

Familiarization Programmes for Independent Directors in Financial Year 2025-26

Preamble

In terms of Regulation 25 (7) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI Listing Regulations”) Company is required to familiarize its Independent Directors through various programmes 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) of the SEBI Listing Regulations requires the Company to disseminate on its website the details of familiarization programmes imparted to Independent Directors including the following details :-

1. number of programmes attended by Independent Directors (during the year and on a cumulative basis till date);
2. number of hours spent by Independent Directors in such programmes (during the year and on a cumulative basis till date); and
3. other relevant details.

In compliance with the aforesaid statutory requirements, the Management familiarizes Independent Directors through various modes including but not limited to providing the necessary documents, periodic updates, business overview and timely information to enable them to have a better understanding of the Company, its operations and the sector in which it operates.

All the Independent Directors of the Company are made aware of their roles and responsibilities at the time of their appointment through a formal letter of appointment, which also stipulates various terms and conditions of their engagement. The Independent Directors are also familiarized on the matters related to the Company’s values, commitments, organization structure, terms of reference of the Committees, board procedures and management strategies etc.

In view of the above, the Company conducts the following familiarization programmes for its Independent Directors. The details of programs conducted in FY 2026 included the following:

- Quarterly review of Business performance, industry outlook, update on new projects and Financial review, operations, working capital management, senior management change, major litigation, compliances, regulatory scenario etc;
- The Directors get an opportunity to visit Company’s plants, where plant heads appraise them of the operational and sustainability aspects of the plants to enable

them to have full understanding on the activities of the Company;

- Presentations made by Internal Auditors and Statutory Auditors;
- Updates on Risk Management: identification, mitigation and management of various risks likely to impact the Company;
- Review of strategic initiatives including update on business strategy;
- Review of Annual Budget and investments made;
- Update on Information Technology;
- Statutory/Regulatory updates, status of action taken report arising from the meetings of Boards and Committees;
- Update on Company's remuneration policies, Code of Conduct for Directors, KMPs and Senior Management;
- Formulation, amending and reviewing of various policies at the Board/Committee level;
- Briefing on CSR/Employee Welfare/Public Welfare activities;
- Update on Insider Trading, reporting of any violations to the Insider Trading Code/Regulations;
- Discussions on Internal Control over Financial Reporting, Internal Control Processes, Framework for Related Party Transactions;
- Quarterly results / press release of the Company is made available to the Directors, etc.

The details as required under the SEBI Listing Regulations are mentioned as under:

Name of Independent Director	No. of Programmes		No. of hours spent	
	During FY ended 2025-26	On cumulative basis	During FY ended 2025-26	On cumulative basis
Mrs. Rupal Anand Vora (appointed as Independent Director w.e.f 7 th August, 2019)	1	7	2	14
Mr. Jayesh Chaturdas Dadia (appointed as Independent Director w.e.f 30 th May, 2022)	1	4	2	8
Dr. Prabhat Kumar (appointed as Independent Director w.e.f 17 th June, 2024)	1	2	2	4