



There is no limit to
what a woman can achieve!



HAPPY
Women's
DAY



MARCH
2022

Voice @ Exeltis India

March 2022

ISSUE - 10

1977

CHEMO
INDUSTRIAL
First commercial office in Spain

1984

INDUSTRIAL & R&D
Manufacturing of hormonal APIs in Italy

1988

API
Acquisition of WL

2003

BRANDED
Starts branded pharma business with the acquisition of Effik.

2008

BIOTECH
Chemo Wan Bang, new-joint venture agreement.

2010

FDF
Gets FDA approval for manufacturing in Spain

2012

mAbxience
BIOTECH
Launches mAbxience, biopharmaceutical company

2013

Exeltis
BRANDED
Creation of Exeltis, a branded pharmaceutical business worldwide

Exeltis Salutes its Women Leaders!

We don't need magic to transform our world. We carry all of the power we need inside ourselves already! ~ J.K Rowling

“ I have been a part of Exeltis for more than 2 years. It's been a wonderful journey so far and I have got exposed to many new things which have helped me grow in my professional career. Exeltis has a great working culture and I am very happy to be a part of it. I have learnt that not all days will be the same. How we react to things when we are low will determine how we will progress in life. It's imperative to focus on positive things happening with oneself so, I motivate myself by focusing on positive things. This helps me calm down and then I plan to chase my dreams again.

I am still learning how to be a great leader. I've become more confident at handling my team. I have worked towards building stronger customer relationships. It is very important to stay positive in challenging situations and increase our team's morale.”

Rubina Thakur
RBM, Pharma



“ I have been associated with Exeltis for 2.5 years. Exeltis has led to a “paradigm shift” in my career- I have evolved as a marketer, matured as an individual and crept out of my comfort zone. Work gives me my individuality which has been the biggest motivating factor for me. Women leaders often undervalue their skills and abilities - partly because we tend to get adrift in a board room filled with male colleagues. My experience over the years has taught me to give myself due credit and always believe in myself. Secondly, as a woman leader, managing professional and household responsibilities simultaneously can get overwhelming at times. It is essential to communicate your priorities to your family. I believe that “You rise by lifting others”- when you reach a position of responsibility, do encourage more women to take up this journey.”

Bhavika Sachdev
GPM, Chronic Care



“ This is my 5th year at Exeltis India. I am delighted to work at Exeltis India. I have been given greater responsibilities and multiple tasks, which have honed my abilities to the fullest. On a regular basis, I motivate myself by setting goals and achieving the targets, learning new things, suggesting creative ideas wherever necessary for the improvement and sustenance of my team, self-assessment along with the development of my inter and intra networks. I like to take care of my physical and mental well-being too. My message to all the other women leaders would be to “Be you, be bold and be brave”. Never give up, work hard and remain enthusiastic. When someone tells you that you can't do something, take that in a positive light to learn and grow.”

Padmavathy Ganapathy
Chief Manager- Manufacturing



“ I have been working here for the last 16 years. In all these years, Exeltis India has become a major part of my life. My experience of working in this company has been great so far, I have been able to learn a lot in a fast paced environment. I love the way we all have blended together to ensure that we succeed as a unit. I am attached to Exeltis as I have begun my career here. I am very proud to be a part of Exeltis India. I think that 'Self Motivation' is one of the best ways to connect with your mind. I am nothing without my goals and these keep me focused to my dreams. I am inspired by one of the quotes by Dr.APJ Abdul Kalam- " Dream, Dream, Dream- Dreams transform into thoughts and thoughts result in action". Leaders should imbibe the qualities of perseverance, proactive thinking and accountability irrespective of their gender.

Asha Perumal
Chief Manager- HR



Know your Leader



Dr. Sumantoke Bagchi
Head - MA, RA & PV

1. Who is your role model and why?
My parents are my role models. From my Father I've imbibed the values of Hard Work & Honesty while from Mother I've learnt to be Passionate about what I do. In my profession, I admire the tenacity of the Doctors and BEs around us who are working rigorously to create a better healthcare ecosystem around us.
2. What is the last book that you have read/ the last movie that have watched?
Recently I watched a Marathi movie Jhimma.
3. Name your favourite cuisine
I love to try out new cuisines from around the world.

4. Who is your favourite sports person?
Amongst the cricketers, Sunil Gavaskar and Sachin Tendulkar are my favourites. I also like to play Tennis once in a while. John McEnroe & Steffi Graf are my favourite Tennis players.
5. What is your dream travel destination?
I like the seas and the mountains equally. For me the journey is equally important as the destination.
6. If given a chance who would you like to be for a day?
Netaji Subhash Chandra Bose.
7. What is your nick name at home/ what do your loved ones call you?
SUMU at home. My school friends call me Bidi as I had found a half smoked bidi when I was 10.
8. Describe a thing about you which people don't know of
I am quite a spiritual person and strongly believe in the convergence of Science and Spirituality.
9. If you could relive this life on a time machine, which profession would you choose?
Being a son of the Indian Navy personnel, I was always keen about joining the Armed Forces.
10. What is that one thing you can't live without?
My family - my wife (Sapna) and children (Agastya and Soumya) are my lifelines.

Indian Pharma Market NEWS



India's Ministry of Health and Family Welfare is amending the country's Schedule H of the Drugs Rules, 1945 to include psoriasis drug Acitretin. This follows from the Drugs Technical Advisory Board's recommendation to this effect last April.

Moderna and partner, International Aids Vaccine Initiative (IAVI), have injected trial participants with the first dose of their experimental mRNA HIV vaccine. These trials are taking place at the George Washington University.

Medical Device company GI Dynamics has received regulatory approval to enroll patients for its I-STEP clinical trial in India. This trial, conducted in partnership with Apollo Hospitals, will focus on the reduction of hemoglobin A1c for patients diagnosed with type 2 diabetes and obesity.

Know Your Function - Contract Manufacturing

To keep up with the increasing demand, pharmaceutical companies have been burdened with the increased financial costs, mainly when it comes to buying as well as running the expensive equipment for the mass production of medicines. To combat this, numerous companies have started outsourcing their manufacturing to other organizations who have the facilities, equipment and labour force to carry out the more cost effective production. This sort of outsourcing specifically is a game changer.

Due to the impact of COVID-19, the pharmaceutical sector sought contract manufacturing in a big way.

CDMO - Contract Development and Manufacturing Organization is also known as outsourcing manufacturing. Outsourcing has become an essential part of the development and manufacturing processes in the pharmaceutical industry. Thus, the sector will perform with growth and market penetration.

Outsourcing in pharmaceutical industry

The primary drivers of the outsourcing sector are design, development (characterization, clinical) and delivery of products. Equally important are supply chain, logistics and regulatory support. In short, it is a robust mixture of all business functions and marketing opportunities that drive the market valuation.

To meet the ever-increasing demands for outsourcing, the service providers continue to invest heavily in upgradation of equipment and facility. It's more evident in areas where there is a capacity bottleneck.

It has been observed that the biggest outsourcing players contribute less as compared to small players. The top ten companies hold 20 percent of the market share and the remaining 80 percent is outweighed by small companies.

In pharmaceutical manufacturing process, outsourcing has become a vital part of drug development and manufacturing. The sector is performing consistently well and it will show an aggressive growth in the coming years.

SUPER STAR

CHEERS to our HEROES

JANUARY



Kiran GP
Human Resources



Rajkumar Somani
Finance & Accounts



Prakash Gopinath
Sales - Chronic Care



Swapna Todkar
PMT - Chronic Care



Anburaja R
Distribution



Syed Tausif Iqbal
Distribution



Mrutyunjay Nayak
Sales-Pharma



Suman Shaw
Sales - Pharma



Kenneth Lewin Jesuraj
Sales- Eye Care



Syed Gouse
Engineering



Suresh B
Production

FEBRUARY



Viren Prajapati
Sales - Chronic Care



Tushar Kothawade
PMT - Chronic Care



Swapnil Ghadi
Commercial Excellence



Subhra Kumar Bose
Sales - Pharma



Ganesh Kumar P
Distribution



Ashita Admane
Human Resources



Santhosh Kumar. S
Information Technology



Karthick M
Manufacturing

Employee Spotlight



Avadhesh Sinha
DBM - Chronic Care

1. Who is your role model and why?

I believe when people have to be their individual selves and are all unique in their own ways, then why do we need role models? Truly speaking there is a huge opportunity when you realise how much you can learn from your own life when you begin to see yourself as a role model. So I am my own role model.

2. What is the last book that you have read/ the last movie that have watched?

I keep reading short articles, it could be based on any subject. Human Behaviour and Psychology are topics of my interest. I've recently watched Pushpa.

3. Name your favourite cuisine

In vegetarian food I like kadhi chawal made in Bihari style and in non-vegetarian options, I like FISH (topse) & chingri (shrimps).

4. Who is your favourite sportsperson?

Sachin Tendulkar is my all - time favourite sportsperson.

5. What is your dream travel destination?

My dream travel destination was Switzerland. I travelled to it before lock down and now I want to explore the lesser known destinations in India. At top of my list is Kadmat Island at Lakshdeep, India.

6. If given a chance who would you like to be for a day?

I will be myself only. Because I believe that God has created me to be a unique person and not like any other person.

7. What is your nick name at home/ what do your loved ones call you?

My mother calls me Shishu. This is my nick name.

8. Describe a thing about you which people don't know of

I am a good chess player. I also love listening to and singing old melodies

9. If you could relive this life on a time machine, which profession would you choose?

I would wish to either be an army officer or a doctor.

10. What is that one thing you can't live without?

**Hope is the one thing which I can't live without ...
If you don't have hope, you don't have anything.**

Events @ Exeltis

Internal Development Workshop: Internal Development Workshop was conducted for 28 high potential BEs, under the **ExTrackt** framework, based on the competencies mapped. This workshop, called **ProgrEx**, was conducted on 8th and 22nd January, respectively. In these sessions, the BEs were empowered with knowledge pertaining to core strengths and skills which needed further improvement, thereby chiselling them for future leadership roles.

Festivals





Quiz

1. Human heart has how many chambers?
2. Which plant based milk is the closest alternative to cow's milk in terms of proteins and other nutrients?
3. Is the human thumb as long as human nose?
4. Who developed a vaccine against Polio ?
5. Who is the Father of Pharmacy Education in India?

Answers to previous Quiz

- | | |
|-----------------------|-------------|
| 1) Argentina | 4) Dubai |
| 2) President of India | 5) Shillong |
| 3) Harnaaz Sandhu | |

Interesting Facts about Women Leaders

Malala Yousafzai was the youngest Nobel Peace Prize recipient in 2014.

Companies battling for gender diversity are 15% more likely to outperform competition.

US history had Loretta Lynch as the first African-American female Attorney General (1999-2001).

Tessy Thomas (known as the 'Missile Woman' of India) has designed the guidance scheme for long-range missile systems, which is currently used in all Agni missiles.

Insud Group's founder, Dr Silvia Gold holds a Ph.D. in Biochemistry from Universidad de Buenos Aires. She is a member of the National Academy of Pharmacy and Biochemistry of Argentina.

In 2019, she was awarded the Gold Medal from the Royal Academy of Medicine and Surgery of Murcia, Spain.

Winners of the Previous Quiz:

- | | |
|----------------------|-------------------------|
| 1. Vishal Nagannavar | 4. Achintya Chakravarty |
| 2. Chiranjit Saha | 5. Murali.S |
| 3. Sanjeevi Kumar | 6. Babu Ravi |

Please send your answers to: khushboo.shroff@exeltis.com

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HARIYALI CHICKEN

Masterchef Exeltis
Chef: Mahmudha Banu
Abdul Rasheed
Sales Administration



Ingredients

- 2 Chicken breast pieces cut into cubes
- 1 teaspoon Red Chilli powder
- 2 teaspoon Hot Spice Mixture (garam masala)
- 1 teaspoon Dry Mango powder
- 1 teaspoon Turmeric powder
- 1 teaspoon Cumin powder
- ¼ cup Curd
- Salt to taste

To grind

- 1 cup Coriander leaves
- 1 cup Mint leaves
- 3 Green Chillies

Procedure

1. First, thoroughly wash and clean chicken. Cut them into 1 inch cubes and set these cubes aside.
2. In a mixer jar, add coriander leaves, mint leaves and green chillies. Create a fine paste (by adding very little water).
3. Transfer the green masala to a bowl then add curd, red chilli powder, turmeric powder, hot spice powder, dry mango powder and salt. Mix well and add chicken pieces to this 'hariyali masala'.
4. Keep it aside for an hour.
5. Heat a grill pan, drizzle with some oil, place the marinated chicken pieces and grill evenly on all sides, till these get nicely charred. The chicken cubes will take 10 minutes to cook.
6. Now, it is ready to serve.

New Joinees



- | | | |
|-------------------------------|-----------------------------|-----------------------------|
| • Abhishek Kumar | • Kinjal Dasgupta | • Roop Kumar Pandey |
| • Abhishek Singh | • Kunal Shukla | • Runal Mukherjee |
| • Akash Verma | • Kunapareddy Koteswara Rao | • S Ravi |
| • Amitav Mohanty | • M Shahul Hameed | • Sachin Arjun Bilagoji |
| • Amitav Mohapatra | • Manikandan Shanmugam | • Saji Sukumaran |
| • Arun Kumar Rout | • Mohasin Mahammad Mulla | • Sandeep Kumar Mishra |
| • Arun Kumar Singh | • Mohit Gangwar | • Santosh Kumar Trigun |
| • Ashim Bardhan | • Mukesh Roy | • Saragada Venugopal Reddy |
| • Ashish Kumar Tiwari | • Mulkalla Manoj | • Satish Margale |
| • Ashutosh Mishra | • Murari Saran Singh | • Shaik Govind Mastan Vali |
| • Bikram Ghosh | • Naresh Kumar R | • Shaikh Sameer Jabbar |
| • Binod Kumar Sharma | • Pankaj Devidas Nikumbh | • Shree Kant |
| • Chandra Sekhar Sahani | • Pankaj Kumar Tiwari | • Shyam Veer |
| • Chikkeeramma Gari Srikanth | • Paran Jyoti Das | • Soumalya Sekhar Some |
| • Dhananjay Matukdhari Tiwari | • Parthiban | • Sovan Majumder |
| • Dyanaboina Ajay Kumar | • Pawan Kumar Mishra | • Suman S |
| • Girish Tamnur | • Pritam Naskar | • Supriya Bhalchandra Salvi |
| • Hyderali Noordeen | • Puneet Srivastava | • Syed Muhamed A |
| • Katariya Vishal Balubhai | • Raghavendra Basavaraj | • Thilakkumar K |
| • Kaushik Vilas Kulkarni | • Rajendra Pawar | • Umakant Eknath Bhosale |
| | • Raju Prasad | • Vikrant Vinayak Bhole |



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