

Fine Organic Industries Limited

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**DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO
INDEPENDENT DIRECTORS**

[Pursuant to SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

The Company strongly believes that effective familiarization programme helps the Independent Directors to have greater insight into Company's business and also to contribute in decision making at Board / Committee meetings.

The objective of the familiarization programme is to provide training to Independent Directors at the time of their joining and also thereafter on a continual basis so as to enable them to understand the Company, its operations, business, industry and environment in which it functions and the regulatory regime applicable to it.

As a part of agenda of Board / Committee Meetings, presentations are regularly made on various matters covering the Company's strategy in connection with the products, markets, innovation initiatives, finance and risk management framework, amendments in the Companies Act (including the rules made thereunder) and SEBI Regulations, etc.

In the Financial Year 2017-18, 2018-19, 2019-20, 2020-21, 2021-22 and 2022-23, the following Familiarization Programmes for Independent Directors were conducted:

Sr. No.	Date of Programme	Areas Covered
1.	November 21, 2017	Plant visit - The objective of the visit was to demonstrate the manufacturing process of the products of the Company.
2.	November 2, 2018	Presentation on SEBI (Prohibition of Insider Trading) Regulations, 2015.
3.	February 8, 2019	To update Independent Directors of the Company regarding scale and details of its operations; Recent Changes in the regulatory framework issued by Ministry of Corporate Affairs. Overview of the recommendations of Kotak Committee issued under SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.
4.	November 13, 2019	Presentation on Corporate Social Responsibility activities/ projects of the Company focused on core CSR areas, CSR initiatives of the Company and their impact on societies.
5.	February 11, 2020	Presentation on Step by Step Process for registration with databank of Independent Directors in accordance with the provisions of Section 150 of the Companies Act, 2013.
6.	January 21, 2021	The Management of the Company made presentations to the Independent Directors which inter alia covers the industry scenario, strategic priorities and the business model of the Company.
7.	May 27, 2021	Presentation on the amendments pursuant to the Companies (Corporate Social Responsibility Policy) Amendment Rules, 2021 and SEBI (Listing Obligations and Disclosure Requirements) (Second Amendment) Regulations, 2021.
8.	February 11, 2022	Presentation on the Risk Matrix, the current and probable risk for the organization along with the measures to mitigate the said risks.
9.	February 9, 2023	Presentation on the Research and Development (R&D) of the Company.

Details of Attendance of Independent Directors in Familiarization Programme are as follows:

Sr. No.	Name of Independent Directors	Programme attended by Independent Directors during the F.Y. 2022-23	Number of hours spent by Independent Directors in such programmes during the F.Y. 2022-23	Number of hours spent by Independent Directors in such programmes (on cumulative basis till date)
1	Mr. Prakash Krishnaji Apte	Yes	1:30 hour	11:00 hours
2	Mr. Mahesh Pansukhlal Sarda	Yes	1:30 hour	11:00 hours
3	Mr. Thiruvengadam Parthasarathi	Yes	1:30 hour	11:00 hours
4	Ms. Pratima Madhukar Umarji	Yes	1:30 hour	11:00 hours
5	Mr. Kaushik Dwarkadas Shah [#]	Yes	1:30 hour	9:00 hours

[#] Appointed as Independent Director of the Company with effect from January 24, 2018.