

## FAMILIARIZATION PROGRAMME TO INDEPENDENT DIRECTORS FY 2023-24

The familiarization programme for Independent Directors is outlined herein pursuant to Regulation 25 (7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015 for the FY 2023-24

1. The Independent Director were taken through various program including the presentation from the CFO and other Senior Executive on the Company's manufacturing, marketing, finance and other important aspects of the Company's business.
2. The Independent Directors had interactive sessions with Executive Members and other department functions and also carried out a visit to the manufacturing site, so as to familiarize them about the manufacturing and other related aspects.
3. At various Board meetings during the year, presentation were made to the Board on the operations of the Company, market share, pricing strategy, financials, risks and mitigation plans, initiatives on health and safety, compliances, major litigation, regulatory scenario etc.
4. Quarterly updates on relevant statutory changes were regularly circulated to the Directors.
5. Each Director of the Company has complete access to any information relating to the Company. Independent Directors have the freedom to interact with the Company's management. They were given all the documents sought by them for enabling a good understanding of the Company, its various operations and the industry segments of which it is a part. Further, they meet without the presence of the Company's Management Personnel to discuss matters pertaining to the Company's affairs and put forth their combined views to the Managing Director.

Date of Programme	Areas Covered
At each and every Board Meeting of the Company held during the FY 23-24.	Business overview/ strategy, corporate governance / Quarterly budget review
	Operations, industry regulatory trends, competition, safety, health, environmental, initiatives, human resources and future outlook of the Company.
	Functional presentation during quarterly Board Meetings
	Updates on important changes in the regulatory framework and business
	Plant visit

*Note: The hours devoted by Independent Directors for familiarization may not be reckoned in instalments of time or number. It would suffice it to state the Directors are kept in constant touch and imparted forthwith on all matters of importance*

Name	Number of Programmes attended ( hours)	
	FY 2023-24	Cumulative till March 31, 2024
Mr CG Sethuram	7	8
Mr K M Mohandass	7	8
Ms Padma Chandrasekaran	3	4