



## 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 Directors from time to time get an opportunity to visit Company's plants, where plant heads apprise 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, quality, CSR, Sustainability, etc. The Company also periodically arranges board strategy discussions every year wherein the Management presents their plans and priorities to the Board. During the strategy meeting conducted during the year, the Board was apprised of key aspects of the Company's operations through detailed presentations and virtual sessions. These covered, *inter alia*, the business model, industry landscape, competitive positioning, and strategic priorities. Additionally, a leadership connect enabled senior leadership to share their perspectives, vision, and ongoing developments with the Board.

During the financial year 2025-26, 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 and leadership connect to focus on the Company's future strategy covering various areas of business functions	1	6.5 hours
2.	Update on Safety, Environment, Health and Sustainability and industry best practices in safety	2	2 hours
3.	Assessment of effectiveness of the internal audit function	2	1 hour
4.	Presentation on key issues and amendments in regulatory, risks, legal, compliance and audit areas	4	2 hours
5.	Induction Programme - interaction with business/functional heads	2	8 hours
6.	Revision; amendments and updates on various Policies of the Company	3	1.5 hours
7.	Presentation on HR matters covering long term settlement, Annual Increment, promotions and annual performance awards, and succession plan	1	0.5 hours
8.	SEBI Regulations, Industry Standards, and other regulatory updates	1	0.5 hours
9.	Update on New Wage Code	1	0.5 hours

10.	Presentation on Investor/Analyst update covering details of share price movement, analysis, benchmarking with peers, interaction with analysts, etc.	2	2 hours
	<b>TOTAL</b>	<b>19 programmes</b>	<b>24.5 hours</b>

**Summary of Familiarization programme of Independent Directors:**

Total no. of hours spent on familiarization programme in the financial year 2025-26	Approximately 24.5 hours
Cumulative hours spent on familiarization till date (from April 1, 2018)	Approximately 178 hours