



FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

FY 2025–2026

Objective	The Company follows a structured orientation and training programmes for its Independent Directors to acclimatize and familiarize them with the business & operations of the Company and nature of the industry in which it operates.
Familiarization	<p>Independent Directors are regularly familiarized with the Company’s operations through presentations delivered at meetings of the Board, Audit Committee, Risk Management and ESG Committee, Stakeholders’ Relationship Committee and the Corporate Social Responsibility Committee. These sessions provide opportunities for Directors and Committee Members to interact with the Senior Management Team, as well as the Statutory and Internal Auditors. The presentations typically cover business performance, operating results, budget comparisons, management outlook, economic and industry developments, sectoral updates, and other relevant matters. Additionally, meetings were facilitated between Auditors and Independent Directors without the presence of management, ensuring independent discussions and unbiased oversight.</p> <p>The Independent Directors are kept aware and are being updated on a monthly basis by way of an internal Monthly Reading Pocket which includes <i>Corporate Communique, Investor Relations Connect, Benchmarking, Law Bytes, Law Buzz, gLAWssary, Risk and Trade Updates and Tax Updates</i> about their role, responsibilities and duties, the changes in the regulatory framework and its impact on the Company.</p> <p>In addition, Directors are kept informed of significant developments within the Company and across its operating units through emails and other modes of communication. This ensures that they remain consistently updated and engaged with the Company’s activities and strategic direction.</p>



The following topics were covered throughout the year in various modes:

Area	Topics	Speaker	Mode
Business and Industry	<ul style="list-style-type: none"> i. Overview of the Company ii. Growth Journey iii. Businesses [<i>Aluminium (Novelis & India), Copper, Fenestration, Aeronautical and others</i>] 	Managing Director, Head - Investor Relations	Board Meetings
Finance and Treasury	<ul style="list-style-type: none"> i. Financial Performance Standalone and Consolidated, ii. Investments & Borrowings iii. Commercial Papers, etc. 	Chief Financial Officer	Board and Audit Committee Meetings
Price Risk Management [<i>"PRM"</i>]	<ul style="list-style-type: none"> i. Hedge Position, ii. Commodity Market and iii. Currency Markets 	Head - Price Risk Management	Risk Management & ESG Committee Meetings
Enterprise Risk Management [<i>"ERM"</i>]	<ul style="list-style-type: none"> i. Cyber Security ii. Mining Risks iii. Solid Waste Management iv. Product Development Strategy v. Decarbonization Risk & Mitigation strategies vi. Occupational Health vii. Insurance Risk Management 	Respective Business / Function Heads	Risk Management & ESG Committee Meetings
Environment, Sustainability and Governance [<i>"ESG"</i>]	<ul style="list-style-type: none"> i. Mining ii. Zero Waste to Landfill iii. Red Mud iv. Water Sustainability v. ESG metrics vi. Environment Regulatory, Geopolitical Risk vii. Sustainable Sourcing & Governance 	Head - Sustainability	Board and Risk Management & ESG Committee Meetings



Area	Topics	Speaker	Mode
Legal and Regulatory Compliance	<ul style="list-style-type: none"> i. Corporate Governance Compliances ii. All Statutory Compliances iii. Summary of Compliance Tool iv. Regulatory Updates 	Company Secretary & Compliance Officer	Board Meetings, Audit Committee Meetings, Stakeholders' Relationship Committee, Monthly Pocket and e-mail updates as and when relevant.
Safety	<ul style="list-style-type: none"> i. Safety measures and practices at various Units, Fatalities/LTI, if any ii. Action Plan 	Managing Director	Board and Audit Committee Meetings
Social Responsibility	<ul style="list-style-type: none"> i. CSR Project Planning ii. CSR Budget iii. CSR Expenditure review 	Head: CSR	Corporate Social Responsibility Committee Meeting
Plant Visits and Strategy Meeting	<ul style="list-style-type: none"> i. Visit to Dahej Plant: <ul style="list-style-type: none"> a. Copper Manufacturing Site; b. CSR stalls and showcasing of CSR activities ii. Visit to Hindalco-Almex plant iii. Comprehensive Strategy Framework: <ul style="list-style-type: none"> a. Sustainable Strategy b. Digital Strategy c. People Strategy iv. Consolidated investment opportunities 	Chief Strategy Officer and Respective Business / Function Heads	Plant Visits and Strategy Meeting

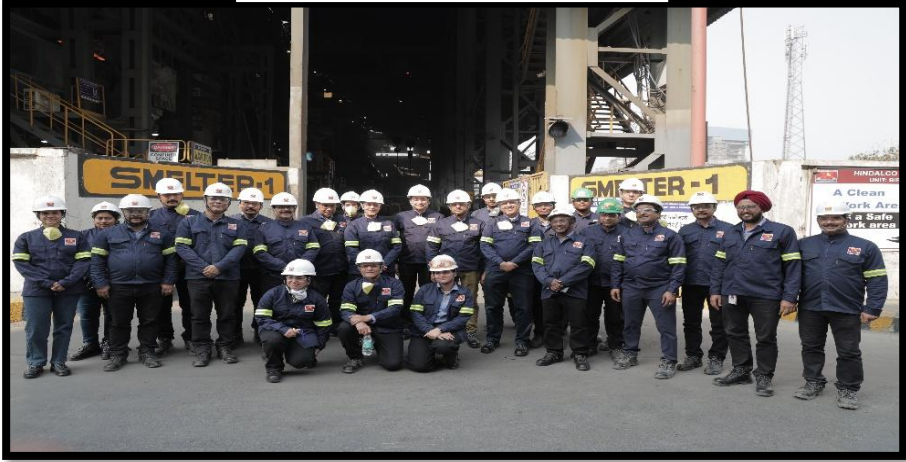
Understanding the process from raw material to manufacturing





Interactions with:

Copper Smelter team at Dahej

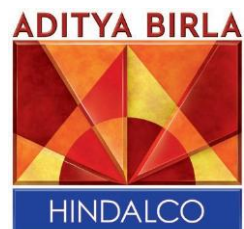


Hindalco-Almex Aerospace Limited team



CSR team at Dahej





Number of Hours completed on a Cumulative basis					
Sr. No.	Independent Directors	Sessions Attended		No. of Hours	
		During FY 2025-26	Cumulative	During FY 2025-26	Cumulative
1.	Ms. Alka Bharucha	6	19	15	29
2.	Mr. Anjani Kumar Agrawal	6	10	15	38
3.	Mr. Arun Adhikari	16	22	25	51
4.	Mr. Sudhir Mital	12	25	15.5	45.5
5.	Ms. Sukanya Kripalu	6	10	15	22
6.	Dr. Vikas Balia	16	33	25	63
7.	Mr. Yazdi Dandiwala ¹	6	21	6.5	42.5

¹Term concluded on August 13, 2025.