

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS**OVERVIEW:**

In accordance with Regulation 62N read with Regulation 62 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company shall familiarise the independent directors with the Company, their roles, rights and responsibilities in the Company, nature of the industry in which the Company operates, the business model of the Company, etc. through various programmes.

PURPOSE AND OBJECTIVE OF THE PROGRAMMES:

The familiarization programme helps the independent directors not only to have greater insight into the Company's business but also contributes effectively in decision making at Board and Board Committees meetings.

ORIENTATION PROGRAMME UPON INDUCTION OF NEW DIRECTORS:

An Induction Manual is handed over to a new inductee on the Company's Board. This includes the Company's Corporate Profile, its Mission, Vision and Values Statement, Organizational structure, the latest Annual Report, Code of Conduct applicable to Directors/ employees of the Company and the 'KMIL Code of Conduct for Prevention of Insider Trading. It also includes the processes for Board and Committee Meetings, Charters and Mandates of the various Committees of the Board, functions and powers of the Board and Directors.

A detailed Appointment Letter incorporating the role, duties and responsibilities and performance evaluation process, insurance cover, Code of Conduct and obligations on disclosures, is issued for the acceptance of the Independent Directors. The inductee is also introduced to the Business Head and Corporate Functional Heads.

The Chairman of the Board, Nomination and Remuneration Committee and the Executive Director meet and brief the inductee before joining.

INITIATIVES UNDERTAKEN TO UPDATE THE DIRECTORS ON A CONTINUING BASIS:

During the year, the Company organizes various familiarisation programme on the current and relevant topics for the independent directors of the Company.

The details of each familiarisation programme shall be uploaded on the website of the Company and a web link of the same shall also be provided in the Annual Report of the Company.

The details of orientation given to the Independent Directors over the years are as follows:

Financial Year	Number of programmes attended by Independent Directors	Number of hours spent by Independent Directors in such programmes	Name of the Independent Directors who attended the programme
FY 2022-23	1 out of 1	1 Hr	Mr. Chandrasekhar Sathe Mr. Prakash Apte Mr. Paresh Parasnis

FY 2023-24	1 out of 1	1 Hr	Ms. Padmini Khare Kicker Mr. Chandrasekhar Sathe Mr. Prakash Apte Mr. Paresh Parasnis
FY 2024-25	1 out of 1	1 Hr	Ms. Padmini Khare Kicker Mr. Chandrasekhar Sathe Mr. Prakash Apte Mr. Paresh Parasnis Mr. Baswa Ashok Rao
FY 2025-26	1 out of 1	1 Hr	Mr. Prakash Apte Mr. Paresh Parasnis Mr. Baswa Ashok Rao Ms. Aruna Rao
Cumulative Hours		4 Hrs	