

FAMILIARIZATION PROGRAMMES FOR INDEPENDENT DIRECTORS

Preamble

Regulation 25 (7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("the Listing Regulations") requires a Company to familiarize its Independent Directors through various programmes 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.

The familiarization programme helps the independent directors not only to have greater insight into the Company's business but also contribute effectively in decision making at Board / Committee meetings.

Further, Regulation 46(2) of the Listing Regulations requires the Company to disseminate on its website the details of familiarization programmes imparted to independent directors including the following details:

- i. number of programmes attended by independent directors (during the year and on a cumulative basis till date)
- ii. number of hours spent by independent directors in such programmes (during the year and on cumulative basis till date)
- iii. other relevant details.

The Members of the Board of the Company are afforded many opportunities to familiarize themselves with the Company, its Management and its operations. The Directors are provided with all the documents to enable them to have a better understanding of the Company, its various operations and the industry in which it operates and often provides an opportunity to interact with Senior Management to understand the Business functions.

Overview of the familiarization programs conducted by the Company

- Presentations on business units, business performance, business strategies, operations, finance, risk management framework, etc. are made to the Directors from time to time as part of the board discussions where independent directors get an opportunity to interact with the senior leaders of the Company.
- Visit to Company's plants and R&D facilities are organised, as required.
- Board Members are regularly updated regarding key developments in the Company and on any important regulatory amendments applicable to the Company.
- Meeting of the statutory auditors/ internal auditors with independent directors are held to discuss Company's affairs.
- Learning and development sessions for Board Members are conducted on relevant business topics

All the Independent Directors of the Company are made aware of their roles and responsibilities at the time of their appointment through a formal letter of appointment, which also stipulates various terms and conditions of their engagement.

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Details of familiarization program attended by the Independent Directors

(During Financial Year 2024-25 and cumulatively)

| Name of Independent Directors | Number of Programmes attended from the date of listing ie., 22 nd October, 2024 | | | Number of hours spent in the programmes attended from the date of listing ie., 22 nd October, 2024 | | |
|---------------------------------|--|-----------------|------|---|-----------------|------|
| | FY 2024-25 | Cumulative date | till | FY 2024-25 | Cumulative date | till |
| Mr. Ajay Tyagi | 5 | 5 | | 24.5 | 24.5 | |
| Ms. Shalini Puchalapalli | 7 | 7 | | 26.0 | 26.0 | |
| Ms. Sree Kirat Patel | 6 | 6 | | 25.0 | 25.0 | |
| Mr. John Martin Thompson | 6 | 6 | | 26.5 | 26.5 | |