DETAILS OF FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS:

Disclosure under Regulation 25 and 46 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

The Company has established an orientation process/familiarization programme for its Independent Directors that includes:

1. Briefing on their role, responsibilities, duties, and obligations as a member of the Board.

2. Nature of business and business model of the Company, Company’s strategic and operating plans.

3. Matters relating to Corporate Governance, Code of Business Conduct, Risk Management, Compliance Programs, Internal Audit, etc.

As a process when a new independent director is appointed, a familiarization programme as described above is conducted by the senior management team and also whenever a new member is appointed to a Board Committee, information relevant to the functioning of the Committee and the role and responsibility of Committee members is informed. Each of our independent directors has attended such orientation process/familiarization programme when they were inducted into the Board and these programs are generally spread over two days.

The Company consistently endeavours to keep Independent Directors updated of business performance, operations, and manufacturing processes across all the verticals. This involves delivering presentations through in-house programs or participation in third-party organized events. Independent Directors undergo thorough familiarization covering their roles, rights, responsibilities, as well as strategic planning, manufacturing processes, subsidiaries' business strategies, legal amendments, and adherence to the company's codes and policies.

The Board is consistently updated on regulatory amendments and their implications through presentations during meetings. Directors also receive

regular updates on stock exchange press releases, analyst reports, key achievements, and material information related to subsidiary companies.

The structured familiarization program is designed to empower Independent Directors with a thorough understanding of the intricacies of the company's operations. In compliance with statutory mandates, comprehensive letters of appointment delineating the roles and responsibilities of Independent Directors are issued and made available on the company's website.

In terms of the requirements of SEBI (Listing Obligations and Disclosure Requirement) Regulations, 2015, the details of programmes and the attendance of Independent Directors in those programmes are given for the financial year 2024-25 as stated below:

S.No.	Subject Matter of the Programme	No. of Programmes attended by the Independent Directors	No. of hours spent by the Independent Directors
1.	Presentation on Independent Review of Related Party Processes by an external party.	1	1 Hour
2.	Vision, mission and aspirations for the Company	1	1 Hour
3.	a) Marketing Presentation b) Secretarial Due Diligence and Prohibition of Insider Trading (PIT) Regulations 2015.	2	2 Hours

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