

ISMT LIMITED

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

Objective	The Company shall follow a structured orientation and training programme for the Independent Directors to understand and get updated on the business and
Orientation module for new directors upon induction	Business overview and an outline of Corporate Plan and Annual targets
	Overview of Sales & Marketing
	Operations overview and visit to Plant (s)
	Financial Performance and budget & control processes
	Orientation on Statutory compliances as a Board Member

In addition to above, which will be administered upon induction of independent directors, following will be covered during quarterly board meets:

Ongoing inputs on business and operational performance	Comprehensive Rolling Corporate Plan – Presentation/ discussions with CEOMD & leadership team	Once in a year
	Annual Management Plan & Budget – a formal review and discussion at the Board with CEO/ MD & leadership team	First quarter of each financial year
	Presentation by functional heads in quarterly Board Meets	Each quarter

▪ **Independent Directors as on 31 March 2022**

Sr. No.	Name of Independent Director
1.	Mr. R Poornalingam
2.	Mr. Kanakraj M
3.	Mr. S Venkataramani
4.	Dr. Shalini Sarin

Details of familiarization programmes imparted to independent directors

- Updates given on regular basis by way presentation in the quarterly meetings which, *inter alia*, includes business strategies, budget, performance, plant visits etc.

▪ **Details of familiarization programmes:**

Particulars	During the year 2021-22	Cumulative from 30.11.2015 to 31.03.2022
Number of programmes attended by independent directors	3	17
Number of hours spent by independent directors in such programmes	2	13