

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

Pursuant to Regulation 25 and Regulation 46 of SEBI (Listing Obligations and Disclosures Requirements) Regulations, 2015

In line with the provisions of Regulation 25 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”) and the applicable provisions of the Companies Act, 2013, the Company has adopted a structured Familiarisation Programme for its Independent Directors.

The objective of the programme is to familiarise Independent Directors with the Company, its business model, industry in which it operates, market dynamics, operational framework, and key risks and challenges. The programme also enables the Independent Directors to understand their roles, rights, responsibilities, and duties under the applicable laws and regulations.

Practice followed by the company

1. Induction Programme at the time of Appointment

At the time of appointment of a new Director, including an Independent Director, the Company conducts a structured induction programme. The Director is provided with:

- A formal appointment letter detailing the terms and conditions of appointment;
- An information kit containing details about the Company’s vision, mission, business operations, organizational structure, and key managerial personnel;
- An overview of internal policies, codes, and practices of the Company.

The newly appointed Director is also introduced to the senior management team and key functional heads to facilitate better understanding of the Company’s operations.

2. Familiarisation on Roles, Responsibilities and Compliance

The Directors are briefed on:

- Their roles, rights, and responsibilities as Independent Directors;
- Applicable provisions of the Companies Act, 2013 and Listing Regulations;
- Corporate governance practices, code of conduct, and ethical standards followed by the Company.

3. Business and Industry Overview

A detailed presentation is made covering:

- Overview of the Company’s business and operations;
- Industry scenario, market trends, and competitive landscape;
- Key financial and operational performance indicators;

4. Ongoing Familiarisation Programme

The Company conducts ongoing familiarisation programmes to keep the Independent Directors updated on:

- Changes in regulatory environment;
- Emerging business risks and opportunities;

- Strategic initiatives and long-term business plans;
- Industry developments and economic outlook.

These programmes are designed to provide continuous insights into the Company's business environment and enable Independent Directors to contribute effectively to the strategic decision-making process.

5. Quarterly Board Presentations

At every Board Meeting, the Chairman present detailed updates to the Board, which include:

- Financial performance and operational highlights for the quarter;
- Key developments and business updates;
- Challenges faced during the period and mitigation measures;
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This Familiarisation Programme ensures that Independent Directors remain informed and updated about the Company's business and regulatory environment, thereby enabling them to discharge their duties effectively and contribute meaningfully to the governance of the Company.

The details of the Familiarisation programmes attended by Independent Directors are as follows:

| Name of Independent Director | Number of Programmes attended | | Number of hours spent | |
|------------------------------|-------------------------------|----------------------|-----------------------|----------------------|
| | FY 2025-26 | Cumulative till date | FY 2025-26 | Cumulative till date |
| Mr. Sudepta Ranjan Rout | 1 | 5 | 2 | 10 |
| Mr. Varun Bansal | 1 | 5 | 2 | 10 |
| Mr. Vikash Jalan | 1 | 5 | 2 | 10 |