FAMILIARIZATION PROGRAMS FOR INDEPENDENT DIRECTORS – FY2023

Newly appointed Directors are familiarized with the Company's Vision, Core Purpose, Core Values, and Company operations and businesses. Detailed presentations are made by Senior Management Personnel on the business environment, and performance of the Company at every Board Meeting.

To familiarize a new Independent Director with the company, a handbook containing a snapshot of their duties and responsibilities, rights, appointment process and evaluation, compensation, Board procedure and stakeholders' expectations are provided. The new Independent Director individually meets with board members and senior management. Direct meetings with the Chairman and the Managing Director are further facilitated for the new appointee to familiarize him/her with the Company/its businesses and the practices. In addition, visits to plants are also organized for the person to understand the company's operations.

Each Director has a complete and unfettered access to any of the company's information and the liberty to interact with senior management. A separate meeting regularly with Independent Directors is held to update them on all business–related issues and new initiatives of the Company.

The Company believes that the board should be continuously empowered with knowledge of the latest developments affecting the company and the industry. Apart from regular presentations on the company's business strategies and associated risks, expositions are made on various topics covering the industry.

Details of familiarization programs attended by the Independent Directors during FY2023 are as under:

(No. of hours)

S.No	Name of the Independent Director	Industry, Market and Business	Induction of New Director	Environment, Social and Governance	Facility/ Plant Visit & Board Strategy Retreat	Others	Total
1.	Mr. N Sri Vishnu Raju	8	NA	1	-	1.5	10.5
2.	Mr. T R Narayanaswamy	6	NA	1	-	1.5	8.5
3.	Ms. Bhairavi Tushar Jani	7	NA	-	-	1	8
4.	Mr. Annush Ramasamy	7	NA	-	3	1	11

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