



**DETAILS OF FAMILIARISATION PROGRAMME
FOR INDEPENDENT DIRECTORS DURING
FINANCIAL YEAR 2022-23**

*[Pursuant to Regulations 25(7) and 46 (2) of SEBI (Listing Obligations and Disclosure Requirements)
Regulations, 2015]*

The Company strongly believes that effective familiarisation programme helps the Independent Directors, not only to have greater insight into Company's business but also contributes effectively in decision making at Board / Committee meetings.

The Company has familiarization programme for its independent directors with emphasis on:

- Strategy, Operations and functions of the Company;
- Roles, Rights and Responsibilities of Independent Directors;
- Board dynamics and functions;
- Competition Analysis.
- Current Market dynamics and Future business outlook;
- Key amendments introduced by SEBI (LODR) Regulations, 2015;
- Key amendments in Companies Act, 2013 and Rules made thereunder;
- Understanding on Business Responsibility and Sustainability Reporting requirements and 9 Principles thereon;
- Various Regulatory/Statutory amendments impacting the business operations of the Company.

As a process when a new Independent Director is appointed, a familiarization programme is conducted by the senior management team and also whenever a new member is appointed to a Board Committee, information relevant to the functioning of the Committee and the role and responsibility of Committee members is informed.

The Board and Committee meetings of the Company are held at least on a quarterly basis and members of the Board meet key functional/business heads separately to get themselves more familiarized with the business/operations and challenges faced by the company and industry as a whole on an ongoing basis. The Key Managerial Personnel/Senior Management/Business Heads also make presentations periodically to familiarize Independent Directors with the operations and functions of the Company.

The Independent Directors on the Board of the Company are associated with the Company for more than 5 years and are well versed with the industry, business operations, policies/ practices of the Company and its Subsidiaries.

Approximately 10 hours were spent by Independent Directors of the Company on the above familiarization sessions during FY 2022-23.

