

FAMILIARIZATION & INDUCTION PROGRAM FOR INDEPENDENT DIRECTORS

Preamble:

In compliance with Schedule IV of the Companies Act, 2013 and Regulation 25(7) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“**SEBI Listing Regulations**”), the Company shall suitably familiarize the Independent Directors so as to enable them to understand the following areas:

- Nature of industry in which the Company operates;
- Roles, rights & responsibilities; and
- The business model and corporate plans, long term and short term, of the Company.

Induction, Training module and Familiarization Programme for Independent Directors

Objective	The Company follows a structured induction and familiarization programme for the Independent Directors with an objective that the Independent Directors understand and are updated on the business operations and strategic plans of the Company on a continuous basis.
Familiarization of Independent Directors upon induction	Overview of industry and business model of the Company and its subsidiaries including outline of annual operative plan and annual budgets.
	Organizational overview including vision, structure and key developments.
	Board dynamics and processes including structure of Board and its Committees.
	Corporate Social Responsibility initiatives undertaken by the Company.
	Overview of upcoming expansion and business plans of the Company and its subsidiaries.
	Assessment of the risks associated with the business of the Company and their mitigation plans.
	Periodic presentations are made at the Board Meetings, on business and performance updates of the Company and its subsidiaries.
	Familiarization on statutory compliances as a Board Member including their roles, rights and responsibilities.

Details of familiarization programs imparted to the Independent Directors of the Company:

The details of orientation given to the Independent Directors during the financial year 2025- 26 are as follows:

- Business and financial performance of the Company and its subsidiaries including industry overview, peer performance and business model of the Company.

PIPES CONSTRUCTION CHEMICALS PUTTY ROOFS WALLS FLOORS

BirlaNu Limited (formerly HIL Limited)

Corporate Office: BirlaNu Limited, 6th Floor, Birla Tower, 25 Barakhamba Rd, New Delhi - 110001

Registered Office: Office No.1 & 2, L7 Floor, SLN Terminus, Sy. No.133,

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- Review of Internal Audit Plan
- Evaluation of Internal Financial Controls operating in the Company.
- Whistle blower reports/shareholder complaints/ Insider Trading Complaints, if any.
- Corporate Social Responsibility initiatives, its progress, annual action plan and impact assessment of various projects.
- Board dynamics and processes including Board structure and Committees.
- Review on existing / revised codes and policies of the Company.
- Overview of long-term incentive schemes for eligible employees, including ESOS (Employee Stock Option Scheme) and cash incentive plans
- Various initiatives undertaken by the Company towards shareholder awareness and compliance with SEBI/IEPF circulars
- Assessment of the risks including cyber security risks associated with the business of the Company and their mitigation plans.
- Update on regulatory changes and their impact on the Company.
- Acquisition of businesses, subsidiaries, and strategic investments in line with the Company's growth strategy
- Streamlining the structure of the Company and its subsidiaries by amalgamation of subsidiaries.
- Discussion on budget and long-term plans of the Company including update on the digitisation initiatives taken by the Company during the year 2025-26.
- Familiarization on statutory provisions as a Board Member including their roles, rights and responsibilities and amendments thereto from time to time.

Accordingly, the details as required under Regulation 46(2)(i) of the SEBI Listing Regulations are as under:

Number of familiarisation programmes attended by the Independent Directors	No. of hours spent during 2025-26 on familiarisation	Cumulative hours spent on familiarisation
25	6 hrs 30 min	49 hrs 10 min

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