



FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

Preamble

In terms of Clause 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company shall 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, etc., through various programmes.

Purpose

The Familiarization Programmes are designed to provide insights about the Company to familiarize the independent directors with the Company's business that would facilitate their active participation in managing the Company. Initiatives taken to update the Directors:

- The Programme shall periodically conduct sessions to familiarize the Independent Directors with the strategy, operations and functions of the Company.
- It also aims at familiarizing the Independent Directors with their roles, rights and responsibilities.
- The Independent Directors are given an opportunity to visit the Company's manufacturing facility to understand the working and also know about the initiatives taken on quality, safety and CSR.
- The Company also conducts familiarization sessions for new Independent Directors inducted in the Board of Directors.
- The New Independent Directors are given an opportunity to interact with the Chairperson, Managing Director and Chief Financial Officer of the Company to understand the working of the Company.

During the financial year 2024-25, familiarization programme was conducted for the Independent Directors wherein the plant(s) visit were organized and a presentation was made to familiarize the Independent Directors with the nature of Industry in which the company operates and business model for the Company covering the following:

- Background of the Company and its Business
- Way forward
- Regulatory Updates
- Board Governance & Dynamics
- Expansion, Technology, Research & Development

The detail of programmes attended by the Independent Directors is given below:

S. No.	Name of the Independent Director	No. of programmes attended by the Independent Directors		No. of hours spent by the Independent Directors	
		Financial Year 2024-25	Cumulative till date	Financial Year 2024-25	Cumulative till date
1.	Mr. Abhiram Seth	03	14	03	17.5
2.	Ms. Neeru Singh	05	21	05	27
3.	Ms. Ambika Sharma	05	17	05	21
4.	Mr. Satish Chander Gupta	05	08	05	08
5.	Mr. Raju Lal	03	03	03	03

Disclosure: The details of such familiarisation programme are disclosed on the Company's website and a weblink thereto shall be given in the Annual Report.