



## FAMILIARISATION PROGRAMS FOR DIRECTORS

### **Disclosures as per SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

In accordance with the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company has in place systems and processes to ensure that independent directors are familiar with various aspects of the Company including:

- a) Nature of the industry;
- b) Key areas of business and performance of the Company;
- c) Developments within group companies;
- d) Roles, rights, responsibilities of independent directors;
- e) Any other relevant information required by independent directors to discharge their functions, thereby maintaining optimum governance standards within the Company.

With the objective of facilitating board familiarization programs, during the year, the Company made presentations in order to ensure that its independent directors were kept abreast of various changes impacting the Company. These covered a wide gamut of issues including:

- Macro-economic environment;
- Key changes in the regulatory framework as stipulated by MCA, SEBI, RBI and other regulatory authorities;
- Risk management processes, internal financial controls, compliance mechanisms and performance of subsidiary companies;
- Role, rights and responsibilities of directors.

These detailed discussions and presentations were facilitated by the Company's senior management and external facilitators regarded as experts in their respective subjects.

It remains the constant endeavour of the Company to continually update its independent directors on in-house updates and facilitate interaction with various functional and business heads of the Company.

(AN ISO 9001, 14001, 50001/ HACCP & FSSC 22000 CERTIFIED COMPANY)

CIN: L24100MH1972PLC016149

**Familiarisation Programme for Independent Directors (2024-25)**

As a part of the effort to familiarize the Independent Directors of the Company about the nature of industry from time to time, the company made presentations in order to ensure that its independent directors were kept abreast of various changes impacting the Company.

Details of the attendance and number of hours spent by the independent directors in familiarization programmes for the FY 2025 are as follows:

| Name of the Director           | Number of programmes attended |            | No. of hours spent |            |
|--------------------------------|-------------------------------|------------|--------------------|------------|
|                                | For FY 2025                   | Cumulative | For FY 2025        | Cumulative |
| 1. Mr. Raj Kataria             | 02                            | 46         | 0.50               | 9.90       |
| 2. Mr. R.Ravi Shankar          | 02                            | 53         | 0.50               | 11.55      |
| 3. Mr. Dhruv Moondhra          | 01                            | 44         | 0.25               | 10.30      |
| 4. Mr. Arun Ramanathan         | 05                            | 45         | 1.25               | 10.15      |
| 5. Mr. Rajeev M Pandia         | 05                            | 34         | 1.25               | 7.55       |
| 6. Mrs. Bhama<br>Krishnamurthy | 05                            | 27         | 1.25               | 6.15       |
| 7. Mr. Arun Alagappan          | 04                            | 12         | 1.0                | 3.0        |
| 8. Mr. M. Somasundaram         | 03                            | 03         | 0.75               | 0.75       |

