



Voice @ Exeltis India

SEPTEMBER 2022

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1977



First commercial office in Spain

1984



Manufacturing of hormonal APIs in Italy

1988



Acquisition of WL

2003



Starts branded pharma business with the acquisition of Effik.

2008



Chemo Wan Bang, new-joint venture agreement.

2010



Gets FDA approval for manufacturing in Spain

2012



Launches mAbxience, biopharmaceutical company

2013



Creation of Exeltis, a branded pharmaceutical business worldwide

Dear Colleagues,

As we complete the 1st half of the year and step into H2 of 2022, I hope each one of you along with your family members are safe and healthy.

While the spread of the dreaded Covid – 19 virus seems to have stabilised at a particular level, let's not drop our guards immediately as it may be premature to assume that the virus is extinct. Maintain personal hygiene and safety while you embrace life. Let's be a little more patient with the virus and this too, shall pass.

As I write this message, **Insud Pharma** group is celebrating their 45th Anniversary of active contribution to global healthcare and wellness. I hope each one of you are as proud as I am to be an integral part of this global conglomerate that has a **Passion** for **Innovation** and **Entrepreneurial Spirit** and operates within a strong framework of **Integrity and Transparency** keeping in context and respecting the rich **Diversity** that we all bring in from different regions, countries, businesses and functions. A true ensemble of unity in diversity! As we celebrate our achievements for the past 45th years, let's come together as 'One Exeltis - One Dream' and resolve to build an even stronger future for Exeltis India and Insud Pharma for the next 45th years to come through our commitment, passion and unwavering efforts to do the RIGHT things at the RIGHT time in the RIGHT way - today and every day.

H1 of 2022 was a mixed bag for us as far as our business performance is concerned. While we have seen sparks of brilliance from some of our zones in some of the months, they have been intermittent in nature. We are yet to weave in the elements of Consistency and Predictability in our business. The next few months are the most potential months of our industry and with few new brands available in your armoury, I wish each one of you all the very best as you prepare to unleash your full

potential at the marketplace. **Create impact** in such a way that your customers not only respect you but also miss you when you are not around. **Execute** your strategies so ruthlessly that your competitors have no other options but to be fearful of you. Let's make the 2nd half of 2022 a productive and profitable period for ourselves.

Finally, I would reiterate the fact that Doctors are our most critical stakeholders and each one of you are ambassadors of Exeltis India to the doctors.

1st July was celebrated as International Doctors Day, and I request you to convey our heartfelt gratitude to every doctor you meet for their relentless service towards the wellbeing of humanity.

Please remind them that Exeltis India and Insud Pharma are committed to partner with them in this journey and together we will make a difference in global healthcare and wellness.

Wriddhee Maitra

~ Director, People Communications,
Sales Training and Gen Services



Accelerate to 100 Crores

Know your Leader



Rohit Kale

DGM - Sales & Marketing, Pharma

1. Who is your role model and why?
I do not have a role model, but every individual is a role model for me. I believe in immense human potential that each person brings & learning from it.

2. What is the last book that you have read/ the last movie that you have watched?
Now a days I don't read many books, I prefer reading articles by McKinsey, Mercer, HBR, Forbes. The book I read

last was "First break all the rules" by Marcus Buckingham. Last movie watched was "Dharamveer" - A Marathi movie on Shiv Sainik - Shri Anandrao Dighe.

3. Name your favourite cuisine
Home cooked food (My wife is a wonderful cook).

4. Who is your favourite sports person?
M S Dhoni - for his level headedness in every situation.

5. What is your dream travel destination?
Any destination less travelled, less crowded.

6. If given a chance who would you like to be for a day?
I would like to replace "Trivedi" with "Modi". Just for his undiverted and purpose driven approach.

7. What is your nick name at home/ what do your loved ones call you?
Ninni (Got that name from famous lullaby "Ninni Baba Ninni, makhan roti Chinni)

8. Describe a thing about you which people don't know of.
I laugh out loud while watching good comedy movies.

9. If you could relive this life on a time machine, which profession would you choose?
Army for Discipline, Integrity & Love for country.

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

Indian Pharma Market NEWS



Cipla, DNDi launch 4-in-1 antiretroviral treatment for young children with HIV in South Africa

This contains an antiretroviral combination that is recommended by the WHO to treat children with HIV - in the form of granule-filled capsules.

BSV enters into research partnership with National Chemical Laboratory, Pune

This collaboration primarily focuses on evaluation of certain recombinant cell line technologies developed by NCL for biopharma products currently under development at BSV.

Lupin collaborates with Accenture to improve operational efficiency

Additionally, the company claims that SAP Fiori apps have helped in enhancing the user experience for Lupin employees with simple, easy-to-access data models and analytical reports.

Know Your Function - Regulatory Affairs

India harbours approximately 10,500 manufacturing units and over 3000 pharmaceutical companies, and exports all forms of pharmaceuticals, from APIs to formulations! Regulatory Affairs is a blend of science and management that helps in achieving the commercial goal of the drug-development organizations. RA takes care of everything from the development plan to supervising/reviewing of the submission guidelines in the drug development and authorization processes.

The primary role of Regulatory Affairs is to provide strategic and technical advice to the pharmaceutical companies, right from drug development to the successful marketing of the product. The Regulatory Affairs department has the responsibility of keeping the companies informed of the current government legislation, guidelines, regulatory intelligence, and customer practices.

It also ensures that the company's drugs and products comply with the existing regulations and makes sure the entire product range is kept up to date with the changing legislative practices. These professionals also inform about the legal and scientific restraints, limitations and requirements regarding the product and help companies collect, collate and evaluate scientific information generated by the R & D department. Another essential role of this team is development of regulatory strategies for companies to submit appropriate documents for international and national projects. For export and import, the RA advises them about the international legislation and guidelines.

In today's competitive environment, a proper conduct of the regulatory affairs activities is vital for the company's success and sustainability of its products.

CHEERS to our HEROES



Prashant Tongale
Product Manager - Chronic Care



Ramesh Durai
DBM - Chronic Care



Suresh Balan
Chief Manager - SFA



Rambahadur Singh
RBM - Eye Care



Prasanth Babu Umapathy
Executive - Distribution



Narenkumar Subramani
Executive - Distribution



U Venkatesan
Manager - IT



Sheeba Ebenezer
Manager - Finance & Accounts



Asha P
DGM - Human Resources



Somnath Roy
Regional Training Manager



Eswaraselvam Annamalai
DGM - Manufacturing (QA)



Gandhi Rayar
DGM - Manufacturing (Outsourcing)



Prajakta Bhide
Assistant Manager - Office Division



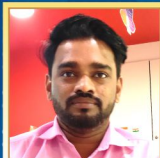
MA Gousekhan
ZBM - Chronic Care



Arindam Bhowmick
GM Sales & Marketing - WHC & EC



Joydeep Palit
GPM - Eye Care



Swapnil Jadhav
Cluster Secretary - Cluster II



Vijayaraghavan S
GM Sales - Pharma



Jagdeesan R
DGM - Finance & Accounts

Employee Spotlight



Probin Borah
Divisional Business Manager
- Eye Care

1. Who is your role model and why?

My Mother - She was a school dropout but could explain Ramayan and Mahabharat with utmost clarity. She taught me how to manage my time right from my early days. She had some vision for her children.

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

I read last book 'SKILL GENIE' - a student's hand book published by Government of Andhra Pradesh. It is a very motivating book. I and my family watched the movie Ratnakar'2019 (An Assamese movie).

3. Name your favourite cuisine

Tawa Roti with Chilli Chicken .

4. Who is your favourite sports person?

Lionel Messi & M S Dhoni.

5. What is your dream travel destination?

Bali (Indonesia).

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

The Chief Minister of my home state - there is a lot of work to be done in that role.

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

I have quite a few nicknames but the two most interesting ones are - "Strongman" coined by my college friends and "bhai" coined by my parents.

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

I was a power lifter and I created deadlift State & University record in 1998, deadlifted 205 Kg of my 62 Kg body weight. I got strongman titles 3 times in college.

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

Sportsman.

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

Physical activity.

A) Field Connect Program:



Mr. Tirtha Das (HR Business Partner) and Mr. Wridhee Maitra (Director-Human Resources) met our field colleagues at Lucknow, Chennai and Bangalore, respectively. The aim of

Events @ Exeltis

this program was to address the concerns of the field. While we continue to salute the relentless efforts of the healthcare professionals, we are proud of our field heroes.



B) Other Activities





Humor in Uniform

1. **Patient:** "Hey Doc, is there any chance I'll be able to play the violin after the operation?"

Doctor: "After some healing, yes, of course!"

Patient: "Great! How exciting. I never could before!"

2. **Doctor:** "Mr. Jones, you may want to sit down. I have some bad news and some very bad news... which would you like to hear first?"

Mr. Jones: "Oh jeez, I guess I'll take the bad news first."

Doctor: "The bad news" doctor notes, "is that I got your test results and you have 24 hours to live."

Mr. Jones: "What?!" the man goes, "How could there possibly be worse news than that?"

Doctor: "I've been trying to reach you since yesterday."

3. **Woman on the Phone:** My husband accidentally swallowed an Aspirin, what should I do now?

Doctor: "Give him a headache!" says the doctor.

4. What's the difference between a general practitioner and a specialist? One treats what you have, the other thinks you have what he treats.

5. When I told the doctor about my loss of memory, he made me pay in advance.

Answers of the previous quiz

1) Silent Spring by Rachel Carson 2) Oil bioremediation 3) Yes 4) Italy

Interesting Facts

Dr. Stanislaw Matulewicz and Eugene Lazowski saved 8,000 Jews during the Holocaust.

Laennec, a French doctor invented the stethoscope

Doctors did not wear white coats till 1800

The first liver transplant was performed by Thomas Starzl in 1967.

One of the oldest known medical textbooks is the Sushruta Samhita, written in Sanskrit in India.



Coconut Rice

Masterchef Exeltis
Chef: Pasupathy G.
Design



Ingredients

- 1 cup of uncooked Rice
- 1-1.5 cup of grated Coconut
- 1 tbsp Salt
- 1-2 Chillies
- 1 dried Chilli (optional)
- 2 tbsp Oil/Ghee
- 0.5 tsp Mustard seeds
- 1 pinch of Asafoetida
- 1 tbsp of Chana Dal (Bengal gram)
- 12-15 Cashews and Peanuts

Procedure

1. To cook rice in a pot, bring 2 cups of water to boil and add washed rice. Cook the rice, on medium flame, till it is done.
2. Pour 2 tbsp of oil/ ghee in a separate pan. Add mustard seeds, green chillies, curry leaves and Bengal gram.
3. Sauté for 1-2 minutes.
4. Add grated coconut and roast slightly. Add salt as per your liking.
5. Include the boiled rice and cook on medium flame for 5-10 minutes. Mix well.
6. In a wok, fry the cashews and groundnuts till these turn golden. Add these to the rice. Pour 1-2 tbsp of coconut oil and serve.

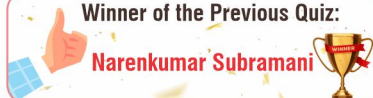


New Joinees



- | | | |
|-----------------------------|------------------------------|-------------------------|
| • Amit Kumar | • Kathi Prashanth Kumar | Borkar |
| • Ankur Baruah | • Kiran Kumar N | • Sandipan Dutta |
| • Apurba Hazarika | • Modu Baburao | • Sauvrik Samanta |
| • Bishal Kumar | • Mrinmay Barik | • Shubham Ramesh Barate |
| • Brijesh Kumar Vishwakarma | • Nagarajan R | • Siddhartha Dash |
| • Chirag P | • Pinalbhai Meramanbhai Mori | • Subhankar Ghosh |
| • Deepanshu Verma | • Prashant Hamapannavar | • Sundaramoorthy Palani |
| • Dhruvajyoti Kalita | • Praveen B | • Sunil Dev |
| • Dineshgowda U B | • R Gnanasekaran | • Sureshkumar |
| • Farin Arif Sayyed | • Rajesh Kannan S | • Vikash Kumar |
| • Iliyaz Pasha | • Ramesh P | • Vineeth P S |
| • Imnan A | • Riyaz Ahmad | • Yogesh Kumar M B |
| • Jithesh Gatty | • Sachin G | • Yogesh N |
| • Kandula Harish | • Sachin Vasantrao | |
| • Karuna Vijay Shukla | | |

Winner of the Previous Quiz:



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

Editorial Board: Khushboo Shroff, Rohit Kale & Girish Ramesh
Design Team: Pasupathy G & Rajesh Lokhande