

Details of training imparted to Directors - FY 2024-25							
On Boarding/Induction of Independent Director							
Sr. No.	Areas covered	Time spent during FY 24-25 (approx.)				Time spent cumulatively (FY 2015-16 to FY 2024-25) (approx.)	
1	Formal letter of appointment informing, <i>inter-alia</i> , the roles, rights, responsibilities, duties & liabilities of the Independent Directors	Ms. Nayantara Bali - Induction as a Member of Audit Committee - 1.5 hours Following topics <i>inter alia</i> were covered: Roles and responsibilities, Internal Audit and Internal Financial Controls, GRC framework, Vigil mechanism, Related Party Transactions, Insider Trading framework, Treasury & Forex Management, update on key litigations, etc.				14 days 1.5 hours	
2	- Board & Committee(s) overview: - One-on-One induction by Chairman, MD & CEO and Senior Management - Access to an online repository to information viz: Code of Conduct, Annual Reports, D&O Insurance Policy, Committee Charters & Policies, MOA & AOA						
3	Overview on: - FMCG industry - Business model of the Company (including D2C business) - Business processes - Company policies - Corporate Governance framework - Geographies in which the Company operates - Financial performance of the Company - Budget & control processes - Strategic Business Plan (India and International Business)						
CONTINUAL - Board of Directors							
Sr. No.	Areas covered	Time spent during FY 24-25 (approx.)				Total time spent during FY 24-25 (approx.)	Time spent cumulatively (FY 2015-16 to FY 2024-25) (approx.)
		At Board meeting	At Audit Committee meeting	At NRC meeting	Other medium		
1	Business & Industry overview / Updates	5 hours 10 minutes		-	-	26 hours 10 minutes	170 hours
2	Strategy orientation	1 hour 10 minutes	-	-	-		
3	Governance & Risk Management matters	1 hour 20 minutes	1 hour	10 minutes	40 minutes		
4	ESG & Sustainability	30 minutes	-	-	30 minutes		
5	Talent & Culture	-	-	30 minutes	-		
6	Internal control processes	-	2 hours	-	-		
7	Legal/Regulatory updates/ Investor Information	1 hour 15 minutes	1 hour 10 minutes	-	-		
8	Annual Board Retreat (Strategy Meet amongst Board Members and Senior Management)	-	-	-	7 hours 15 minutes		
9	External Speaker Sessions on following topics for Board Members: i) FMCG sector outlook - covering an update on FMCG industry, structural changes in the last 5 years, success stories, market outlook and future growth areas for FMCG. ii) Long term impact of Organized Trade growth on FMCG players -covering the impact of Quick commerce growth on FMCG players. iii) Playbook for successful Digital Brands	3 hours 30 minutes	-	-	-		