

FOSECO INDIA LIMITED

Familiarisation Programme for Independent Directors (IDs)

Foseco India Limited (“**Foseco**”) has put in place a structured programme for orientation and training of Independent Directors at the time of their joining with an aim to familiarise them with the knowledge of –

- The Company and its products,
- Its Management including the Group Management Matrix
- Nature of the industry in which it operates,
- Business model of the Company,
- The Directors’ roles, rights and responsibilities in the Company
- Financial Performance for last 5 years
- Apprising them with all major pending issues
- Process of Board Meeting in Foseco
- Compliance Matrix in Foseco
- Legal cases, if any pending and Contingent Liabilities of the Company

Foseco undertakes various measures to update the Directors, from time to time, of any significant changes in the ongoing events and development relating to the Company.

A full day visit to the Company’s premises at Sanaswadi is arranged wherein the Directors are introduced to the Foseco India Management Team, Cell Mangers and other relevant personnels. Detailed presentation is made covering the Company’s Corporate Profile, its Mission, Vision and Values Statement, Organisational Structure, the Company’s history and milestones, the Business Strategy, latest Annual Report, Code of Conduct applicable to Directors / employees of the Company, the Environment, health and Safety Policy of the Company and Safety aspect to be adhered to.

All the Independent Directors of the Company are made aware of their role, responsibilities and liabilities at the time of their appointment / reappointment, through a formal letter of appointment, which also stipulates various terms and conditions of their engagement.

The Board Members are given complete access to any information relating to the Company, whenever they so request. Board / Committee Meetings are mostly held at its Sanaswadi Plant located at Pune.

The Statutory and Internal Auditors give a detailed presentation covering their areas of audit and significant findings made by them during the course of audit. Directors are made aware of significant changes having taken place in the Corporate and other commercial laws, etc., which affect the Company and the Directors.