

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS OF KAJARIA CERAMICS LIMITED

PREAMBLE

Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations') stipulates the Company shall familiarise the Independent Directors through various programme(s) about the Company including roles, rights, responsibilities of the Independent Directors, nature of the industry in which the Company operates, business model of the Company, etc.

OBJECTIVE

The Familiarization Programme (hereinafter referred to as the 'Programme' or 'Policy') for Independent Directors of Kajaria Ceramics Limited ('Company') has been adopted with an objective of making the Independent Directors of the Company accustomed with the business and operations of the Company that would facilitate their active participation in managing the Company.

Also to keep the Independent Directors updated on an ongoing basis about the significant changes which occur concerning the Company or its industry and business environment so that they are in a position to take well-informed decisions at appropriate time.

FAMILIRISATION PROGRAMME ON INDUCTION OF A NEW INDEPENDENT DIRECTOR

- At the time of induction of a new Independent Director, an appointment letter covering role, duties and responsibilities, etc. as an Independent Director of the Company is issued. Independent Directors is also explained about the compliances required under the Companies Act, 2013 read with the Listing Regulations and other applicable laws as well as his/her remuneration/sitting fees. The Company's Code(s) of Conduct is also forwarded for his/her acceptance.
- The Chairman / Vice Chairman / Managing Director also has one to one discussion with newly appointed Independent Director to familiarize with the Company and its operations.
- The Board members including the Independent Directors are provided with the copy of Annual Report, Notice and Agenda of Board & Committee Meetings and other necessary documents, policies, reports, etc.
- The Company conducts programmes/presentations, from time to time, to familiarize the Independent Directors with the strategy, operations and functions of the Company.

OTHER INITIATIVES TO UPDATE THE DIRECTORS ON CONTINUING BASIS

- The Company shall arrange to visit the Company's plants, where plant head(s) apprise them of the operational and sustainability aspects of the plants to enable them to have full understanding on the activities of the Company and initiatives taken on safety, quality, CSR, sustainability, etc.
- Quarterly presentations on operations made to the Audit Committee and the Board include information on business performance, operations, market share, financial parameters, working capital management, fund flows, compliances, subsidiaries related information, etc.
- Each member of the Board including Independent Directors, to be given complete

access to the information relating to the Company, whenever they so request.

- The Company will endeavor to keep the Independent Directors abreast of the developments in the industry, upcoming business opportunities, regulatory environment applicable to the Company, market share analysis, compliances, etc.
- The Company will also apprise them with the business operations of the Company, their roles, rights and responsibilities in the Company and also about the secretarial, legal, sales, marketing, financial, etc. aspects of the Company.
- Apart from the above, other familiarization programme(s) may also be designed and conducted as and when needed, with intimation to concerned Directors in advance.

DISCLOSURE

The disclosure of this Policy shall be made in accordance with the Listing Regulations / other applicable laws.

REVIEW/AMENDMENT

The Board of Directors ('the Board') of the Company may review, amend, abrogate, modify or revise any or all clauses of this Policy, from time to time. However, amendments in the Listing Regulations / other applicable laws shall be binding, even if not incorporated in this Policy.

This Policy has been revised by the Board of the Company at their meeting held on January 30, 2026.