

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

In terms of Clause 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the "Listing Regulations"), the Company is required to familiarise the Independent Directors with the business and operations of the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company and the ongoing events relating to the Company.

The Company has a structured familiarization program for independent Directors of the Company which also extends to other Non-Executive Directors to ensure that Directors are familiarized with their function, role, rights, responsibilities and the nature of the Company Business viz., automotive component industry and WABCO global business model, etc.

The Board of Directors has complete access to the information within the Company. The Company conducts induction program/presentation when a new Independent Director joins the Board of the Company, on various aspects including overall corporate and business overview, and investor relations.

Business presentations are regularly made to the Board of Directors and all Committees of the Board on various matters, where Directors get an opportunity to interact with Senior Management. Presentations, inter alia, cover the Company's strategy, business model, operations, markets, organization structure, product offerings, finance, risk management framework, quarterly & annual results, human resources, technology, quality, Safety health & environment and such other areas as may arise from time to time. Quarterly presentations on operations are made to the Board informing about business performance, operations, market share, working capital management, changes in the senior management, major litigation, compliances, etc. On an annual basis, presentations are made on annual business plans which provide Independent Directors an opportunity to understand the strategic roadmap and also contribute to strategy development with their experience. These presentations help the Independent Directors to understand the Company's strategy, competitive landscape, business model, operations, product & services offerings, markets, organization structure, finance, human resources, technology, quality, risk management and such other areas as may be relevant from time to time. The Company circulates news and articles related to the industry and provides specific regulatory updates from time to time for information of the Independent Directors.

The Company also issues appointment letters to the Independent Directors which also incorporates their role, duties and responsibilities. Further, updates on regulatory changes are also periodically placed before the Board.

Summary of familiarisation programs imparted to the Independent Directors

Financial Year	Total Number of Hours spent by Independent Directors (hours)
2015-16	35
2016-17	36
2017-18	27
2018-19	30
2019-20	26