

Familiarization Programme of Independent Directors

Preamble

In accordance with the requirements of Regulation 25 (of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company needs to familiarize the Independent Directors (hereinafter referred as “**Directors**”) through Familiarization Programme (hereinafter referred as “**Programme**”) and provide an insight into the Company to enable the Directors to understand the business of the Company in depth and its strategy, operations and functions whereby they can contribute significantly to the growth of the Company.

Purpose & Objective

By means of the Programme, the Company intends to achieve the following objective :

1. To appraise the Directors about the operating system of the Company for its business operations;
2. To inform them of all the laws, rules, regulations and guidelines applicable to the Company;
3. To make them aware of the rules, responsibilities, liabilities pursuant to the Listing Agreement and the Companies Act, 2013 and Rules made thereunder;
4. To generate and obtain valuable and informed decision from the Directors on the matters to be brought or discussed at the Board Meetings.

Contents of the Programme

The basic theme of the programme would, inter alia, include -

- Roles, Rights, Duties, Responsibilities and Liabilities of the Directors;
- Business Model of the Company thereby including the nature of industry in which the Company falls, its product and services, geographical area of operation of the Company;
- Management Techniques.
- Visit to the manufacturing units to make them understand the manufacturing operations, etc.

Timeline of the Programme

- Programme would be conducted and presentations would be made **periodically** to the Directors by the Senior Management personnel.
- It may circulate news and articles about the Industry and business as and when some updation is required.
- The Company would conduct an introductory familiarization programme / presentation whenever any new Director is inducted in the Board of the Company.

Disclosure about the programme orientation

Requisite disclosure in the website of the Company would be made as and when such programme is conducted.

The aforesaid policy has been approved by the Board of Directors of the Company in its meeting held on 16th January, 2026.