

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS.

- This Familiarisation program for Independent Directors has been adopted by the Board of Directors pursuant to clause 49 of the Listing agreement.
- This program aims to provide insights into the company to enable Independent Directors to understand its business in depth ,their Roles ,Rights & Responsibilities in the Company and contribute significantly to the company.

The New Director is welcomed to the board of Directors by sharing following Documents of the company for his/her reference.

- Memorandum & Articles of Association
- Annual Reports for the last three consecutive years.
- Code of conduct for Directors and senior management personnel.
- Note on Directors Roles and Responsibilities
- Publicity material/catalogue of the company that explains the range of products offered by the company
- Organisational Chart of the company and profile of all Directors with their contact details
- Policies of the company on various business aspects and practices.

FAMILIARISATION PROCESS ON AN ONGOING BASIS

- Executive Directors and senior management personnel may conduct presentation to familiarise the directors with business strategy, operations and financial updates.
- Updates on Statutory compliances
- Specific regulatory updates will also be shared from time to time.
- The directors get an opportunity to visit company's plants and meet plant heads and apprise them of operational and sustainability aspects of the plant.
- At various meeting during the year presentation are made to the board on company's policies, regulatory environment.
- Quarterly presentation on operations made to the board include business performance, market share, working capital requirement, fund flows, major litigation, senior management changes and compliances.

DISCLOSURE OF THE PROGRAMME

- This programme shall be uploaded on the company's website for public information and a weblink for the same shall be provided in the Annual report of the Company.

REVIEW OF PROGRAMME

- The Board will review the programme and make necessary revisions as may be required.

THANK YOU

Familiarization program conducted for Independent Directors

The Company conducted the following familiarization programmes for independent Directors.

1. Overall industry in which the Company operates, Company's operations, Strategy and Annual Budget of the Company;
2. Factory visit
3. Industry evolution and competition insights;
4. Internal Financial Control Systems;
5. CSR strategy framework;
6. Statutory Compliance;
7. Tax Related Litigations and legal cases;
8. Regulatory updates at Board and Audit Committee Meetings;
9. Investor grievances and requests etc.

The details as required under Regulation 46(2) of the Listing Regulations are mentioned as under:

Name of the Independent Directors	No. of Programmes / meetings attended		No. of hours spent	
	During FY 2025-26	Cumulative as on 31.03.2026	During FY 2025-26	Cumulative as on 31.03.2026
Ms. Nandini Chopra [#]	12	121	35.33	229.63
Ms. Naho Shigeta [*]	12	23	29.6	56.61
Mr. Nilesh Modi ^{**}	15	29	36.13	67.02
Mr. N. S. Iyer ^{**}	13	24	31.83	60.30
Mr. Tomoya Okada ^{**}	12	24	35.33	69.26

[#] Ms. Nandini Chopra is associated with the Company as an Independent Director of the Company w.e.f. 3rd August, 2017.

^{*} Ms. Naho Shigeta was appointed as an Independent Director w.e.f. 1st February, 2024.

^{**} Mr. Nilesh Modi, Mr. N. S. Iyer and Mr. Tomoya Okada were appointed as an Independent Directors w.e.f. 8th February, 2024.

Factory visit was arranged for all the independent Directors on 7th May, 2024.