



**FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS**

All the Independent Directors are issued a formal letter of appointment through which they are made aware of their role and duties at the time of appointment.

The Company has put in place a program to familiarize its independent Directors about the company's business model, management structure, product portfolio, industry overview, manufacturing operations, internal control systems and processes, forex management, risk management framework, human resource management, CSR activities etc.

Apart from this, presentations are made into the Board in the Board Meeting covering, but not limited to:-

- a) Industry updates and developments
- b) Company's performance
- c) Budget and its achievements
- d) New business initiatives and plans/projects
- e) Expansion plans
- f) New product launches
- g) Market standing of the products/segments
- h) Product promotion initiatives and participation
- i) Subsidiary's and JV's performance
- j) Various initiatives on the employee front
- k) Changes in the relevant regulatory requirements and our company's compliances
- l) Significant achievements, recognitions and accolades
- m) CSR programs and activities undertaken

All the information and documents as and when sought by the Independent Directors are promptly provided. All the relevant and important information is placed/presented before the Committees to enable the committee to discharge their functions efficiently and effectively.

Details of the Familiarisation Programmes:

Particulars	During the FY 2022-23	Cumulative till date
Number of programs attended by Independent Directors (during the year and on a cumulative basis till date)	1	9
Number of hours spent by Independent Directors in such programs (during the year and on a cumulative basis till date)	5	34