

FAMILIARISATION PROGRAM FOR INDEPENDENT DIRECTORS

OBJECTIVE

- ✓ To provide insights and training at the time of their joining so as to enable the Independent Directors to understand the Company – its operations, business, industry and environment in which it operates.
- ✓ To keep the Independent Directors continually updated on any significant changes so as to be in a position to make well-informed and timely decisions.

FAMILIARISATION PROCESS

- ✓ On joining the Independent Director is briefed about the Company including the Company's corporate profile, organization structure and nature of operations.
- ✓ The New Independent Director is provided with a copy of the latest annual reports, Code of Conduct for Directors and other information.
- ✓ The Independent Directors are given an opportunity to meet and discuss with the management to get a better understanding about the functioning of the Company.
- ✓ A detailed appointment letter listing out the roles and responsibilities, remuneration and performance evaluation process is issued for acceptance by the Independent Director.

OTHER INITIATIVES TO KEEP THE DIRECTORS UPDATED

- ✓ Visits to the Company's Plants are arranged where Independent Director gets an opportunity to interact with the Plant heads which helps them to get a better understanding about the operational and sustainability aspects of the plants.
- ✓ Briefing and interaction at the Board meeting on the recent developments in the industry and its impact on the Company.
- ✓ Presentation on Internal Controls, security arrangements, safety measures taken by the company, Related Party Transactions, obligations under Prevention of Insider Trading Regulations and Listing Regulations are made to the Board.
- ✓ Separate meetings of the Independent Directors are organized to enable them to interact, discuss and share their views on the performance of the Company and the Board, leadership strengths and areas of improvement, compliance and governance.

During the year 2024-25, the independent directors have spent 18 hours in aggregate and on a cumulative basis on the above as well as other matters.

As such the Directors of the Company have complete access to the information about the Company.

REVIEW

The Board may review this program and make necessary revisions as and when required.

EFFECTIVE DATE

This revised program shall be effective from 1st April 2025.

DISSEMINATION

This program shall be hosted on the website of the Company and a web link shall also be provided in the Annual Report of the Company.