



Solar Industries India Limited

Details of Familiarization Programs Imparted to Independent Directors

[Pursuant to Regulations 25(7) and 46 (2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

The Company strongly believes that an effective familiarisation programme helps the Independent Directors, not only to have greater insight into Company's business but also contributes effectively in decision making at Board / Committee meetings.

The Company has an orientation process/familiarization programme for its Independent Directors that includes:

- a) Briefing on their role, responsibilities, duties, and obligations as a member of the Board,
- b) Nature of business and business model of the Company,
- c) Company's strategic and operating plans,
- d) Matters relating to Corporate Governance, Code of Business Conduct, Risk Management, Compliance Programs, Internal Audit, etc.

Any new Director who joins the Board is presented with a brief background of the Company, its operations and is informed of the important policies of the Company including the Code of Conduct for Directors and Senior Management Personnel, Code of Conduct for Prevention of Insider Trading, Policy on Related Party Transactions, Policy on Remuneration, Policy on material events, Policy on material subsidiaries, Whistle Blower Policy, Risk Management Policy, Policy on Anti-Corruption and Anti-Bribery, Policy on Prevention of Sexual Harassment and Corporate Social Responsibility Policy.

The Statutory Auditors, Internal Auditors and Senior Management of the Company make presentations to the Board of Directors with regard to regulatory changes from time to time while approving the Financial Results.

The Board members are provided with necessary documents, brochures, reports and internal policies to enable them to familiarise with the Company's procedures and practices.

Periodic presentations are made at the Board and Committee meetings on business and performance updates of the Company including Finance, Sales, Marketing of the Company's major business segments, practices relating to Human Resources, overview of business operations of major subsidiaries, global business environment, business strategy and risks involved.

The induction kit for new directors includes annual reports, memorandum and articles of association of the Company, Code of Conduct and other corporate governance policies, composition of various board committees along with their terms of reference etc. including guidance on the regulatory framework.



During the financial year 2022 - 23, the following discussions were held in the nature of familiarization to the Independent Directors and the Board of Directors of the Company:

| Sr. No. | Subject matter of discussion | No. of hours spent by Independent Director and the Board | |
|---------|--|--|----------------------|
| | | For FY 2022-23 | Cumulative till date |
| 1. | Prevention of Sexual Harassment (POSH) | 2 Hours | 3 Hours |
| 2. | Competency Framework | 2 Hours | 2 Hours |
| 3. | Legal/Regulatory/Governance including Board/Committee meetings | 21 Hours | 73 Hours |

Besides the above, the Independent Directors and the Board as a whole, are on a continual basis familiarized with the functioning of the overall performance and functioning of the Company, risk management process, human resource processes and people development initiatives, IT processes, CSR, safety, sustainability and governance initiatives of the Company.