



**FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS**  
**In terms with Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements)**  
**Regulations, 2015**

**FY 2024-25**

The Company has adopted a structured programme for orientation and training of 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 and to update them on a continuing basis on any significant changes in any of the above, to enable them to take well informed and timely decisions.

During the financial year **2024-25**, the following familiarization programmes were conducted for Independent Directors:

Sr. No.	Subject matter of the programmes	No. of programmes attended by Independent Directors	No. of hours spent by each Independent Director	Independent Directors present for the session
1.	Annual Strategy Meeting inter alia covering presentation on business opportunities, strategy planning, new growth engines, supply chain, digital and people strategy, and store visits	2	18 hours	Mr. Jayesh Merchant Mr. Ravneet Singh Gill Ms. Hema Ravichandar Ms. Sussane Given Ms. Kiran Shaw
2.	Financial updates and Annual Budget	5	2.5 hours	Mr. Jayesh Merchant Mr. Ravneet Singh Gill Ms. Hema Ravichandar Ms. Sussane Given Ms. Kiran Shaw Mr. Johannes Holtzhausen*
3.	Business Performance updates	4	16 hours	Mr. Jayesh Merchant Mr. Ravneet Singh Gill Ms. Hema Ravichandar Ms. Sussane Given Ms. Kiran Shaw Mr. Johannes Holtzhausen*

4.	Presentation on People, Health and Safety	4	2 hours	Mr. Jayesh Merchant Mr. Ravneet Singh Gill Ms. Hema Ravichandar Ms. Sussane Given Ms. Kiran Shaw Mr. Johannes Holtzhausen*
5.	Presentation on cyber security	1	0.5 hour	Mr. Jayesh Merchant Mr. Ravneet Singh Gill Ms. Hema Ravichandar Ms. Sussane Given Ms. Kiran Shaw Mr. Johannes Holtzhausen*
5.	CSR updates, Annual Action Plan and Sustainability initiatives of the Company	4	2 hours	Mr. Jayesh Merchant Mr. Ravneet Singh Gill Ms. Hema Ravichandar Ms. Sussane Given Ms. Kiran Shaw Mr. Johannes Holtzhausen*
7.	Presentation on key amendments in SEBI LODR regulations, review of controls and preparedness for compliance	1	0.5 hour	Mr. Jayesh Merchant Mr. Ravneet Singh Gill Ms. Hema Ravichandar Ms. Sussane Given Ms. Kiran Shaw
8.	Presentation on Environment, Social and Governance Policies	1	1 hour	Mr. Jayesh Merchant Mr. Ravneet Singh Gill Ms. Hema Ravichandar Ms. Sussane Given Ms. Kiran Shaw
9.	Presentation on key risks, mitigation plan and monitoring mechanism	2	1 hour	Mr. Jayesh Merchant Mr. Ravneet Singh Gill Ms. Hema Ravichandar Ms. Sussane Given Ms. Kiran Shaw
<b>TOTAL</b>			<b>43.5 hours</b>	

\* Completed his term as an Independent Director on 10<sup>th</sup> August 2024

**Summary of familiarization programme for Independent Directors:**

Total No. of hours spent on familiarization programme in the financial year 2024-25	Approximately 43.5 hours
Cumulative hours spent on familiarization till date (from 1 <sup>st</sup> April 2015)	Approximately 289 hours

\*\*\*\*\*