

SARTHAK INDUSTRIES LIMITED

CIN: L99999MH1982PLC136834

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FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

[In terms of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015, as amended]

A. BACKGROUND

- In accordance with the requirement of Regulation 25 (7) of SEBI (Listing Obligation and Disclosure Requirement) Regulation 2015, amended and Schedule IV of the Companies Act, 2013, the Company shall familiarize the Independent Directors with the Company, their roles, rights, responsibility in the Company, nature of the industry in which the Company operates, business model of the Company etc. through various programs.

B. OBJECTIVE

- The Company also seeks to update the Directors on a continuing basis on any significant changes so as to place them in a position to take well informed and timely decisions.
- To adopt a structured programme for orientation and training of Independent Directors at the time of their joining so as to enable them to understand the Company – its operations, business, industry and environment in which it functions.

C. OVERVIEW OF THE FAMILIARISATION PROGRAMME

Practices followed by the Company on a continuous basis

- At the time of their appointment, new Directors are provided with a copy of the Company's Annual Report, the Code of Conduct for Non-Executive Directors, the Code of Conduct for Prevention of Insider Trading and Code of Corporate Disclosure Practices and the schedule of Board and Committee meetings during that financial year.
- Independent Directors are also issued an appointment letter detailing their role, duties and responsibilities, remuneration and performance evaluation process. The terms of the said letter are also uploaded on the Company's website.
- The Company through its Managing Director, Key Managerial Personnel and Members of Senior Management, conducts programmes / presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company
- Such programmes / presentations provide an opportunity to the Independent Directors to interact with the Senior Management 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 and risk management processes and such other areas as may arise from time to time.
- Atleast one Board Meeting in a year has a detailed Budget and Strategy session with the Senior Management team of the Company. Presentations are made to the Board members which inter-alia covers the industry scenario, strategic priorities for the Company and the business model of the Company

D. SUMMARY OF FAMILIARISATION PROGRAMME OF DIRECTORS

Sr. No.	Name of Independent Director	No. of programmes attended		No. of hours spent	
		During 2025-2026	Cumulative till date	During 2022-23	Cumulative till date
1.	Mr. Shashikant Padgil	2	6	2	6
2.	Mrs. Ankita Hasmukhdas Sethi	2	6	2	6
3.	Mr. Nimishek Ved	2	9	2	18