

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 Programmes imparted to Independent Directors

As per SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended, the details of the familiarization programmes imparted to Independent Directors for the financial year 2024-25 is given below:

The Familiarization programs generally were conducted after the Board / Committee meetings held during the financial year 2024-25. 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:

- 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

The details of the familiarisation programme are given below:

Sr.	Name		No. of	No. of	No. of	No. of hours	No. of hours	
No.			programme	programme	programme	spent in	spent in	hours
			conducted	attended	attended		programmes	spent in
			•	during the	on		on	programme
			financial	financial	Cumulative	financial	Cumulative	s on
				year 2024-	basis	year2024-	basis for the	
			25	25	during the	25	financial	basis till
					financial		year 2024-	date
					year 2024	1	25	
					25			
1.	Mr. Pi	ramod	Four	Two	Two	Two	Two	Seven
	Kumar							
	Maheshwa	ri						
2.	Mr.	Sanjiv	Four	Four	Four	Four	Four	Nine
	Swarup							
3.	Mrs. Re	ekha	Four	Four	Four	Four	Four	Nine
	Shreeratan							
	Bagry							