

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

Pursuant to the provisions of Schedule IV to the Companies Act, 2013 and Regulation 25(7) and other applicable provisions of the SEBI (Listing Regulations and Disclosure Requirements) Regulations, 2015 (Listing Regulations), the Company is required to develop a Familiarisation Programme for the Independent Directors of the Company. Accordingly, the Company hereby puts in place a system to familiarize its Independent Directors about the Company, industry, business etc. as per details set out below:

- An induction programme for new Independent Directors will be conducted to familiarize them with their roles, rights, responsibilities in the Company along with the industry, business, operations and business model of the Company.
- Independent Directors will be made aware of code of conduct and other policies of Company from time to time.
- Updates on relevant regulatory changes and new developments will be given to Independent Directors from time to time as may be necessary.
- Updates will be given to Independent Directors on business developments (achievements / awards & recognition / new products / expansion / strategy / budgets), industry, operations, technology & financial statements of the Company in its quarterly Board / Committee meetings.

The Familiarization programme for Independent Directors will be monitored and administered either by the Nomination and Remuneration Committee or by the Board itself.

DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS

In accordance with the requirements of Schedule IV of the Companies Act, 2013 and Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Independent Directors of the Company are familiarized with various aspects, procedures and policies of the Company, activities of the Company, product profile and subsidiaries, production units etc., by way of detailed presentation. They are also supplied material information such as code of conduct, Insider Trading code, Criteria of independence for Independent Directors etc. At the meetings of the Board and the Committees, the Executive Directors and team of senior managers update them with global business scenario, introduction of new products in the market, marketing strategies, overall performance, operational budgets, updates on legislative changes and other business-related aspects. The Company Secretary provides them with updates of the latest regulatory provisions to enable them to discharge their duties efficiently.