

DHABRIYA POLYWOOD LIMITED

POLICY ON FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

(Amended on May 23, 2025)

1. PREAMBLE

Regulation 25 (7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 stipulates as under:-

- i. The company shall familiarize the independent directors with the company, their roles, rights, responsibilities in the company, nature of the industry in which the company operates, business model of the company, etc., through various programmes.
- ii. The details of such familiarization programmes shall be disclosed on the company's website and a web link thereto shall also be given in the Annual Report.

2. OBJECTIVE

The Company has designed familiarization programme for the Independent Directors to appraise them with the business operations of the Company as also to know their roles, rights and responsibilities in the Company to enable them to make effective contribution and discharge their functions as a Board Member.

3. FAMILIARIZATION PROCESS

- The Company conducts programmes/ presentations whenever new Independent Directors is appointed on the Board. 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, services and product offerings, organization structure, technology, quality of products, facilities and risk management and such other areas as may arise from time to time.
- New Independent Directors shall be provided with the copy of latest Annual Report, Code of conduct, Memorandum and Articles of Association of the Company and code of conduct for prevention of Insider Trading.
- New Independent Directors should be made aware of their role, rights and responsibilities at the time of their appointment or reappointment through a formal appointment letter which also specifies the various terms and conditions of their engagement. Also, they are updated on amendments to statutes, introduction of new laws, Company policies and codes, etc. from time to time.
- Regular updates on the key developments occurring in the Company are informed to Independent Directors from time to time.

4. DISCLOSURE

The Programme shall be disclosed on the Company's website 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 programme and make necessary amendments as and when required.