



## Familiarization Programmes for Independent Directors

(Pursuant to regulation 25(7) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Timken India Limited ("Timken" or "the Company") proposes to implement the following programmes to familiarise the Independent Directors with the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the company operates, business model of the Company, etc.

1. Visits to Timken business locations and manufacturing plants, in India and abroad
2. Meetings with senior and middle management to familiarise with financial matters, management team and business operations
3. Technical sessions by external consultants/ experts, outlining the roles, duties and responsibilities of Independent Directors, from a Companies Act and Equity Listing Agreement perspective.

Pursuant to the above, the following familiarization programmes were conducted by the Company so far:

### 1. Financial Year 2014-15:

Technical session in collaboration with Pricewaterhouse Coopers Pvt Ltd to familiarize roles, responsibilities and duties of Independent Directors, Director's Responsibility Statement and changes in Board's Report.

Name of the Independent Director	Number of programmes attended		Duration	
	During the year	Cumulative	Duration During the year (HH:MM)	Duration Cumulative (HH:MM)
Mr. P S Dasgupta	1	1	02:00	02:00
Mr. Jai S Pathak	1	1		
Mrs. Rupa Mahanty	1	1		

### 2. Financial Year 2015-16:

A session on certain Organizational Advancement (Human Resources) practices being followed in the Company:

- a) Timken India Leadership Structure
- b) Profile of Timken India Leadership Team
- c) Performance Management Calendar 2015-16
- d) Year End Performance Ranking Process

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- e) Talent Development – Leadership Development Model
- f) New Manager Development
- g) Merit Matrix
- h) Timken India Limited Salary Structure
- i) This session was conducted by Ms. Bhavana Hiremath, Manager Total Reward.

Name of the Independent Director	Number of programmes attended		Duration	
	During the year	Cumulative	Duration During the year (HH:MM)	Duration Cumulative (HH:MM)
Mr. P S Dasgupta	1	2		
Mr. Jai S Pathak	1	2		
Mrs. Rupa Mahanty	1	2	01:30	03:30

### 3. Financial Year 2016-17:

- (i) A session on Corporate Strategy Overview by Mr. Ajay K. Das, VP - Strategy & Business Development, The Timken Company and Directors of TIL.

Name of the Independent Director	Number of programmes attended		Duration	
	During the year	Cumulative	Duration During the year (HH:MM)	Duration Cumulative (HH:MM)
Mr. P S Dasgupta	1	3		
Mr. Jai S Pathak	1	3		
Mrs. Rupa Mahanty	1	3	02:00	05:30

- (ii) Technical session in collaboration with PwC on Goods and Services Tax – ‘Preparing for Goods and Services Tax’ by Mr. Pulak Saha, Mr. Pramod Banthia and Mr. Indranil Roychowdhury, Representatives of PwC:

- (a) Overview of GST
- (b) Current state of play
- (c) Recent developments
- (d) GST impact
- (e) Preparing for GST

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Name of the Independent Director	Number of programmes attended		Duration	
	During the year	Cumulative	Duration During the year (HH:MM)	Duration Cumulative (HH:MM)
Mr. P S Dasgupta	1	4		
Mr. Jai S Pathak	1	4		
Mrs. Rupa Mahanty	1	4	02:30	08:00

#### 4. Financial Year 2017-18:

Mr. Sanjay Koul, Chairman & Managing Director briefed the Board of Directors on business overview covering the following:

- (a) India Team – driven by a strong leadership team
- (b) India – A Land of Opportunities
- (c) Building a \$10 Trillion Economy
- (d) Looking Forward - Human Development, Institutional Development and enablers
- (e) Mega Trends Creating Opportunities for Timken – Sustainability & Efficiency (Urbanization, Infrastructure development, population growth and energy)
- (f) Antifriction bearing market ~\$1.Bn
- (g) Manufacturing footprint
- (h) Competitive Position – Timken with ABC,
- (i) Schaeffler, SKF and NRB
- (j) Timken in India - Millstone
- (k) Improving Timken Shareholder Value
- (l) Three Strategic Pillars for 2020
- (m) Increase business penetration
- (n) For Timken Global - a major sourcing destination for product and service
- (o) Create infrastructure to export wide range of commodities
- (p) Monetize Timken India Limited market cap
- (q) ABC Bearing acquisitions – including status & update

Name of the Independent Director	Number of programmes attended		Duration	
	During the year	Cumulative	Duration During the year (HH:MM)	Duration Cumulative (HH:MM)
Mr. P S Dasgupta	1	5		
Mr. Jai S Pathak	1	5		
Mrs. Rupa Mahanty	1	5	00:20	08:20

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## 5. Financial Year 2018-19:

A session titled “India-2020 & Beyond” dealing with strategic planning was conducted by Mr. S Sivaramakrishnan, General Manager - Marketing, New Business Development, Channel Development and Strategic Planning as part of Familiarization Programme pursuant to Regulation 25 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Name of the Independent Director	Number of programmes attended		Duration	
	During the year	Cumulative	Duration During the year (HH:MM)	Duration Cumulative (HH:MM)
Mr. P S Dasgupta	1	6	00:30	08:50
Mrs. Rupa Mahanty	1	6		
Mr. Bushen Lal Raina	1	1		

## 6. Financial Year 2020-21:

A session on “Cybersecurity Update” was conducted by Mr. Timir Chakraborty as a part of the Familiarization Programme pursuant to Regulation 25 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. Following areas were covered:

- Functional Roles
- Cybersecurity Team Size
- Budget allocated
- Information Security Programme
- COVID-19 - Recap
- Security Threats and Trends
- Statistics on Cybersecurity Incidents
- Cloud Security

Name of the Independent Director	Number of programmes attended		Duration	
	During the year	Cumulative	Duration During the year (HH:MM)	Duration Cumulative (HH:MM)
Mr. P S Dasgupta	1	7	01:00	09:50
Mr. Bushen Lal Raina	1	2		
Mrs. N S Rama	1	1		

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## 7. Financial Year 2021-22:

A Session to brief about “Timken India HR Policies and Procedures: Overview” was conducted by Mr. Sanjay Kumar Singh, General Manager – HR as a part of the Familiarization Programme pursuant to Regulation 25 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. Following areas were covered:

- Organization Chart –HR
- HR Process – Employee Life Cycle
  - Talent Acquisition
  - Learning & Development
  - Talent Management Process
  - Succession Planning
  - Total Rewards
  - Rewards & Recognition
- Communication Channels
  - Compliance: Ethics & reporting
  - Industrial Relations
  - Engagement Surveys
  - Associate Resource Groups

Name of the Independent Director	Number of programmes attended		Duration	
	During the year	Cumulative	Duration During the year (HH:MM)	Duration Cumulative (HH:MM)
Mr. P S Dasgupta	1	8	01:00	10:50
Mr. Bushen Lal Raina	1	3		
Mrs. N S Rama	1	2		

## 8. Financial Year 2022-23:

A Session to brief about “Timken India Supply Chain Management” was conducted by Mr. Srinivasan Sarangapani, General Manager – HR as a part of the Familiarization Programme pursuant to Regulation 25 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. Following areas were covered:

- a) Timken India Supply Chain – Our strategy, focus and priorities
- b) Plan – Source – Make – Deliver
- c) Cornerstones for Supply Chain:
  - Execution
  - Reliability
  - Excellence

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- d) India Supply Chain HOSHIN Dashboard
- e) Commodity Strategy Development
- f) Supply Chain Collaboration
- g) Demand Management Strategy
- h) Supply Planning
- i) Our Distribution Footprint
- j) Our Quality Policy
- k) Quality – Timken Core Value
- l) Timken Quality Management System
- m) Supplier Quality & Management Map
- n) Next Gen Supply Chains:
  - Urbanization
  - Digital Supply Chain – AI, ML, Wearables
  - Supply Chain Risk Management, Resiliency
  - Supply Chain Visibility, Collaboration
  - ESG – Circular Supply Chain, Sustainability
  - SaaS in Supply Chain

Name of the Independent Director	Number of programmes attended		Duration	
	During the year	Cumulative	Duration During the year (HH:MM)	Duration Cumulative (HH:MM)
Mrs. N S Rama	1	3	01:00	11:50
Mr. George Ollapally	1	1		

## 9. Financial Year 2023-24:

A brief presentation about “Jamshedpur Plant” was made by Mr. Rajeev Kumar Saraswat, General Manager – Plant Operations, Jamshedpur, as a part of the Familiarization Programme pursuant to Regulation 25 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. The following areas were covered:

- a) Timken India Limited – Jamshedpur Plant – Overview
- b) Jamshedpur Plant Hoshin Vision:
  - Mid-term Vision
  - Long Term Vision
  - Key Objectives – Kojo Kanris
- c) Management Team
- d) Plant – Major Recognitions
- e) Jamshedpur Value Streams: TS Cone, Roller, Rail, DE, TS Cup
- f) Plant Layout
- g) Jamshedpur Growth Journey
- h) Jamshedpur Supplier Base – Largely Localized

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- i) Jamshedpur End Customer Base Countries
- j) EHS Update

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	During the year	Cumulative	Duration During the year (HH:MM)	Duration Cumulative (HH:MM)
Mr. George Ollapally	1	2	01:05	12:55
Mr. Veerappan V	1	1		
Mr. Ajay Sood	1	1		
Dr. Lakshmi Lingam	1	1		

## 10. Financial Year 2024-25:

A brief presentation about “Environment, Social and Governance” (‘ESG’) was made by Mr. Vamanmoorthy H, Head - CI, Strategic Projects, Sustainability & ESG, as a part of the Familiarization Programme pursuant to Regulation 25 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. Following areas were covered:

- a) Introduction to ESG
- b) The Evolution of ESG
- c) ESG Factors and its impact on the Company:
  - Environmental Factors
  - Social Factors
  - Governance Factors
- d) ESG Materiality:
  - ESG Materiality Assessment
  - ESG Materiality Map
- e) Climate change and its impact on Social and Businesses:
  - Causes of climate change
  - Effects of climate change
  - Impact on Social and Economics
  - Impact on Businesses
- f) Evolution of ESG Reporting in India
- g) Understanding Business Responsibility and Sustainability Reporting (‘BRSR’)
- h) SEBI Guidance on BRSR Assurance
- i) The Boards vital role in ensuring BRSR compliance
- j) ESG Committee Composition of the Company
- k) Focal points of TIL Sustainability Management
  - Water Management
  - Climate Action
  - Health & Safety at Workplace and Community

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- Climate Action
- Circular Economy

I) ESG Activity flow:

- Focus on “E” in ESG – GHG Emissions – Scope 1 & 2, Energy usage, Waste management, Water management
- Focus on “S” in ESG – Employee and Worker management, Communities, Stakeholder management and product quality
- Focus on “G” in ESG – Compliance of all Legal aspects/Regulations

m) Reduction in CO2 Emission

Name of the Independent Director	Number of programmes attended		Duration	
	During the year	Cumulative	Duration During the year (HH:MM)	Duration Cumulative (HH:MM)
Mr. George Ollapally	1	3	01:15	14:05
Mr. Ajay Sood	1	2		
Dr. Lakshmi Lingam	1	2		
Mr. Soumitra Hazra	1	1		

**11. Financial Year 2025-26:**

A brief presentation was made by External Expert on regulation of Per- and Polyfluoroalkyl Substances (PFAS): Indian Framework and Global Learnings covering following :

- What is PFAs
- Regulatory overview in India
- Judicial progress on matters
- Stockholm Convention on Persistent Organic Pollutants
- Global approach : US/Europe/Asia
- Way forward

Name of the Independent Director	Number of programmes attended		Duration	
	During the year	Cumulative	Duration During the year (HH:MM)	Duration Cumulative (HH:MM)
Mr. George Ollapally	1	4	00:35	14:40
Dr. Lakshmi Lingam	0	2		
Mr. Soumitra Hazra	2	2		
Mr. Sumit Rathor	1	1		

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