

FAMILIARIZATION PROGRAMMES FOR DIRECTORS

The Company strongly believes that the Board members should be continuously empowered with knowledge of the latest developments affecting the company and the industry.

When appointing a Director, a formal letter of appointment is given to them, which, *inter alia*, explains the role, function, duties and responsibilities expected of them as a Director/ Independent Director of the Company. They, especially the Independent Directors are also briefed in detail about all the compliances required from them under the Companies Act, 2013 (Act), SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, SEBI (Prohibition of Insider Trading) Regulations, 2015 (Listing Regulations) and other relevant regulations on a regular basis.

A handbook, *inter alia*, covering the role, function, duties and responsibilities and the details of the compliance requirements expected from the Directors under the Act and the Listing Regulations along with Memorandum and Articles of Association, brief on Company's Board practices, Annual Reports, investor presentations, recent press releases, Code of Business Conduct, Code of Directors and Senior Management Personnel and key policies of the Company is also provided to them.

The newly appointed Directors are also familiarized with the Company's Vision, Core Purpose, Core Values, and Company operations and businesses. Detailed presentations are made by Senior Management Personnel on the business environment and performance of the Company at every Board Meeting. Apart from regular presentations on the Company's business strategies and associated risks, expositions are made on various topics covering the industry.

Each Director has a complete and unfettered access to any of information pertaining to the Company and has the liberty to interact with senior management at any time. A separate meeting is regularly held with Independent Directors to update them on all business-related issues and new initiatives of the Company.

In terms of above, the Company conducts the following activities for its Independent Directors which comprise their familiarization program:

- Visit to Company's Plants
- Review of Strategic Investments made / proposed to be made by the Company
- Updates on Industry outlook at the Board Meetings
- Regulatory updates at Board and Audit Committee Meetings.
- Overview of the operations and matters related to the Company's values and commitments.
- Organization structure, constitution of various Committees, Board procedures, Risk Management strategies, etc.
- Various developments in the Company through Press Releases, e-mails, etc.

Details of familiarization programs during FY26 are as under

S. No	Name of the Director	Emerging trends and industry landscape	Induction and Orientation Programme of New Directors	Sustainability, ESG and Cybersecurity Awareness Session	Manufacturing process training (Plant visit)	AI Governance, Digital Transformation and Future Readiness	M&A, Growth opportunities, emerging chemistries	People Transformation, Leadership and Organisational Culture	Total
1	Ms. Bhairavi Tushar Jani ¹	2	NA	NA	NA	NA	NA	NA	2
2	Mr. Annush Ramasamy	11	NA	1	4	4	4	4	28
3	Mr. Jayadev Galla	8	NA	1	12	4	4	4	33
4	Mr. Harshavardhana Gourineni	8	NA	1	16	4	4	4	37
5	Mr. Vikramadithya Gourineni	8	NA	1	16	4	4	4	37
6	Dr. Amar Patnaik	13	NA	1	4	4	4	4	30
7	Ms. Radhika Shapoorjee ²	13	4	1	4	4	4	4	34

Cumulative details of familiarization programs attended by the Directors since FY22 are as under (No. of hours)

S. No	Name of the Director	FY22	FY23	FY24	FY25	FY26	Cumulative total
1	Ms. Bhairavi Tushar Jani ¹	6	8	13	2	2	31
2	Mr. Annush Ramasamy	12	11	15	16	28	82
3	Mr. Jayadev Galla	11	10.5	16	20	33	90.5
4	Mr. Harshavardhana Gourineni	11	10.5	16	24	37	98.5
5	Mr. Vikramadithya Gourineni	11	10.5	15	24	37	97.5
6	Dr. Amar Patnaik	0	0	0	18	30	48
7	Ms. Radhika Shapoorjee ²	0	0	0	0	34	34

Notes:

1. Ms. Bhairavi Tushar Jani ceased to be a director on August 13, 2025.
2. Ms. Radhika Shapoorjee was appointed as a Non-Executive Independent Director w.e.f May 22, 2025.