

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

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.

Familiarisation process:

1. The Independent Directors will be familiarized with their roles, rights and responsibilities.
2. Information relating to the Company, its divisions, industry segment and business model of the Company etc will be provided.
3. Further information relating to the financial performance and annual budget will be provided.
4. When a new Independent Director comes on the Board of the Company, a meeting is arranged with the Managing Director, Chief Financial Officer to discuss the functioning of the Board and the nature of the operation of the Company's business activities.
5. The Directors get an opportunity to visit Company's plants, where plant heads appraise them of the operational and sustainability aspects of the plants to enable them to have full understanding on the activities of the Company and initiatives taken on safety and quality

Periodic presentations shall be made at the Board and Committees meetings relating to the Company performance.