



**WENDT (INDIA) LIMITED**  
**FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS**  
**(Pursuant to Regulation 25(7) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations))**

**Objective & Purpose:**

The Members of the Board of Wendt (India) Limited (WIL) are provided with many opportunities to familiarize themselves with the Company, its management and operations. The Board of Directors are regularly provided with documents on information and updates to have a better understanding of the Company, its operations spread across the world as well as the industry in which it is operating.

In addition to the requirements of the Listing Regulations, the code for independent directors under Schedule IV also lays down the standards for fulfilment of their responsibilities in a professional and faithful manner to promote confidence of all stakeholders. The Company recognises the importance of institutionalising a familiarisation programme for its Directors so that they can keep themselves well informed about the Company and the external environment in which it operates.

**Details of Familiarization Programme**

Some of the practices in the familiarisation programme are conducted on a continuous basis and some on case to case basis. Further there are specific practices which the Company follows at the time of induction of a new director. The familiarisation programme at WIL broadly encompasses the following:

1. The Independent Directors are made aware of their roles, duties and responsibilities at the time of their appointment through a formal letter of appointment which stipulates the terms and conditions of their engagement. The terms and conditions of the appointment of Independent Directors are available in the website of the Company.
2. The CEO/Executive Director at the first Board meeting in which the newly inducted director participates makes a detailed presentation on the Company, its various business segments and profile, manufacturing locations, organisation structure and other market related info.
3. Exclusive plant visit is organised for the new Director in order to provide an insight into the actual operations of the Company.
4. Further, with a view to familiarise the existing Directors with the Company's operations on an ongoing basis, plant visit is periodically organised for the Directors which includes product displays, detailed tour of the shop floor, specific display of technological innovations made etc.
5. At every Board meeting strategic presentations are made to the Board where the Board members interact with the Senior Management. Industry scenario updates are given periodically at the Board meetings.
6. At every Board meeting besides reporting on compliance with applicable laws, a regulatory update on significant changes in laws applicable to the Company is provided to the Directors.



7. Directors are also informed of various developments in the Company through Press releases etc.

The details of the familiarisation programme(s) imparted to Directors including the independent directors are given below:

Name of the Director	Designation	FY 2018-19		FY 2019-20		FY 2020-21		FY 2021-22		FY 2022-23		FY 2023-24		FY 2024-25	
		Number of programmes attended	Total number of hours spent	Number of programmes attended	Total number of hours spent	Number of programmes attended	Total number of hours spent	Number of programmes attended	Total number of hours spent	Number of programmes attended	Total number of hours spent	Number of programmes attended	Total number of hours spent	Number of programmes attended	Total number of hours spent
Mr. Shrinivas G Shirgurkar^^^	Chairman, Non-Executive Independent Director	14	38	14	38	13	34	13	34	13	7.65	11	8.65	5	3.16
Mr. M M Murugappan @	Non-Executive & Non-Independent Chairman	6	16	-	-	-	-	-	-	-	-	-	-	-	-
Mr. Peter Verholen\$	Alternate Director to Non-Executive Non-Independent Director	13	36	-	-	-	-	-	-	-	-	-	-	-	-
Ms. Hima Srinivas	Non-Executive Independent Director	14	38	14	38	13	34	13	34	13	7.65	13	10.65	10	6.82
Mr. M Lakshminarayan~	Non-Executive Independent Director	14	38	14	38	14	38	13	34	10	5.82	4	2.66	-	-
Mr. K S Shetty*	Non-Executive Independent Director	11	32	11	32	10	26	-	-	-	-	-	-	-	-
Mr. Bhagya Chandra Rao**	Non-Executive Independent Director	-	-	-	-	4	14	13	34	13	7.65	13	10.65	10	6.82



Mr. Rajesh Khanna***	Non-Executive Non-Independent Director	14	38	14	38	13	34	13	34	5	3.16			-	-
Mr. N Ananthaseshan#	Non-Executive Non-Independent Director	-	-	7	20	13	34	13	34	13	7.65	5	3.16	-	-
Mr. K Srinivasan^	Non-Executive Non-Independent Director	12	32	6	16	-	-	-	-	-	-	-	-	-	-
Mr. Muthiah Venkatachalam^^	Non-Executive Non-Independent Director	-	-	-	-	-	-	-	-	8	4.49	13	10.65	7	4.99
Mr. Sridharan Rangarajan@	Non-Executive Non-Independent Director	-	-	-	-	-	-	-	-	-	-	6	5.49	10	6.82
Mr. C Srikanth@@	Executive Director & CEO	-	-	-	-	-	-	-	-	-	-	8	7.49	3	1.83
Mr. Ninad Gadgil\$\$	Executive Director & CEO	-	-	-	-	-	-	-	-	-	-	-	-	7	4.99
Mr. Ramkumar Lakshminarayanan###	Non-Executive Independent Director	-	-	-	-	-	-	-	-	-	-	-	-	5	3.66

@Ceased to be a Director w.e.f. 24<sup>th</sup> July 2018.

\$Ceased to be a Director w.e.f. 7<sup>th</sup> March 2019.

^Ceased to be a Director w.e.f. 22<sup>nd</sup> November 2019.

#Appointed as Director w.e.f. 23<sup>rd</sup> November 2019.

\*Resigned as Independent Director w.e.f. 21<sup>st</sup> January 2021.

~ Ceased to be a Director w.e.f. 30<sup>th</sup> November 2023.



*\*\* Appointed as Independent Director w.e.f. 21<sup>st</sup> January 2021.*

*\*\*\* Ceased to be a Director w.e.f. 22<sup>nd</sup> July 2022.*

*^^ Appointed as a Director w.e.f 2<sup>nd</sup> August 2022.*

*@@ Appointed as a Director w.e.f. 19<sup>th</sup> October 2023 and stepped down w.e.f. 5<sup>th</sup> May 2024.*

*\$\$ Appointed as an Executive Director & CEO w.e.f. 6<sup>th</sup> May 2024.*

*^^^ Ceased to be a Director w.e.f 23<sup>rd</sup> July 2024.*

*## Appointed as an Independent Director w.e.f 24<sup>th</sup> July 2024.*

The above initiatives help the Directors to understand the Company, its businesses and the regulatory framework in which the Company operates enabling him / her to effectively fulfill their role as a Director of the Company.

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