

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

1. Objective of the programme

In compliance with Regulation 25 and 46 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and Schedule IV of the Companies Act, 2013, the Company's Familiarisation Programme ensures that Independent Directors (IDs) are fully aware of their roles, rights, responsibilities, the Company's operations, products, plant(s), industry, and business model. This is done through various information-sharing sessions and activities.

2. Familiarization process

a. Independent Directors are introduced to their roles and responsibilities at the time of their appointment/re-appointment. They receive a formal letter of appointment outlining the terms of engagement. Directors are briefed on the Company's Board structure, committee frameworks, and key policies and procedures.

b. Continual Familiarization processes: Directors participate in regular discussions, where presentations are made to the Board and its Committees (Audit Committee, Nomination & Remuneration Committee, Stakeholders Relationship Committee, etc.). These discussions provide opportunities to address key issues, ask questions, and engage deeply in decision-making. The minutes of each Committee meeting are shared with the Board.

c. Continual access to Board information: Independent Directors have complete access to any information related to the Company, at their request, to facilitate informed decision-making.

3. Review

The Company periodically reviews and revises the Familiarisation Programme to ensure its relevance and effectiveness.

4. Disclosure

Details of the Familiarisation Programme will be disclosed on the Company's website, with a link provided in the Annual Report.

5. Details of Familiarization Programmes imparted to Independent Directors

FY 2025-26:

Sr No	Subject matter of discussion	No. of hours spent by Independent Director and the Board
1	SEBI (LODR) Regulations, 2015/Companies Act, 2013/GST/IND AS	1.5
2	Internal Reports on workings of various departments	3
3	Risk Management	0.30
4	Business Overview	0.30

FY 2024-25:

Sr No	Subject matter of discussion	No. of hours spent by Independent Director and the Board
1	SEBI (LODR) Regulations, 2015/Companies Act, 2013/GST/IND AS	1.5
2	Internal Reports on workings of various departments	3
3	Risk Management	0.30
4	Business Overview	0.15

FY 2023-24:

Sr No	Subject matter of discussion	No. of hours spent by Independent Director and the Board
1	SEBI (LODR) Regulations, 2015/Companies Act, 2013/GST/IND AS	1.5
2	Internal Reports on workings of various departments	3
3	Risk Management	0.30

FY 2022-23:

Sr No	Subject matter of discussion	No. of hours spent by Independent Director and the Board
1	SEBI (LODR) Regulations, 2015/Companies Act, 2013/GST/IND AS	1
2	Internal Reports on workings of various departments	3
3	Risk Management	0.30

In addition to the above topics, Independent Directors and the Board are familiarized with the Company's IT processes, CSR initiatives, safety protocols, and sustainability measures.