

Eastman Auto & Power Limited

Familiarization Programme for Independent Directors

(Approved by the Board at its meeting held on September 22, 2025)

1. PREFACE

The Programme aims to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the Company.

The Companies Act read with Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations places increased responsibilities on Independent Directors of the Company. To enable the Independent Directors to fulfil their responsibilities efficiently and effectively, a familiarization program has been formulated by the Company to assist them understand details about the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company.

2. OBJECTIVE

The Company has designed familiarization programme for the Independent Directors

- To appraise them with the business operations of the Company;
- To know their roles, rights and responsibilities; and
- To enable them to make effective contribution and discharged their functions as a Independent Board Member.

3. FAMILIARIZATION PROCESS

- At the time of induction of the newly appointed Independent Director(s), he/she is apprised adequately about the Company, its latest financial statements and their analysis, its business model, Industry scenario, competition, significant recent developments.
- The program essentially has two broad components –technical and behavioral.
 - a) The technical component shall enable the participants to understand Company business, strategies, industry dynamics and its growth plans and prepare them for an active role in Company.
 - b) The behavioral component shall empower the participants to understand board procedures and help them to be effective in board activities. The Program also aims to offer a conceptual framework based upon current expectations which require the Independent Directors to adhere to a code and standard of ethics and integrity for fulfilment of their responsibilities in a professional and faithful manner to promote confidence of the investment community particularly minority shareholders, regulatory authorities and the stakeholders at large.
- The program shall be conducted in such manner as to facilitate and convenience the Independent Directors and enable them to attend the same in view of their busy schedules.
- In addition to the extensive induction provided as part of the familiarization programme, the Independent Directors shall be also taken through various business and functional sessions in the Board meetings, including the Board meetings to discuss strategy.

- The Board shall also regularly be updated on the significant changes in laws and regulations, including updates in SEBI Regulations and the Companies Act, 2013, which may have an impact on the Company.
- As and when desired by any Independent Director of the Company, the Managing Director meets with Independent Director for better understanding of the business and operations of the Company

4. DISCLOSURE

This programme 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.

5. REVIEW

The Board will review this program and make revisions as may be required.

6. EFFECTIVE DATE

This programme shall be effective from the date of Listing of the securities of the Company on Stock Exchange(s).
