

TECHNOPAINTS AND CHEMICALS LIMITED ("The Company")

DETAILS OF FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

(Effective from 30.08.2026 approved by Board of Director on 29.08.2026)

[Pursuant to the Regulations 25(7) and 46 (2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

In terms of Schedule IV of the Companies Act, 2013, read with rules thereunder, as amended (the "Companies Act") and read with Regulation 25(7) and Regulation 46(2) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company shall familiarize 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.

The Company strongly believes that effective familiarization programme helps the Independent Directors, not only to have greater insight into Company's business but also contribute effectively in decision making at Board / Committee meetings. (Effective from 30.08.2026 approved by Board of Director on 29.08.2026)

Considering that Company's a manufacturing company in paints industry having interests in allied products as well and having its operations spread across the country, it is important that the Independent Directors are well versed with the business and all the related activities including but not limited to the nature of industry, products, markets, operations, subsidiaries and its businesses, policies, regulatory aspects affecting the Company, etc. This is achieved through a structured familiarisation plan. Certain programme activities are merged with the Board/Committee meetings for the convenience of the directors. Also, individual programs are conducted separately for them as per the requirement.

Familiarization programmes for Independent Directors generally forms part of the Board process. The Independent Directors are updated on an on-going basis at the Board / Committee meetings, inter-alia, on the following:

- Nature of the industry in which the Company operates;
- Business environment and operational model of various business divisions of the Company including important developments thereon;
- Roles, rights and responsibilities of directors;
- Important changes in regulatory framework having impact on the Company;
- Company Group business and
- The manufacturing facilities of the Company at various location

Programme and Disclosure

The programme will be conducted on an "as needed" basis during the year. As and when the programme is conducted the same will be disclosed on the website of the Company as provided in Regulation 46 of the Listing Regulations and a web link thereto shall also be given in the annual report of the Company.



Amendment and Review

This document will be reviewed and amended by the Board as and when deemed appropriate. Any change in the policy shall be approved by the Board, subject to applicable law. The Board shall have the right to withdraw and/or amend any part of this policy or the entire policy, at any time, as it deems fit, or from time to time, and the decision of the Board in this respect shall be final and binding. Any subsequent amendment/modification in the Act or the rules framed thereunder or the Listing Regulations and/or any other laws in this regard shall automatically apply to this policy.

In the event of any conflict between the provisions of this policy and of the applicable law, such applicable law in force from time to time shall prevail over this policy

Applicability

This Policy is applicable to all Independent Directors of the Company, as defined under the Companies Act, 2013 and the SEBI Listing Regulations.

Draft

Familiarization Programme for Financial Year

1. Number of programmes attended by independent directors (during the financial year)	The programmes were part of the Board / Committee meetings.
2. Number of hours spent by independent directors in such programmes (during the year and on cumulative basis till date)	a. During the Financial Year Approximately- b. cumulative basis till date -
3. Other relevant details:	The familiarization programmes included regulatory changes and its impact on the Company, general business, safety and quality initiatives, challenges and opportunities, group business, general industry development, discussion on the state of economy, impact on industry and company due to current situation etc.

Familiarization upon Induction

- a. At the time of induction and subsequently on a sustained and regular basis, the independent directors are provided an overview of:
 - i. Introduction, Company history and genesis;
 - ii. Criteria of independence applicable to Independent Directors as per Regulation 16 (b) of the SEBI Listing Regulations and Section 149(6) of the Companies Act, 2013;
 - iii. The Code of Conduct for Directors and Senior Management Company;
 - iv. Overview of the Company operations comprising details of the Company's service business units and business model, clientele and functional service offerings;
 - v. Policy handbook of the Company comprising of policies on various business aspects and practices;
 - vi. Organizational chart of the Company and the profile of all the Directors and the Senior Managerial Personnel of the Company;
 - vii. List of contact details of the Directors, Senior Managerial Personnel and their personal/ executive assistants;

- viii. the Memorandum and Articles of Association of the Company;
 - ix. the annual reports of last three consecutive years of the Company;
 - x. Key financial highlights;
 - xi. Details of the group (comprising the subsidiaries, joint ventures and associate companies);
 - xii. Board and committees of the Board, their operations, charter and functioning;
 - xiii. Highlights of the human resource ("HR"), quality and innovation functions;
 - xiv. Corporate governance practices, processes and procedures, including Board and committee functioning;
 - xv. Corporate social responsibility initiatives;
 - xvi. Business responsibility initiatives of the Company;
 - xvii. Risk management systems and framework;
 - xviii. Vigil mechanism / whistle blower policy including policy formulation, disclosures, code of conduct for independent directors, code of conduct for directors etc.;
 - xix. Financial controls, financial management, Board effectiveness, meetings and performance assessment;
 - xx. Roles, functions, duties, responsibilities and liabilities of independent directors;
 - xxi. Directors responsibility statement forming part of Boards' report.
 - xxii. the publicity material of the Company that explains the range of products, services and solutions offered by the Company to its clients; and
 - xxiii. meeting shall be arranged with the Managing Director and Chief Financial Officer to discuss the functioning of the Board and the nature of Company's business & operational activities.
- b. The training sessions/ presentations/ programmes provide an opportunity to the independent directors to understand the business strategies, business models, organisation structure, group structure, operations, services and products, human resources, facilities, governance policies during the independent directors meetings.
- c. The Chairman of the Board, depending on the business needs, may also nominate independent directors for relevant external training programs.
- d. Apart from the independent directors, non-executive directors are also eligible to attend the familiarisation programmes.

- e. The independent directors are made aware of their responsibilities and liabilities at the time of their appointment through a formal letter of appointment, which also stipulates their roles and responsibilities and various terms and conditions of their appointment.
- f. Regular updates on relevant statutory and regulatory changes are circulated to the independent directors of the Company.
- g. All independent directors also get to interact with the senior management of the Company. The executive chairman, managing director and chief executive officer, the heads of the service business units, HR and finance teams interact with the independent directors. Besides, they also have a walkthrough of the Company's business.

1. Continual familiarization modules

To understand and remain updated on the business, operations of the Company and changes in the regulatory regime on a regular basis, the independent directors at the Board meetings and relevant committee meetings are provided, *inter alia*, with the following:

- a. Updates on operations, industry position, strategies, competitiveness and financial performance of the Company.
- b. Updates regarding budgets, working capital management and fund flows.
- c. Review of internal & statutory audit.
- d. Updates on significant developments in the Company and business performance of the Company.
- e. Updates regarding business strategies and policies of the Company on social responsibility, nomination and remuneration criteria, vigil mechanism/whistle blower, risk management etc.
- f. Safety, health and environment and sustainability issue.
- g. Update on significant amendments in corporate and other laws and its impact on the Company.

Independent directors have the freedom to interact with Company's management and senior leadership team of the Company.

