

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 Act, Listing Regulations, Insider Trading 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 relevant 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 the company's information and the liberty to interact with senior management. 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 proposed to be / made by the Company
- Updates on Industry outlook at the Board Meeting
- 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 attended by the Directors during FY25 are as under

(No. of hours)

S.No	Name of the Director	FY22	FY23	FY24	Emerging trends and industry landscape	Induction of New Director	Sustainability, ESG and Cyber Security	Facility/ Plant Visit & Board Strategy Retreat	Total FY25	Grand Total of all FYsp
1	Mr. N Sri Vishnu Raju ¹	11	10.5	16	2	NA	1	3	6	43.5
2	Mr. T R Narayanaswamy ¹	10	8.5	16	3	NA	1	3	7	41.5
3	Ms. Bhairavi Tushar Jani	6	8	13	9	NA	0	11	20	47
4	Mr. Annush Ramasamy	12	11	15	8	NA	1	15	24	62
5	Mr. Jayadev Galla	11	10.5	16	8	NA	0	32	40	77.5
6	Mr. Harshavardhana Gourineni	11	10.5	16	9	NA	0	32	41	78.5
7	Mr. Vikramadithya Gourineni	11	10.5	15	9	NA	0	32	41	77.5
8	Dr. Amar Patnaik ²	NA	NA	NA	7	4	1	20	32	32

Note:

1. Mr. N Sri Vishnu Raju and Mr. T R Narayanaswamy ceased to be directors w.e.f. August 6, 2024.
2. Dr. Amar Patnaik was appointed as additional Director, categorized as Independent Director on June 18, 2024 and regularized as Non-Executive Independent Director w.e.f. August 3, 2024.