

FAMILIARIZATION PROGRAMMES FOR THE INDEPENDENT DIRECTOR

Purpose

The Familiarization Programme are aimed to familiarize the Independent Directors with the Company, their roles and responsibilities in the Company, nature of industry in which the Company operates and business model of the company by imparting suitable training sessions.

Familiarization

As a part of Agenda of Board / Committee Meetings, the details are regularly made available to the Independent Directors inter-alia covering the Company's strategy, operations, markets, product offerings, finance - quarterly and annual financial results, technology and such other areas as may arise from time to time, where Directors utilized the same as an opportunity to interact with the Company's management.

At every meetings of the Board held during the FY 2024-25 viz., May 20, 2024, July 29, 2024, August 23, 2024, October 12, 2024, October 28, 2024, January 27, 2025, and March 31, 2025 and Strategic Review Meeting held on March 24, 2025, the Independent Directors were familiarized on the business strategy, corporate governance and operations, industry regulatory trends, competition, safety, health, environmental, initiatives, human resources and future outlook of the Company. The above was well received by the Independent Directors present at the meetings.

Audit Committee notes are incisive and discussions thereon are intense. The sessions lasts for over two hours. At the subsequent Board meetings, the Independent Directors are requested to critically consider the minutes of Audit Committees and give directions in strengthening the procedures. Their views are constantly indented upon for revamp of administrative and office procedures.

Other modes of Familiarization

The independent Directors interacted with the Chairman and Managing Director and in depth on management concerns at the Board level.

The Independent Directors noted the measures in progress towards diversification of the Company's operations in order to enhance value addition. This would be a proof against vagaries of material costs. It was also felt that strategies should be devised to increase the PBIT.