

## **FAMILIARISATION PROGRAM OF INDEPENDENT DIRECTORS**

### **Preamble**

Regulation 25 (7) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 stipulates that the Company shall familiarize the independent directors (IDs) through various programs about their roles, rights and responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc.

### **Outline of the Familiarisation process**

IDs of the Company are made aware of their roles, responsibilities and liabilities at the time of their appointment / re-appointment, through a formal letter of appointment, which also stipulates various terms and conditions of their engagement. The Board including all IDs were provided with relevant documents, reports and internal policies to enable them to familiarize with the Company's procedures and practices from time to time.

Periodic presentations were made at the Board and Board Committee Meetings, on business and performance updates of the Company, business strategy and risks involved. Updates on relevant statutory changes on laws concerning the Company, if any are informed to the entire Board on every board / committee meetings.

IDs are facilitated to meet without the presence of the Company's management and non-independent directors to discuss and review the performance of the Chairman, non-independent directors and the board as a whole and also matters pertaining to the Company's affairs.

The Company organised visits to the plants for the Directors to facilitate them to understand the operations of the Company in detail.

The details of familiarization program imparted to IDs are as under:

<b>Date of the Program</b>	<b>No. of hours</b>	<b>Subject matter of the program</b>
FY 2013 – 14	5	<ul style="list-style-type: none"> <li>➤ Corporate Social Responsibility,</li> <li>➤ Operations &amp; Performance,</li> <li>➤ Future Outlook &amp; Strategy</li> </ul>
FY 2014 – 15	13.5	<ul style="list-style-type: none"> <li>➤ Related Party Transactions / Transfer Pricing Regulations,</li> <li>➤ Salient features of the revised clause 49 of the Listing Agreement,</li> <li>➤ Operations &amp; Performance,</li> <li>➤ Future Outlook &amp; Strategy,</li> <li>➤ Corporate Social Responsibility,</li> <li>➤ Corporate Laws</li> </ul>
FY 2015 – 16	18	<ul style="list-style-type: none"> <li>➤ Internal Financial Control,</li> <li>➤ Salient features of the Prohibition of Insider Trading Regulations, 2015,</li> <li>➤ Risk Management Program,</li> <li>➤ Operations &amp; Performance,</li> <li>➤ Future Outlook &amp; Strategy,</li> <li>➤ Factory visit,</li> <li>➤ Productions and Operations of the Company,</li> <li>➤ Corporate Laws</li> </ul>
FY 2016 – 17	16.5	<ul style="list-style-type: none"> <li>➤ Internal Financial Control,</li> <li>➤ Risk Management Program,</li> <li>➤ Indian Accounting standards – Applicability and Implementation,</li> <li>➤ Operations &amp; Performance,</li> <li>➤ Future Outlook &amp; Strategy,</li> <li>➤ Corporate Social Responsibility,</li> <li>➤ Plant Visit</li> <li>➤ Presentation on Goods and Service Tax (GST)</li> </ul>

Date of the Program	No. of hours	Subject matter of the program
FY 2017-18	15.5	<ul style="list-style-type: none"> <li>➤ Impact of transition from BS III to BS IV and Company's readiness to BS VI,</li> <li>➤ Internal Financial Control,</li> <li>➤ Risk Management Program,</li> <li>➤ Operations &amp; Performance,</li> <li>➤ Future Outlook &amp; Strategy,</li> <li>➤ Corporate Social Responsibility,</li> <li>➤ Geo-Economic and Geo-Political issues</li> </ul>
FY 2018-19	16	<ul style="list-style-type: none"> <li>➤ Internal Financial Control,</li> <li>➤ Risk Management Program,</li> <li>➤ Operations &amp; Performance,</li> <li>➤ Future Outlook &amp; Strategy,</li> <li>➤ Corporate Social Responsibility,</li> <li>➤ Global Market Trends and worlds view of United States and global disruption,</li> <li>➤ Key themes and outlook of Global Markets – Oil &amp; INR</li> </ul>
FY 2019-20	18	<ul style="list-style-type: none"> <li>➤ Internal Financial Control,</li> <li>➤ Risk Mitigation plans and processes,</li> <li>➤ Operations &amp; Performance,</li> <li>➤ Future Outlook &amp; Strategy,</li> <li>➤ Impact on the Company consequent to amendments in the Listing Regulations,</li> <li>➤ Corporate Social Responsibility,</li> <li>➤ Two wheeler industry trends,</li> <li>➤ Productions and Operations of the Company,</li> <li>➤ Stranger model and its implications,</li> <li>➤ Indian Accounting standards,</li> <li>➤ Company's preparedness to BS VI transition,</li> <li>➤ Amendments in policies of the Company</li> </ul>

Date of the Program	No. of hours	Subject matter of the program
FY 2020-21	13	<ul style="list-style-type: none"> <li>➤ Impact of Covid-19 on performance of the Company,</li> <li>➤ Initiatives taken towards COVID 19 risk mitigation by the Company</li> <li>➤ Financial impact and Economic outlook consequent to COVID 19</li> <li>➤ Corporate Social Responsibility</li> <li>➤ Operations &amp; Performance</li> <li>➤ Future Outlook &amp; Strategy.</li> </ul>
FY 2021-22	15	<ul style="list-style-type: none"> <li>➤ Internal Financial Control,</li> <li>➤ Risk Mitigation plans and processes,</li> <li>➤ Supply Chain Management,</li> <li>➤ Financial impact and Economic outlook,</li> <li>➤ Corporate Social Responsibility,</li> <li>➤ Operations &amp; Performance,</li> <li>➤ Two-wheeler industry trends including EVs,</li> <li>➤ Future Outlook &amp; Strategy,</li> <li>➤ Geo-political and Geo-economic conditions,</li> <li>➤ Macroeconomic conditions.</li> </ul>
FY 2022-23	21	<ul style="list-style-type: none"> <li>➤ Internal Financial Control,</li> <li>➤ Risk Mitigation plans and processes,</li> <li>➤ Cyber Security,</li> <li>➤ Operations &amp; Performance,</li> <li>➤ Future Outlook &amp; Strategy,</li> <li>➤ Occupational Health and Safety Measures,</li> <li>➤ Corporate Social Responsibility,</li> <li>➤ Two-wheeler industry trends,</li> <li>➤ Global Economy &amp; International Business.</li> </ul>

FY 2023-24	15.5	<ul style="list-style-type: none"><li>➤ Internal Financial Control,</li><li>➤ Risk Mitigation plans and processes,</li><li>➤ Cyber Security,</li><li>➤ Operations &amp; Performance,</li><li>➤ Future Outlook &amp; Strategy,</li><li>➤ Innovation in mobility advancement,</li><li>➤ Digital technology,</li><li>➤ Regulatory updates,</li><li>➤ Two and three wheeler industry trends,</li><li>➤ India Macro – Economic Update,</li><li>➤ Corporate Social Responsibility,</li><li>➤ Global Economy &amp; International Business,</li><li>➤ Geo-political and Geo-economic conditions.</li></ul>
FY 2024-25	15.8	<ul style="list-style-type: none"><li>➤ Internal Financial Control,</li><li>➤ Risk Mitigation plans and processes,</li><li>➤ Cyber Security,</li><li>➤ Operations &amp; Performance,</li><li>➤ Future Outlook &amp; Strategy,</li><li>➤ Corporate Social Responsibility,</li><li>➤ Two and three wheeler industry trends,</li><li>➤ Global Economy &amp; International Business,</li><li>➤ Geo-political and Geo-economic conditions.</li></ul>