

# **STAR CEMENT LIMITED**

## **Familiarization Programme for Independent Directors**

### **Purpose**

In accordance with the requirements of Schedule IV of the Companies Act, 2013 read with Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI LODR Regulations"), this Familiarization Programme aims to ensure that Independent Directors of Star Cement Limited are provided with insights into the company's operations, business environment, and regulatory framework to enable them to effectively discharge their responsibilities.

### **Objectives**

- To enable Independent Directors to understand the cement industry with a focus on regional dynamics in North East India.
- To familiarize them with the company's operations, supply chain, and strategic priorities.
- To keep them updated on key developments affecting the industry and the company.
- To promote active participation and informed decision-making in Board and committee meetings.

### **Familiarization Mechanism**

#### **Initial Induction**

- Corporate overview, cement manufacturing process overview, operations in the North East.
- Details of plant locations, capacities, market presence.
- Key documents: MOA, AOA, Annual Reports, CSR Policy, Code of Conduct, Risk Management Policy.
- An Appointment Letter depicting the role, duties and responsibilities of the Independent Director is issued.
- Providing a copy of Code of Internal Procedures and conduct for Regulating, Monitoring and Reporting of Trading by Insiders and Code of Conduct for Directors and Senior Management.

#### **Industry & Regional Briefings**

- Overview of Indian cement sector with North East focus.
- Infrastructure and government policy briefings.
- Raw material availability, transport/logistics constraints.

#### **Operational & Site Familiarization**

- Plant/site visits to manufacturing units in the North East.
- Interaction with operations team
- Sessions on sustainability, emissions, and CSR efforts.

### **Ongoing Familiarization**

- Quarterly Board meeting updates on performance and strategy.
- Regulatory updates on statutory laws.
- Providing an overview of Directors Responsibility Statement included in Directors' Report.
- Board evaluation process and procedures.
- Separate meetings of Independent Directors

### **Disclosures**

- Policy and programme details to be uploaded on company website at [www.starcement.co.in](http://www.starcement.co.in)
- A web link about the familiarization programme shall also be given in the Annual Report of the Company.

### **Review & Amendment**

In case of any subsequent changes in the provisions of Companies Act, 2013, Listing Regulations or any other applicable law which make the provisions in the Policy inconsistent with the Companies Act, 2013, Listing Regulations or any other applicable law, the provisions of the Companies Act, 2013, Listing Regulations and such law shall prevail over the Policy and the provisions in the Policy shall be modified in due course to make it consistent with the law.

### **Effective Date**

The Policy is approved and adopted by the Board of Directors of the Company on May 21, 2025 and is effective from same date.

Details of Familiarization Programme imparted for FY 2024-25

Name of the Independent Director	No. of Programmes attended		No. of Hours spent in the programmes attended	
	FY 2024-25	Cumulative till date	FY 2024-25	Cumulative till date
Mrs. Plistina Dkhar	1	9	2	23
Mrs. Ibaridor Katherine War	1	9	2	23
Mr. Amit Kiran Deb	4	19	4.5	21
Mr. Nirmalya Bhattacharyaa	4	12	15	24
Mr. Deepak Singhal	4	11	15	23
Mr. Vivek Chawla	4	8	15	20
Mr. Jagdish Chandra Toshniwal	3	6	15	19
Mr. Ramit Budhraja	6	10	30	35