



RALLIS INDIA LIMITED

DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS [Pursuant to SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

The Company has a familiarization programme for Independent Directors, the objective of which is to provide orientation and training to Independent Directors at the time of their joining so as to enable them to understand the Company, its operations, business, industry and environment in which it functions and the regulatory environment applicable to it. It also aims to update the Independent Directors on a continuing basis on any significant changes in any of the above, to enable them to be in a position to take well informed and timely decisions.

The Company periodically arranges board strategy discussions every year wherein the Management presents their plans and priorities to the Board. This enables the Directors to gain insight on the operations of the Company and initiatives taken towards safety, quality, environment issues, CSR, Sustainability, etc. At the strategy meeting conducted during the year, insights and updates on, inter alia, the business model, industry scenario, competitive position, strategic priorities of the Company were provided to the Board through various presentations and virtual meetings.

During the financial year 2023-24, the following familiarization programmes were conducted for the Independent Directors:

Sr. No.	Subject matter of the Programmes	No. of programmes attended by Independent Directors	No. of hours spent by Independent Directors
1.	Off-site Strategy Board Meeting to focus on the Company's future strategy covering various areas of business functions	1	3 hours
2.	Update on the key amendments in SEBI Listing Regulations and its implications on the Company	1	0.5 hours
3.	Update on Safety, Environment, Health and Sustainability and industry best practices in safety	2	2 hours
4.	Assessment of effectiveness of the internal audit function	1	0.5 hour
5.	Update on CSR Strategy and review of CSR Initiatives and Projects undertaken by the Company	2	2 hours
6.	Update on key claims and disputes with Stakeholders covering tax matters, pending litigation updates, etc.	1	1 hour
7.	Review of Succession Plan and People Strategy	1	1 hour
8.	Presentation on HR matters covering the X-press survey action plan, Manager scorecard, HR Focus areas, Organization structure review	1	1 hour
9.	Revised Whistleblower Policy, review of the responsibilities of employees, chief ethics officer, investigator, etc.	1	0.5 hour
10.	Revised Policy on Determination of Materiality for Disclosures of Event or Information, review of Definitions and assessment of Materiality, preparedness for compliance of amendments in law	1	0.5 hour



RALLIS INDIA LIMITED

	pertaining to the new materiality thresholds		
11.	Update on the stock price, market cap movement of the Company in comparison with industry peers & indices, analysts views/interactions/ feedback, etc.	2	2 hours
	TOTAL	14 programmes	14 hours



RALLIS INDIA LIMITED

Summary of Familiarization programme of Independent Directors:

Total no. of hours spent on familiarization programme in the financial year 2023-24	Approximately 14 hours
Cumulative hours spent on familiarization till date (from April 1, 2018)	Approximately 134 hours