



Voice @ Exeltis India

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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

Dear Exeltians,

We, at Exeltis India, are committed to providing innovative solutions to meet the unmet medical needs of people across the globe. Our commitment to delivering towards high-quality medicines is our biggest asset.

We are at an exciting stage of growth fueled by technological advancement and strategic alignment. We have turned our business positive this year and look to gain greater profitability. We strive to make healthcare in India more accessible and affordable.

In order to achieve this, we rely on being able to attract, develop and also retain dedicated and highly skilled talents, who work passionately together. We are doing this by offering our employees a climate of responsibility, accountability, and respect where every employee has the opportunity to excel and develop to their full potential. We uphold the importance of nurturing our internal talent and have come up with numerous training/skill development initiatives in the past year. This year too we look to strengthen our efforts in this domain. We have curated a lucrative incentive structure to create sufficient earning opportunities for our hard-working employees. We are striving to create different avenues for the holistic growth of our employees.

We need to focus on building "BIG BRANDS" for each Business Unit: **Eye Care** - Care Tears, Renicol, Izen Forte; **Pharma** - Lysicon V, Ceruklin and Stablanz PV; **Chronic Care** - Apresol, Apresol Plus, Thiamin tab, Thiamin inj; **Women's Health Care** - Dienille, VPH, and Slinda. We need to work on gaining "market share", especially for our build brands. We need to garner more prescriptions and work towards building a stronger prescriber base. We need to devote our efforts to drive sales for Women's Health Care - as we launch our global brands in India.

An orchestrated effort, from all fronts, will ensure our success. To my fellow colleagues, I would like to say let's strive towards increasing our individual productivity to INR 3 Lakhs per month.

In case of a new product launch or expansion to a new geography, the minimum target PCPM for each headquarter is **1.5 Lakhs**.

A process-driven system will help us achieve our objectives. This helps us deliver value effectively while limiting the variation in outcome. Emphasis should be laid on building a robust prescriber base that will help us achieve our objectives. As we prepare to usher into 2024, we find ourselves standing in the middle of abundant opportunities. Indian Pharmaceutical Industry churns out maximum profitability in this part of the year. Let us capitalize on every moment. This period plays a critical role in shaping our outcomes.

Let us holistically work towards delivering our targets and delivering what we promise. Let us act like owners of our Function, Business, and Zone and ensure that we utilize our resources optimally.

Each one of us embodies a HERO within ourselves. I take this opportunity to reiterate the relevance of HEROS in Exeltis:

H: Improve work HYGIENE

E: EXECUTE Campaigns and increase customer base

R: REDUCE low productive HQs and increase PCPM

O: OPPORTUNITY to earn incentives

S: STEP-UP & build new launches & power brands

Lastly, I would like to wish you and your families a very happy festive season. Happy Navratri and Durga Pooja!

May you be blessed with peace and harmony always.

Bishal Roy

~Chief Operating Officer



#GROWT★GETHER

Know your Leader



Chirag Mehta
DGM - ComEx & SFE

1. Who is your role model and why?
Lara Yumi Tsuzi Bezerra : ex GM - Roche India
She taught us the importance of taking our decisions and actions on the basis of Positivity, Empathy, Professionalism and Integrity
2. What is the last book that you have

read / the last movie that you have watched?

"Factfulness" by Anna Rosling Rönnlund, Hans Rosling, and Ola Rosling

- It teaches us how to recognize and avoid the most common ways in which information gets misinterpreted

3. Name your favourite cuisine
Dal - Khichdi

4. Who is your favourite sports person?
Roger Federer (Not only is he good at the sport he plays, but he is also a humble human being)

5. What is your dream travel destination?
Queenstown in New Zealand. It's the Adventure Capital of the world

6. If given a chance who would you like to be for a day?
My mother. It would only help me add a little more wisdom to my thoughts and deeds

7. What is your nick name at home/ what do your loved ones call you?
My family and friends call me Chintoo

8. Describe a thing about you which people don't know of.
For me, partying is about conversing / socializing with people. Food and Drinks take a lesser priority

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

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



After months of careful planning and preparation, we are thrilled to announce that our HR ERP (Human Resource Enterprise Resource Planning (ERP) - **hello HR** platform is now live! Our decision to implement **hello HR** is driven by our commitment to improve efficiency, streamlining operations, and enhancing our ability to serve our employees more effectively.

This project will help us better manage our resources, data, and processes across all departments and functions, leading to increased productivity and quicker decision-making. This is an exciting moment for Exeltis India, and we look forward to your active participation and support in making this transition a success.

Know Your Function - External QA

Testing active pharmaceutical ingredients and excipients is one of the main tasks of the quality control units in the pharmaceutical industry. It must be ensured that the necessary tests are conducted on the incoming goods and that the starting materials are released only after their quality is judged as satisfactory.

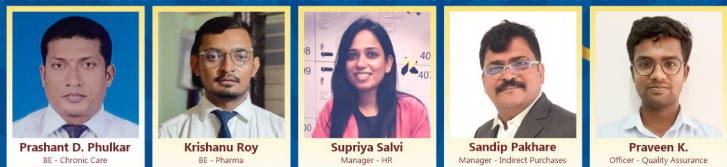
This group has the ultimate responsibility for ensuring quality manufacturing. It controls the quality of raw materials and chemical batches, ensuring that Standard Operating Procedures (SOPs) are followed and all steps are documented.

Major responsibilities of this function include:

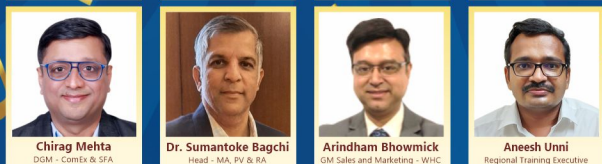
- i) Managing and maintaining approvals, qualifications and certification status for all external suppliers and maintaining all associated quality systems.
- ii) Managing and escalating all potential quality issues and impacts to higher-level management.
- iii) Managing major and critical quality issues (Complaints, Deviations, Recalls, Counterfeits, Product Tampering, Stability Failures and any Regulatory Non-Compliance identified, as applicable) according to the Quality Agreement.
- iv) Ensuring investigations are correctly executed and all appropriate Corrective and Preventative Actions (CAPA) are put in place in a timely manner. The effectiveness of CAPA shall be evaluated periodically.
- v) Coordinating with the Global Quality team, escalating, discussing the quality issues and getting concurrence /approvals from them. Establishing and presenting monthly QPIs to the Global Quality Team.
- vi) Leading the External Audit process, preparing audit schedules, conducting onsite audits, compiling audit reports, taking the auditee response within timelines and closing the audits. Maintaining and updating qualification documents as part of renewal audit.
- vii) Responsible for the release of the batch to the market by reviewing various documents including COAs, Inspection checklist and Sampling Report.

EMPLOYEE OF THE MONTH AWARD Winners

September



August



July



Employee Spotlight



Bhabani Ray

Sr. Zonal Business Manager, Pharma

1. Who is your role model and why?

One of my erstwhile managers - a mentor who has a "charismatic character" and the ability to manage every situation. I always try to walk on his steps

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

"Stunning Success" by Robin Sharma . The last movie watched was "Perfume"

3. Name your favourite cuisine

Khira (a sweet from Puri prepared in local style)

4. Who is your favourite sports person?

MS Dhoni

5. What is your dream travel destination?

Santorini, Greece

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

I would like to get into shoes of my father, to understand how he managed his family so well

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

Bapi

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

I love Boxing

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

Doctor

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

My Family



New Joinees



- Abhideep Nath
- Ajay Sarkar
- Ananda Mondal Ghode
- Amit Chakraborty
- Ananda Mondal
- Anbudhasan M
- Anil S
- Arghya Das
- Arvind Kumar
- Azeez Khan Mohammad Abdul
- Barath Baskar

- Bino Ebin Singh R
- Boini Thirumalesh
- Dhirendra Lalchandra Kushwaha
- Elangovan K
- Hajaratali Sharifsahab Saunshi
- Hiranya Deka
- Jani Naga Venkata Sai
- Katakam Sai Kumar
- Katariya Sagar
- Kiran Shivanagoudar

- Kirankumar Srinivasan
- Kokku Hemanth Kumar
- Koyel Das
- Maresh Ashok Khode
- Manigandan G
- Mannepalli Gopisrinivas
- Milan Kumar Sahoo
- Mohamad Khadeer Pasha
- Mustafa Husain Abdul Mazid Khan
- Naga Mallikarjuna
- Nayan Sarma
- Nishita Abhishek Nair
- Patan Babafakroddin

- Payal Sau
- Praveen Kumar S
- Prosenjit Kundu
- Raghunath Maji
- Ramesh Kumar
- Samota Roy
- Saravanan
- Kulanthaisamy
- Sarleeya Vijay Rameshbhai
- Savarimuthu Sebasthiar
- Shaik Gouse Mohiddin
- Shyامل
- Siva Govindarajan

- Sivalaxmanan Periyasami
- Subhankar Sutradhar
- Sudhanshu Sekhar Biswal
- Sunil Kumar
- Susmith Sundar
- Tamilselvan Mohan
- Tarkeshwar Kumar Tiwari
- Tiwari Prashant Sanjay
- Tofan Kumar Sahoo
- Vimalkumar
- Vishvajeet Sarjerav Kawade
- Yash Sunil Waghmare



US FDA approves Lexicon Pharma's Inpefa for treatment of heart failure.

This needs to be consumed once daily and aims to reduce the risk of cardiovascular death, and hospitalization for heart failure. It also reduces urgent heart failure admissions in adults with Heart Failure or Type 2 Diabetes Mellitus, Chronic Kidney Disease, and other cardiovascular risk factors.

DCGI issues alert on Abbott India's antacid Digene gel manufactured in Goa facility

The Drugs Controller General of India (DCGI) has issued alert on Abbott India's antacid product Digene gel manufactured in its Goa facility, after the company informed that some batches of the product were complained to be of different colour and taste than what is normal. The regulator advised the wholesalers and distributors that the impacted product (with all batch numbers manufactured at Goa facility) within active shelf life to be removed from the distribution.

Pharmexcil to hold series of capacity building programmes on quality, compliance and patient safety.

In order to sustain its credibility as the Pharmacy of the World, the Pharmaceuticals Export Promotion Council of India (Pharmexcil) will host a series of capacity building programmes on quality, compliance and patient safety in different locations in the country. The programme was launched on September 15 at Ahmedabad.



Kathak is the classical dance of

- i) Kerala ☐ ii) North India ☐ iii) Manipur ☐
iv) Odissi ☐

M.S Gopala Krishnan is popular for playing which instrument?

- i) Veena ☐ ii) Tabla ☐ iii) Violin ☐ iv) Sarod ☐

A country whose national anthem only has music but no words?

- i) India ☐ ii) Bahrain ☐ iii) Germany ☐ iv) Spain ☐

Who is the first Indian musician to win the Ramon Magsaysay award?

- i) Bhimsen Joshi ☐ ii) M.S Subbulakshmi ☐
iii) Lata Mangeshkar ☐ iv) Ustad Bismilla Khan ☐

What was Pink Floyd's first single called?

- i) Arnold Layne ☐ ii) Another Brick in the wall ☐
iii) Apples and Oranges ☐ iv) Any colour you like ☐



Effective communication generates 4.5 times higher talent retention

Bonding with team members releases Oxytocin which acts a stress relief

The dream team size is 4.6. The most successful workplace teams ideally consist of between 4 and 9 members

The right amount of feedback and respect can scale up team members' emotional well-being by a staggering 80%

First Step Training



Revamp of 1st Step Induction Program: To empower our new recruits with the requisite product knowledge, medical information and company processes, we conducted a 5 day long, 1st Step Training Program at Mumbai from 21st -25th August 2023. This was attended by 20 field recruits, who left the program feeling rejuvenated and enthusiastic about their professional journeys with Exeltis India.



Event @ Exeltis

