

## **UNITED BREWERIES LIMITED**

### **FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS**

Regulation 25 (7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 requires the Company to familiarize its Independent Directors through various programs about the Company including the following:

- (a) nature of the industry in which the Company operates;
- (b) business model of the Company;
- (c) roles, rights, responsibilities of independent directors; and
- (d) any other relevant information.

During the financial year 2024-2025, the Company appointed One Executive Director, Two Non-Executive Non-Independent Director and One Non-Executive Independent Director . The Familiarization programme for the Independent Director, aimed to familiarize them with the Company, their roles, rights, responsibility in the Company, market, business model of the Company etc.

Presentations are regularly made to the Board of Directors/Audit Committee/Nomination & Remuneration Committee and other Committees on various related matters where Directors get an opportunity to interact with Senior Management team. The appointment letters issued to the new Independent Directors also deals with their role, duties, and responsibilities.

### **STRUCTURE OF THE PROGRAMME**

#### **1. Familiarization upon induction of new Directors**

- A new Director shall be provided with a copy of all the applicable codes and policies formulated and adopted by the Company.
- An orientation on the Company's, products, markets, customers, and functions shall be provided by the CEO/ Promoters.
- Introduction and interaction with certain key members of the senior management of the company. A detailed briefing to the inductee on the roles and responsibilities as independent director.

#### **2. Programme Content:**

The Management of the Company, on periodic basis, at its Board and Committee meetings briefs its Directors inter alia about the Company's business, strategy, financial details, their roles, rights and responsibilities in the Company etc. The Board is also periodically briefed on various changes in the regulations governing the conduct of independent directors.

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### DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS

As mentioned in the program adopted by the Company, the expertise of independent directors in relation to the operations of the Company are vital inputs and they have been guiding the board and the Management of the Company for carrying of the operations of the Company efficiently.

During the financial year 2024-2025, the Company appointed one Non-Executive Independent Director. Presentations are regularly made to the Board of Directors/Audit Committee/Nomination & Remuneration Committee and other Committees on various related matters, where Directors get an opportunity to interact with Senior Managers. The familiarization is done during the Board Meetings itself where business is discussed along with industry dynamics, strategic planning, 3-5 years plan etc. and other activities as mentioned below.

#### Disclosure pursuant to Regularisation 25(7) of SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015

Sl. No	Type of Familiarisation programme	No of Programmes attended by Independent Directors	No of hours spent by Independent Directors in such programmes
1.	SEBI (Listing Obligations and Disclosure Requirements) Regulation 2015.	1	0.5
2.	Risk Management Framework	1	1
3.	Board Evaluation – Context, Changes and approach	1	1
4.	Indian Accounting Standards	1	0.5
5.	Presentation on business operations and strategic pillars	1	0.5
6.	SEBI (Issue of Capital and Disclosure Requirements), (Issue and Listing of Debt Securities), (Issue and Listing of Non-Convertible Redeemable Preference Shares), (Substantial Acquisition of Shares and Takeover), (Intermediaries).	1	1
7.	CSR Activity	1	1
8.	Business Reviews	1	0.5
9.	Industry Sales performance and challenges faced by the Company	1	0.5
10.	Industry Compensation Benchmark	1	1
11.	Review on Manufacturing and Sales of the Company	1	1
12.	Board Remuneration Study	1	1
13.	Digital Marketing	1	0.5
14.	Strategic discussion – Environment & Ways of doing business, Capex plan, Sales, Finance, Human Resource, Strategic Roadmap for Digital Transformation and Marketing	1	5.5
15.	Amendment in SEBI (Prohibition of Insider Trading Regulations), 2015	1	0.5
16.	Compensation Benchmark Study	1	1
17.	Food Safety Management System	1	0.5
18.	New Income Tax rates	1	0.5
19.	Total Productivity Management	1	0.5
20.	Sustainability Initiatives	1	0.5
21.	Compensation Benchmark Study	1	1

22.	Audit Manual	1	1
23.	Marketing Campaigns and initiatives	1	0.5
24.	Strategic discussion – Environment & Ways of doing business, Capex plan, Sales, Finance, Human Resource, Strategic Roadmap for Digital Transformation and Marketing	1	3
25.	Presentation on business operations and strategic pillars	1	0.5
26.	Export operations of the Company	1	0.5
27.	Board Effectiveness, Variable pay structure and revised terms of reference of NRC	1	0.5
28.	Strategic discussion	1	3
29.	ESG Activity	1	1
30.	Long Term Incentive Plan	1	2

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