

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

Preamble

Pursuant to Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company shall familiarize the Independent Directors (IDs) their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company etc., through various programmes.

Purpose

The Familiarization programme are aimed to 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 by imparting suitable training sessions and updates.

OVERVIEW OF THE FAMILIARIZATION PROGRAMME

At the time of the appointment

At the time of joining, appointment letter is given and an induction program is conducted to familiarize Directors with their roles, rights, responsibilities in the Company along with industry, business, operations and business model of the Company. It also includes the familiarization with important statutory and regulatory provisions, code of conduct and other policies of Company applicable to them.

Regular Familiarization modules

- Presentations on the business and performance of the Company are made at the Board Meetings to familiarize the Independent Directors with the strategy, operations and functions of the Company. The Programme aims to provide insights into the Company to enable the Independent Directors to be in a position to take well-informed timely decisions and contribute significantly to the Company;
- Each director of the Company has complete access to any information relating to the Company;
- Directors are updated on business (achievements/new products/expansion/strategy/ budgets), industry, operations, technology & financial statements of the Company in Board/ Committee meetings and other forums. The Directors also get the opportunity to interact with Company's key executives;
- Directors are provided with relevant documents, reports and internal policies to enable them to familiarize with the Company's procedures and practices;
- Board Members are promptly updated on any change and new development with regard to relevant regulatory requirement such as SEBI regulations, Companies Act etc;
- Familiarization programmes are also proposed to be conducted on need basis during the term of the directors;
- The Board members are also made aware about the compliances applicable on the Company by way of quarterly compliances report;
- Need Based training is provided to the Board Members on various matters. The Board Members based on their requirement attend various seminars, conferences, training programmes from time to time;
- The Board members are also encouraged to advise the Company to adopt further programmes for their familiarization with the Company;

The details of programs attended by Independent Directors are as follows:

Sr. No	Name of Independent Directors (IDs)	No. of Programme Attended		No. of Programme Hours	
		During FY 2025	On cumulative basis*	During FY 2025	On cumulative basis*
1	Kishori Udeshi	3	51	2	38.5
2	Pravir Kumar Vohra	4	54	3	42.5
3	Sunil Mathur	5	49	4	38
4	Nilesh Vikamsey	5	46	4	36
5	Sharmila Karve	5	17	4	13.5
6	Rahul Narain Bhagat	3	3	3	3
7	Sharad Kumar Saxena**	1	1	1	1

* For the period commencing from their respective date of appointment till March 2025.

** Mr. Sharad Kumar Saxena was appointed w.e.f February 4, 2025.

Review of the Program

The familiarization programmes for Independent Directors will be reviewed from time to time and revisions would be made, as and when required.