**DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS**
**[Pursuant to SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]**

The Company strongly believes that effective familiarization programme helps the Independent Directors to have greater insight into Company's business and also to contribute in decision making at Board / Committee meetings. The Independent Directors are apprised through appointment letters, on their roles, duties & responsibilities, remuneration, insurance coverage, code of business ethics and also the process for evaluation of the performance of the Board, Board Committees & individual Directors.

As a part of agenda of Board / Committee Meetings, presentations are regularly made on various matters covering the Company's strategy in connection with the products, markets, innovation initiatives, finance and risk management framework, amendments in the Companies Act (including the rules made thereunder) and SEBI Regulations, etc.

Pursuant to Regulation 25 (7) read with Regulation 46(2) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("the Listing Regulations"), the listed entity shall familiarise the Independent Directors through various programmes about the listed entity, including the following:

- nature of the industry in which the listed entity operates;
- business model of the listed entity;
- roles, rights, responsibilities of Independent Directors; and
- any other relevant information

In the Financial Year 2020-21, 2021-22, 2022-23, 2023-24, 2024-25, 2025-26 and 2026-27 the following Familiarization Programmes for Independent Directors were conducted:

| Sr. No. | Date of Programme | Areas Covered |
|---|---|---|
| 1 | August 17, 2020 | Roles, rights, responsibilities of ID & Business Model. |
| 2 | November 05, 2020 | Company's New Product Portfolio – Galax-Musk & Camphor. |
| 3 | February 06, 2021 | Plant Visit – Mahad - The objective of the visit was to understand the manufacturing process of the products of the Company and various safety measures undertaken for Employees. |
| 4 | November 01, 2021 | Business Development – Challenges due to COVID Pandemic. |
| 5 | January 27, 2022 | Sustainable Development Goals – to promote prosperity while protecting planet. |
| 6 | May 05, 2022 | Brief on Privi's to reducing Carbon Footprints – Regulations and various measures taken by Company. |
| 7 | August 10, 2022 | Presentation on the Risk Matrix, the current and probable risk for the organization along with the measures to mitigate the said risks. |
| 8 | November 07, 2022 | Various safety and sustainability Training programmes conducted for workers/Employees at Mahad Factory – Its need and Importance. |
| 9 | February 02, 2023 | Presentation on the amendments pursuant to the Companies (Corporate Social Responsibility Policy) Amendment Rules, |

| | | |
|---|---|---|
| | | 2021 and SEBI (Listing Obligations and Disclosure Requirements) (Second Amendment) Regulations, 2021. |
| 10 | May 29, 2023 | Briefed the Board on package of incentives to New Industrial Units / Expansion / Diversification Units set up in the developing regions of the State since 1964, under a Scheme popularly known as the 'Package Scheme of Incentives.' |
| 11 | February 20, 2024 | Factory Visit to Jhagadia to understand and overlook on the new project and product started in recent past and for reviewing various CSR Projects undertaken by the Company in Jhagadia. |
| 12 | June 24, 2024 | Brief by CMD on Business Development and Future Strategies. |
| 13 | February 12, 2025 | Detailed presentation on amendments in SEBI (Listing Obligations and Disclosure Requirement) Regulations, 2015 with emphasis on Related Party Transactions. |
| 14 | June 14, 2025 | Business Strategies going forward and the vision of the Company |
| 15 | February 09, 2026 | Labour Code Reforms and NFRA circular w.r.t change in IND AS 118, Two-way Communication framework between Auditors and Those charged with Governance (TCWG) |
| 16. | May 11,2027 | 1.Roadmap for achieving the 5K:1K Vision, i.e., achieving revenue of ₹5,000 crore and EBITDA of ₹1,000 crore.<br>2.Updates on IND AS Amendments, NFRA. |

Details of Attendance of Independent Directors in familiarization programme are as follows:

| **Name of Independent Director** | **Programme attended during FY 2020-21** | **Programme attended during FY 2021-22** | **Programme attended during FY 2022-23** | **Programme attended during FY 2023-24** |
|---|---|---|---|---|
| Mr. Padmnabh R Barpande@ | 04:00 hours | 02:00 hours | 03:00 hours | 05:00 Hrs |
| Mr. Rajesh H Budhrani@ | 04:00 hours | 02:00 hours | 03:00 hours | 02:30 Hours |
| Mr. D T Khilnani | 04:00 hours | 02:00 hours | 03:00 hours | 05:00 Hrs |
| Mr. Anurag Surana | 04:00 hours | 02:00 hours | 03:00 hours | 02:30 Hours |
| Mrs. Anuradha Thakur | 04:00 hours | 02:00 hours | 03:00 hours | 05:00 Hrs |
| Mr. Hemang Gandhi* | - | - | - | - |
| Mr. Naresh Tejwani | - | - | - | - |
| Mrs. Priyamvada Bhumkar | - | - | - | - |

** Mr. Hemang Gandhi was appointed as an Independent Director w.e.f. November 07, 2023*

*@ end of second term w.e.f. March 31, 2024*

| **Name of Independent Director** | **Programme attended during FY 2024-25** | **Programme attended during FY 2025-26** | **Programme attended during FY 2026-27** |
|---|---|---|---|
| Mr. D T Khilnani@ | 04:00 hours | NA | NA |
| Mr. Anurag Surana | 04:00 hours | 03:00 hours | 02:00 hours |
| Mrs. Anuradha Thakur@ | 04:00 hours | NA | NA |
| Mr. Hemang Gandhi | 04:00 hours | 03:00 hours | 02:00 hours |

| | | | |
|---|---|---|---|
| Mr. Naresh Tejwani$ | 04:00 hours | 03:00 hours | 02:00 hours |
| Mrs. Priyamvada Bhumkar$ | 04:00 hours | 03:00 hours | 02:00 hours |

*$ Ms. Naresh Tejwani and Mrs. Priyamvada Bhumkar were appointed as an Independent Director w.e.f. October 25, 2024*

*@ Mr. D T Khilnani and Mrs. Anuradha Thakur resigned w.e.f. closing hrs of March 31, 2025*

**Details of familiarisation programmes imparted to Independent Directors during the financial year 2025-26**

**(No of Hours)**

| Name of Independent Director | Programme attended during FY 2025-26 | Programme attended during FY 2026-27 |
|---|---|---|
| Mr. Anurag Surana | 03:00 hours | 02:00 hours |
| Mr. Hemang Gandhi | 03:00 hours | 02:00 hours |
| Mr. Naresh Tejwani$ | 03:00 hours | 02:00 hours |
| Mrs. Priyamvada Bhumkar$ | 03:00 hours | 02:00 hours |

*$ Ms. Naresh Tejwani and Mrs. Priyamvada Bhumkar were appointed as an Independent Director w.e.f. October 25, 2024*

**On a cumulative basis from FY 2020-21 to FY 2026-27**

| Sr No. | Name of the Independent Directors | No of Programmes/ Meeting attended | | | No of hours spent | | |
|---|---|---|---|---|---|---|---|
| | | During FY 2025-26 | During FY 2026-27 * | Cumulative | During FY 2025-26 | During FY 2026-27 * | Cumulative |
| 1 | Mr. Padmnabh R Barpande | NA | NA | 11 | NA | NA | 14:00 Hrs |
| 2 | Mr. Rajesh H Budhrani | NA | NA | 11 | NA | NA | 11:30 Hrs |
| 3 | Mr. D T Khilnani | NA | NA | 13 | NA | NA | 18:00 Hrs |
| 4 | Mr. Anurag Surana | 2 | 1 | 15 | 03:00 Hrs | 02:00 Hrs | 18:30 Hrs |
| 5 | Mrs. Anuradha Thakur | NA | NA | 13 | NA | NA | 18:00 Hrs |
| 6 | Mr. Hemang Gandhi | 2 | 1 | 4 | 03:00 Hrs | 02:00 Hrs | 07:00 Hrs |
| 7 | Mr. Naresh Tejwani | 2 | 1 | 4 | 03:00 Hrs | 02:00 Hrs | 07:00 Hrs |
| 8 | Mrs. Priyamvada Bhumkar | 2 | 1 | 4 | 03:00 Hrs | 02:00 Hrs | 07:00 Hrs |

***** *as on September 30,2026.*