Huhtamaki

Familiarisation Programme for Independent Directors of Huhtamaki India Limited

INTRODUCTION

As per Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("the Listing Regulations"), the Company should familiarise the Independent Directors through various programmes about the Company, including the following:

- nature of the industry in which the Company operates;
- business model of the Company;
- roles, rights, responsibilities of Independent Directors; and
- any other relevant information

The Company strongly believes that effective familiarisation programme helps the Independent Directors, not only to have greater insight into Company's business, operations, products but also to understand the policies, compliance and regulatory aspects affecting the Company and contribute effectively in decision making at Board / Committee meetings.

FAMILIARISATION AFTER APPOINTMENT ON THE BOARD

The Company has an Induction Program for new directors joining the Board. This program familiarizes them with the packaging industry in general, the Company and its history, market, customers, competition, products, technology, research and development capabilities, opportunities, threats, and challenges, long-term and short-term strategy, key policies and processes, regulatory environment, compliance and governance matters and other essential matters. This helps directors effectively execute their roles on the Board and its Committees.

FAMILIARISATION PROGRAMME

- At every quarterly meeting, the Executive Directors present key updates to the Board. These include the Company's performance during the quarter, the current business environment, key customers and suppliers, and market trends. The presentation also covers the competition landscape, opportunities and threats, potential risks, the innovation pipeline, and future plans. This provides Directors with a holistic view of the Company in relation to both external and internal factors.
- Active communication channel between executive directors and independent directors, that allows the independent directors to raise query, seek clarifications for enabling a better understanding of the Company and its various operations are available.
- Visit to plants of the company/Parent companies are organised.
- Regular interactions are held between auditors and independent directors.
- The Directors are also informed of important developments in the Company.
- Apart from quarterly meetings, the Board also meets twice a year for strategic discussions. The first meeting, in the second quarter, focuses on performance review and any necessary course corrections to achieve the Company's objectives. The second meeting, in the last quarter, focuses on the outlook for the following year.

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Details of Familiarisation Programmes imparted to Independent Directors in FY 2025:

In the Financial Year 2025, to ensure that the Independent Directors remained well-informed and updated on the Company's business, industry landscape, financial planning and reporting and risk management, the Executive Directors and management team presented detailed updates to the Board at each quarterly meeting. These updates covered the Company's quarterly performance, prevailing business environment, key customers and suppliers, market trends, competitive landscape, opportunities and threats, potential risks and mitigation measures, innovation pipeline and future strategic initiatives. The Directors were also regularly updated on the ESG initiatives and projects.

Additionally, at the meeting of the Board of Directors held on November 14, 2025, specific updates on strategy, competitiveness and market dynamics were presented by the Executive Directors and detailed discussions ensued amongst the Board members.

All the Independent Directors of the Company are associated with the Company for more than 3 years and are well versed with the industry, business operations, policies/ practices of the Company.

Two new Non-Executive Directors from Huhtamaki Group joined the Board during the year and were familiarised with the Indian corporate governance requirements through individual interactions and presentations made by the management team.

The details of programs / meetings attended and number of hours spent by the Independent Directors during FY 2025 along with details of familiarisation programmes on a cumulative basis from FY 2020 to FY 2025 are given below:

Name of Directors	**No. of programmes / meetings attended**		**No. of hours spent**	
	During FY 2025	Cumulative	During FY 2025	Cumulative
Mr. Murali Sivaraman	13	92	13.5	99
Mr. Ashok Kumar Barat	12	65	12	69
Ms. Seema Modi	10	70	10	76.5