

## **DIRECTORS' FAMILIARISATION PROGRAMME**

*(Regulation 25(7) of SEBI (LODR) Regulations, 2015)*

### **1. Background**

Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 requires listed entities to familiarise Independent Directors with the Company, its operations, business model, industry environment and regulatory framework.

Accordingly, the Company undertakes familiarisation initiatives for Directors from time to time through Board meetings, strategy discussions and business reviews.

### **2. Familiarisation Programme Conducted**

A familiarisation programme for the Directors was conducted during the strategy and business review meeting held on 15 May 2024 at the Company's Corporate Office.

Senior management and functional heads made presentations and provided updates to the Directors on the business and operational aspects of the Company.

### **3. Attendance**

The familiarisation programme was attended by the following Directors:

<b>Sr. No.</b>	<b>Name of Director</b>	<b>Category</b>	<b>Attendance</b>
1	Govind Shridhar Shrikhande	Independent Director	Present
2	Narender Tulsidas Kabra	Independent Director	Present
3	Manish Saxena	Non-Executive Director	Present

### **4. Broad Areas Covered**

During the meeting, the Directors were familiarised with the following:

#### **Business and Strategy**

- Overall business performance and growth trend
- Strategic focus for FY 2024–25, with emphasis on capacity building and future expansion

#### **Financial Performance**

- Review of FY 2023–24 performance
- Budget overview for FY 2024–25
- Channel-wise performance including e-commerce, distribution, EBOs, CSD and LFR

## **Manufacturing and Operations**

- Status of hard luggage manufacturing facility and expected timelines
- Production planning and ramp-up schedule
- Warehouse expansion and logistics planning

## **Corporate Actions**

- Update on merger of IFF Overseas Private Limited
- Status of approvals received from SEBI and Stock Exchanges and proposed NCLT filing

## **Brand Portfolio and Expansion Plans**

- Review of existing brands and their performance
- Discussion on new brand opportunities and proposed launches
- Market positioning and pricing considerations

## **Market Outlook and Key Focus Areas**

- Market scenario and growth opportunities
- Operational efficiency, ROI and quality initiatives

## **Human Resources**

- Discussion on ESOP framework and long-term workforce planning

## **5. Mode of Familiarisation**

The familiarisation was carried out through:

- Management presentations
- Open discussions with Directors
- Interactive question and answer sessions

The Directors were encouraged to seek clarifications and share their views on business strategy and operations.

## **6. Ongoing Familiarisation**

The Company considers familiarisation of Directors as a continuous process. Directors are periodically provided with:

- Updates on business performance and strategy
- Information on material developments and regulatory changes
- Presentations and notes prior to Board and Committee meetings

Senior management remains available for any further information or discussions as required.

## **7. Disclosure**

The details of the familiarisation programme for Independent Directors shall be disclosed on the Company's website in accordance with Regulation 25(7) of SEBI (LODR) Regulations, 2015.