

FAMILIARIZATION PROGRAMMES FOR INDEPENDENT DIRECTORS

Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations'), inter-alia, stipulates that the Company shall familiarize the independent directors with the Company, their roles, rights, responsibilities, nature of the industry in which the Company operates, business model of the Company, etc., through various programmes.

Purpose and objectives of the programmes

To provide insights into the Company to enable the independent directors to understand the Company's business in depth that would facilitate their active participation in managing the Company.

Familiarization Process at a glance

All Independent Directors are aware and constantly updated about their roles, rights, responsibilities in the Company. A kit containing information about the Company, Memorandum and Articles of Association, Annual Reports for the previous three years, Sustainability Reports, Investor Presentations, recent Media Releases etc. is handed over to a new director. The appointment letter issued to Independent Directors, inter-alia, sets out the expectation of the Board from the appointed director, their fiduciary duties and the accompanying liabilities that come with the appointment as a director of the Company.

Independent Directors are provided with necessary documents/brochures, reports and internal policies to enable them to familiarize with the Company's procedures and practices.

Each director of the Company has complete access to any information relating to the Company. Independent Directors have the freedom at all times to interact with the Company's management. They are given all the documents sought by them for enabling a good understanding of the Company, its various operations and the information with respect to the automobile industry. 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 Chairman.

Site visits to the plant locations are organized for the Directors to enable them to understand the operations of the Company. Periodic presentations are given in meetings related to upgradation of technology, new factory, new products.

NSE/BSE and other institutes like ICSI, Bombay Chamber conduct programmes for directors, we recommend to directors if they say yes, we are actually nominating them to attend.

Access to Information & Opportunity to Interact

- They have complete access to the information within the Company.
- They have freedom to interact with the Company's Management which happens generally prior to/during Board/Committee Meetings.
- They also have interaction with the Statutory Auditors, Internal Auditors and Cost



Auditors, Secretarial Auditors and External Advisors, if any, appointed by the Company.

- They also have the opportunity to meet without the presence of any management personnel where they can informally discuss the matters pertaining to the Company and put forward their combined views to the Chairman.

Details of Familiarization Program:

Sr. No	Name and Date of Program and Conducted by	Name of Director who attended program	No. of Hours	Agenda of Program
1	Board Evaluation, March 30, 2015; NSE, Mumbai.	Mr. V.V.Warty	4 Hours	<ul style="list-style-type: none"> • Composition of Board • Checkpoints to be evaluated.
2	Master Class for Director's, 11.12.2015-13.12.2015 ; IOD, Delhi	Mr. H.P.Singh	10 Hours	<ul style="list-style-type: none"> • Leading through risk and other oversight challenges • Communicating with diverse stakeholders
3	January 2016	Mr. Ghanshyam Dass	12 Hours	<ul style="list-style-type: none"> • Business strategy • Domestic marketing/ sales • Operations overview
4	February 2018	Mr. H. P. Singh	36 Hours	<ul style="list-style-type: none"> • R & D in tissue culture • Operations overview
5	May 2019	Mr. Bastiaan	48 Hours	<ul style="list-style-type: none"> • Key Company Highlights • Insights on micro irrigation
6	Women on Board and in business leadership, 5 th November, 2019 to 6 th November, 2019: IICA	Ms. Radhika Pereira	12 Hours	<ul style="list-style-type: none"> • Women's leadership and improved board dynamics with gender diversity.
7	5 th November, 2020 ; NISM, Delhi.	Mr. H. P. Singh	4 Hours	<ul style="list-style-type: none"> • LODR requirements • Corporate Governance
8	24 th and 25 th June, 2021;	Mr. H. P. Singh	8 Hours	IICA Online Familiarization Program for Independent Directors
9	28 th and 29 th September. 2021;	Ms. Radhika Dudhat	8 Hours	IICA Online Familiarization Program for Independent Directors

