

GOVERNANCE

# Upholding Ethics and Integrity

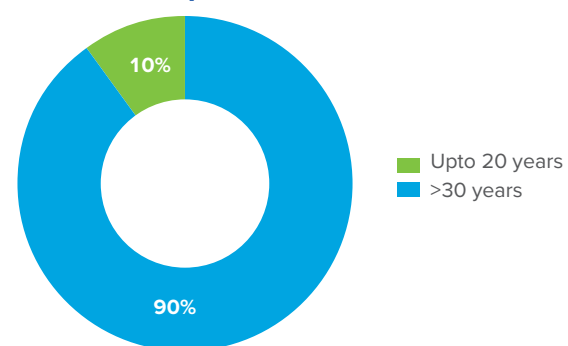
We strive to create a strong system of governance that is built on integrity, transparency, and accountability. Working together, the Board and senior management uphold our core values and principles, serving as guardians of our governance system.

Governance Framework

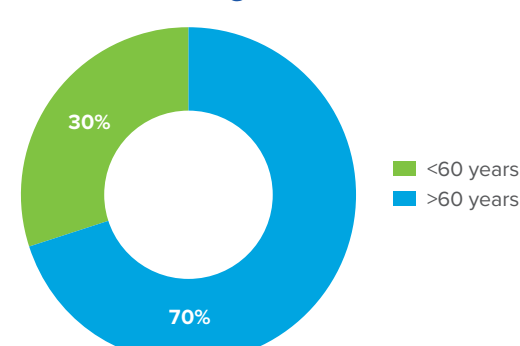


Board Snapshot

Board Experience



Board Age



BOARD OF DIRECTORS

# Guiding Granules Towards Success



**DR. KRISHNA PRASAD CHIGURUPATI**  
Chairman & Managing Director

Dr. Krishna Prasad Chigurupati is the Chairman & Managing Director of Granules India Limited. Under his leadership, the organization has transformed itself into one of the largest pharmaceutical manufacturing companies.

He is an avid marathon runner and has participated in many marathons across the globe. In 2010, he along with his wife, Mrs. Uma Devi Chigurupati, ran marathons on all seven continents including Antarctica and the north pole. In 2015, they completed the 'World Marathon Challenge' of running seven marathons on seven continents in seven days. Both these achievements have been recognized by the Guinness Book of World Records.

His pharmaceutical journey started in 1984 with the manufacturing of Paracetamol for quality-conscious customers in the global markets. He pioneered many innovations in pharmaceutical manufacturing including commercializing Pharmaceutical Formulation Intermediates as a cost-effective product for global finished dosage manufacturers.

He is a passionate wine connoisseur and is the co-founder of KRSMA. The vineyard and the winery are located near Hampi. Today the wine from this vineyard is recognized worldwide and has put Hampi Hills and India on the world wine map.

His passion for innovation led him to undertake research in process chemistry and file 33 patents, out of which 5 patents have been granted so far. He also ventured into setting up facilities across the continents in cities and countries such as China and the US. He was awarded an Honorary Doctor of Science by GITAM Deemed University for his exemplary contribution to science & society.

He is the President of the Hyderabad Chapter of Swarna Bharat Trust, an NGO involved in the holistic improvement of the face of rural India, in the fields of health, education, employment, and human development.



**DR. K.V.S. RAM RAO**  
Joint Managing Director & Chief Executive Officer

Dr. K.V.S. Ram Rao holds a bachelor's degree in chemical engineering from Osmania University, Hyderabad, and a master's & Ph.D. in Chemical Engineering from the Indian Institute of Science, Bangalore.

He is well known for making high stake business decisions and solving complex challenges while building a strong leadership team. He established innovative business models to drive the growth agenda of the Company while instituting good manufacturing and R&D systems. He also built best-in-class practices in environment, health & safety, and nurtured diversity & inclusion. He possesses sharp business acumen, deep market knowledge & industry network, strong leadership skills, and well-grounded principles of governance & ethics.

He has 30 years of experience in the field of manufacturing, R&D, business development, and commercial operations. Prior to Granules, Dr. Rao worked as the Executive Director & CEO of CSM Business of PI Industries Limited. He played a significant role in Dr. Reddy's while working in various capacities from 2000 to 2018. He also worked with Jubilant Life Sciences and Gujarat Heavy Chemicals Ltd.



## BOARD OF DIRECTORS



### MRS. UMA DEVI CHIGURUPATI

Executive Director



An entrepreneur, a successful businesswoman, a sportsperson, and a two-time Guinness Book of World Record holder, Mrs. Uma Devi Chigurupati is also the Executive Director of Granules India Limited. She spearheads the Corporate Social Responsibility and provides thought leadership, mentoring and guidance to Human Resources functions in the Company. A post-graduate in Soil Microbiology from Nagarjuna University, she holds more than three decades of experience in Pharmaceuticals across various corporate functions.

She has been the Chairperson of FICCI FLO Hyderabad. During her tenure, she has taken up many initiatives to empower women at both grass root & white-collar levels.

She is also the Director of KRSMA Estates Private Limited, one of India's premier boutique wineries. Under her tenure, she has established the vineyard in the Hampi Hills of Karnataka and has been vital to the ongoing operations at the site.



### MR. HARSHA CHIGURUPATI

Executive Director



Mr. Harsha Chigurupati holds a bachelor's degree of science in Business Administration from Boston University, USA. He has over 17 years of entrepreneurial experience in marketing, product development, customer relationship management, cleanroom manufacturing, and automation. He also has in-depth knowledge and experience in various fields of research and development, clinical trials, regulatory and legal framework navigation, patents, and peer review journal publications.

He has been with Granules since 2005 in various capacities. He was instrumental in commercializing the Company's Finished Dosage division and transitioning the Company's customer base towards branded players. As an Executive Director, he is responsible for the standalone Operations and P&L of the Company.



### MR. ARUN RAO AKINEPALLY

Independent Director



Mr. Arun Rao Akinepally is a B. Tech in Chemical Engineering from the University of Madras and an MS from the Illinois Institute of Technology, Chicago, USA. He is the Managing Director of Akin Laboratories Private Limited, a formulation manufacturing Company. Mr. Arun Rao has a deep understanding of Finished Dosage business and technical operations.

He is also on the Boards of ESPI Industries and Chemicals Private Limited, a leading manufacturer of antacids in India, and Sanzyme Private Limited a globally known manufacturer of Probiotics. He was an office-bearer of the Indian Pharmaceutical Association both at the Central and State level.



### MR. K. B. SANKAR RAO

Non-Executive, Non-Independent Director



Mr. K. B. Sankar Rao is an M.Pharm from Andhra University and has rich experience of more than three decades in various domains including manufacturing, projects, supply chain, quality, R&D, and business strategy. He has been associated with various reputed organizations like Warner Hindustan, Cipla, and Dr. Reddy.

He led large teams in manufacturing while institutionalizing systems and processes to drive efficiencies. He was involved in the implementation

of 'The Theory of Constraints principles to improve due date performance in R&D. He was instrumental in deploying a self-managed team concept to empower the workforce in manufacturing while driving productivity. Mr. K.B. Sankar Rao was the Managing Director of Raje Retail Private Limited, a pharmacy retail chain under the brand name- "My Health Pharmacy" in Hyderabad.



### MR. ARUN SAWHNEY

Independent Director



Mr. Arun Sawhney holds a bachelor's degree in commerce from the University of Mumbai and Post Graduate Diploma in Management from IMI, New Delhi. Mr. Sawhney brings four decades of rich experience in the Chemical & Pharmaceutical industry while working with Companies like Ranbaxy, Dr. Reddy's, and Max-Gb Limited.

He possesses deep expertise in the areas of corporate strategy, business development, sales & marketing, and new product planning to commercialization. In his last assignment as CEO

and Managing Director of Ranbaxy, Mr. Sawhney successfully led one of the largest mergers in Indian Corporate history.

He was also a founder member of the Indian Pharmaceutical Export Promotion Council (Pharmexcil) and was Chairman of the Pharmaceutical Committee of the Confederation of Indian Industries (CII) during 2012-2014. Mr. Sawhney is currently engaged with leading Companies in an advisory capacity and a visiting faculty at IIM-Lucknow for subjects of Leadership & Organization Behavior.



### DR. SAUMEN CHAKRABORTY

Independent Director



Dr. Saumen Chakraborty is a Graduate of Physics from Visvabharati University-Santiniketan, a Postgraduate in Management from the Indian Institute of Management (IIM)-Ahmedabad, and an Executive Fellow in Management from the Indian School of Business (ISB)- Hyderabad. He possesses over 38 years of rich experience in Corporate Finance, Human Resources, IT& BPE, Manufacturing Operations, and Quality functions while working with Dr. Reddy's, Tecumseh, Eicher, C-DoT, and CMC.

He had played a significant role in the evolution of Dr. Reddy's as a Global Pharmaceutical Company while handling various CXOs roles over 20 years. As a Global CFO at Dr. Reddy's, he built robust financial systems and strong corporate governance thereby enhancing shareholders' value. Dr. Saumen

as Global Chief of HR, built contemporary HR processes and systems to make Dr. Reddy's a Great Place to Work. He established the Business Process Excellence function and led TOC implementation in Dr. Reddy's.

He has sharp business acumen, strong process orientation, and leadership capabilities to build high-performing teams. He is the recipient of the Best CFO award from various bodies including CNBC, IMA, and BW-Yes Bank. He has been a speaker at multiple global and national conferences and academic institutes. He serves as an Independent Director, for Krishna Institute of Medical Sciences Limited. He is the founder and Managing Director of Samarjita Management Consultancy Private Limited.



## BOARD OF DIRECTORS



**MRS. SUCHARITA RAO PALEPU**  
Independent Director

Sucharita Rao Palepu is a Chartered Accountant and possesses over 30 years of professional experience in the Information Technology and Financial Services Industries. She is currently an Independent Advisor, specializing in Organization & HR Transformation.

She was earlier in HR Leadership positions at Tech Mahindra, Infosys, and Mahindra Satyam and was also associated with SMIFS Capital Markets & Pennar Paterson Securities.

She has worked extensively on HR Strategy, Talent Management, Learning & Development, Global Reward programs, and Diversity initiatives. Over her career in HR, she has led several transformation programs and large-scale initiatives that have been recognized across various platforms. She is actively involved in a few NGOs and is also a certified coach. She was awarded the Exemplary Woman in Leadership Award (APAC) in HR Branding Awards 2015-16.



**MR. KAPIL KUMAR MEHAN**  
Independent Director

Kapil Kumar Mehan is an accomplished business leader with deep managerial, domain, and strategic expertise in the areas of Agri/Agri tech sectors, green technology (green ammonia), business strategy, management, business performance improvement, setting up a new business and strategic/financial investments in the manufacturing/Agribusiness sectors. He has keen insights into business and policy/regulatory dynamics of the Agri and green chemistry industries. With his vast exposure across fertilizer, chemicals, consumer products, and agriculture industry globally, he is providing advisory and expertise across varied consulting assignments with industry (covering Indian and African markets) and marquee consulting firms such as E & Y, BCG, etc. A graduate of Veterinary Sciences and animal health, a Postgraduate in Management-SPA from the Indian Institute of Management (IIM)-Ahmedabad, and has completed Advanced Management Program from Harvard Business School.

He has experience in multiple Industry verticals such as Fertilizers, Crop Protection Products, Seeds, and Agri Input retail, Fresh Produce Supply Chain, Industrial Chemicals, Consumer Products, and Cement.

Prior to the current advisory role, during his tenure in the industry, he has served in the capacity of Group Chief Executive Officer-Agribusiness of Adventz Group, as Managing Director of

Coromandel International Limited in the Fertilizer industry, and as an Executive Director in Tata Chemicals Limited. Key initiatives/activities handled in his role with Industry encompass Acquisitions, Mergers, and Post Merger integration, Business transformational interventions, new business development / Inorganic growth, Brownfield expansions with direct involvement in EPC / EPCM, Technology contracts, overseas and local strategic sourcing tie-ups.

He is an active participant in key industry bodies at the National and International levels including the Fertilizer Association of India (FAI), the International Fertilizer Association (IFA), the National Agriculture Council of Confederation of Indian Industry (CII), Chairman of Agricultural Committee of Northern Regional Council of CII etc. He has been the past Chairman of the Alkali Manufacturers Association of India and the Salt Producers Association, Co-Chairman of FAI, and Chairman of the Marketing Committee of FAI. He has served on the Board of the International Fertilizers Association (IFA) and Chaired its Agriculture Committee. He has led many industry-level advocacy efforts for a healthy enabling policy framework for growth, sustainability, ease of doing business, and meeting the requirements of multi-stakeholders in the fertilizer sector. He serves on the Board of Directors, as an Independent Director, of Nuziveedu Seeds Limited.

## MANAGEMENT TEAM

# Energizing Growth and Transformation



**DR. KRISHNA PRASAD CHIGURUPATI**  
Chairman & Managing Director

Read Dr. Krishna Prasad Chigurupati's bio on Page 51



**DR. K.V.S. RAM RAO**  
Joint Managing Director & Chief Executive Officer

Read Dr. K.V.S Ram Rao's bio on Page 51



**MRS. UMA DEVI CHIGURUPATI**  
Executive Director

Read Mrs. Uma Devi Chigurupati's bio on Page 52



**MR. HARSHA CHIGURUPATI**  
Executive Director

Read Mr. Harsha Chigurupati's bio on Page 52



**MS. PRIYANKA CHIGURUPATI**  
Executive Director of Granules Pharmaceuticals, INC. & Granules USA, INC.

Ms. Priyanka Chigurupati, the Executive Director of Granules Pharmaceuticals, Inc. & Granules USA, Inc., is responsible for overseeing our US Generics business. She holds a Bachelor of Science degree in Business Management from Case Western Reserve University (US). Within Granules, Ms. Chigurupati has served in various capacities across multiple divisions, including Sales & Marketing, Portfolio, Strategy & Investor Relations. In 2012, Priyanka joined Granules India as a Divisional Manager in Hyderabad. Over time, she progressed to become the Executive Vice President of Corporate Strategy and Business Development for Granules in 2016. Her invaluable contributions have been pivotal in

driving the company's growth and expanding our presence in the US market, which now accounts for 50% of our overall business. She has demonstrated outstanding leadership in building the GPI business from scratch and successfully establishing the entire GPI organization in the US, solidifying our position as a key player in the industry. Under her leadership, business processes have been streamlined, and top-tier talent has been recruited at GPI. Furthermore, she played a vital role in establishing our GPAK - Packaging and distribution facility in Manassas, Virginia, US, through Granules Consumer Health (GCH), a subsidiary of our entity Granules USA.



## MANAGEMENT TEAM



### MS. UMA RAO G

Chief Human Resources Officer

Ms. Uma is a Postgraduate in Personnel Management and Industrial Relations from the Tata Institute of Social Sciences. She comes with a rich experience of over 30 years across a wide gamut of HR functions like Strategic HR, contemporary HR policies, Business HR partnering, Talent Management, Compensation and Benefits, merger & acquisition-related HR work, Industrial Relations, and dealings with labor unions and long term settlements among others. Uma has worked in leading organizations

in IT, manufacturing, telecom, and FMCG space in companies like Tata Consultancy Services, Idea Cellular, Hindustan Petroleum Corp Ltd, HIL, IBM, and Mars International India and most recently with Ashok Leyland in key leadership roles. She has been awarded for outstanding contributions by Women Economic Forum and HRD Congress. Uma is an Academic Council Member at Pondicherry University, Reva University, and a Member of the Board of Apprenticeship Training.



### MR. MUKESH SURANA

Chief Financial Officer

Mukesh is a Chartered Accountant by qualification & is a seasoned finance professional with over two decades of global experience in the field of finance, accounts, FP&A, and Taxation. He has a rich experience in the areas of business & finance, transformation, risk management, projects,

mergers & acquisitions, investor relations, legal, secretarial, commercial, procurement & IT. In the past, he has worked with reputed organizations including Garware Technical Fibers, Kalpataru Power Transmission, Asian Paints, and SRF.



### DR. PV SRINIVAS

Chief Technology Officer

Dr. Srinivas is a Ph.D. in Organic Chemistry from Osmania University & a Post Doctorate from the University of Mississippi, USA.

He comes with over 30 years of experience in R&D and Portfolio selection, synthetic chemistry, fermentation technology, and downstream processing. He was responsible for developing various projects, scaling them, and commercializing

them. He has expertise in generic API development and end-to-end execution of projects from conceptualization to commercialization. Dr. Srinivas has filled more than 100 patents and has 53 paper publications. He is a fellow of the Royal Society of Chemistry. He has worked with organizations including PI Industries, IICT, Biocon, and Cipla in his earlier assignments.



### MR. ANIL ARORA

President – Formulation Operations

Anil has done his Bachelor of Pharmacy and has done his Post Graduation Diploma in Material Management and is a qualified auditor for Lean Manufacturing & Six Sigma.

He comes with over 32 years of pharma experience. During his tenure, he was instrumental in providing innovative solutions that deliver great results in productivity, quality, efficiency & safety.

He is a transformational leader and has been part of multiple projects that help the organization achieve orbital change in the manufacturing zone. His strategic insights have inspired young talent to think differently and achieve unrealistic targets. Before joining us, he worked with leading pharma organizations including Dr. Reddy's, Dabur, Alkem, Abbott, and Zydus Cadila, to name a few.

## MANAGEMENT TEAM



### MR. MANIKANDAN RAMALINGAM

Senior Vice President & Head Formulation R&D

Mr. Mani Kandan Ramalingam is a pharmaceutical technologist with 24 years of experience and holds M. Pharma Tech from NIPER (Mohali) and a Master black belt in six sigma. In his experience, worked in providing technical, strategic, and functional leadership in uniquely challenging positions in Pharmaceutical Research. Worked at Sun Pharma and Dr. Reddy's prior to joining Granules; and served as functional head of Product development Research and subject matter expert for formulation at Dr. Reddy's. Has expertise in, API Assessment for

FD design & API – FD integration, Pre-formulation, and Formulation design (Different types of dosage forms), Biopharmaceutics and pharmacokinetics, New Technology adoption, and Product Scale up and manufacturing. Also served in leading cross-functional research team, change management, Training and team building, Regulatory risk management, product selection assessment, and Contract research management, thereby ensuring successful translation of products from Ideation to the Market.



### MR. G. N. PRASHANTH

Senior Vice President & Head Corporate Quality

Mr. G. N. Prashanth is a postgraduate in pharmacy from Bangalore University and has done EGMP program from IIMB. He has over 30 years of experience and has worked in companies like Cipla, Astra Zeneca, Orchid Chemicals and Pharmaceuticals, Neopharma, Kemwell, Micro Labs,

and Strides. He has experience in various functions like Quality Control, Analytical Development, Quality Assurance, Regulatory Affairs, and Project Management. He joined us in Oct 2019 as Senior Vice President and Head of Corporate Quality.



### MR. SANJAY KUMAR

Senior Vice President – Corporate Strategy & Planning

Sanjay holds a B. Tech degree from IIT Kanpur and an MBA from IIM Bangalore (Merit list holder). He has completed the Chartered Finance Analyst program from CFA Institute, USA and has attended management program at Stanford Graduate School of Business.

With over 20 years of experience, Sanjay specializes in Corporate and Business Strategy, Identifying growth opportunities, Budgeting & Planning, Financial Modeling, Developing Business

Case and Valuation. He has worked closely with senior leadership teams in various Organizations to enable decision-making and execution of key programs. At Granules, Sanjay leads Corporate Strategy, and is responsible for identifying growth levers and new business opportunities, Building organization capabilities for a future ready organization, and Strategic Planning. He was earlier associated with organizations such as Viatrix (formerly Mylan), Granules India, Wanbury, and Indian Engineering Services (Civil Services).