FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

(Pursuant to the Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

Preamble

In view of the provisions of Schedule IV to the Companies Act, 2013 read with Regulation 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.

In addition to the above, the Independent Directors should undergo appropriate induction and regularly update to refresh skills, knowledge and familiarity with the Company and its business and its model.

The Policy provides the basic insights into the Company to enable the Independent Directors to understand the Company's business in depth that would facilitate their active participation in managing the affairs Company.

Familiarization and Continuing Education Process:

- The Company conducts periodic programmes / presentations to familiarize Independent Directors with its strategy, operations, and functions.
- Such programmes / presentations provide an opportunity to the Independent Directors to interact with the Management of the Company and help them to understand the Company's strategy, business model, operations, service and product offerings, markets, organization structure, finance, human resources, quality, facilities and risk management and such other areas as may arise from time to time.
- These programmes also familiarize Independent Directors with their roles, rights, and responsibilities.
- When a new Independent Director comes on the Board of the Company, a meeting is arranged with the Chairperson, Managing Director, Chief Financial Officer to discuss the functioning of the Board and the nature of the operation of the Company's business activities.
- New Independent Directors are provided with copy of latest Annual Report, the Company's Code of Conduct, the Company's Code of Conduct for Prevention of Insider Trading and Company's Code of Corporate Disclosure.

Other Initiatives to Update the Directors on a Continuing Basis:

• The Independent directors visit Company's factory, where operational heads apprise them of the operational and sustainability aspects of the factory to enable them to have full understanding on the activities of the Company and initiatives taken on safety, quality, sustainability etc.

• At various Board meetings during the year, presentations were made to the Board on safety, health and environment and sustainability issue, risk management, Company policies, changes in the regulatory environment applicable to the corporate sector and to the industry in which it operates business excellence with areas of improvement and other relevant issue.

• Quarterly presentations on operations made to the Board and Audit Committee includes information on business performance, operations, market share, financial parameters, working capital management, fund flows, major litigation, compliances, regulatory scenario etc.

• Quarterly results of the Company are also presented before the independent directors.

Disclosure:

Summary of Familiarisation programme to Independent Directors

Details of attendance of Independent Directors in Familiarization Sessions are as follows:

SL No.	Name of Independent Director	No. of Sessions attended		No. of hours spent in the sessions attended	
		FY 2025-26	Cumulative till date	FY 2025-26	Cumulative till date
1	Mr. Paul jayakar K	2	12	4	24.00
2	Mr. Mogarala Sankara Reddy*	2	2	4	4.00
3	Mrs. Rajashree S	2	10	4	20.00

*Appointed as an Independent Director effective from 01-04-2025