

**DETAILS OF FAMILIARISATION PROGRAMME FOR INDEPENDENT  
DIRECTORS  
DURING FINANCIAL YEAR 2025-26**

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

**Preamble:**

In terms of Clause 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the "Listing Regulations"), the Company is required to familiarise the Independent Directors with the business and operations of the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company and the ongoing events relating to the Company. This programme aims to provide the Independent Directors insights into the Company to enable them to understand the Company's business and operations so that they are able to play a meaningful role in the overall governance processes of the Company.

**Purpose:**

The Company strongly believes that effective familiarisation programme helps the Independent Directors, not only to have greater insight into Company's business but also contributes effectively in decision making at Board / Committee meetings.

**Initial Familiarization:**

The Company follows structured orientation and training programme for the Independent Directors of the Company to understand and to get updated on business and operations of the Company and the nature of the Company in which it operates. Certain programme activities are merged with the Board/Committee meetings for the convenience of the Directors.

The Company has a familiarisation programme for the new directors which involves, apprising about operations of the Company and its subsidiaries, internal policies and practices, regulatory framework etc.

At the time of appointing a new Independent Director, a formal letter of appointment is given to the Director, inter alia, explaining the role, duties and responsibilities of the Director. The Director is also explained in detail the compliances required from him / her under the Act, SEBI Regulations and other relevant regulations.

The Director is also explained in detail the compliances required from him under the Companies Act, Listing Regulations and other relevant regulations and his affirmation taken with respect to the same. The Independent Directors are also provided with copy of latest Annual Report, the Company's Code of Conduct for Prevention of Insider Trading, Code of Conduct for Directors and Senior Management Personnel and Schedule of upcoming Board and Committee meetings. With a view to familiarize him/her with the Company's operations, the Chairman/Managing Director provides a one-to-one interaction on the organisational set up, the functioning of various divisions / departments, the Company's market share and the markets in which it operates, governance and internal control processes and other relevant information pertaining to the Company's business. The above initiatives help the Director to

understand the Company, its business and the regulatory framework in which the Company operates and equips him to effectively fulfil his role as a Director of the Company.

### **Continuing Familiarisation:**

Ongoing familiarisation aims to provide insights into the Company and the business environment to enable all the Independent Directors to be updated of newer challenges, risks and opportunities relevant in the Company's context and to lend perspective to the strategic direction of the Company.

The Board has complete access to the information within the Company. Independent directors have the freedom to interact with the Company's management. Apart from this, they also have independent interactions with the statutory auditors, the internal auditors and external advisors appointed from time to time.

Presentations are made at the Board and Board Committee Meetings, on Business and performance updates of the Company, global business environment, business strategy and risks involved, market share, financial parameters, working capital management, senior management changes, litigations, compliances and fund flows. The Presentations at Board meetings include update on major developments in legal & regulatory areas, like Companies Act, Listing Agreement, and various Tax and financial reporting changes.

Independent Directors meet for a separate meeting of Independent Directors without the presence of the Company's Management Personnel to discuss matters pertaining to the Company's affairs and put forth their combined views to the Chairman and Managing Director.

### **Disclosure of Policy:**

Pursuant to Regulation 46(2) of Listing Regulations, the Familiarization Programme for the entire financial year shall be disclosed on the Company's website and a web link thereto shall be provided in the Annual Report.

Familiarization programme will be conducted on an "as and when needed" basis during the year.

### **Review of Programme:**

The Board of Directors will review this Programme and make revisions as and when be required.

**Details of familiarization programs imparted to Independent Directors during the FY 2025-26 and cumulatively as end of March 31, 2026**

**(Duration in hours)**

<b>Name of the Independent Directors</b>	<b>No. of training hours attended during FY 2025-26</b>	<b>Cumulative till FY 2026</b>	<b>Remarks</b>
Mr. Lalit Shah	4	32	
Mr. Devesh Vasavada	4	40	Ceased to be Director w.e.f 4 <sup>th</sup> February 2026 pursuant to completion of second term.
Mr. Seshagiri Ranganathan	8	16	
Mr. Vishnu Dutt	8	14	
Mr. Gyanchand Pipara	2	2	Appointed w.e.f 12 <sup>th</sup> November 2025 and resigned w.e.f 30 <sup>th</sup> March 2026
Ms. Anshu Agarwal	2	2	Appointed with effect from 20 <sup>th</sup> December 2025