

FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS

All the independent directors are issued 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, risk management framework etc.

Apart from this, presentations are made to 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 products launched
- g) Market standing of the products/segments
- h) Product promotion initiatives and participations
- i) Various initiative on the employee front
- j) Changes in the relevant regulatory requirements and our company's compliances
- k) Significant achievements and recognitions

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 discharge their functions efficiently and effectively.