

## CEAT LIMITED

### FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

#### 1.0 Objective

The Company shall follow a structured orientation programme for the Independent directors to familiarize them to understand:

- a) The nature of Industry the Company operates its business model,
- b) To understand and update on the business and operations of the Company and update thereon
- c) Their roles, rights and responsibilities.

#### 2.0 Orientation Process

2.1 The Company shall familiarize the Independent Directors with the strategy, operations and functions of the Company, through presentations in the Board meetings, which would include the following:

- **Business Overview**
  - Industry Overview – Global/ Domestic
  - Market Segments Overview – Replacement / OEM's/ Exports
  - Strategy alignment for growth and profitability optimisation
- **Financial Performance**
  - Actuals vs. Budget and reasons for variations, if any.
  - Industry performance vis-à-vis Company's performance
- **Risk Assessment and mitigation process**
  - Identification of Risks and Mitigation process
  - Periodical Review of mitigation of identified risks
  - Periodical modification in the list of identified risks
- **Statutory Compliances**

2.2 Such presentations will provide an opportunity to the Independent Directors to understand the Company's strategy, business model, operations, service offerings, markets, organization structure, finance, human resources, quality,

facilities and risk management and such other areas as may arise from time to time;

**2.3** In additions, the programs / presentations shall also be made to familiarize the Independent Directors with their roles, rights and responsibilities;

**2.4** The Company may conduct an introductory familiarization program / presentation, when a new Independent Director joins the Board of the Company.

**2.5** The Company may also conduct an independent survey by an external agency on effectiveness of follow-up and the Board processes, whenever necessary.

### **3.0 Disclosure of the Policy**

**3.1** This Policy shall be uploaded on the Company's website for public information and a web link for the same shall also be provided in the Annual Report of the Company.

### **4.0 Review of the Program**

**4.1** The Board will review this Program and make revisions from time to time, keeping in view the provisions of Clause 49 of the Listing Agreement and also provisions of other applicable laws..

<b>Version</b>	<b>1.0</b>
<b>Approved by</b>	<b>Board of Directors</b>
<b>Approval Date</b>	<b>February 5, 2015</b>



**CEAT LIMITED**  
**FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS**

Pursuant to Regulation 25 (7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, ("the Listing Regulations"), read together with the Company's Policy on Familiarization Programme for Independent Directors (enclosed herewith), the Company through its Managing Director, Directors, Senior Managerial Personnel, External Experts etc. had made various presentations at the Board Meetings to the Directors covering inter alia, the nature of the industry, business model covering financial performance, business overview, strategy, risk management and succession planning, etc. The programmes were aimed to provide insights into the Company to enable the Directors to take well informed timely decisions and contribute to the Company. Duration of each programmes range between 30 minutes to 1.15 hour each.

Pursuant to Regulation 46 (2) (i) of the Listing Regulations, details of such familiarization programmes imparted to independent directors during FY 2023-24 and cumulative till March 31, 2024 are as under:

Programmes Arranged	In FY 2023-2024		Cumulative basis till March 31, 2024*	
	No. of programmes	Hours	No. of programmes	Hours
Programmes attended by - Independent Directors				
Mr. Atul C. Choksey	21	10:30	120	64:30
Mr. Haigreve Khaitan	19	9:15	100	53:15
Mr. Mahesh S. Gupta	26	13:15	140	75:00
Mr. Ranjit Pandit	26	13:15	121	65:30
Mr. Vinay Bansal**	5	2:45	115	62:30
Ms. Priya Nair	15	7:15	46	22:45
Mr. Milind Sarwate <sup>#</sup>	3	2:00	3	2:00
Ms. Sukanya kripalu <sup>#</sup>	3	2:00	3	2:00
<b>Total</b>	<b>26</b>	<b>13:15</b>	<b>140</b>	<b>75:00</b>

\* As attended by the Director since his / her joining on the Board.

\*\*Mr. Vinay Bansal resigned w.e.f. June 1, 2023. Details are captured till his date of resignation.

#Appointed as Independent Director w.e.f. March 14, 2024. Details are captured accordingly.