FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS

This Familiarization Program for Independent Directors of the Company is prepared in pursuant to the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015.

PURPOSE

The Program aims to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the Company.

FAMILIARIZATION PROCESS

The Board of Directors has complete access to the information within the Company. Presentations are regularly made to the Board of Directors / Audit Committee on various matters, where Directors get an opportunity to interact with Senior Managers.

Presentations, inter-alia covers the Company's strategies, business model, operations, markets, organisation structure, finance, quarterly and annual results, human resources, technology, quality and such other areas as may arise from time to time. Independent Directors have freedom to interact with Company's management.

When the Board meetings are held in the factory premises, the Directors are taken around the factory and familiarized with the operations, product details and strategies for production, sales, marketing, etc.

The Company also issues appointment letter to the Independent Directors which also incorporate their role, duties and responsibilities.

FAMILIARIZATION PROGRAMS ORGANIZED BY THE COMPANY

Financial Year	No. of programs organized during the Audit Committee / Board Meeting of the Company and Factory visit	Time spent by the Independent Directors in such programs in aggregate (in hours)
2015 - 2016	4	4 – 6
2016 - 2017	5	3 – 4
2017 - 2018	5	3 – 4
2018 - 2019	5	6 – 7
2019 - 2020	4	4 – 5
2020 - 2021	5	4 – 5
2021 - 2022	6	6 – 7
2022 - 2023	4	4 – 5
2023 - 2024	6	6 – 7
2024 - 2025	6	6 – 7
2025 - 2026	6	6 – 7
2026 - 2027	2	3 – 4