

PAVNA INDUSTRIES LIMITED

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

1. Preamble

In terms of Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the company shall familiarize the independent directors of their roles, rights and responsibilities, nature of industry, business model etc. through various programmes of the company.

2. Purpose

The familiarization programme is aimed to familiarize the independent directors with the company by imparting suitable training sessions.

3. Overview of Familiarization Process

- The newly appointed director(s) shall be provided with copy of all applicable codes and policies formulated and adopted by the company.
- Independent director(s) are also taken through the detailed business strategy for various products of the company.
- Detailed briefing about the roles and responsibilities of independent director(s) shall also be provided the new director.

Apart from independent directors, non-executive directors are also eligible to attend the familiarization programmes.

DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF PAVNA INDUSTRIES LIMITED (THE COMPANY) DURING FY 21-22.

The Company has Familiarization Programme, which shall familiarise the Independent Directors through various programmes about the listed entity, including the following:

- nature of the industry in which the listed entity operates;
- business model of the listed entity;
- roles, rights, responsibilities of Independent Directors; and
- any other relevant information.

As a process when a new independent director is appointed, a familiarization programme is conducted by the management and also whenever a new member is appointed to a Board & Committee, information relevant to the functioning of the Committee and their role and responsibilities.

The Independent Directors have attended such orientation process/familiarization programme. The Board and Committee meetings of the Company are held on a regular basis and members of the Board meet key functional/business heads separately to get themselves more familiarized with the business/operations and challenges faced by the industry on an ongoing basis.

Summary of Familiarization programme of Independent Directors:

	During the Year	Cumulative till date
Details of Familiarization Programmes imparted to Independent Directors Number of programmes attended by Independent Directors (during the year and on a cumulative basis till date)	1	1
Number of hours spent by Independent Directors in such programmes (during the year and on a cumulative basis till date)	1 hours	1 hours
Purpose of Programmes	1) Familiarization of the Various SEBI Laws applicable on listed company.	

DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF PAVNA INDUSTRIES LIMITED (THE COMPANY) DURING FY 22-23.

The Company has Familiarization Programme, which shall familiarise the Independent Directors through various programmes about the listed entity, including the following:

- nature of the industry in which the listed entity operates;
- business model of the listed entity;
- roles, rights, responsibilities of Independent Directors; and
- any other relevant information.

As a process when a new independent director is appointed, a familiarization programme is conducted by the management and also whenever a new member is appointed to a Board & Committee, information relevant to the functioning of the Committee and their role and responsibilities.

The Independent Directors have attended such orientation process/familiarization programme. The Board and Committee meetings of the Company are held on a regular basis and members of the Board meet key functional/business heads separately to get themselves more familiarized with the business/operations and challenges faced by the industry on an ongoing basis.

Summary of Familiarization programme of Independent Directors:

	During the Year	Cumulative till date
Details of Familiarization Programmes imparted to Independent Directors Number of programmes attended by Independent Directors (during the year and on a cumulative basis till date)	1	2
Number of hours spent by Independent Directors in such programmes (during the year and on a cumulative basis till date)	1 hours	2 hours
Purpose of Programmes	1) Program attended regarding new developments in Automobile Industry.	

DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF PAVNA INDUSTRIES LIMITED (THE COMPANY) DURING FY 23-24.

The Company has Familiarization Programme, which shall familiarise the Independent Directors through various programmes about the listed entity, including the following:

- nature of the industry in which the listed entity operates;
- business model of the listed entity;
- roles, rights, responsibilities of Independent Directors; and
- any other relevant information.

As a process when a new independent director is appointed, a familiarization programme is conducted by the management and also whenever a new member is appointed to a Board & Committee, information relevant to the functioning of the Committee and their role and responsibilities.

The Independent Directors have attended such orientation process/familiarization programme. The Board and Committee meetings of the Company are held on a regular basis and members of the Board meet key functional/business heads separately to get themselves more familiarized with the business/operations and challenges faced by the industry on an ongoing basis.

Summary of Familiarization programme of Independent Directors:

	During the Year	Cumulative till date
Details of Familiarization Programmes imparted to Independent Directors Number of programmes attended by Independent Directors (during the year and on a cumulative basis till date)	2	4
Number of hours spent by Independent Directors in such programmes (during the year and on a cumulative basis till date)	2 hours	4 hours
Purpose of Programmes	1) Induction to Group Policy on Governance.	

DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF PAVNA INDUSTRIES LIMITED (THE COMPANY) DURING FY 24-25.

The Company has Familiarization Programme, which shall familiarise the Independent Directors through various programmes about the listed entity, including the following:

- nature of the industry in which the listed entity operates;
- business model of the listed entity;
- roles, rights, responsibilities of Independent Directors; and
- any other relevant information.

As a process when a new independent director is appointed, a familiarization programme is conducted by the management and also whenever a new member is appointed to a Board & Committee, information relevant to the functioning of the Committee and their role and responsibilities.

The Independent Directors have attended such orientation process/familiarization programme. The Board and Committee meetings of the Company are held on a regular basis and members of the Board meet key functional/business heads separately to get themselves more familiarized with the business/operations and challenges faced by the industry on an ongoing basis.

Summary of Familiarization programme of Independent Directors:

	During the Year	Cumulative till date
Details of Familiarization Programmes imparted to Independent Directors Number of programmes attended by Independent Directors (during the year and on a cumulative basis till date)	2	6
Number of hours spent by Independent Directors in such programmes (during the year and on a cumulative basis till date)	2 hours	6 hours
Purpose of Programmes	1) Deep dive into different functional departments. 2) Familiarization of the Various SEBI Laws applicable on listed company. 3) Developments in the Corporate Law.	

DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF PAVNA INDUSTRIES LIMITED (THE COMPANY) DURING FY 25-26.

The Company has Familiarization Programme, which shall familiarise the Independent Directors through various programmes about the listed entity, including the following:

- nature of the industry in which the listed entity operates;
- business model of the listed entity;
- roles, rights, responsibilities of Independent Directors; and
- any other relevant information.

As a process when a new independent director is appointed, a familiarization programme is conducted by the management and also whenever a new member is appointed to a Board & Committee, information relevant to the functioning of the Committee and their role and responsibilities.

The Independent Directors have attended such orientation process/familiarization programme. The Board and Committee meetings of the Company are held on a regular basis and members of the Board meet key functional/business heads separately to get themselves more familiarized with the business/operations and challenges faced by the industry on an ongoing basis.

Summary of Familiarization programme of Independent Directors:

	During the Year	Cumulative till date
Details of Familiarization Programmes imparted to Independent Directors Number of programmes attended by Independent Directors (during the year and on a cumulative basis till date)	1	7
Number of hours spent by Independent Directors in such programmes (during the year and on a cumulative basis till date)	1 hours	7 hours
Purpose of Programmes	Related Party Transactions (RPTs): Reviewing new materiality norms and ensuring transactions are truly at arm's length	