

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

Introduction

In terms of Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“the Listing Regulations”) the Company is required to familiarize its Independent Directors through various programs about the Company, including the following:

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

Further, Regulation 46(2) read with Regulation 62(1A) of the Listing Regulations requires the Company to disseminate on its website the details of familiarization programs imparted to independent directors including the following details:

- a. number of programs attended by independent directors (during the year and on a cumulative basis till date),
- b. number of hours spent by independent directors in such programs (during the year and on cumulative basis till date), and
- c. other relevant details.

The Company believes that effective familiarization program helps the Independent Directors not only to have greater insight into Company’s business but also contributes effectively in decision making at Board / Committee meetings.

Need for familiarization is also identified through Directors’ performance evaluation process.

Familiarization after appointment on the Board

The Directors on their appointment are taken through a detailed induction programme, which covers the history, culture and background of the Company and its growth over the last several decades, various milestones in the Company’s existence since its incorporation, the present structure and an overview of the businesses and functions.

Continual Familiarization Program

Familiarization is achieved through broad-based engagement, under which various business heads and functional heads (including those of key subsidiaries) are invited for group/one-on-one interaction with the Independent Directors to enable them get a better understanding of the business and operations.

Regular interactions are held between statutory and internal auditors and independent directors. Monthly / quarterly updates on relevant statutory, regulatory changes and landmark judicial pronouncements encompassing important laws are circulated to the Directors. The

Directors are also informed of key developments in the Company.

Certain program / activities are merged with the Board/Committee meetings to suit the convenience of Directors. Also, individual programs are conducted separately, as and when required. During the financial year 2025-26, following major areas / topics were covered under the familiarization programs:

| Area | Topics | Delivered by | Mode |
|---------------------------------|---|--|---|
| Business and Industry | <ul style="list-style-type: none"> - Business & Operational performance of the Company - Industry outlook and global business scenario | Chief Financial Officer, Business / Functional heads | Board / Committee Meetings / periodical updates |
| Legal and Regulatory Compliance | <ul style="list-style-type: none"> - Regulatory changes and their impact - Compliance management framework - Activities undertaken by Registrar & Transfer Agent (RTA), including an overview of litigations involving shares & securities | Company Secretary | Board / Committee Meetings |

Details of familiarization programs imparted to Independent Directors during the financial year 2025-26

[no. of hours]

| Sr. No. | Programme Details | [no. of hours] | | |
|-----------------------|---------------------------------|----------------|---------------|-------------|
| | | Vandana Gupta | Priyanka Devi | Nil Mani |
| 1 | Business and Industry | 2.00 | 2.00 | 1.30 |
| 2 | Legal and Regulatory Compliance | 0.30 | 0.30 | 0.30 |
| Total Duration | | 2.30 | 2.30 | 2.30 |