

**FAMILIARIZATION PROGRAMME IMPARTED TO INDEPENDENT DIRECTORS DURING
THE FINANCIAL YEAR 2025-26**

In terms with the Company's Policy on Familiarization Programme for Independent Directors read together with Regulation 25(7) and 46 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, ("LODR Regulations"), the Company, through various programmes, had familiarized its 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 which includes but is not restricted to the following :

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

Regulation 46(2)(i) of the LODR Regulations, requires the Company to disseminate following information on its website, i.e. details of familiarisation programmes imparted to Independent Directors, including the following details: -

- i. Number of programmes attended by independent directors (during the year and on a cumulative basis till date);
- ii. Numbers of hours spent by independent directors in such programmes (during the year and on a cumulative basis till date); and
- iii. Other relevant details.

Details of Familiarisation Programme conducted during Financial Year 2025-26

The Company has an on-going familiarisation programme for all its Directors including Independent Directors. The programme includes the following:

- a. Various presentations are made from time to time, on different functions and areas by the Senior Executives, Internal Auditor & Statutory Auditors covering *inter alia* the business of the Company and those of its subsidiaries.
- b. Deliberations were held and presentations were made from time to time on major developments in the areas of the Companies Act 2013 and LODR Regulations. , etc.
- c. Directors in particular had been informed about their roles, responsibilities and duties under the LODR Regulations through Board papers and appointment

letter given to them.

- d. Directors, who were not members of the committees of Directors, were also invited and encouraged to attend the meetings of the Audit Committee, Nomination & Remuneration Committee and Stakeholders Relationship Committee of the Company held from time to time. and when a new director is appointed, as part of the process of induction, the Company has the practice of familiarising the new director with information on various aspects of the Company, along with important codes and annual reports concerning the Company.

Details of the above Familiarisation Programme imparted to Independent Directors during the Financial Year 2025-26:

| Sr. No. | Name of the Director | 2025-26 | |
|---------|-------------------------|-----------------------------|-----------------------------|
| | | Number of Meetings attended | Total number of hours spent |
| 1. | Mr. Sachin Abhyankar | 1 | 2 |
| 2. | Mr. Bharat Jhamvar | 1 | 2 |
| 3. | Mr. Paulo Manual Castro | 1 | 2 |
