



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 at an offsite location wherein Business and Function Heads present 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 2021-22, 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	1	3 hours
2.	Presentation on Safety, Environment, Health and Sustainability update and industry best practices in safety	2	1.5 hours
3.	Assessment of effectiveness of the internal audit function	1	0.5 hour
4.	Presentation on performance of Seeds Division	1	0.5 hour
5.	Presentation on CSR Initiatives, CSR Strategy and Projects undertaken by the Company	3	2.5 hours
6.	Presentation on tax matters and pending litigation updates	2	1 hour
7.	Presentation on Succession Planning and People Strategy	1	1 hour
8.	Presentation on developmental process for employees and ways to attract, retain, reward and recognize employees	1	0.5 hour
9.	Presentation on the stock price, market cap movement of the Company in comparison with industry peers & indices, analysts views, etc.	2	1 hour
10.	Presentation on Regulatory Updates to the Board, Audit and Stakeholders Relationship Committees	4	2 hours



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Sr. No.	Subject matter of the Programmes	No. of programmes attended by Independent Directors	No. of hours spent by Independent Directors
11.	Presentation on Tata Business and Human Rights Policy and its governance framework/structure	1	0.5 hour
TOTAL		19 programmes	14 hours

Summary of Familiarization programme of Independent Directors:

Total no. of hours spent on familiarization programme in the financial year 2021-22	Approximately 14 hours
Cumulative hours spent on familiarization till date (from April 1, 2018)	Approximately 103 hours