

**FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS OF JOHN COCKERILL
INDIA LIMITED**

1. Purpose

The Familiarization Program (“the Program”) for Independent Directors of John Cockerill India Limited (“the Company”) has been adopted by the Board of Directors pursuant to Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“the Listing Regulations”) as amended.

The Program aims to help the Independent Directors to understand the Company, its business and the regulatory framework through various programmes, including the following:

- a. nature of the industry in which the company operates;
- b. business model of the company;
- c. roles, rights, responsibilities of independent directors; and
- d. any other relevant information.

Further, Regulation 46(2) of the Listing Regulations requires the Company to disseminate on its website the details of familiarization programmes imparted to independent directors including the following details:

- a. number of programmes attended by independent directors (during the year and on a cumulative basis till date),
- b. number of hours spent by independent directors in such programmes (during the year and on cumulative basis till date), and
- c. other relevant details.

2. Familiarization Process

At the time of appointment, a formal letter is issued to the Director, outlining the roles, functions, duties, and responsibilities expected of them.

Following the appointment, the Managing Director holds a personal meeting with the newly appointed Director to provide an introduction and facilitate their induction into the Company. This includes interactions with the senior leadership team to help them understand the organizational structure and key responsibilities.

John Cockerill India Limited

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Workshop: A-84, 2/3 MIDC • Taloja Ind. Area • Dist. Raigad 410 208 • India • Tel.: +91 22 (0) 6673 1500
Workshop: Village Hedavali • Tal. Sudhagadh • Dist. Raigad 410 205 • India

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To further aid familiarization, new Directors are encouraged to review past Annual Reports, minutes of Board and Audit Committee meetings, and other relevant documents to gain insight into the Company's operations, business divisions, market presence, governance practices, internal control systems, and overall strategic direction.

3. Disclosure of the Program :

This Program shall be uploaded on the Company's website for public information and a web link for the same shall also be provided in the Annual Report of the Company.

Review of the Program :

The Board of Directors will review this Program and make revisions as may be required.

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DETAILS OF FAMILIARISATION PROGRAMMES TO INDEPENDENT DIRECTORS

[Pursuant to Regulation 46 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015]

Details of the Programmes conducted and attended by the Independent Directors during the year 2024, as well as cumulatively up to December 31, 2024, are as follows:

Sr. No.	Directors Attendance	Subject Matter of the Programmes / Meetings	No. of Programmes / Meetings attended		No. of Hours spent	
			F.Y 2024	Cumulative till F.Y 2024	F.Y 2024	Cumulative till F.Y 2024
1.	Mr. Nandkumar Dhekne	Update on purchases, projects, workshops, sales & marketing, erection & commissioning and innovation; Update on Global Steel Market; Update on Global Commodity and role of the Company; Engineering Technology Developments; Indian Steel Market Overview and plans for business expansion; Quality and productivity improvements in Operations; Steel Market Overview for India / South East Asia and plans for business expansion, automation capabilities, engineering technology capability development, manufacturing capability updates; Update on value services achievements & further actions, furnace / CRM, new SDI development, JVD / Volteron, strategic procurement, make or buy analysis and manufacturing development.	4	23	3.30	14.10
2.	Ms. Anupama Vaidya	Induction Program; Update on value services achievements & further actions, furnace / CRM, new SDI development, JVD / Volteron, strategic procurement, make or buy analysis and manufacturing development.	5	6.30	5	6.30
3.	Ms. Anjali Gupte	Induction Program; Update on value services achievements & further actions, furnace / CRM, new SDI development, JVD / Volteron, strategic procurement, make or buy analysis and manufacturing development.	5	6.30	5	6.30

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4.	Mr. Anand Sen (appointed w.e.f December 1, 2024)	NIL	N.A	N.A	N.A	N.A
5.	Mr. Praveen Kadle ⁵	Steel Market Overview for India / South East Asia and plans for business expansion, automation capabilities, engineering technology capability development, manufacturing capability updates; Update on value services achievements & further actions, furnace / CRM, new SDI development, JVD / Volteron, strategic procurement, make or buy analysis and manufacturing development.	4	8	3.30	7
6.	Ms. Roma Balwani ⁴	Global Situation in the Steel Market; Update on purchases, projects, workshops, sales & marketing, erection & commissioning and innovation; Update on Global Steel Market; Update on Global Commodity and role of the Company; Engineering Technology Developments; Indian Steel Market Overview and plans for business expansion; Quality and productivity improvements in Operations; Steel Market Overview for India / South East Asia and plans for business expansion, automation capabilities, engineering technology capability development, manufacturing capability updates; Update on value services achievements & further actions, furnace / CRM, new SDI development, JVD / Volteron, strategic procurement, make or buy analysis and manufacturing development.	4	24	3.30	14.60
7.	Mr. N. Sundararajan ³	Interaction with Senior Management; Global Situation in the Steel Market; Update on purchases, projects, workshops, sales & marketing, erection & commissioning and innovation; Update on Global Steel Market; Update on Global Commodity and role of the Company; Engineering Technology Developments; Indian Steel Market Overview and plans for business expansion; Quality and productivity improvements in Operations; Steel Market Overview for India / South	N.A	21	N.A	12.8

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		East Asia and plans for business expansion, automation capabilities, engineering technology capability development, manufacturing capability updates.				
8.	Mr. Urjit Patel ²	Update on Global Steel Market; Update on projects, workshops, purchases, sales & marketing.	N.A	5	N.A	2.50
9.	Mr. D. J. Balaji Rao ¹	Interaction with Senior Management; Global Situation in the Steel Market; Update on purchases, projects, workshops, sales & marketing, erection & commissioning and innovation; Update on Global Steel Market.	N.A	13	N.A	7.5

¹ Mr. D. J. Balaji Rao completed his term as an Independent Director and retired from the close of working hours of on March 31, 2021.

² Due to new full-time work assignment and time-constraints, Mr. Urjit Patel had resigned as an Independent Director from January 31, 2022.

³ The two consecutive terms of Mr. N. Sundararajan as an Independent Director of the Company expired at the close of working hours of March 31, 2024

⁴ The two consecutive terms of Ms. Roma Balwani as an Independent Director of the Company expired at the close of working hours of October 28, 2024

⁵ Mr. Praveen Kadle, Independent Director of the Company on account of his additional responsibilities in other Group entities of John Cockerill resigned from the close of working hours of November 30, 2024.

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