



FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

I. Purpose and Objective of the programme (s)

- i. To provide insights into the Company to enable the Independent Directors to understand the Company - its operations, business, industry and environment in which it operates, that would facilitate their active participation in managing the Company.
- ii. To update the Independent Directors on a continuing basis on any significant changes therein so as to be in a position to take well-informed and timely decisions.

II. Familiarization and continuing education process

New Independent Directors are briefed on the Company, its business, governance framework, policies, and key operational matters. They are provided relevant Company documents and interact with senior management to understand the Company's strategy, operations, financials, risks, and other important areas.

III. Other initiatives to update the Directors on a continuous basis

Directors are periodically updated through Board presentations, management interactions, operational visits, and information on business performance, regulatory developments, risk management, sustainability, and other significant matters.

IV. Review

The Board either on its own or on the recommendation of the Nomination & Remuneration committee will review this Program and make revisions as may be required.

V. Effective Date

This programme shall be effective from 09.12.2025.

VI. Dissemination

The Policy shall be uploaded on the Company's website for public information and a web link for the same shall also be provided in the Annual Report of the Company.