



FAMILIARISATION PROGRAM FOR INDEPENDENT DIRECTORS

Details of familiarisation programmes conducted during the Fy 2025-26

Preamble:

In accordance with the requirements of Regulation 25(7) and 46 of the SEBI (Listing Obligation and Disclosure Requirements) Regulation, 2015 and Schedule IV of the Companies Act, 2013, 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 programs.

Summary of familiarization programs imparted to Independent Directors:

During Fy 25-26, the Independent Directors were regularly apprised with the overview of the Company and its operations, including finance, human resource, marketing, production, research and development by the Senior Management team. The Board was also apprised regularly for all regulatory and policy changes relevant to the business. The Board and Committee meetings of the Company are held at regular intervals and key functional/business heads familiarize the Board members with the business/operations and challenges faced by the industry on an ongoing basis.

The details of familiarisation programs attended by independent directors of the Company during financial year 2025-2026, are as follows: -

Number of programmes attended by independent directors during Fy 2025-26:			
Sl	Name of the Independent Director	No. of Program during Fy 25-26	Cumulative Program till Fy 25-26
1	Rajni Anil Mishra	2	3
2	Sujitha Karnad	2	3
3	Meera Shankar	1	2
4	Roger William Bradley	1	1

Number of approx. hours spent by Independent Directors on such programmes:			
Sl	Name of the independent director	Hours spent during Fy 25-26	Cumulative hours spent Fy 25-26
1	Rajni Anil Mishra	7	10
2	Sujitha Karnad	7	10
3	Meera Shankar	2	5
4	Roger William Bradley	2	2

The Independent Directors are also made aware of their rights/roles/responsibilities and liabilities at the time of their appointment/reappointment through a formal letter of appointment which also stipulates various terms and conditions of their engagement apart from clarifying their roles and responsibilities.
