



PARADEEP PHOSPHATES LIMITED

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

1. PREAMBLE

Regulation 25(7) of SEBI (LODR) Regulation stipulates that:

a) The Company shall familiarize the Independent Directors with the Company, nature of the industry in which the Company operates, business model of the Company, their roles, rights, responsibilities in the Company, any other relevant information, through various programmes.

2. PURPOSE

The Purpose of the familiarization programme is to enable Independent Directors to understand the Company's business and contribute to the achievement of Company's goals and objectives.

3. OBJECTIVE

- a. To have a programme for orientation of Independent Directors at the time of their joining so as to enable them to understand the Company- its operational framework, business, industry structure, external environment, various governmental controls and regulations applicable to the Company in which it functions.
- b. To update the Directors on a continuing basis about the significant and material changes in the Company's business/operations.

4. FAMILIARIZATION PROCESS

Each member of the Board, including the Independent Directors, shall be given complete access to any information relating to the Company, whenever they so request. In addition, presentations are made from time to time to the Board and its committees covering activities being undertaken by various departments, where directors get an opportunity to interact with members of the senior management.

The Wholetime Director provides a detailed review of the entire business operations of the company on a quarterly basis. The review also includes operations of the Subsidiary Companies, Joint Venture Companies. The Company also provides from time to time to the Directors, presentations /information about the business strategies, management structure, new product launches, various policies, quarterly



and annual results, budgets, review of Internal Audit and risk management framework etc.

5. PROGRAMME AND DISCLOSURE

1. Familiarization programme will be conducted on a need basis during the year.
2. Familiarization programme shall be disclosed on the website of the Company and the weblink thereto shall be provided in the Annual Report of the Company.

6. REVIEW OF THE PROGRAM

The Board will review this Programme and make revisions as may be required from time to time.



Familiarization programmes

The details of familiarization programmes (including through the meetings of the Board and its Committees) imparted to Independent Directors as per Regulation 25(7) of SEBI (Listing Obligations and Disclosure Requirements), 2015, are as under:

Areas covered

- Industry overview & Business operation
- Overview on Plant at Paradeep, Odisha
- Overview on Plant at Goa
- Overview on plant at Managlore
- major amendments in Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015
- Overview about the Marketing Operations of the Company
- ESG

Sl. No.	Name of the Director	Number of programmes attended by Directors		Number of hours spent by Director	
		During the Financial year ended 31 March 2026	Cumulative (From 27 th May 2022 till date)	During the Financial year ended 31 March 2026	Cumulative (From 27 th May 2022 till date)
1	Mr. Satyananda mishra	2	7	2 Hours	8 Hours
2	Mr. Subhrakant Panda	2	5	2 Hour	6Hours
3	Ms. Rita Menon	2	6	2 Hours	6Hours
4	Mr. Dipankar Chatterji	2	5	2 Hour	6 Hours
5.	Mrs. Ruchira Khamboj	2	2	2 Hour	2 hours