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FAMILIARISATION PROGRAM OF INDEPENDENT DIRECTORS

Pursuant to Regulation 25 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Schedule IV of the Companies Act, 2013



1. Introduction and Legal Framework:

Pursuant to the requirements of Regulation 25 (7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, and Schedule IV of the Companies Act, 2013, the Company shall familiarize the Independent Directors through various programs about their roles, rights and responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc.

2. Purpose and Objective:

This program aims to provide insights into the Company affairs, to enable the Independent Directors to understand its Business in Depth and Contribute significantly to the Company.

3. Overview of the Familiarization Program:

The Familiarization Program for the Independent Directors of the Company is designed to help the Independent Directors to gain a deep understanding of the Company, its stakeholders, senior management/leadership team, operations, policies, industry perspective and issues. Details of the various familiarization programs for the Independent Directors are highlighted below:

- The Company, on regular basis, makes detailed presentations to the entire Board members including Independent Directors on the Company's operations and business plans, the nature of industries in which the company operates and the model of its respective businesses. Such presentations are made by the senior management / leadership team / function heads so that the Independent Directors can have direct interaction with them.
- The Independent Directors of the Company are made aware of their role, responsibilities and liabilities at the time of their appointment / re-appointment through a formal letter of appointment which also stipulates various terms and conditions of their engagement apart from clarifying their roles and responsibilities. Further, detailed presentations are also given to all the directors including the Independent Directors on the changes in backdrop of the Companies Act 2013, Listing Regulations, and other statutory enactments from time to time. The Company also arranges such presentations through internal resources as well as outside experts/consultants.
- The Board of Directors including all Independent Directors are also provided with relevant documents, reports and internal policies to enable them to familiarize with the Company's



procedures and practices from time to time. Updates on relevant statutory changes on laws concerning the Company are informed to the entire Board on regular intervals.

- Independent Directors are facilitated to meet without the presence of the Company’s management to discuss matters pertaining to the Company’s affairs specifically the matters stipulated in Schedule IV of the Companies Act, 2013.
- The Company circulates news and articles related to the industry on a regular basis and provide specific regulatory updates from time to time for information of the Directors.

4. Details of familiarization programme to Independent Directors during the year:

S.NO	DATE OF PROGRAM	NAME OF PROGRAM
1	20.03.2026	Deliberations on the Cyber Security Risks, IP Risk, Financial Risk, ESG, R&D associated with the Company
2	20.09.2025	Updates on operational risks, ESG, R&D and Regulatory associated with Business
3	08.05.2025	Discussion on institutional building, strategies to further enhance the business and overall sustainable growth.
4	07.03.2025	Cyber Security Risk, Financial Risk
5	11.09.2024	Intellectual Property (IP) Risks, Geopolitical Risk, Supplier Risk Associated with the Company

S.No	Year	No. of Programmes attended	No. of Hours spent	Total no of programs attended (Cumulative)	No of hours spent (Cumulative)
1	2025-26	2	2.10	8	8.99
2	2024-25	2	2.34	6	6.29
3	2023-24	2	1.45	4	4.55
4	2022-23	2	3.10	2	3.10



5. Review:

These details of familiarization program for the Independent Directors will be reviewed from time to time and revised as required.