



DETAILS OF FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS DURING FINANCIAL YEAR 2023-2024

[Pursuant to Regulation 25 and Regulation 46 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015]

Punjab Chemicals and Crop Protection Limited (“the Company”) strongly believes that 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. Considering that ‘PCCPL’ is a diversified group having interests in various products, spread internationally, it is important that the Independent Directors are well versed with the business and related activities, including but not limited to the nature of industry, products, markets, operations, subsidiaries and its businesses, policies, regulatory aspects affecting the Company, etc. This is achieved through a structured familiarisation plan. Certain programme activities are merged with the Board/Committee meetings for the convenience of the Directors. Also, individual programs are conducted separately for them, if required.

Majority of the Independent Directors of the Company are associated with the Company for more than 5 years and are well versed with the industry, business operations, policies/ practices of the Company. Need for familiarisation is also identified through Directors’ performance evaluation process. Familiarisation is achieved through broad-based engagement, under which various business heads and functional heads are invited for group/one-on-one interaction with the Independent Directors.

Regular interactions are held between statutory and internal auditors and independent directors. Monthly / quarterly updates on relevant statutory, regulatory changes and landmark judicial pronouncements encompassing important laws are circulated to the Directors. The Directors are also informed of important developments in the Company.

The presentations at Board meetings include updates on regulatory, business environment, risk management, Company policies and other relevant issues. Quarterly Operations Report which includes information on business performance, operations, market share, financial parameters, working capital management, senior management changes, litigations, compliances, fund-flows, and subsidiary company is presented to the Board.

During the year under review, Mrs. Tara Subramaniam was inducted as a new Independent Director on the Board of the Company. Presently the Company is having 5 Independent Directors on its Board.

Details as per Regulation 46 (2) (i) of SEBI (LODR) Regulations, 2015:

1	Number of hours spent by Independent Directors in familiarization programmes (during the financial year 2023-2024 and on a cumulative basis till date)	During the Financial year 2023-2024	Approximately 12 hours
		Cumulative till date	Approximately 72 hours