

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

[Pursuant to Regulation 25(7) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015]

Preamble :

The role of Independent Directors has been of paramount importance to the Corporate world, its investors (particularly minority investors), stakeholders, regulators as these directors are required to uphold ethical standards of integrity and probity, exercise independent judgement and assist in implementing best corporate governance practices, while fulfilling the strict criteria of being independent of the management and the Company. Hence, it becomes imperative on the part of the Company to adequately familiarize independent directors with the Company, its operations, management and regulatory framework governing the organisation.

Pursuant to Regulation 25(7) read with Regulation 46(2)(i) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 [LODR], mandates that the Listed Entity should familiarise its Independent Directors, through various programmes about their roles, rights and responsibilities in the Listed entity, about the nature of the industry in which the Company operates, about the business model of the Company, etc.

Section 149(8) of Companies Act, 2013, read with Schedule IV, (Code for Independent Directors), states that the Independent Directors should keep themselves well informed about the Company and the external environment in which it operates and also regularly update and refresh their knowledge and familiarise with the Company.

FAMILIARISATION PROGRAMME FEATURES

- * Letters of Appointment are issued to Independent Directors clearly spelling out their Roles and Responsibilities.
- * The Independent Directors are provided with relevant documents, reports, internal policies and other information to familiarise with the Company's procedures and practices, from time to time.

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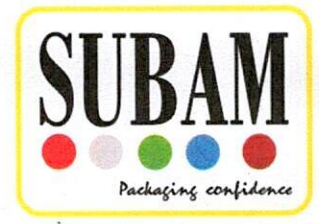
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* During the Board Meetings, all aspects of operations of the Company, changes if any in the operations, new units and new initiatives are explained through various audio visual presentations to the Members of the Board.

* The monitoring and control features of the ERP system through which the Company's entire operations are planned, executed, reviewed and reported are regularly briefed to the Directors.

* Presentations are made at the Board and Committee Meetings on the Company's performance, projects and their progress, future plans, technology upgradation, updates with respect to development in the industry, etc.

Overview of the Familiarisation process:

All Independent Directors are aware and further updated about:

- Role & Functions of independent director
- Rights of independent directors
- Responsibilities of independent directors
- Duties of independent directors
- Disclosure requirement by independent directors
- Company Strategy, business model, group Structure.

Familiarization Programme imparted by the Company to Independent Directors for the Financial year 2025-26 are detailed below:

S.No	Name of Independent Director	DIN	No of Programme attended by respective Independent Directors		No of Hours Spent by respective Independent Directors	
			During the FY 2025-26	Cumulative	During the FY 2025-26	Cumulative
01	Mr. Gurusamy Rathakrishna	01759564	1	1	1	1
02	Mr.Chelladurai Gunasingh Prithiviraj	00168538	1	1	1	1
03	Mr.Arunachalam Anbu Sanjeevikani	10617158	1	1	1	1

DISCLOSURE This familiarization program shall be uploaded on the Company's website for public information

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