



Details of familiarisation programmes for Independent Directors.

The Company encourages and supports its Directors to update themselves with the rapidly changing regulatory environment.

At the time of the appointment of a new Director, the Chairman of the Board and Managing Director of the Company have one on one discussion with the new inductee to familiarize him/her with the Company's business operations.

Upon appointment, Directors also receive a formal letter of appointment describing their roles, functions, duties and responsibilities as a Director and the same is also uploaded on the Company's website and this also includes a detailed overview of the tobacco industry and industrial sector in general.

Additionally, they are also provided Annual Reports of the Company, Independence criteria as per the clause 16(b) of the LODR Regulations, Code of Conducts (including Code of Business Conduct of the Company), and the relevant policies of the Company.

The Company encourages and supports its Directors to keep themselves abreast with the rapidly changing regulatory environment. From time to time the Senior Management personnel make presentations at the Board / Committee meetings about the Company's business and performance updates, strategy, operations, products, regulatory changes, opportunities, threats, etc.

As a part of Directors Report Familiarization Program, the Company may organize factory visit for the new inductee to familiarize with the manufacturing operations of the Company.

Details of Familiarization Programs held with effect from 1st April, 2015 as are follows:

Particulars	During the year 2024-25.	Cumulative up to 31 st March, 2025.
Number of Familiarisation Programmes organised by the Company, including visits to Company Facilities.	4	86
Time Spent by the Independent Directors in such Programmes in aggregate.	3 Hour 40 Minutes	59 Hours 25 Minutes