



RALLIS INDIA LIMITED

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

The Company has a familiarization programme for its Directors including the Independent Directors, the objective of which is to provide orientation and training to 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 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 2024-25, the following familiarization programmes were conducted for the Directors:

Sr. No.	Subject matter of the Programmes	No. of programmes attended by Independent Directors	No. of hours spent by Independent Directors
1.	Strategy Board Meeting to focus on the Company's future strategy covering various areas of business functions	1	4 hours
2.	Update on the key amendments in SEBI Listing Regulations and its implications on the Company	2	1 hour
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.	4	2 hours
7.	Business Strategy, Company & Division Objectives	1	0.5 hour
8.	Presentation on HR matters covering the Long term settlement, Annual increment, promotions and annual performance awards and Right structure and Right people	1	0.5 hour
9.	Revised Related Party transactions Policy and updates provided with respect to change in the disclosure of minimum information to the audit committee, review of definitions and material related transactions and insertion of processes to be followed for ratification of RPTs by Audit Committee	1	0.5 hour

10.	Revision of Risk Management Policy and preparedness for compliance of amendments in law	1	0.5 hour
11.	Visit to Rallis Innovation Chemistry Hub (RICH)	1	4 hours
12.	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	19 programmes	19.5 hours

Summary of Familiarization programme of Independent Directors:

Total no. of hours spent on familiarization programme in the financial year 2024-25	Approximately 19.5 hours
Cumulative hours spent on familiarization till date (from April 1, 2018)	Approximately 153.5 hours