



FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS

The provisions of schedule IV of the Companies Act, 2013 and Listing Agreement requires companies to conduct familiarisation programme for the Independent Directors so as to familiarise them 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. Sika facilitates the members of its Board to familiarise themselves with the industry and its operations.

Process of familiarisation followed by the Company on a continuous basis:

- All the Independent Directors are made aware of their roles and responsibilities at the time of appointment through a formal letter of appointment, which also stipulates various terms and conditions of their engagement.
- At least one Board Meeting in a year has a detailed session with the Senior Management team of the Company. The members of the Management team make presentations to the Independent Directors which inter alia covers the industry scenario, strategic priorities for the Company and the business model of the Company.

Additional familiarisation programs which the Company may conduct from time to time.

- The Company may conduct introductory programmes when a new Independent Director is inducted on the Board of the Company.
- The Company management also organizes presentations to the Independent Directors to apprise them of key changes in regulations impacting the Company or the functioning, roles and responsibilities of the Board Members. On promulgation of the Companies Act, 2013 and consequent changes to the SEBI regulations, such presentations and updates were provided to the members of the Board.