



DETAILS OF FAMILIARISATION PROGRAMME(S) IMPARTED TO INDEPENDENT DIRECTORS FOR THE FINANCIAL YEAR 2024-2025:

(In terms of Regulation 25(7) & 46(2)(i) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015

At the 77th Annual General Meeting (“AGM”) of the Company held on August 29, 2024, through Video Conferencing facility, Mr. Joseph Conrad Agnelo D’Souza (DIN: 00010576), Mr. Premal Pradip Madhavji (DIN: 02101791) and Mr. Jehangir Hirji Cawasji Jehangir (DIN 00001451) were appointed as Independent Directors on the Board of the Company, by the Shareholders with requisite majority, for a term of 5 (five) consecutive years, with effect from September 09, 2024 to September 08, 2029.

At the same AGM, Mrs. Mahnaz A. Curmally (DIN 06907271) was re-appointed as an Independent Director of the Company, for a second term of five (5) consecutive years, with effect from September 09, 2024 to September 08, 2029.

Respective Formal Letters of appointment / re-appointment were issued to all the Four (4) Independent Directors on September 09, 2024, setting out in detail, the terms & conditions of appointment, duties, responsibilities and expected time commitments, along with copy of:

- Code of Conduct for Board of Directors;
- Code of conduct for Prohibition of Insider Trading;
- Guidelines of professional conduct, Role, Function and Duties as an Independent Director (As provided in Schedule IV of the Companies Act, 2013).

Further, the Company organized a Familiarization Programme for its Independent Directors in terms of Regulation 25(7) & 46(2)(i) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, for which they were invited for a factory visit at Airoli, Thane, Maharashtra, on January 20, 2025.

The visit commenced at 10.00 AM sharp at the Sanskar Auditorium, where the Directors were greeted by the Managing Directors, Executive Director, Chief Financial Officer and Company Secretary. After which the CFO Mr Yogendra Agarwal made a detailed Presentation on the Company’s journey since its roots in 1946 and up to the present date 2025 encompassing 79 years of adhering to our core values of:



- a. Business Excellence
- b. Passion
- c. Fairness & Integrity and
- d. Empowerment

During the presentation the CFO showcased all the Company Products and their journey from 1946 to date:

- a. Power Transformers and Projects;
- b. Motors;
- c. Magnet Technology Machines;
- d. Drives & Automation;
- e. IT / HR and other services.

After CFO Presentation, the Directors were taken for a round of each Manufacturing Plant of the corresponding above Products. They were accompanied by the Vice President and Plant Head of each Product and explained in detail the production process from raw material input stage to the finished product stage.

The Directors having satisfied themselves about each Product, its manufacturing processes, production planning, designing, winding, testing etc. had a final discussion with the Managing Directors and Executive Director. Thereafter the Visit concluded at 04.00 PM.

DETAILS OF ATTENDANCE OF INDEPENDENT DIRECTORS IN FAMILIARISATION SESSION FOR THE FY 2024-2025, ARE AS FOLLOWS:

Sr. No	Name of Independent Director	No. of Sessions attended		No. of hours spent in the Sessions attended	
		during the year FY 2024-2025	Cumulative till date	during the year FY 2024-2025	Cumulative till date
1.	Mrs. Mahnaz A. Curmally	1	23	06.00	11.37
2.	Mr. Joseph Conrad A. D'Souza	1	1	06.00	06.00
3.	Mr. Premal P Madhavji	1	1	06.00	06.00
4.	Mr. Jehangir H. C. Jehangir	1	1	06.00	06.00
