



## **DETAILS OF FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS DURING FINANCIAL YEAR 2025-26**

*[Pursuant to Regulations 25(7) and 46 (2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]*

The Company strongly believes that effective familiarisation programme helps the Independent Directors, not only to have greater insight into Company's business but also contributes effectively to decision making at Board / Committee meetings.

The Independent Directors are well versed in the field of Packing Industry by virtue of their educational qualifications and work experience and are familiar with the operations of the Company.

The Company having interests in various businesses, it is important that the Independent Directors are well versed with the business and related activities, including but not limited to the nature of industry, products, markets, operations, and its businesses, policies, regulatory aspects affecting the Company, etc. This is achieved through a structured familiarisation plan. Certain programme activities are merged with the Board/Committee meetings to suit the convenience of Directors. Also, individual programs are conducted separately, as, and when required.

The familiarisation programme for Independent Directors is prepared in consultation with the Independent Directors and after assessing the requirements.

Need for familiarisation is also identified through Directors' performance evaluation process. Familiarisation is achieved through broad-based engagement, under which various business heads and functional heads (including those of key subsidiaries) are invited for group/one-on one interaction with the Independent Directors.

The Company has a familiarisation programme for the new directors which involves site visit, apprising about operations of the Company and its internal policies and practices, regulatory framework etc.

Regular interactions are held between statutory and internal auditors and independent directors. Monthly / quarterly updates on relevant statutory, regulatory changes are circulated to the Directors. The Directors are also informed of important developments in the Company.

The induction kit for new directors includes annual reports, memorandum, and articles of association of the Company, Code of Conduct and other corporate governance policies,

composition of various board committees along with their terms of reference etc. including guidance on the regulatory framework.

**"IF YOU ARE SATISFIED TELL OTHERS, IF NOT TELL US"**



Independent Directors have the freedom to interact with the Company's management and senior management personnel of the Company.

Particulars	For the F Y 2025-26
No. of programs attended	5 (Five)
No. of hours spent for such Programs	approximately 10 hours during the year
Dates on which the programs were conducted	06 <sup>th</sup> May, 2025 07 <sup>th</sup> July, 2025 29 <sup>th</sup> July, 2025 10 <sup>th</sup> November, 2025 31 <sup>st</sup> January, 2026

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