

**FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS**  
**Details of Familiarisation program conducted during the financial year 2024-25**

During the year, the Board members were regularly apprised with the overview of the Company and its operations including finance, human resource, marketing, production, research and development by the Senior Management team. Further, various business unit heads made presentations to the Board periodically pertaining to Company's performance and future strategy for their respective business units. The Board holds the strategy meetings from time to time to review long term growth/plans of the Company. The Board was also apprised regularly of all regulatory and policy changes relevant to the business. The familiarisation programmes for the Independent Directors forms part of quarterly board meetings of the Company.

The details of familiarisation/ training programs attended by independent directors of the Company during the period ended 31.03.2025 are as follows:

1. Number of programmes attended by independent directors (during the period and on a cumulative basis till 31.03.2025)

Name of the Independent Director	Nature of Industry & outlook, Business model and overview of business units, technical specifications, viability in global market etc. (Number of programmes)	Strategy (Number of programmes)	Regulatory policies & updates (Number of programmes)	Total cumulative programmes till 31.03.2025 (Number of programmes)	Total cumulative programmes till 31.03.2025 (Number of programmes)
Anup Kumar Bhat		1		1	1
Heinz Franz Moitzi		1		1	1
Seeplaputhur Ganapathiramaswamy Murali		1		1	1
Alexander Koshy		1		1	1
Poornima Ranganath		1		1	1

2. Number of hours spent by independent directors in such programmes (during the period and on cumulative basis till 31.03.2025)

Name of the Independent Director	Nature of Industry & outlook, Business model and overview of business units, technical specifications, viability in global market etc. (in hours)	Regulatory policies & updates (in hours)	Total cumulative programmes for the FY 25 (in hours)	Total cumulative programmes (Till 31.03.2025) (in hours)
Anup Kumar Bhat	4	1	5	5
Heinz Franz Moitzi	4	1	5	5

Seeplaputhur Ganapathiramaswamy Murali	4	1	5	5
Alexander Koshy	4	1	5	5
Poornima Ranganath	4	1	5	5

The Independent Directors are also made aware of their rights/ roles/ responsibilities at the time of their appointment/ re-appointment through a formal letter of appointment and at periodic intervals.