





Board of Directors




Integrating sustainability into organizational culture relies heavily on a leadership framework that actively supports it. A strong governance structure reflects a company's commitment to its relationships and market position. At Granules, our Board of Directors ensures compliance with the highest standards of ethics, transparency, integrity, and accountability.




Profiles of Board Members

Name & Designation	Brief Profile	Experience Relevant to ESG	Contribution to Relevant UNGC Principles
 Dr. Krishna Prasad Chigurupati Chairman & MD	<p>Experience in manufacturing high-quality paracetamol for global markets since 1984</p> <p>Pioneer of innovations, including commercialization of PFIs as a cost-effective product for global FD manufacturers</p> <p>33 patents filed in process chemistry, of which five have been granted</p> <p>Ventured into new markets, China and the US</p> <p>Contribution to science & society recognized through an honorary doctorate provided by GITAM Deemed University</p>	<p>President of the Hyderabad Chapter of Swarna Bharat Trust, an NGO working towards the holistic development of rural India (focus areas: Health, Education, Employment, and Rural Development)</p>	<p>Principle 6: Elimination of discrimination in employment and occupation</p> <p>Principle 8: Undertake initiatives to promote greater environmental responsibility</p>
 Dr. K.V.S. Rama Rao Joint MD & CEO	<p>Master's and PhD in Chemical Engineering, IISC, Bangalore</p> <p>30 years' experience in Manufacturing, R&D, Business Development, and Commercial operations</p> <p>Expertise in stake business decisions, handling complex challenges, and building leadership teams</p>	<p>Has spearheaded best practices on environment, health, safety, diversity, and inclusion</p> <p>Upholds the highest standards of integrity and ethics in all decisions</p>	<p>Principle 7: Businesses should support a precautionary approach to environmental challenges</p> <p>Principle 8: Undertake initiatives to promote greater environmental responsibility</p> <p>Principle 9: Encourage the development and diffusion of environmentally friendly technologies</p>






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 Mrs. Uma Devi Chigurupati Executive Director	Heads Corporate Social Responsibility and Human Resource functions Postgraduate in Soil Microbiology from Nagarjuna University Three decades of experience in cross-functions in the pharmaceutical sector	Ex-FICCI FLO head in Hyderabad leading women empowerment initiatives at grassroots and white-collar levels	Principle 6: Elimination of discrimination in employment and occupation
 Ms. Priyanka Chigurupati Executive Director	Responsible for Global Sales & Marketing Heading multiple divisions, including sales & marketing, portfolio, strategy, and investor relations Bachelor of Science in Business Management from Case Western Reserve University in Cleveland, Ohio Executive Leadership degree from Harvard Business School, Boston, Massachusetts Executive Director of Granules USA & Granules Pharmaceuticals Inc from 2017 – 2024 Global partnerships and collaborations – responsible for filing and commercialization of 30+ ANDAs abroad	Interlacing customer insights into high-quality medicine manufacturing to ensure product affordability Fostering a diverse, inclusive, and friendly workplace culture where employees thrive	Principle 6: Elimination of discrimination in employment and occupation Principle 9: Encourage the development and diffusion of environmentally friendly technologies
 Mr. Harsha Chigurupati Executive Director	Bachelor of Science in Business Administration from Boston University, USA 18 years of entrepreneurial experience in marketing, product development, customer relationship management, operations Commercialization of FD Division; transitioning Company's customer base towards brand loyalists Responsible for standalone operations and P&L	In-depth knowledge of R&D, clinical trials, regulatory and legal framework navigation, patents, peer-reviewed journal publications Driving customer loyalty	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery


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 Mr. K.B. Sankara Rao Non-Executive, Non-Independent Director	Three decades of experience in manufacturing, projects, supply chain, quality, R&D, and business strategy Experience in systems strengthening, process efficiency	Deployment of a self-managed team concept to empower the workforce while fostering productivity Employment of the 'Theory of Constraints' in operations	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining Principle 4: The elimination of all forms of forced and compulsory labor
 Mr. Arun Sawhney Independent Director	Bachelor's degree in commerce from the University of Mumbai, Postgraduate Diploma in Management from IMI, New Delhi Four decades of experience in the pharmaceutical and chemical industries Experience in corporate strategy, business development, sales and marketing, and new product planning to commercialization	Founder member of the Indian Pharmaceutical Export Promotion Council (Pharmexcil) Chairman of the Pharmaceutical Committee of the Confederation of Indian Industries (CII) from 2012 to 2014 Visiting faculty at IIM Lucknow for Leadership and Organisation Behavior	
 Dr. Saumen Chakraborty Independent Director	Graduate in Physics from Visvabharati University-Santiniketan, a Postgraduate in Management from the Indian Institute of Management (IIM)-Ahmedabad, and is an Executive Fellow in Management from the Indian School of Business (ISB)-Hyderabad 39 years of rich experience in Corporate Finance, Human Resources, IT& BPE, Manufacturing Operations and Quality functions Recipient of best CFO award from CNBC, IMA, and BW - Yes Bank	Building robust financial systems Establishing robust governance systems Building contemporary business processes and systems to foster a friendly work environment Speaker at multiple global & national conferences, academic institutes	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery



Name & Designation	Brief Profile	Experience Relevant to ESG	Contribution to Relevant UNGC Principles
 Mrs. Sucharita Rao Palepu Independent Director	<p>Chartered Accountant with 30 years of experience in information technology and financial services</p> <p>Specialisation in organisation an HR transformation</p> <p>HR Strategy, Talent Management, Learning & Development, Global Reward programs and Diversity initiatives</p>	<p>Transformation programs on diversity and talent management</p> <p>Certified leadership coach, involved in a lot of NGOs</p> <p>Awarded the Exemplary Woman in Leadership Award (APAC) in HR Branding Awards 2015-16</p>	<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights</p> <p>Principle 2: Make sure that they are not complicit in human rights abuses</p> <p>Principle 6: The elimination of discrimination concerning employment and occupation</p>

 Mr. Kapil Kumar Mehan Independent Director	<p>Managerial and strategic expertise in Agri-tech, green ammonia, business strategy, performance improvement, and strategic investments in manufacturing/agribusiness. Extensive global experience across fertilizers, chemicals, consumer products, and agriculture industries. Holds degrees in Veterinary Sciences, Management (IIM Ahmedabad), and Advanced Management Program from Harvard Business School.</p>	<p>Expertise in policy and regulatory dynamics of Agri and green chemistry industries. Actively engaged with bodies like the Fertilizer Association of India, International Fertilizer Association, and CII. Led industry-wide advocacy on sustainability, growth, and multi-stakeholder engagement, emphasizing ease of doing business in fertilizers.</p>	<p>Principle 7: Support a precautionary approach to environmental challenges.</p> <p>Principle 8: Undertake initiatives to promote greater environmental responsibility.</p> <p>Principle 9: Encourage the development and diffusion of environmentally friendly technologies.</p>
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 Dr. Sethurathnam Ravi Independent Director	<p>Doctorate in finance and is a practising Chartered Accountant</p> <p>Over 34 years of experience</p> <p>Diploma in Information System Audit (DISA) and is an Associate Member of the Association of Certified Fraud Examiners (CFE), USA</p> <p>Registered as an Insolvency Resolution Professional</p> <p>Specialisation in Forensic and Insolvency assignments, Finance & Management, Turnaround Strategies, Business Valuations, Brand and Share Valuation, Assurance, Audit, and Taxation</p> <p>Chairman of Tourism Finance Corporation of India Limited and Spacenet Enterprises India Limited</p>	<p>Ex-chairman and Director of BSE Ltd. and Chairman and Director of UTI Trustee Company Private Limited</p> <p>Ex-member of SEBI's Takeover Panel as well as its Mutual Fund Advisory Committee</p> <p>Ex-member of the Working Group formed by the Reserve Bank of India for the preparation of the Draft Government Securities Regulations within the Framework of the Government Securities Bill 2004</p>	<p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery</p>

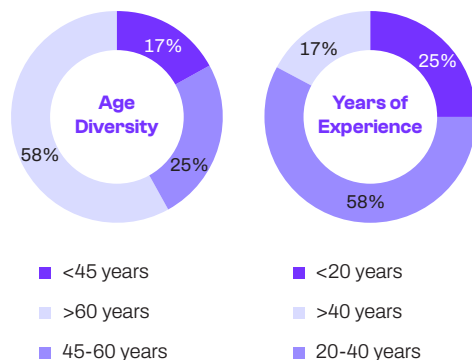
 Mr. Rajiv Pritidas Kakodkar	<p>40 years of experience in the pharmaceutical industry</p> <p>Bachelor of Pharmacy degree from the University of Mumbai</p> <p>MBA from the Stuart School of Business - Illinois Institute of Technology, USA</p> <p>Experience in global sourcing, indenting, trading, and distribution of pharmaceutical ingredients</p> <p>Sourcing of drug substances from India on behalf of multiple innovators and generic pharmaceutical Companies, as well as worldwide distributors of APIs</p>	<p>First-hand view of the pharma industry's evolution from technocrat-driven single-product factories to world-class, multi-workshop facilities with all the requisite regulatory approvals</p>	<p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery</p>
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Board Diversity

Board Composition



Actions & Initiatives

We provide comprehensive training on business ethics and integrity for our leadership team and employees. The Board of Directors engages in leadership training that includes business integrity and ethical practices. Our personal development programs focus on essential skills like communication, emotional intelligence, email etiquette, and negotiation, helping employees uphold the Code of Conduct. Additionally, our leadership programs cover behavioral and ethical topics such as accountability, problem-solving, conflict resolution, teamwork, and stakeholder engagement.

The Board is supported by able committees responsible for the effective implementation of various strategies across the Company.¹⁴

¹⁴ The details on the Committees can be accessed through the Annual Report.

Corporate Social Responsibility & Sustainability Committee

Formulates and oversees the CSR policy, action plans, and budget, ensuring alignment with corporate goals. It also provides leadership on sustainability initiatives, integrating them into the company's strategy

Nomination and Remuneration Committee

Execution of aspects outlined in the Performance Evaluation and Remuneration Policy for senior management personnel and above; and for implementing the stock option scheme

Risk Management Committee

Oversight on all organisational risks such as financial, operational, sectoral, sustainability, information, or cybersecurity risks

Audit Committee

Oversight of the financial reporting and disclosure process

Internal Complaints Committee

Constituted under The Sexual Harassment of Women at Workplace (Prohibition, Prevention and Redressal) Act, 2013 for awareness on conduct and handling grievances

Share Transfers and Stakeholders Relationship Committee

Ensuring regular communication with shareholders, addressing of shareholder grievances

Business Review Committee

Strategisation and review of operational and financial matters in the Company

Growth Opportunities Evaluation & Investment Committee

To explore inorganic growth opportunities

Alongside the committees, a comprehensive pocket of policies defines rules and regulations for the Board of Directors: a Whistleblower Policy, a Code of Conduct, a Prohibition on Insider Trading, and a Performance Evaluation and Remuneration Policy. Our annual report provides more information on corporate governance policies and practices, including information on 'Our Sustainability Strategy' section in the governance mechanism. During the year, there were no complaints about restrictive or unfair trade practices.

Achieves High Global Compliance with C-TPAT Certification

Granules Gagillapur site has recently achieved a significant milestone globally by passing the Customs-Trade Partnership Against Terrorism (C-TPAT) audit with an impressive score of 84%. Conducted by U.S. Customs and Border Protection, this certification highlights Granules India's commitment to stringent security protocols and the safe transportation of its products internationally.





Anti-Corruption

We are committed to the ten principles of the UN Global Compact regarding human rights, labor, environmental protection, and anti-corruption. Our Code of Conduct and Anti-Bribery and Anti-Corruption (ABAC) policy apply to all stakeholders, ensuring fair and responsible business practices. This policy is shared with all employees and board members, prohibiting the solicitation or acceptance of bribes, gifts, or favors that could influence decision-making. Our commitment underscores our dedication to ethical standards and transparency.

No enforcement agency took disciplinary action on bribery/ corruption charges during the reporting year. No fines, penalties, or actions were taken on account of corruption or conflicts of interest.

Human Rights

At Granules, we are committed to protecting the rights of everyone we engage with. Our agreements include human rights clauses to ensure all communication meets high human rights standards, covering rights such as life, liberty, freedom of opinion, and expression, as well as those outlined in national employment and immigration laws. We firmly oppose child and forced labor and do not engage in such practices.

We have established a channel for communicating and handling human rights grievances.

Granules has implemented a whistleblower policy and vigilance system to report unethical conduct and fraud, reinforcing its commitment to high ethical and legal standards. The policy ensures open communication for legitimate concerns and protects employees from retaliation when reporting in good faith. Additionally, human rights standards are included in Granules' contracts with suppliers, requiring their commitment to ethics and integrity.

Human Rights Grievance Handling Process

Raising Concerns with potential supervisor



It is ensured that no retaliation happens against individuals who filed reports on alleged violation



Raising concerns with Head of Department/Unit HR Manager/ Compliance Manager if not satisfied



Reporting violations promptly to manager or supervisor, Unit HR, CFO, CHRO, or Compliance Officer



Based on the nature of the violation, disciplinary, corrective, and preventive action is recommended by the investigation committee



Investigation by the Code of Business Conduct Committee as per applicable law and procedures

Outlook

We aim to strengthen our focus on ethics and integrity by implementing year-round mandatory training on the code of conduct for all employees. Our commitment to ethical business practices will be reinforced through a strong organizational culture and ongoing training initiatives. We will also use a data-driven approach to assess our governance performance.

