

FAMILIARIZATION PROGRAMMES FOR DIRECTORS

Newly appointed Directors are 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.

To familiarize a new Independent Director with the company, a handbook containing a snapshot of their duties and responsibilities, rights, appointment process and evaluation, compensation, Board procedure and stakeholders' expectations are provided. The new Independent Director individually meets with board members and senior management. Direct meetings with the Chairman and the Managing Director are further facilitated for the new appointee to familiarize him/her with the Company/its businesses and the practices. In addition, visits to plants are also organized for the person to understand the company's operations.

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 regularly with Independent Directors is held to update them on all business-related issues and new initiatives of the Company.

The Company believes that the board should be continuously empowered with knowledge of the latest developments affecting the company and the industry. Apart from regular presentations on the company's business strategies and associated risks, expositions are made on various topics covering the industry.

In terms of above, the Company conducts the following familiarization programmes for its Independent Directors:

- Visit to Company's Plants
- Review of Strategic Investments of the Company
- 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 FY24 are as under

(No. of hours)

S.No	Name of the Director	Emerging trends and industry landscape	Induction of New Director	Sustainability, ESG and Cyber Security	Facility/ Plant Visit & Board Strategy Retreat	Total
1	Mr. N Sri Vishnu Raju, Independent Director	5	NA	1	10	16
2	Mr. T R Narayanaswamy, Independent Director	5	NA	1	10	16
3	Ms. Bhairavi Tushar Jani, Independent Director	4	NA	1	8	13
4	Mr. Annush Ramasamy, Independent Director	4	NA	1	10	15
5	Mr. Jayadev Galla, Managing Director & CEO	5	NA	1	10	16
6	Mr. Harshavardhana Gourineni, Executive Director	5	NA	1	10	16
7	Mr. Vikramadithya Gourineni, Executive Director	5	NA	1	10	16