

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS FOR F.Y. 2024-25

The Company ensures that its independent directors are kept well-informed and abreast of all the key developments relating to the business, regulatory environment, and their roles and responsibilities.

As part of the familiarization programme, the Company issues appointment letters to newly appointed independent directors, which include details of the Committee(s) where he / she is appointed as a Member, information about other Board constituted Committees, roles and responsibilities as an Independent Director. He / she is also provided with comprehensive induction kits that include a detailed overview of the Company's history, product portfolio, key milestones, number of manufacturing facilities, group structure, and other relevant information. The kit also outlines the statutory compliance requirements under the Act and Listing Regulations, along with an overview of the Company's operations and governance practices.

The independent directors are appraised, during the Board and Committee meetings held at regular intervals, about various significant matters pertaining the Company, including but not limited to the following:

- i. Industry updates and market scenario of business & Industrial Products;
- ii. Operational & financial performance of the Company;
- iii. Updates on projects under development and those under execution;
- iv. Annual budget;
- v. Assessment, mitigation and monitoring of identified risks;
- vi. Update in policies of the Company on account of any change in the Act and / or Listing Regulations;
- vii. Significant internal audit findings / observations;
- viii. CSR initiatives,

Further, in order to facilitate a deeper understanding of the business, the Senior Management team, representing all major departments of the Company, conduct detailed presentations for the directors. These sessions cover the roles and responsibilities of directors, the operational structure of various departments, and provide updates on strategic initiatives, performance, and

compliance matters. The independent directors also have interactions with Senior Management to deliberate on key functional matters. Details of the duration of familiarization sessions of the directors during the year under review are as under:

Sr. No.	Name of Directors	During the Financial year 2024-25		Cumulative (Hours)	
		No. of Session	Duration (Hours) (Approx)	No. of Session	Duration (Hours) (Approx)
1	Mr. Mitesh Rana	6	12	6	12
2	Mrs. Aprita Shah	6	12	5	9
3	Mr. Sagar Tailor	6	12	6	12

Note: Duration of the Familiarization Programme not being reported in the previous F.Y.(s), the reported duration of the Familiarization Programme solely pertains to F.Y. 2024-25.