

FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS FOR FY 2024-25

In accordance with the requirements of Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Schedule IV to the Companies Act, 2013, the Company familiarizes the Independent Directors with their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc. through various program.

The program aims to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the Company.

All Independent Directors are associated with the Company for more than 5 years and are well versed with the industry, business operations, policies/ practices of the Company and its subsidiaries.

The need for familiarization is also identified through Directors' performance evaluation process. Familiarization is achieved through broad-based engagement, under which various business heads and functional heads (including those of key subsidiaries) are invited for group/one-on-one interaction with the Independent Directors.

Regular interactions are held between statutory and internal auditors and independent directors. Monthly / quarterly updates on relevant statutory, regulatory changes and landmark judicial pronouncements encompassing important laws are circulated to the Directors. The Directors are also informed of important developments in the Company.

During the year, presentations were made to the directors on operational & financial performance of the Company, market share, risks & mitigation plans, initiatives on health & safety, CSR & sustainability, compliances which keeps the Directors updated on the operations and the key development impacting the Company.

Apart from this, directors were regularly updated on the changes and various laws, rules and regulations applicable on the company.

During the year under review there was induction of two new independent director on the Board of the Company.

Details of attendance of Independent Directors in Familiarization Programmes are as follows:

Sl. No.	Name of Independent Director	No. of session attended		No. of hours spent in the sessions attended	
		FY 2024-2025	Cumulative till date (upto 31.03.2025)	FY 2024-2025	Cumulative till date (upto 31.03.2024)
1.	*Shri Satyakam Mishra	-	-	-	-
2.	*Shri Chandra Shekhar Agarwal	-	-	-	-
3.	Dr. Raj Kamal Agarwal	2	9	1hr 40 min	11 hrs 29 min
4.	Mr. Ravinder Nath Leekha	2	9	1hr 40 min	11 hrs 29 min
5.	Mr. Ajit Kumar Hazarika	2	9	1hr 40 min	11 hrs 29 min
6.	Mr. Abhiram Tayal	2	9	1hr 40 min	11 hrs 29 min
7.	Mr. Girish Sharma	2	9	1hr 40 min	11 hrs 29 min
8.	Mr. Sanjeev Shankar	2	9	1hr 40 min	11 hrs 29 min
9.	Ds. Vinita Jha	2	9	1hr 40 min	11 hrs 29 min

*Shri Satyakam Mishra and Shri Chandra Shekhar Agarwal was appointed as Independent Directors w.e.f 29.07.2024 and 23.08.2024 respectively on the Board of the Company, on their induction the secretarial team had circulated a familiarization Journal for Independent Directors, inter-alia, containing, the information regarding JSAW, its Board of Directors, Composition of Statutory Committees along with their roles and duties including Do & Don't and information about Insider Trading to enable them to discharge their duties to perform your role efficiently.

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CIN: L27104UP1984PLC023979