



FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS

This Familiarization Program (“the Program”) for Independent Directors of Ion Exchange (India) Limited (“the Company”) has been adopted by the Board of Directors pursuant to Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

1. Purpose

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

2. Familiarization Process

- a) The Company shall through its Executive Directors / Senior Managerial Personnel conduct programs / presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company;
- b) Such programs / presentations will provide an opportunity to the Independent Directors to interact with the senior leadership team of the Company and help them to understand the Company’s strategy, business model, operations, service and product offerings, markets, organization structure, finance, human resources, technology, quality, facilities and risk management and such other areas as may arise from time to time;
- c) the programs / presentations shall also familiarize the Independent Directors with their roles, rights and responsibilities;
- d) The Company may circulate news and articles related to the industry on a regular basis and may provide specific regulatory updates from time to time; and
- e) The Company may conduct an introductory familiarization program / presentation, when a new Independent Director is inducted on the Board of the Company.

3. Review of the Program

The Board will review this Program and make suitable revisions as and when required.

4. Disclosure of the Policy

This Policy 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.

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

As per the provisions of Regulation 46 (2) (i) of the Listing Regulations, the Company is required to disseminate the details of familiarization programmes imparted to Independent Directors including the following details:

- i. Number of programmes attended by Independent Directors (during the year and on cumulative basis till date)
- ii. Number of hours spent by Independent Directors in such programmes (during the year and on cumulative basis till date)
- iii. Other relevant details.

The details of Familiarization Programmes attended by the Independent Directors:

<i>Financial Year</i>	<i>Number of Programmes / Presentations attended by Independent Directors</i>	<i>Cumulative programmes attended by Independent Directors</i>	<i>Financial Year</i>	<i>No. of hours spent by Independent Directors</i>	<i>Cumulative hours spent by Independent Directors</i>
2015-16	6	6	2015-16	15	15
2016-17	6	12	2016-17	16	31
2017-18	5	17	2017-18	14	45
2018-19	5	22	2018-19	11	56
2019-20	6	28	2019-20	9	65
2020-21	5	33	2020-21	12	77
2021-22	5	38	2021-22	10	87
2022-23	6	44	2022-23	8	95
2023-24	8	52	2023-24	12	107
2024-25	6	58	2024-25	12	119
2025-26	7	65	2025-26	11	130