

**DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS
[Pursuant to SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]**

The Company has a familiarization programme for Independent Directors, the objective of which is to provide orientation and training to Independent Directors at the time of their joining so as to enable them to understand the Company - its operations, business, industry and environment in which it functions and the regulatory environment applicable to it. It also aims to update the Independent Directors on a continuing basis on any significant changes in any of the above, to enable them to be in a position to take well informed and timely decisions.

The Directors from time to time get an opportunity to visit Company's plants, where plant heads apprise them of the operational and sustainability aspects of the plants to enable them to have full understanding on the activities of the Company and initiatives taken on safety, quality, CSR, Sustainability, etc. Business Heads of the Company and CEOs also present their plans and priorities to the Board. This enables the Directors to get a deeper insight in the operations of the Company and its subsidiaries. Visits to Company's Innovation Centre are arranged to familiarize the Independent Directors in research and development activities of the Company.

During the financial year 2024-25, the following familiarization programmes for Independent Directors were conducted -

Sr. No.	Subject matter of the Programmes	No. of programmes attended by Independent Directors	No. of hours spent by Independent Directors
1.	Directors strategy workshop along with interaction with business/functional heads including review of strategy of operating subsidiaries	1	2 hours
2.	Visits made by Independent Director(s) to various plants and Innovation Centre	3	10 hours
3.	Discussion with leadership team	1	8 hours
4.	Presentation on CSR Updates, Impact Assessment and Annual Plan	3	3 hours
5.	Presentation on Global Safety, Health and Environment Performance	3	1.5 hours
6.	Presentation on Sustainability Updates of the Company including its subsidiaries	3	1.5 hours
7.	Presentation on key issues and amendments in regulatory, risks, legal, compliance and audit areas	1	1 hour
8.	Revised Policy on Determination of Materiality for Disclosure of Events or Information & Whistleblower policy & vigil mechanism	1	1 hour
TOTAL			28 hours