



FAMILIARIZATION PROGRAM

In terms of Regulation 25(7) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('**Listing Regulations**'), the Company shall familiarize its Independent Directors with the nature of the industry in which the Company operates, their roles, rights, responsibilities in the Company, business model of the Company etc., through various programmes and providing training to all members of the Board by way of updates.

Further, Regulation 46(2) of the Listing Regulations requires the Company to disseminate on its website the details of familiarization programmes imparted to independent directors with number of programmes attended by Independent Directors (during the year and on a cumulative basis till date), number of hours spent by Independent Directors in such programmes (during the year and on cumulative basis till date) etc.

Purpose:

The Familiarization Program has been adopted with the objective of making the Independent Directors of the Company accustomed to the business and operations of the Company that would facilitate their active participation and contribute significantly to managing the Company. The Program aims to provide insights into the Company, its stakeholders, senior management / leadership team, operations, policies, processes, industry perspective and issues to enable the Independent Directors to be in a position to take well-informed timely decisions.

Familiarization Process/ Program:

- On appointments, the Independent Directors are issued a Letter of Appointment setting out in detail the terms and conditions of appointment, duties, roles and responsibilities.
- Each newly appointed Independent and Non-Executive Director is taken through a formal induction program including the presentation from the Managing Director and other Senior Executives on the Company to familiarize the Directors with the operations, functions and policies of the Company and processes of the Company in the Board/ Committees Meetings.
- The presentations at the Board and Committee Meetings include updates on Company's policies, performance, quarterly performance which includes information on business performance, operations, financial parameters, litigations, compliances etc.

- The Board of Directors are familiarized with new business processes, system improvements, Company's operational and physical performance, business strategies, milestones achieved, changes in regulatory and legal framework.

During the financial year 2025-26, following major areas / topics were covered under the familiarisation programmes:

Sr. No.	Areas covered	Topics
1.	Business and Industry overview / Updates	- Business & Operational performance of the Company and its subsidiaries - Industry outlook - Customer Partnerships and Distribution Models
2.	Financial and Treasury	- Key financial metrics, industry-specific financial terms and their significance - Quarterly Performance of Company - Investment and returns analysis
3.	Health, Safety and Environment	- Company Performance on Health, Safety and Environment matters
4.	Legal / Regulatory updates	- Regulatory framework governing operations - Regulatory Changes and Impact
5.	Internal Control processes	- Internal financial controls framework - Operating effectiveness of the controls

Details of Familiarization Programmes imparted to Independent Directors:

Sr. No.	Name of Independent Director	No. of Programmes attended during FY 2025-26	No. of hours spent in such Programmes during FY 2025-26	Cumulative No. of Programmes attended from the date of appointment till date	Cumulative No. of hours spent in such programmes till date
1	Ms. Deepa Krushnakant Jani	1	2	8	16
2	Ms. Reena Vimal Shah	1	2	5	10
3	Ms. Archana Dinesh Warade	1	2	3	6