

### Independent Directors' Familiarisation Program

Independent Directors are made aware of their role, rights and responsibilities at the time of their appointment, through a formal letter of appointment, which also stipulates various terms and conditions of their engagement.

Independent Directors are allowed to visit the plants of the Company, to enable them to have full understanding of manufacturing operations and processes and the Industry in which it operates.

All Directors of the Company are updated as and when required, of their role, responsibilities and liabilities.

The Board of Directors has complete access to the information within the Company. All Directors have the freedom to interact with the management of the Company. Presentations are made regularly before the meetings of the Board of Directors and the Audit Committee, where Directors have an opportunity to interact with senior management personnel.

Presentations cover, inter-alia, quarterly and annual results, business strategies, budgets, review of internal audit reports, internal financial controls, risk management, compliance report of applicable laws to the Company such as the Companies Act, 2013, rules thereof, SEBI Regulations, Finance Laws, Tax Laws, Labour Laws and other applicable laws from time to time.

As on 31 March 2022, following are Independent Directors of the Company :

1. Mrs. Nalini Venkatesh
2. Mr. R. Sampathkumar
3. Mr. Y. S. Bhave
4. Mr. M. V. Kotwal
5. Mr. V. M. Varma
6. Mr. Venkataramani S

Details of Programmes or Presentations imparted to Independent Directors during the period from 1 April 2014 to 31 March 2022 and time spent by them are as follows :

Sr. No.	Date and Details of Program / Presentations	Time spent
1	20 October 2014 Factory visit to Koppal plant in Karnataka to have understanding of manufacturing operations and processes.	1 hour
2	February 2015 and March 2015 Two days' Training programme covered aspects such as the Companies Act, 2013, legal compliance management, corporate governance and role of Independent Directors, liability of Directors under Direct and Indirect Taxes, Corporate and Labour Laws, SEBI Act and regulations.	Around 16 hours

3	28 April 2015 a) Presentation on various disclosures and information to be provided in the Board's Report pursuant to provisions of the Companies Act, 2013 and rules thereof. b) Presentation on the Risk Management Policy and the Risk Management Procedures	1 hour
4	30 July 2015 Presentation on major highlights of Secretarial Standards issued by the Institute of Company Secretaries of India (ICSI)	30 minutes
5	26 October 2015 Presentation highlighting major points on the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015	45 minutes
6	28 January 2016 a) Presentation on Internal Financial Controls b) Presentation on implementation of Indian Accounting Standards (IND AS) for the accounting periods beginning on or after 1 April 2016	45 minutes
7	23 January 2017 Presentation on 'IND AS Convergence Project'.	30 minutes
8	3 November 2017 Presentation on 'Revised Secretarial Standard SS-1 : Meetings of the Board of Directors and SS-2 : General Meetings' effective from 1 October 2017.	30 minutes
9	24 January 2018 Factory visit to Koppal plant in Karnataka	1 hour
10	2 May 2018 Presentation on 'IND AS Convergence Project'.	30 minutes
11	25 July 2018 Presentation on the SEBI (Listing Obligations and Disclosure Requirements) (Amendment) Regulations, 2018.	30 minutes
12	30 January 2019 Factory visit to Koppal plant in Karnataka	1 hour
13	19 October 2019 Factory visit to Solapur plant in Maharashtra	1 hour
14	5 March 2020 1. Meetings of the Board of Directors 2. Factory visit to Koppal plant in Karnataka	1 hour
15	7 November 2020 Factory visit to Koppal plant in Karnataka	2 hours