HINDUSTAN COMPOSITES LIMITED

FAMILIARISATION PROGRAMMES
FOR INDEPENDENT DIRECTORS

Hindustan Composites Limited – Familiarisation Programmes for Independent Directors

FAMILIARISATION PROGRAMMES FOR INDEPENDENT DIRECTORS

Preamble

The Regulation 25 (7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time ("Listing Regulations") *inter-alia* stipulates that every listed company shall familiarise its independent directors with the company, their roles, rights, responsibilities in the company, nature of the industry in which the company operates, business model of the company, etc., through various programmes.

Overview of the Familiarisation process

All Independent Directors are made aware and further updated about their roles, rights, responsibilities in the Company. Upon appointment, the new Independent Directors are provided with the information about the Company, Memorandum and Articles of Association, Annual Reports for previous 3 financial years. The appointment letter issued to Independent Directors *inter alia* sets out the expectation of the Board from the appointed directors, their fiduciary duties and the accompanying liabilities that come with the appointment as a director of the Company.

Independent Directors are provided with necessary documents / brochures, reports and internal policies to enable them to familiarise with the Company's procedures and practices.

Periodic presentations are made at the Board and Board Committee Meetings, on business and performance updates of the Company, global business environment, business strategy and risks involved. Detailed presentations on the duties and responsibilities of Independent Directors and the Company's business segments are made at the separate meetings of the Independent Directors held during the financial year.

Each director of the Company has complete access to any information relating to the Company. Independent Directors have freedom to interact with the Company's management. They are given all the documents sought by them for enabling a good understanding of the Company, its various

operations and the industry segments of which it is a part. Further, they meet at least once in a financial year without presence of the Company's Management Personnel to discuss matters pertaining to the Company's affairs and put forth their combined views to the Chairman and Managing Director.

Site visits to various plant locations are organized for the Directors to enable them to understand the operations of the Company.

Details about familiarisation programmes conducted for and attended by the Independent Directors will be separately disseminated on the Company's website.

This revised Familiarisation Programmes for Independent Directors is approved and adopted by the Board of Directors in its meeting held on 9th February, 2022 with immediate effective.

Details of Familiarisation Programme Imparted to Independent Directors during the following years are:					
Sr. No.	**Year**	**Number of Programmes**		**Number of Hours spent**	
		During the FY	**Cumulative till date**	**During the FY**	**Cumulative till date**
1.	2026-27	1	13	Approximately 1 hour 25 minutes	Approximately 18 hours 40 minutes
2.	2025-26	1	12	Approximately 1 hour 15 minutes	Approximately 17 hours 15 minutes
3.	2024-25	2	11	Approximately 2 hour 45 minutes	Approximately 16 hours
4.	2023-24	1	9	Approximately 1 hour 15 minutes	Approximately 13 hours 15 minutes
5.	2022-23	1	8	Approximately 1 hour 30 minutes	Approximately 12 hours
6	2021-22	1	7	Approximately 2 hours	Approximately 10 hours 30 minutes
7.	2020-21	1	6	Approximately 1 hour 15 minutes	Approximately 8 hours 30 minutes
8.	2019-20	1	5	Approximately 1 hour 30 minutes	Approximately 7 hours 15 minutes
9.	2018-19	1	4	Approximately 1 hours	Approximately 5 hours 45 minutes
10.	2017-18	1	3	Approximately 1 hour 15 minutes	Approximately 4 hours 45 minutes
11.	2016-17	1	2	Approximately 2 hours	Approximately 3 hours 30 minutes
12.	2015-16	1	1	Approximately 1 hour 30 minutes	Approximately 1 hour 30 minutes