

DETAILS OF FAMILIARISATION PROGRAM FOR INDEPENDENT DIRECTORS DURING THE FINANCIAL YEAR 2024-25

[Pursuant to Regulations 25(7) and 46 (2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

Objective:

For effective management and collective decision-making process, it is important that Independent Directors of a Company are well versed with its business activities, including but not limited to the nature of industry, products, markets, operations, subsidiaries and its policies, regulatory aspects affecting the Company, etc.

Structure of the Familiarization Program:

In the program structure, it is our endeavor to get the necessary exposure to our Independent Directors regarding changes in Industry/Business Dynamics along with regulatory aspects.

Detailed presentations are being made for the Independent Directors during the Committee/Board Meeting.

Need Identification of Program:

The Familiarization Program for Independent Directors is prepared after assessment of the requirement of such programs in consultation with each Independent Director. The need for familiarization is also identified through the directors' performance evaluation process. Familiarization is achieved through broad-based engagement, under which various business heads and functional heads (including those of key subsidiaries) are invited for one-on-one interaction with the Independent Directors. Special presentations are made at the Board/Board Committee/Independent Directors meeting on business.

Program held during the year:

1. A special presentation was made to the Independent Directors at their meeting held on 26th March 2025 and at the Board Meeting of Directors held on 7th February 2025, respectively, for familiarizing the Directors with nature of industry, products, markets, operations, subsidiaries and its businesses, policies, regulatory aspects affecting the Company, etc.
2. Meetings with functional heads and business heads of the Company were also organized with the Independent Directors during the year.

Approximately 8 hours were spent by Independent Directors on the above familiarization sessions during the Financial Year 2024-25.
