

## **DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS**

*(In terms of Regulation 25(7) and Regulation 46(2)(i) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015)*

In terms of the provisions of Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI Regulations”), every listed entity is required to familiarize the Independent Directors, through various programmes, about the company, including the nature of industry in which the company operates, business model of the company, roles, rights, responsibilities of Independent Directors etc.

Further, in terms of the provisions of Regulation 46(2)(i), the listed entity is also required to disseminate the details of such familiarization programme(s) imparted to Independent Directors on its website.

The familiarization programme of Future Consumer Limited (Formerly Future Consumer Enterprise Limited) (“Company”) generally forms part of the Board process. The Company issues a letter of appointment to its Independent Directors comprising, *inter alia*, their role, duties and responsibilities. The Independent Directors are updated on an on-going basis at the Board / Committee meetings, including in respect of the following:

- Business environment in the industry in which the Company operates;
- Company’s business strategy and operating plans;
- New developments, market opportunities and potential, risk management etc;
- Matters concerning Corporate Governance;
- Regulatory framework and its impact on the Company - compliances, roles and responsibilities of Independent Directors thereto;

### **Details of familiarization programmes imparted during the financial year 2015-16**

Number of programmes attended by Independent Directors (during the financial year 2015-16 and on a cumulative basis till date)	:	The familiarization programmes generally were part of the Board / Committee meetings held during the financial year 2015-16. In addition thereto one familiarization programme was held on 8 <sup>th</sup> March, 2016, which <i>inter alia</i> undertook the following activities: <ol style="list-style-type: none"> <li>1. Brief on food and FMCG Industry and consumer behaviour ;</li> <li>2. Cultural differences in food consumption pattern based on geographical spread ;</li> <li>3. New product launches done by the Company ;</li> <li>4. Scaling-up opportunities and challenges with its mitigation ideas etc.</li> </ol>
Number of hours spent by Independent Directors in such programmes (during the year 2015-16 and on cumulative basis till date)		Approximately an aggregate of 7 hours were devoted for familiarizing the Independent Directors.

Details of familiarization programmes imparted during the financial year 2016-17

<b>Number of programmes attended by Independent Directors</b>	
1) During the financial year 2016-17 :	<p>The familiarization programmes generally were part of the Board / Committee meetings held during the financial year 2016-17 on 12<sup>th</sup> August, 2016, 14<sup>th</sup> November, 2016 and 12<sup>th</sup> January, 2017, which <i>inter alia</i> undertook the following activities:</p> <ol style="list-style-type: none"> <li>1. Recognizing the key traits of an FMCG organisation ;</li> <li>2. Brief on the overall vision for the Company ;</li> <li>3. Familiarization about the basket of brands and new product launches made by the Company ;</li> <li>4. Review of performance and assessment of potential for the brand 'Kosh' ;</li> <li>5. Visit to 'easyday' store to familiarise with the private brands and the portfolio of underlying products developed and marketed by the Company ;</li> <li>6. Update on the business and facilities installed at Food Park at Tumkur.</li> </ol>
2) On a cumulative basis till date	The familiarization programmes generally were part of the Board / Committee meetings.
<b>Number of hours spent by Independent Directors in such programmes</b>	
1) During the year 2016-17	Approximately aggregate of 7.40 hours
2) On cumulative basis till date	Approximately aggregate of 14.40 hours

Details of familiarization programmes imparted during the financial year 2017-18

<b>Number of programmes attended by Independent Directors</b>	
1) During the financial year 2017-18 :	<p>The familiarization programmes generally were part of the Board / Committee meetings held during the financial year 2017-18 particularly on 14<sup>th</sup> August, 2017, 8<sup>th</sup> November, 2017 and 8<sup>th</sup> February, 2018, which <i>inter alia</i> undertook the following activities:</p> <ol style="list-style-type: none"> <li>1. Familiarization with the new products launched by the Company including within the brands 'Tasty Treat Twist', 'Pooof! Potato Kettle Chips', 'Frozen Snacks', 'Sunkist Fusion Drinks' and an in-depth understanding and plans of new brand launches in respect of organic products and other new products by extending the spread for category of products;</li> <li>2. Briefing on the additional steps in respect of the 'Marketing Strategy' of the Company</li> <li>3. Visit to the 'Town Hall' gathering with the objective to familiarise the Directors with the range of new food products launched by the Company including Tasty Treat sauce 'Tom-Mayo'.</li> <li>4. Review of performance, predominantly focusing on health products comprising particularly of 'Kosh Flavoured Oats', 'Tasty Treat Popcorn', 'Frozen Snacks' and 'Dream Dairy Free Milk';</li> <li>5. Review of performance and assessment of market potential for the brands 'Swiss Tempelle', 'Golden Harvest' and 'Karmiq';</li> <li>6. Visit to 'India Food Park' for an in-depth understanding about the operations of various food processing units with focus on the process of sourcing, warehousing, sorting, manufacturing and packaging of food products.</li> </ol>
2) On a cumulative basis till date	The familiarization programmes generally were part of the Board / Committee meetings.
<b>Number of hours spent by Independent Directors in such programmes</b>	
1) During the year 2017-18	Approximately aggregate of 5.25 hours
2) On cumulative basis till date	Approximately aggregate of 20.05 hours

Details of familiarization programmes imparted during the financial year 2018-19

<b>Number of programmes attended by Independent Directors</b>	
1) During the financial year 2018-19 :	<p>The familiarization programmes generally were part of the Board / Committee meetings held during the financial year 2018-19 particularly on 29<sup>th</sup> March, 2019, which <i>inter alia</i> undertook the following activities:</p> <ol style="list-style-type: none"> <li>1. Performance of various brands including 'Karmiq', 'Sangi's Kitchen', 'Golden Harvest', 'Fresh and Pure', 'Tasty Treat'.</li> <li>2. Initiatives taken for expanding the Home and Personal Care segment under the brands 'Kara', 'CleanMate', 'CareMate', 'Pratha', 'Swiss Tempelle' and assessment of market potential for the said brands.</li> <li>3. Visit at the 'Future Consumer Experience Centre'</li> <li>4. Programme held to familiarize the Directors with the business operations of the Company and its subsidiaries and future plans for business expansion <i>inter alia</i> focusing on the following : <ol style="list-style-type: none"> <li>i. Future Consumer - Amongst the TOP 5 Food Companies</li> <li>ii. Data to business</li> <li>iii. Building a Robust Backend</li> <li>iv. Aadhaar Digital Distribution Highway</li> <li>v. Food + FMCG Ecosystem</li> <li>vi. Future Fonterra Update</li> <li>vii. Strengthening the Core, Centre of Plate</li> <li>viii. Foraying in Fabric care, right to win</li> <li>ix. Beauty</li> <li>x. Annual budget plan</li> </ol> </li> </ol>
1) On a cumulative basis till date	The familiarization programmes generally were part of the Board / Committee meetings.
<b>Number of hours spent by Independent Directors in such programmes</b>	
During the year 2018-19	Approximately aggregate of 11.05 hours
On cumulative basis till date	Approximately aggregate of hours 30.00 hours

Details of familiarization programmes imparted during the financial year 2019 -20

<b>Number of programmes attended by Independent Directors</b>	
During the financial year 2019-20	: The familiarization programmes generally were part of the Board / Committee meetings held during the financial year 2019-20. Detailed presentation were made from time to time at the meetings to familiarize the Directors with the business operations of the Company and its subsidiaries/joint ventures <i>inter alia</i> comprising of the following:
	<ol style="list-style-type: none"> <li>1. Performance of key brands within Food and Home and Personal Care category such as 'Tasty Treat', 'Karmiq', 'Sangi's Kitchen', 'Golden Harvest', 'Fresh and Pure', 'Ektaa', 'Desi Atta', 'Clean Mate', 'Care Mate', 'Kara', 'TS' and 'Voom'.</li> <li>2. New product launches and brand initiatives.</li> <li>3. New launches by joint venture entities</li> <li>4. Business operations pertaining to 'Centre of Plate' and initiatives taken for this business.</li> <li>5. Business operation of subsidiaries and joint ventures</li> <li>6. Market share of various category of products</li> <li>7. FMCG 2.0 – New Recipe of Consumer Delight and Journey towards 'Good to Great'</li> </ol>
On a cumulative basis till date	The familiarization programmes generally were part of the Board / Committee meetings.
<b>Number of hours spent by Independent Directors in such programmes</b>	
During the year 2019-20	Approximately aggregate of 5.75 hours
On cumulative basis till date	Approximately aggregate of hours 35.75 hours



## FUTURE CONSUMER LIMITED

### Details of familiarization programmes imparted during the financial year 2020-21 (Pursuant to Regulation 25 and Regulation 46 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

Number of programmes attended by Independent Directors	
During the financial year 2020-21	<p>The familiarization programmes generally were part of the Board / Committee meetings held during the financial year 2020-21. During the financial year 2020-21, the business operations were impacted due to global pandemic COVID 19 and the Board of Directors were kept updated about the same on regular basis.</p> <p>Detailed presentation(s) were made from time to time at the meetings to familiarize the Directors with the business operations of the Company and its subsidiaries/joint ventures <i>inter alia</i> comprising of the following:</p> <ol style="list-style-type: none"> <li>1. Performance of key brands within Food and Home and Personal Care category such as 'Tasty Treat', 'Karmiq', 'Sangi's Kitchen', 'Golden Harvest', 'Clean Mate', 'Care Mate', and 'Voom'.</li> <li>2. Business operation of subsidiaries and joint ventures and plans for further investment.</li> <li>3. Performance of brands of joint venture and subsidiary companies.</li> <li>4. Rationalisation of Slow Moving / Low Margin SKUs and inventory optimization for supply chain efficiencies</li> <li>5. Impact of COVID - 19 on the overall business operations of the Company, cash flow position and the consequent impact on obligations of the Company.</li> <li>6. Business post COVID 19 relaxations, strategic business re-alignment.</li> <li>7. Scheme of Arrangement between Future Consumer Limited alongwith other Transferor Companies and Future Enterprises Limited, Reliance Retail Ventures Limited and Reliance Retail and Fashion Lifestyle Limited and their respective shareholders and creditors and updates on the same from time to time.</li> </ol>
On a cumulative basis till date	The familiarization programmes generally were part of the Board / Committee meetings.
Number of hours spent by Independent Directors in such programmes	
During the year 2020-21	Approximately aggregate of 3.75 hours
On cumulative basis till date	Approximately aggregate of hours 39.5 hours



## FUTURE CONSUMER LIMITED

### Details of familiarization programmes imparted during the financial year 2021-22 (Pursuant to Regulation 25 and Regulation 46 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

Number of programmes attended by Independent Directors	
During the financial year 2021-22	<p>The familiarization programmes generally were part of the Board / Committee meetings held during the financial year 2021-22. During the financial year 2021-22, the Board of Directors were updated on regular basis about plans for improving the business operations of the Company which were impacted due to global pandemic COVID 19 during the previous financial year.</p> <p>Detailed presentation(s) were made from time to time at the meetings to familiarize the Directors with the business operations of the Company and its subsidiaries/joint ventures <i>inter alia</i> comprising of the following:</p> <ol style="list-style-type: none"> <li>1. Road map for recovery of business operations and future plans for business expansion.</li> <li>2. Implementation of One Time Restructuring Plan under RBI framework for COVID 19.</li> <li>3. Performance of key brands within Food and Home and Personal Care category such as 'Tasty Treat', 'Karmiq', 'Golden Harvest', 'Clean Mate', 'Care Mate', and 'Voom'.</li> <li>4. New product launches and expansion of existing portfolio of brands.</li> <li>5. Business operation of subsidiaries and joint ventures and plans for further investment.</li> <li>6. Performance of brands of joint venture and subsidiary companies.</li> <li>7. Plans for strategic business re-alignment and new joint ventures.</li> <li>8. Update on Scheme of Arrangement between Future Consumer Limited alongwith other Transferor Companies and Future Enterprises Limited, Reliance Retail Ventures Limited and Reliance Retail and Fashion Lifestyle Limited and their respective shareholders and creditors and updates on the same from time to time.</li> </ol>
On a cumulative basis till date	The familiarization programmes generally were part of the Board / Committee meetings.
Number of hours spent by Independent Directors in such programmes	
During the year 2021-22	Approximately aggregate of 3.50 hours
On cumulative basis till date	Approximately aggregate of hours 43.00 hours



## FUTURE CONSUMER LIMITED

### Details of familiarization programmes imparted during the financial year 2022-23 (Pursuant to Regulation 25 and Regulation 46 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

Number of programmes attended by Independent Directors	
During the financial year 2022-23	<p>The familiarization programmes generally were part of the Board / Committee meetings held during the financial year 2022-23. During the financial year 2022-23, the Board of Directors were updated on regular basis about plans for monetisation of assets, business operations of the Company and that of the subsidiary companies.</p> <p>Detailed presentation(s) were made from time to time at the meetings to familiarize the Directors with the business operations of the Company and its subsidiaries/joint ventures and monetization of assets <i>inter alia</i> comprising of the following:</p> <ol style="list-style-type: none"> <li>1. Road map for recovery of business operations and future plans for business expansion.</li> <li>2. Sales Recovery by focusing on other modern trade channels, general trade and capacity utilisation with third-party manufacturers.</li> <li>3. Realignment and building brands in other networks for business expansion.</li> <li>4. Business operation of subsidiaries and joint ventures and plans for further investment.</li> <li>5. Plans for strategic business re-alignment / monetization of assets and developing business of subsidiary companies.</li> <li>6. Trainings with respect to new role and responsibilities of Independent Directors as prescribed under SEBI LODR regulations and amended from time to time.</li> </ol>
On a cumulative basis till date	The familiarization programmes generally were part of the Board / Committee meetings.
Number of hours spent by Independent Directors in such programmes	
During the year 2022-23	Approximately aggregate of 3.00 hours
On cumulative basis till date	Approximately aggregate of hours 46.00 hours





## FUTURE CONSUMER LIMITED

### Details of familiarization programmes imparted during the financial year 2023-24 (Pursuant to Regulation 25 and Regulation 46 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

Number of programmes attended by Independent Directors		
During the financial year 2023-24	:	<p>The familiarization programmes generally were part of the Board / Committee meetings held during the financial year 2023-24. During the financial year 2023-24, the Board of Directors were updated on regular basis about plans and developments with respect to monetisation of assets, business operations of the Company and that of the subsidiary companies.</p> <p>Presentation(s) were made from time to time at the meetings to familiarize the Directors with the business operations of the Company and its subsidiaries and monetization of assets <i>inter alia</i> comprising of the following:</p> <ol style="list-style-type: none"> <li>1. Options for Bank Debt settlement.</li> <li>2. Road map for recovery of business operations and future plans for business expansion.</li> <li>3. Realignment and building brands in other networks for business expansion.</li> <li>4. Business operation and overall performance of subsidiaries.</li> <li>5. Plans for strategic business re-alignment / monetization of assets and developing business of subsidiary companies.</li> <li>6. Role and responsibilities of Independent Directors as prescribed under SEBI LODR regulations as amended from time to time.</li> </ol>
On a cumulative basis till date	:	The familiarization programmes generally were part of the Board / Committee meetings.
Number of hours spent by Independent Directors in such programmes		
During the year 2023-24	:	Approximately aggregate of 3.00 hours
On cumulative basis till date	:	Approximately aggregate of hours 49 hours



## FUTURE CONSUMER LIMITED

### Details of familiarization programmes imparted during the financial year 2024-25 (Pursuant to Regulation 25 and Regulation 46 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

Number of programmes attended by Independent Directors	
During the financial year 2024-25	<p>: The familiarization programmes generally were part of the Board / Committee meetings held during the financial year 2024-25. During the financial year 2024-25, the Board of Directors were updated on regular basis about plans and developments with respect to monetisation of assets, business operations of the Company and that of the subsidiary companies.</p> <p>Presentation(s) were made from time to time at the meetings to familiarize the Directors with the business operations of the Company and its subsidiaries and monetization of assets <i>inter alia</i> comprising of the following:</p> <ol style="list-style-type: none"> <li>1. Transfer of 2,000 NCDs of the Company held by CDC Emerging Markets Limited to Resurgent India Special Situations Trust.</li> <li>2. Road map for recovery of business operations and future plans for business expansion.</li> <li>3. Acquisition of control of Hain Future Natural Products Private Limited consequent to Termination of Joint Venture Agreement.</li> <li>4. Acquisition of business of Fonterra Future Dairy Products Private Limited consequent to Termination of Joint Venture Agreement.</li> <li>5. Business operation and overall performance of subsidiaries.</li> <li>6. Plans for strategic business re-alignment /monetization of assets and developing business of subsidiary companies</li> <li>7. Role and responsibilities of Independent Directors as prescribed under SEBI LODR regulations as amended from time to time</li> </ol>
On a cumulative basis till date	: The familiarization programmes generally were part of the Board / Committee meetings
Number of hours spent by Independent Directors in such programmes	
During the year 2024-25 On cumulative basis till date	<p>: Approximately aggregate of 4.00 hours</p> <p>Approximately aggregate of hours 52 hours</p>