

FAMILIARIZATION PROGRAMMES FOR INDEPENDENT DIRECTORS

Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 requires listed companies to familiarise independent directors through various programmes including the nature of the industry in which the company operates, business model, roles, rights and responsibilities of Independent Directors and other relevant information. In L&T, we engage Independent Directors with the Company in many ways. Some of them are given below:

1. Presentations are made to the Directors at Board, Committee and Independent Company (IC – not a legal entity) Meetings which, *inter alia*, cover business strategies, management structure, HR policy, management development and succession planning, quarterly and annual results, budgets, treasury policy, review of Internal Audit, risk management framework, operations of subsidiaries and associates, etc. Independent Directors interact with the Company's management. Interactions happen during Board / Committee meetings, when senior company personnel are asked to make presentations about strategy/performance of their Independent Company/ Business Unit, to the Board.
2. Site visits are organized for the Directors.
3. The internal newsletters of the Company, the press releases, news in media about L&T etc. are circulated to all the Directors so that they are updated about the operations of the Company.

The details of familiarisation programmes attended by Directors during FY 2023-24 is provided as Annexure A.

**DETAILS OF FAMILIARISATION PROGRAMMES ATTENDED BY INDEPENDENT DIRECTORS
(FINANCIAL YEAR 2023-24)**

(Training Hours: Minutes)

Sr. No.	Date of Programme	Name of Independent Director					
		Mr. Mukund Chitale	Mr. M. Damodaran	Mr. Vikram Singh Mehta	Mr. Adil Zainulbhai	Mr. Sanjeev Aga	Mr. N. Kumar
1.	31/07/2023	-	-	2:00	-	-	-
2.	07/08/2023	-	-	-	2:00	-	-
3.	10/08/2023	-	-	-	2:00	-	-
4.	18/08/2023	-	4:00	-	-	-	-
5.	22/08/2023	-	-	-	-	-	2:00
6.	25/08/2023	-	-	-	-	-	2:00
7.	10/11/2023	-	-	2:00	-	-	-
8.	21/11/2023	-	-	-	-	-	2:00
9.	08/12/2023	-	4:00	-	-	-	-
10.	11/12/2023	-	-	-	-	-	2:00
11.	15/12/2023	-	-	-	2:00	-	-
12.	12/02/2024	-	-	-	2:00	-	-
13.	09/03/2024	-	4:00	-	-	-	-
14.	11/03/2024	-	-	2:00	-	-	-
15.	14/03/2024	-	-	-	2:00	-	-
16.	18/03/2024	-	-	-	2:00	-	-
17.	21/03/2024	-	-	-	-	-	2:00
18.	22/03/2024	-	-	-	-	-	2:00
19.	24/03/2024	8:00	-	-	8:00	-	8:00
20.	26/03/2024	6:00	6:00	6:00	6:00	6:00	6:00
Total		14:00	18:00	12:00	26:00	6:00	26:00

(Training Hours: Minutes)

Sr. No.	Date of Programme	Name of Independent Director					
		Mrs. Preetha Reddy	Mr. Pramit Jhaveri	Mr. Rajnish Kumar	Mr. Jyoti Sagar	Mr. Ajay Tyagi	Mr. P R Ramesh
1	30/09/2023	-	-	1:00	1:00	-	-
2	29/01/2024	-	-	-	-	1:00	1:00
3	24/03/2024	-	8:00	8:00	8:00	8:00	8:00
4	26/03/2024	6:00	6:00	6:00	6:00	6:00	6:00
Total		4:00	14:00	15:00	15:00	15:00	15:00