

DETAILS OF FAMILIARISATION PROGRAMMES OF HAVELLS INDIA LIMITED **FOR ITS INDEPENDENT DIRECTORS**

All Independent Directors are familiarized with the company, their roles, rights, responsibilities in the company, nature of the industry in which the company operates, business model of the company, etc. from time to time.

Detailed agenda are sent well in advance to all the Directors in order for the Board to perform its function and fulfil its role effectively. The Company has a dedicated portal especially for its Board of Directors where agenda for its Meetings are uploaded and access whereof is exclusively available to the Board Members. Board and Committee meeting agenda papers are uploaded on the portal prior to the respective meetings in advance.

The agenda for quarterly Meetings covers all the statutory information as required under company law and listing agreement. Further, detailed reports on material litigation, legal title to properties and such other significant matters are also presented periodically. Adequate opportunities are provided for detailed deliberations on each item of the agenda on the Board and committee meetings.

The Company makes consistent efforts to acquaint the Board with the overall business performance covering all Business verticals, by way of presenting specific performance of each Plant (based on predefined factory rating parameters), Product Category and Corporate Function from time to time. These are exhaustive presentations made at the Board and Committee meetings where the Company invites the HoDs and persons of the core team around each business vertical to provide industry insights.

The entire Board including Independent Directors have access to Product Heads/ Factory Heads and other commercial/ technical staff, wherever required, for informed decision making. This facilitates the Independent Directors to understand and comprehend the business of the Company.

As statutorily required, the Company issues detailed letter of appointment to the Independent Directors detailing their roles and duties to be performed as an Independent Director on the Board of the Company.