

FAMILIARISATION PROGRAMMES FOR INDEPENDENT DIRECTORS

The familiarisation programmes for Independent Directors may be bifurcated into:

I. Initial or Preliminary

At the time of their appointment, the Independent Directors are apprised of their role, duties and responsibilities in the Company. A detailed letter of appointment is also issued which set outs the expectations of the Company, the rights, powers and liabilities of the Independent Director and the policies of the Company to be adhered by them. The Company also arranges visits to various project sites as well as the manufacturing divisions, viz. Glazing and Metal Works Division, Interiors Division and Concrete Products Division in order to enable the Independent Directors to familiarise themselves with the functioning and business model of the Company.

II. Continual or Ongoing

Periodic presentations are made to the Independent Directors on the financial and operational performance of the Company, strategy and business plan, significant process improvements and material business developments among others. The Independent Directors are also regularly updated and informed about material regulatory and statutory developments affecting the Company.