GREAVES
Empowering Lives

Greaves Cotton Limited
Directors' Familiarisation Programme

Pursuant to the requirements of Schedule IV of the Companies Act, 2013 and Regulation 25(7) of SEBI (Listing Obligations and Disclosure Requirements), 2015, Greaves Cotton Limited ("Company") has undertaken the following actions for familiarising the Directors with the Company, its business model, the nature of the industry in which it operates, their roles, rights and responsibilities, etc.:

- The Independent Directors of the Company are made aware of their roles, rights and responsibilities at the time of their appointment, through a formal Letter of Appointment which also stipulates the terms and conditions of their engagement. The terms of the said letter are also uploaded on the Company's website.

- The Company has laid down a very elaborate, informative and interactive induction programme for newly appointed Directors where they are given an overview of the Company, its historical background, objectives, strategy, operations, people, financials. As a part of the programme, Directors are provided with a comprehensive induction kit containing key information about the Company, including its historical background, objectives, strategy, operations, people and financials.

- On an on-going basis, the Company holds the Board / Committee Meetings at its plant locations. Visits of the Directors are organized at various manufacturing units of the Company after such Meetings to familiarise them with the products manufactured, the manufacturing process and R&D initiatives, etc.

- From time to time, the Directors are nominated to attend training programmes / seminars organised by reputed institutions on the issues relating to Functioning of Boards, Internal Controls, Corporate Governance, etc.

- Directors are regularly apprised of significant changes in applicable laws, regulations, corporate governance practices, industry developments, emerging risks and business environment through periodic updates, presentations and circulars to enable them to effectively discharge their duties.

- Presentations are made by Senior Management at the Board / Committee Meetings, giving the Directors an opportunity to interact with them. The presentations at the Meeting, inter-alia, cover an update on the economy, industry and consumer outlook, business strategies, management structure, HR matters, succession planning, quarterly and annual results, budgets, treasury policy, CSR activities, internal audit, risk management framework, regulatory development, operations of subsidiaries and associates, etc.

- Meeting of the auditors with independent directors are held to discuss Company's affairs without the presence of management.

- Active communication channel between executive directors and independent directors is ensured, this allows the independent directors to raise a query, seek clarifications for enabling a better understanding of the Company and its various operations.

Disclosure of the Programme:

This Programme has been uploaded on the website of the Company for public information and a web link for the same has also been provided in the Annual Report of the Company.

Details of familiarisation sessions are as follows:

Particulars	Number of programmes attended by Independent Directors	Number of hours spent by Independent Directors in such programmes
FY 2015-16	Four programmes on 6th May 2015, 30th July 2015, 2nd November 2015 and 2nd February 2016, inter alia, covering the Company's business.	Around 8 hours
FY 2016-17	Four programmes on 6th May 2016, 1st August 2016, 5th November 2016 and 14th February 2017, inter alia, covering the Company's business and plant visit.	Around 10 hours
FY 2017-18	Five programmes on 4th May 2017, 3rd August 2017, 1st November 2017, 5th February 2018 and 7th February, 2018 inter alia, covering the Company's business	Around 12 hours
FY 2018-19	Four programmes on 3rd May 2018, 13th August 2018, 1st November 2018 and 21st January 2019, inter alia, covering the Company's business and plant visit.	Around 8 hours
FY 2019-20	Four programmes on 2nd May 2019, 8th August 2019, 5th November 2019 and 5th February 2020, inter alia, covering the Company's business and plant visit.	Around 8 hours
FY 2020-21	Five programmes on 27th April 2020, 5th June 2020, 13th August 2020, 5th November 2020 and 9th February 2021, inter alia, covering the Company's business.	Around 10 hours
FY 2021-22	Four programmes on 4th May 2021, 11th August 2021, 26th October 2021 and 8th February 2022, inter alia, covering the Company's business.	Around 8 hours
FY 2022-23	Four programmes on 12th May 2022, 11th August 2022, 14th November 2022 and 9th February 2023, inter alia, covering the Company's business	Around 8 hours
FY 2023-24	Four programmes on 12th May 2023, 10th August 2023, 07th November 2023 and 08th February 2024, inter alia covering the Company's business topics .	Around 10 hours
FY 2024-25	Four programmes on 08th May 2024, 08th August 2024, 12th November 2024 and 23rd January 2025, inter alia covering the Company's business topics .	Around 11 hours
FY 2025-26	Four programmes on 30th April 2025, 30th July 2025, 04th November 2025 and 06th February 2026 covering the topics as per **Annexure A**.	Around 15 hours
Cumulative	**Forty-Six Programmes**	**Around 108 hours**

Annexure A

Total number of programmes held in FY 25-26	Topics covered	Time spent by Independent Directors
4	1. India Macroeconomic Outlook 2. Business Outlook 3. 3W Market View 4. Key Growth Enabler 5. Update on regulatory requirements 6. Business strategies • Energy Solutions • Mobility Solutions • Industrial Solutions • Electric Mobility and Finance Business • Future Strategy: GREAVES.*NEXT* 7. Update on business performance 8. Factory visit for the Directors	Around 15 hours