FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

Familiarisation programme for Independent Directors

Preamble

In terms of Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations'), the Company is required to conduct familiarization programme for the Independent Directors so as to familiarize them with the Company, their role, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company etc., through various programmes.

Purpose and Objectives of the Programmes

The Program intends to provide insights into the Company so that the Independent Directors can understand the Company's business in depth and the roles, rights, responsibility that they are expected to perform/enjoy in the Company to keep themselves updated on the operations and business of the Company thereby facilitating their active participation in managing the company.

Familiarisation Process:

At the time of appointment of Independent Directors, a formal appointment letter is issued to them indicating their terms of appointment, Board Expectation, Roles & Duties, Code of Conduct & Insider trading Regulation, Disclosure of Other Directorship and Business Interest., etc.

On a periodic basis the Company Secretary advises the Independent Directors on the amendments/updation in the Companies Act, 2013 & Listing Agreement of the provisions relating to the Independent Directors.Your Company strives to conduct Plant Visit at the convenience of the Directors, to make them familiar with the manufacturing and operating procedure of the Company.

The Directors are provided with the presentations on operations which includes information on business performance, operations, market share, financial parameters, working capital management, fund flows, etc

Each director of the Company has complete access to any information relating to the Company.

Independent Directors have the freedom to interact with the Company's management as and when required.

Other Initiatives

At various Board meetings during the year, presentations are made to the Board on risk management, company policies, changes in the regulatory environment applicable to the corporate sector and to the industry in which it operates.

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The Independent Directors also meet without the presence of Company's Management Personnel to

- review the performance of non-independent directors of the Board as a whole.
- review the performance of the Chairperson of the company, taking into account the views of executive directors and non-executive directors.
- assess the quality, quantity and timeliness of flow of information between the company management and the Board that is necessary for the Board to effectively and reasonably perform their duties.

Review of the Program

The Board may review this program and make revisions as may be required from time to time.

Details of Familiarisation Programme imparted to Independent Directors of the Company

Name of Independent Directors	No. of Programmes / Meetings attended		No. of hours spent in Programmes / Meetings	
	F.Y. 2025-26	Cumulative till 2025-26	F.Y. 2025-26	Cumulative till 2025-26
Dhanesh Ranjan	3	18	2.67 hours	16.17 hours
Biswajit Chongdar	5	13	4.08 hours	12.08 hours
Ritu Bajaj	5	12	4.08 hours	11.08 hours