



DETAILS OF FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

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

Preamble:

Regulation 25(7) of the SEBI (LODR) Regulations, 2015 Inter-alia stipulates that the Company shall familiarize the Independent Directors with the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc., through various programmes.

Purpose and Objective

The familiarisation programme is structured to assist the Independent Directors to understand the Company and its business so as enable them in effective discharge of their duties.

Familiarisation Programme

- The company has conducted the Familiarization Programme where the Independent Directors met with the functional heads of the units, heads of the HR department, IT department to help them to understand the services and production process, operations & products of the company, markets, finance, human resources, technology, quality, facilities, budget & control process, risk management and other relevant areas related to the Company.
- Independent Directors are provided with necessary documents/brochures, reports, and internal policies to enable them to familiarize with the Company's procedures and practices.
- Presentations on the business and performance of the Company are made at the Board Meetings to familiarize the Independent Directors with the strategy, operations and functions of the Company. Such presentations provide insight into the Company, which enables Independent Directors to take well-informed timely decisions and contribute significantly to the Company.
- Detailed presentations on the duties and responsibilities of Independent Directors and the Company's business segments were made at the separate meetings of the Independent Directors held during the year.
- Active communication channel between executive directors and independent directors, that allows the independent directors to raise query, seek clarifications for enabling a better understanding of the Company and its various operations are available.

- The Directors get an opportunity to visit Company's plants, where plant heads apprise them of the operational and sustainability aspects of the plants to enable them to have full understanding on the activities of the Company and initiatives taken on safety and quality.
- Regular interactions are held between auditors and independent directors.
- The Directors are also informed of important developments in the Company.



**SUMMARY OF FAMILIARISATION PROGRAMME OF INDEPENDENT DIRECTORS DURING
THE FINANCIAL YEAR 2023-24:**

The details of the familiarization program are given below:

Sr. No.	Name of Independent Director	No. of programme conducted during the financial year 2023-24	No. of programme attended during the financial year 2023-24	No. of programme attended on Cumulative basis during the financial year 2023-24	No. of hours spent in programmes for the financial year 2023-24	No. of hours spent in programmes on Cumulative basis or the financial year 2023-24
1	Mr. Prakash Manohar Bhate	Two	Two	Two	Four	Four
2	Mr. Ullal Ravindra Bhat	Two	Two	Two	Four	Four
3	Mr. Anurag Surana	Two	Two	Two	Four	Four
4	Mrs. Sudha Navandar	Two	Two	Two	Four	Four