

## **Familiarisation Programme for Independent Directors**

*(In terms of Regulation 25(7) of SEBI Listing Regulations)*

### **Preamble**

In accordance with the requirement of Regulation 25(7) of SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015 and Schedule IV of the Companies Act, 2013, the Company shall familiarize the 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 and the details of such familiarization programmes shall be dissemination on the website of the Company.

### **Purpose and Objective**

This program aims to provide comprehensive insights into the Company to enable the Independent Directors to understand the Company's business and operations so that they are in a position to play a meaningful role in the overall governance process of the Company and take well informed timely decisions, thus making substantial contribution to the Company's endeavors.

The Independent Directors of the Company are given every opportunity to familiarize themselves with the Company, its management and its operations so as to understand the Company, its operations, business, industry and environment in which it functions.

### **Overview of Familiarisation Process:**

The Company has put in place a system to familiarize the Independent Directors about the Company by updating them with various events and developments taking place in the Company in particular and the industry, as a whole:

- At the time of appointment, the Independent Directors are familiarized about the background of the Company, their roles, duties and responsibilities, tenure of appointment, evaluation process, availability of directors' and officers' liability insurance, details regarding remuneration through a formal letter of appointment. The terms of the said letter are also uploaded on the Company's website.
- New Independent Directors are also familiarized with important statutory & regulatory provisions, Code of Conduct and other policies of the Company applicable to them.
- As a part of updating the Independent Directors, a detailed presentation shall be made on the salient features of the Companies Act, 2013, applicable regulations from the SEBI Listing Regulations and SEBI (Prohibition of Insider Trading) Regulations, 2015.

- The Company management shall also conduct presentation to the Independent Directors to apprise them of the key changes in regulations impacting the Company or the functioning, roles and responsibilities of the Board members.
- Periodic presentations are made at the Board and Board Committee Meeting, on business and performance updates of the Company, business strategy and risk involved.
- The Independent Directors are also taken for visit to the Company's site to enable them to have better understanding of the activities of the Company.

**Review:**

The Board will periodically review this program and make any necessary revisions as may be required.

**Disclosure:**

This familiarization programme shall be uploaded on the Company's website for public information and a web link for the same shall also be provided in the Annual Report of the Company.

**DISCLOSURE UNDER REGULATION 25 AND 46 OF SEBI (LISTING OBLIGATIONS AND DISCLOSURE REQUIREMENTS) REGULATIONS, 2015.**

**DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF HARIOM PIPE INDUSTRIES LIMITED (“THE COMPANY”) DURING THE FY 2023- 24:**

The Independent Directors have complete access to the information within the Company. As a part of agenda of Board/Committee meetings, presentations are regularly made to the Independent Directors on various matters inter-alia the organization structure, Company’s strategy, business model, operations, markets, product offerings, finance, risk management framework, technology, quality updates and other relevant areas on a quarterly and annual basis along with quarterly and annual results at the Board Meetings and Audit Committee Meetings.

**“Structured Familiarization Programme was organized for Independent Directors on Tuesday, February 27, 2024 - Visit at the Galvanized Pipe and Cold Roll Coil Manufacturing Plant located at Mahabubnagar, Telangana.**

On February 27, 2024 an awareness program and plant visit to the Mahabubnagar facility were organized for all the Independent Directors. During the visit, the Independent Directors were apprised on the plant’s operational system, implemented safety measures and management systems.

<b>Details of Familiarization Programmes imparted to Independent Directors:-</b>	
Number of Programmes attended by Independent Directors (during the year)	One Programme: i) February 27, 2024
Number of Programmes attended by Independent Directors (on cumulative basis till date)	Four Programmes: i) February 03, 2022; ii) July 02, 2022; iii) March 20, 2023; iv) February 27, 2024
Number of hours spent by Independent Directors in such programmes (during the year 2023-24)	Approx. 6 Hours
Number of hours spent by Independent Directors in such programmes (on cumulative basis till date)	Approx. 19 Hours
Purpose of Programme	1. To educate the Independent Directors about the manufacturing process at our Mahabubnagar Plant, by providing firsthand experience of the entire manufacturing process, from raw

	<p>materials to final products.</p> <ol style="list-style-type: none"> <li>2. To update Independent Directors of the Company regarding scale and details of its operations.</li> <li>3. To enhance their knowledge and practical exposure, the complete operations of the newly installed tandem mill were thoroughly explained to the Independent Directors.</li> </ol>
Names of the Independent Directors who Participated	<ol style="list-style-type: none"> <li>1. Mr. Pramod Kapoor Kumar</li> <li>2. Mr. Rajender Reddy Gankidi</li> <li>3. Mrs. Sneha Sankla</li> </ol>