a regular basis who may otherwise be unable to trade in the company's securities.

Trading plans enable compliant trading by DP without compromising the prohibitions imposed in the Regulations. However, the possibility of abuse of the trading plans cannot be ruled out.

Thus, the trading plan does not provide absolute immunity from investigations into trading under a pre-determined trading plan because there may be instances of manipulation of the timing of making UPSI generally available to suit the trading plans of DP

EXECUTION OF TRADING PLAN

1. DP must formulate a Trading Plan for trading in equity shares of Pharmaid Pharmaceuticals Limited through an electronically and submit it to the Compliance Officer for his approval and public disclosure.
2. The DP shall provide the undertaking that he/she is not in possession of UPSI or that he/she would ensure that any UPSI in his/her possession becomes generally available before he commences executing his/her trades.
3. The Compliance Officer shall review/assess and approve/reject the trading plan as submitted by the DP, which is not in violation of the Regulations and the Company's Code of Conduct for Prevention of Insider Trading (PIT Regulations). He will approve and monitor the implementation of the plan.
4. Upon approval of the trading plan, the Compliance Officer shall notify the plan to the stock exchanges where the shares are listed.
5. Once approved, the trading plan shall be irrevocable, and the DP shall mandatorily implement it without any deviation and without executing any trade in securities outside the scope of the Trading Plan.

REQUISITES OF TRADING PLAN

1. Any trading (as per the trading plan) shall only be executed on expiry of 120 days from the date of public disclosure of the said plan.
2. Trading plan to be deferred in case UPSI at the time of formulation of the trading plan is not generally available at the time of execution of trades.

3. DP can give one trading plan at a time. Trading plans cannot overlap.
4. If no UPSI existed at the time the trading plan was formulated or a new UPSI was generated later, then trading can be carried out as per the trading plan, even if the new UPSI has not been made generally available.
5. DP can disclose (optional) the upper price limit for a buy trade and a lower price limit for a sell trade. The limit is to be within 20% of the closing price on the day before the trading plan is submitted.
6. If the security price is outside the price limit set by the DP, the said trade cannot be executed.
7. Pre-clearance approval of trades shall not be required for a trade executed as per an approved trading plan.
8. Trading on the basis of such a trading plan should not lead to market abuse. If any manipulative activity is detected, it would be open to initiate proceedings for alleged breach of SEBI (Prohibition of Fraudulent and Unfair Trade Practices Relating to the Securities Market Regulations) 2003.
9. DP must inform the Compliance Officer regarding executing the trading plan within two trading days of each transaction.

Annexure C

Information required for electronic database reporting

Sl. No.	Details Required
1.	Permanent Account Number of Employee and their Immediate relative
2.	Mobile, Phone Number
3.	Email ID
4.	Educational details
5.	Person with whom such designated person shares a material financial relationship
6.	Past Employer details

Annexure D

Policy on Inquiry in Case of Leak or Suspected Leak of UPSI

1. The Chairman and Managing Director or the CEO or any other person(s) who has been authorized for this purpose, (hereinafter referred to as the 'Appointing Authority') may initiate appropriate inquiries on becoming aware of leak of UPSI or suspected leak of UPSI and inform the Board promptly of such leaks, inquiries and results of such inquiries.
2. Such investigation may either be carried out by an internal team comprising of relevant subject experts and designated person from the IT and Internal Audit Team or by appointing an Independent Third-party having expertise in the area.
3. Notwithstanding anything to the contrary stated in the Company's Whistle Blower Policy, the Investigating Team may, at its discretion, take cognizance of any data or information that may be received by it from anonymous internal or external source(s).
4. If an inquiry has been initiated by PPL in case of leak of UPSI or suspected leak of UPSI, concerned Designated Person, the relevant intermediaries and fiduciaries shall co-operate with PPL in connection with such inquiry.
5. The Investigating Team shall strive to complete its investigation expeditiously and, in any case, shall be required to submit its 'interim report' to the Appointing Authority within 30 days of its commencement of investigation and once every month thereafter until the investigation is completed.
6. All such 'interim' & 'final reports' along with actions taken in respect of the same, shall be shared with the members of the Board within a reasonable time, except where the Appointing Authority in consultation with the Investigators has a reasonable basis to feel that disclosure of such interim report may not be warranted.
7. At any time during the pendency of the investigation or after its conclusion, the Management may, on the advice of the Investigating Team, put the services of any employee under suspension with or without assigning any reason therefor, if it feels the same to be necessary or desirable to ensure non-interference and a more transparent and expeditious completion of the Investigation.
8. On conclusion of the enquiry, establishing the fact of leakage, PPL shall initiate action against the persons responsible for leak of UPSI under the Service Rules and under this Code.