

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

(Pursuant to Regulation 25(7) and Regulation 46(2)(i) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

1. Introduction

In terms of Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company conducts Familiarization Programmes for Independent Directors to familiarize them with the Company, their roles, rights, responsibilities, nature of industry, business model, operations, financial performance, budgets, internal control systems and risk management framework.

The Programme aims to enable Independent Directors to:

- Understand the Company's business model and operational framework.
- Gain insights into the industry, market dynamics, and regulatory developments.
- Contribute effectively to Board deliberations and decision-making.
- Stay updated on changes in laws, regulations, and corporate governance standards.
- Enhance their ability to discharge duties independently and objectively.

2. Modes of Familiarisation

The familiarisation programmes may be conducted through:

- Board meetings;
- Committee meetings;
- Workshops and seminars;
- One-on-one meetings with senior management;
- External training programmes;
- Circulation of reading materials and regulatory updates;
- Virtual sessions and e-learning modules.

The Familiarization Programmes are conducted through Board Meetings, Audit Committee Meetings, Nomination and Remuneration Committee Meetings, presentations by senior management and discussions on regulatory updates and business environment.

3. Objective of Programme;

The objective and purpose of a **Familiarization Programme for Independent Directors** is to help Independent Directors understand the company, its business environment, governance framework, and their roles and responsibilities so they can contribute effectively to the Board.

4. Purpose of the Programme

The programme aims to:

- Strengthen corporate governance.
- Improve Board functioning and decision-making quality.
- Ensure Independent Directors can discharge their duties independently and effectively.
- Build transparency, accountability, and stakeholder confidence.
- Support compliance with statutory and regulatory requirements.

5. Details of the Familiarization Programme conducted for Independent Directors:

- The Company has been familiarizing the Independent Directors on its Board, on an ongoing basis.
- The Directors are explained in detail the Compliance required from them under Companies Act, 2013, and other various statutes and an affirmation is obtained. Further, on an ongoing basis as a part of Agenda of Board / Committee Meetings, presentations are regularly made to the Independent Directors on various matters, inter alia, covering the Company's businesses and operations, industry and regulatory updates, strategy, finance, risk management framework, role, rights, responsibilities of the Independent Directors under various statutes and other relevant matters.
- The Board of Directors has complete access to the information within the Company.

· Presentations are made regularly at the meeting of the Board of Directors of the Company ("Board"), Nomination & Remuneration Committee of the Board and Audit Committee of the Board etc. Directors are also informed of the various developments in the Company through various modes of communications.

6. Disclosure of the Policy:

This Policy shall be uploaded on the Company's website for public information and a web link for the same shall also be provided in the Annual Report of the Company.

a) Familiarization Programme will be conducted "as needed" basis during the year.

b) As and when familiarization Programme is conducted, the same will be disclosed on the website of the Company. 6. Review of the Program: The Board will review this Program and make revisions as may be required.

7. Review of the Program:

The Board will review this Program and make revisions as may be required.

8. FAMILIARISATION PROGRAMMES CONDUCTED FOR F.Y. 2025-2026

Name of Independent Director	No. of Programmes/Meeting attended		No. of hours spent	
	During the FY 2025-26	No. of programmes attended on cumulative basis till date	During the FY 2025-26	No. of hours spent during such programmes on Cumulative basis till date
Mr. Upendra Somani	2	2	4	4
Mr. Pramod Vaishnav	2	2	4	4
Mr. Mahesh Khandelwal	2	2	4	4
Mr. Murlidhar Ganeshpure	2	2	4	4
Mrs. Sonal Shrawagi	2	2	4	4