

Familiarization Program for Independent Directors

Preamble:

Consequent upon the applicability of Corporate Governance provisions to the Company from the Financial Year 2019-20, the Company is required to have Familiarization Program for Independent Directors, pursuant to Regulation 25(7) of SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015. The Regulation 25 (7) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 stipulates that:

1. The Company shall familiarize 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., through various program.
2. The details of such familiarization program shall be disclosed on the Company's website and a web link thereto shall also be given in the Annual Report.

Familiarization module for Independent Directors:

1. The Company shall facilitate the Independent Directors with necessary documents/ reports and Internal policies, to provide an overview of business, operations and business model of the Company.
2. The program shall also familiarize with the role, responsibilities and rights of the Independent Directors.
3. The program shall also provide an opportunity to interact with the senior leadership team of the Company and help them to understand the service and product offerings, markets, finance, human resources, technology, quality, facilities and risk management and such other areas as may arise from time to time.

Training Session:

The regular presentations may be made through the Experts in their respective fields on the following topics afford the Board members an opportunity to understand and appreciate the complexities of the industry and their role therein:

1. Manufacturing Sector:
 - Emerging Scenario in Production, Distribution and Competitive framework.
 - Government Regulations.
2. Sustainability and Climate Change – Policies, upcoming Programs, Initiatives.
3. Business Excellence Journey
4. Company Policies and Culture

Details of familiarization program imparted during the Financial Year 2023-24

Number of programs attended by Independent Directors	
During the Financial Year 2023-24	<p>The Familiarization programs generally were conducted after the Board / Committee meetings held during the financial year 2023-24. Detailed presentations were made from time to time after the meetings to familiarize the Directors with the business operations of the Company and its subsidiary inter alia comprising of the following:</p> <ol style="list-style-type: none"> 1. Manufacturing Sector: <ul style="list-style-type: none"> • Emerging Scenario in Production, Distribution and Competitive Framework • Government Regulations 2. Sustainability and Climate Change – Policies, upcoming programs, initiatives 3. Business Excellence Journey 4. Company Policies and Culture
On a cumulative basis till date	The familiarization programs generally were conducted after the Board / Committee meetings.
Number of hours spent by Independent Directors in such programs	
During the year 2019-20	Nil
During the year 2020-21	Approximately aggregate of 4.00 hours
During the year 2021-22	Approximately aggregate of 4.00 hours
During the year 2022-23	Approximately aggregate of 4.00 hours
During the year 2023-24	Approximately aggregate of 4.00 hours
On cumulative basis till date	Approximately aggregate of 16.00 hours

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