

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

(In terms of Regulation 25(7) of the Listing Regulations)

SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations) stipulates that the Company shall familiarise the Independent Directors through various programmes about the Company, nature of the industry in which the Company operates, business model of the Company, their roles, rights, responsibilities as Independent Directors of the Company, etc., through various programmes. As per Listing Regulation the details of the familiarisation programme for Independent Directors shall be disseminated on the website of the Company.

At the time of appointing a Director, a formal letter of appointment is given to him, which inter alia explains the role, function, duties and responsibilities expected of him as a Director of the Company. The Company conducts an introductory familiarisation program / presentation when a new Independent Director comes on the Board of the Company. At the outset, all the independent directors are provided an overview of;

- a) Criteria of independence applicable to Independent Directors as per Listing Regulations and the Companies Act, 2013;
- b) Roles, functions, Duties, Responsibilities and liabilities of Independent Directors;
- c) Directors Responsibility Statement forming part of Boards' Report;
- d) Vigil Mechanism including policy formulation, disclosures, code for Independent Directors;
- e) Risk Management Systems & framework;
- f) Board Evaluation Process and Procedures;

The Director is also explained in detail the compliances required from him/her under the Companies Act, Listing Regulations and other relevant regulations and his affirmation taken with respect to the same. With a view to familiarize him/her with the Company's operations, the Chairman / Executive Director provides a one-to-one interaction on the organisational set up, the functioning of various divisions / departments, the Company's market share and the markets in which it operates, governance and internal control processes and other relevant information pertaining to the Company's business. The above initiatives help the Director to understand the Company, its business and the regulatory framework in which the Company operates and equips him/her to effectively fulfil his/her role as a Director of the Company.

Details of Familiarisation Programmes imparted to Independent Directors during the financial year 2024–2025.

The following discussions were held in the nature of familiarization to the Independent Directors and the Board of Directors of the Company:

Sr. No	Subject matter of discussion	No. of hours spent by Independent Director and the Board
1	Presentations were given on Quarterly for Changes and updates of Statutory requirements	4
2	The Company has periodic presentation are made at the Board and Board Committee Meetings, on business and performance updates of the Company.	4