

Familiarization Programme for Independent Directors

Our Company is committed to fostering effective governance by ensuring Independent Directors (IDs) are thoroughly oriented to their roles, the business, and regulatory landscape.

Pursuant to Regulation 25(7) read with Regulation 46(2)(i) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI LODR") and Schedule IV of the Companies Act, 2013, we have formulated a structured familiarization programme. This ongoing initiative equips IDs with comprehensive insights into the Company's operations, industry dynamics, financial health, risk management, and compliance obligations, enabling them to discharge their duties with independence and efficacy.

Programme Objectives

The primary goal is to familiarize IDs with the Company's business model, strategic priorities, governance framework, and evolving regulatory environment. It underscores their rights, responsibilities, and liabilities as outlined in applicable laws. The programme promotes continuous learning through interactive sessions, ensuring IDs remain updated on material developments and contribute meaningfully to board deliberations.

Key Components of the Programme

Induction Materials: Upon appointment, each ID receives a formal appointment letter detailing tenure, duties, remuneration, and liabilities. This is accompanied by an induction kit comprising:

- Memorandum of Association (MOA)
- Articles of Association (AOA)
- Certificate of Incorporation (COI)
- Brief profile of the Company (business overview, history, mission, operations, and milestones)
- Brief profiles of Executive Directors (qualifications, experience, and roles)
- Recent annual reports, governance policies, and board charters.

Interactive Sessions and Presentations: Structured briefings by Key Managerial Personnel and functional heads cover business strategy, financial performance, risk management, internal controls, compliance updates, and industry trends. These include quarterly strategy overviews and annual regulatory refreshers.

Site Visits and Hands-On Exposure: Opportunities for Office/Plant Visit and interactions with operational teams to gain practical understanding of day-to-day activities.
