



**FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT  
DIRECTORS**

The Independent Directors of the Company were provided with familiarization and orientation program to better understand the business of the Company, the roles & responsibilities of the Independent Directors under the Companies Act, 2013, SEBI (LODR) Regulations, SEBI (PIT) Regulations, SEBI (SAST) Regulations, etc, and the Company policies.

Mr. Kailash Dubal, Managing Director of the Company, held or caused to be held verbal seminars on the following topics in order to effectively orient and induct the Independent Directors:

<b>COURSE NO.</b>	<b>PARTICULARS</b>	<b>HOURS</b>
1	Business of the Company and brief history	2
2	Mandatory regulatory requirements to conduct the business of the Company	2
3	Financial Statements and its analysis	2
4	Roles and Responsibilities of Independent Directors as per applicable laws	2
5	Constitution of Committees and roles and responsibilities of its members	2
6	Disclosure requirements and compliances required as per applicable laws	4
7	Familiarization with employees, staff and work culture	2
8	Strategies and safeguards in case of financial, economic, social or global emergencies	2
9	Future goals, ambitions and way forward	2
	<b>TOTAL</b>	<b>20</b>

It is hereby confirmed that the above seminars/meetings are mandatory and all Independent Directors have successfully completed the above seminars and attended all hours within two months of appointment to the Board.

In addition to the above, Mr. Kailash Dubal, Managing Director of the Company, holds or causes to hold, a seminar/meeting on quarterly basis, with all non-executive and independent directors of the Company, whereat he discusses on the business progress, regulatory changes and way forward for the Company. It hereby confirmed that all Independent Directors attend all such seminars and meetings.