

# POCL ENTERPRISES LIMITED

CIN: L52599TN1988PLC015731

## FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS FOR THE YEAR 2025-26

Regulation 25 (7) of Chapter IV of SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015 [effective from December 1, 2015] provides that the listed entity shall familiarize the independent directors through various Programme about the listed entity, including the following:

- (a) nature of the industry in which the listed entity operates;
- (b) business model of the listed entity;
- (c) roles, rights, responsibilities of Independent Directors; and
- (d) any other relevant information.

Pursuant to the above Regulation, the Company conducted a Familiarization Programme for the Independent Directors on Friday, 13<sup>th</sup> February, 2026, to apprise them of the nature of the industry in which the Company operates, its business operations, the roles, rights and responsibilities of Independent Directors, and the recent reforms in labour legislation, i.e., the introduction, key highlights and impact of the New Labour Codes - Industrial Relations Code, 2020, the Occupational Safety, Health and Working Conditions Code, 2020, the Social Security Code, 2020, and the Code on Wages, 2019.

Salient features of the Programme are mentioned below:

1. Overview of the industry landscape and regulatory environment in which the Company operates.
2. Detailed presentation on the Company's business and operational structure.
3. Review of the roles, rights, duties, and responsibilities of Independent Directors in line with applicable corporate governance requirements.
4. Detailed overview of the New Labour Codes, covering their key features and their impact.

Details of attendance of Independent Directors as required under Regulation 46 (2) (i)

SN	Name of the Independent Director	No. of Programme attended		No. of hours spent	
		During 2025-26	Cumulative till date	During 2025-26	Cumulative till date
1	Dr. Ramachandran Balachandran	1	2	1	2
2	Mrs. Indu Bala	1	2	1	2
3	Mr. Jyoti Kumar Chowdhry	1	8	1	8
4	Mr. Shyam Sunder Tikmani	1	5	1	5

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