

**FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS**  
*[Pursuant to Regulations 25 and 46 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]*

**Introduction:**

In terms of Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“the Listing Regulations”) the Company is required to familiarise its Independent Directors through various programmes about the Company, including the following:

- a) nature of the industry in which the company operates;
- b) business model of the company;
- c) roles, rights, responsibilities of independent directors; and
- d) any other relevant information.

Further, Regulation 46 of the Listing Regulations requires the Company to disseminate on its website the details of familiarisation programmes imparted to independent directors.

**Familiarisation of Independent Directors:**

The Independent Directors are made aware of their roles and responsibilities at the time of their appointment. The Independent Directors are provided with an induction kit and the appointment letter contains, inter alia, their role, duties and responsibilities etc. The induction kit for new directors includes annual reports, memorandum and articles of association of the Company, Code of Conduct and other corporate governance policies, composition of various board committees along with their terms of reference etc. including guidance on the regulatory framework.

At every quarterly Board meeting/committee meeting, presentations are made to the Directors on performance highlights, update on operations, technology, financial results and business development.

Familiarisation is achieved through broad-based engagement, under which various business heads and functional heads are invited for interaction with the Independent Directors to enable them to get a better understanding of the business and operations.

Regular interactions are held between statutory and internal auditors and independent directors. Briefings on relevant statutory and regulatory changes, as well as landmark judicial pronouncements covering important laws, are provided to the Directors. The Directors are also informed of key developments in the Company.

**Details of familiarisation programmes imparted to Independent Directors during the financial year 2025-26**

| <b>Area</b>                        | <b>Topics</b>                                                                                                                                                                                                                                                     | <b>Delivered by</b>                                                                                                   | <b>Mode</b>                |
|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|----------------------------|
| Business and Industry              | <ul style="list-style-type: none"> <li>• Business &amp; Operational performance of the Company</li> <li>• Industry outlook and global business scenario</li> </ul>                                                                                                | Chief Executive Officer / Chief Financial Officer, Business / Functional heads                                        | Board / Committee Meetings |
| Financial and Treasury             | <ul style="list-style-type: none"> <li>• Financial planning, accounting and reporting</li> <li>• Status of borrowing &amp; liquidity</li> </ul>                                                                                                                   | Chief Financial Officer / President - Finance / Head - Finance & Accounts                                             | Board / Committee Meetings |
| Risk Management                    | <ul style="list-style-type: none"> <li>• Risk management framework and key initiatives</li> <li>• Enterprise risk management</li> <li>• Cyber security and data privacy</li> </ul>                                                                                | Representatives of Departmental / Functional Heads                                                                    | Board / Committee Meetings |
| Environment, Social and Governance | <ul style="list-style-type: none"> <li>• Corporate Social Responsibility (CSR) Initiatives and annual action plan</li> <li>• Performance on Health, Safety and Environment matters at the various plant locations</li> <li>• ESG goals and performance</li> </ul> | Departmental / Functional Heads / Representatives of CSR implementing agency / representatives of Assurance Providers | Board / Committee Meetings |
| Legal and Regulatory Compliance    | <ul style="list-style-type: none"> <li>• Regulatory changes and their impact</li> <li>• Compliance management framework</li> </ul>                                                                                                                                | Company Secretary, Legal head, Head-Compliances                                                                       | Board / Committee Meetings |

**Details of familiarisation programmes imparted to Independent Directors during the financial year 2025-26**

[no. of hours]

| Sr. No                | Programme Details                  | Name of Independent Directors |                 |                            |                      |                  |                   |
|-----------------------|------------------------------------|-------------------------------|-----------------|----------------------------|----------------------|------------------|-------------------|
|                       |                                    | Dr. Bhaskar Chatterjee*       | Mr. Rohit Kumar | Mrs. Shivani Wazir Pasrich | Ms. Kanika Agnihotri | Mr. Parimal Rai# | Mr. Sunjay Kapur^ |
| 1.                    | Business and Industry              | 1.20                          | 5.90            | 5.90                       | 5.90                 | 3.80             | -                 |
| 2.                    | Financial and Treasury             | 0.30                          | 1.70            | -                          | 1.20                 | 1.70             | -                 |
| 3.                    | Risk Management                    | 0.50                          | 1.20            | -                          | -                    | 0.60             | -                 |
| 4.                    | Environment, Social and Governance | 1.00                          | -               | 2.00                       | -                    | -                | -                 |
| 5.                    | Legal and Regulatory Compliance    | 0.50                          | 0.50            | 0.50                       | 0.50                 | 0.50             | -                 |
| 6.                    | Number of Programmes Attended      | 8                             | 18              | 18                         | 16                   | 8                | -                 |
| <b>Total Duration</b> |                                    | <b>3.50</b>                   | <b>9.30</b>     | <b>8.40</b>                | <b>7.60</b>          | <b>6.60</b>      | <b>-</b>          |

**Note:**

^Mr. Sunjay Kapur's untimely demise occurred on June 12, 2025.

\*Dr. Bhaskar Chatterjee, Independent Director has completed his tenure w.e.f. July 28, 2025.

#Mr. Parimal Rai was appointed as Independent Director w.e.f. October 4, 2025.

Total number of hours spent by the Independent Directors in the familiarisation programmes on cumulative basis till date: 318.6 hours, from FY 2015-16 till FY 2025-26.