

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

1. Regulatory Framework

Pursuant to Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and the provisions of the Companies Act, 2013, the Company is required to familiarise its Independent Directors with the Company, their roles, rights, responsibilities, the nature of the industry in which the Company operates, business model and related matters.

2. Objective

The Company shall periodically organise familiarisation programme for the Independent Directors to appraise them with the business operations of the Company as also to know their roles, rights and responsibilities in the Company to enable them to make effective contribution and discharge their functions as a Board Member.

The Familiarisation Programme aims to:

- Provide insight into the Company's business operations, strategy and financial performance.
- Apprise Independent Directors of their roles, rights and responsibilities under applicable laws.
- Update them on industry developments, regulatory changes and emerging risks.
- Enable them to effectively discharge their oversight responsibilities.

3. Overview of the Familiarisation Process

The Company conducts structured familiarisation programmes for Independent Directors at the time of their appointment and on an ongoing basis.

(A) At the time of Appointment

Upon appointment, Independent Directors are provided with:

- Appointment letter setting out roles, duties and responsibilities.
- Corporate profile, organisational structure and governance framework.
- Briefing on Board and Committee structure.
- Overview of business segments, operations and financial position.
- Industry and regulatory landscape.
- Code of Conduct, Insider Trading Code and key Company policies.

Senior management personnel make detailed presentations covering operational, financial and strategic matters.

(B) Ongoing Familiarisation

Independent Directors are updated regularly through:

- Presentations at Board and Committee meetings on business performance and strategy.
- Risk management and internal control updates.
- Regulatory and compliance updates.
- ESG and sustainability initiatives.
- Cybersecurity and information technology risk briefings.
- Site visits to manufacturing units / project locations, where applicable.
- Interaction with senior management and key functional heads.

These sessions enable continuous professional development and effective participation in Board deliberations.

4. Administration

The Familiarization programme for independent directors will be administered and monitored by the Nomination and Remuneration Committee of the Company.

5. Details of the Independent Directors attended the Programme during FY 2025–26:

- 1) Mr. Vinod Kumar;
- 2) Ms. Iram Hassan;
- 3) Mr. Santanu Bhattacharya.

6. Details of Familiarisation Programmes Conducted during FY 2025–26:

Particulars	Details
Date of the programme	February 06, 2026
Number of programmes conducted	1(one)
Total hours spent by Independent Directors (during the year)	1(one) hour
Cumulative hours spent by Independent Directors (since appointment)	4(Four) hours

7. Disclosure

Details of familiarisation programmes imparted to Independent Directors, including number of programmes attended and hours spent, are also disclosed in the Annual Report of the Company for the respective financial year.

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