

### **Familiarization Program of Independent Director**

The Company has instituted a comprehensive Familiarization Program for Independent Directors Policy in line with the requirements of Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. This program is designed to enable Independent Directors to gain a deep understanding of the Company's business environment, governance framework, and strategic objectives, thereby facilitating their effective participation in Board deliberations.

As part of this initiative, the Company conducts structured familiarization program for its Independent Directors on a periodic basis. Since no new Independent Director was appointed during the financial year 2025-26, no fresh induction was required to be conducted during the year.

Independent Directors are comprehensively familiarized with their roles, rights, and responsibilities in accordance with the provisions of the Companies Act, 2013 and applicable SEBI regulations. They are also apprised of the Company's internal policies, governance practices, and code of conduct. This ensures that the Independent Directors are adequately equipped to discharge their duties with diligence and contribute meaningfully to the Company's governance and long-term growth.

Further, the Company ensures continuous engagement and knowledge enhancement of Independent Directors through regular updates and presentations during Board and Committee meetings. These presentations cover a wide range of areas, including financial performance, operational developments, status of subsidiaries, risk management practices, internal controls, compliance framework, and key strategic initiatives.

The Company also places significant emphasis on keeping Independent Directors updated on evolving regulatory and legal requirements. Necessary updates are provided to them on amendments in applicable laws, regulations, and corporate governance standards. This enables the Independent Directors to make well-informed decisions and ensures that the Company remains compliant with all statutory and regulatory obligations, thereby minimizing the risk of non-compliance.

In addition, Board and Committee meetings serve as effective platforms for open and constructive discussions between the Management and Independent Directors. These interactions foster transparency, encourage diverse perspectives, and support informed and balanced decision-making aligned with the Company's long-term objectives.



The details of the Familiarization Program for Independent Directors undertaken during the financial year 2025–26 are as follows:

Name of the Directors*	Number of familiarization programs organized by the Company		Time spent by the Independent Directors in such programs (in the Aggregate hour)	
	During F.Y. 2025-26	Cumulative till date	During F.Y. 2025-26	Cumulative till date
Ms. Karen Wilson Kumar	4	10	4	10
Ms. Mahua Acharya	4	8	4	8
Mr. Manoj Kumar Kohli	4	8	3	7

\* The aforesaid details pertain to Independent Directors who were on the Board during the financial year 2025-26