



FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

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

SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, mandates that Independent Directors of the Company be familiarized with their roles, rights, responsibilities in the Company, nature of the industry in which it operates, its business model, etc., through various programmes. Additionally, the details of such familiarization programmes are also required to be disclosed on the Company's website.

The Company's framework for orientation process/familiarization programme for its Independent Directors, *inter-alia*, includes:

- a. Letters of appointment stipulating the terms of their appointment, including their role, function, rights, duties, remuneration and evaluation issued to Independent Directors, at the time of their appointment.
- b. Board and Committee Meetings agendas which, *inter-alia*, includes:
 - detailed presentations made by Executive Director(s), Chief Financial Officer and Business Heads of the Company, where the Independent Directors get an insight on financial position, strategy and operations of the Company;
 - update about the key changes in the regulatory framework as stipulated by SEBI, Ministry of Corporate Affairs and other regulatory authorities as well as risk management processes, internal financial controls and other issues;
 - presentation by Statutory Auditors on their report, on a quarterly basis;
- c. Plant visits organized for the Independent Directors to familiarize them about the operational and sustainability aspects of the units so as to enable them to have full understanding and appreciation of the activities of the Company.

Details of the Familiarization Sessions held during the financial year 2025-26 were as follows:

Sr. No.	Independent Director	No. of Sessions attended	Session duration (approx.)
1.	Mr. Arvind Uppal	7	15 hours
2.	Mr. Munesh Narinder Khanna	6	12.5 hours
3.	Mrs. Manju Agarwal	7	15 hours
4.	Mr. Nirvik Singh	7	15 hours

As on March 31, 2026, the Independent Directors have spent around 210 hours on a cumulative basis on familiarization sessions organised by the Company.

