



Dhampur Bio Organics Ltd.

“DHAMPUR BIO ORGANICS LIMITED”

***“FAMILIARISATION PROGRAMME FOR INDEPENDENT
DIRECTORS”***

"FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS"

1. BACKGROUND:

Regulation 46 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 requires that every listed entity shall make disclosures of familiarization programmes imparted to its independent directors.

The Board of Directors ("Board") of Dhampur Bio Organics Limited ("Company") has adopted this familiarization program in accordance with the Regulation 46 of Listing Regulations.

2. PURPOSE:

The purpose of this program is to impart Independent Directors with the knowledge requisite to understand the business of the Company, the industry and to make them familiar with the compliances, opportunities, upcoming challenges. These programs will help Independent Directors to contribute better to the Company and fulfill their obligations conferred on them by the Companies Act 2013 and the Listing Regulations, as amended from time to time.

3. PROCESS:

New Independent Directors: A letter of appointment detailing role and responsibilities of an Independent Director be provided to every new Director.

Managing Director(s), Wholetime Director(s) and other Senior Managerial Personnel familiarize the Independent Director with regard to the business and industry.

For existing Independent Directors: Various programs/ presentations at periodic intervals as may deem necessary, at least once a year, be conducted to familiarize the Independent Directors with the strategy, operations, regulatory changes and functions of the Company.

Factory visits may also be organized for the Independent Directors, as and when asked for.

The Company may circulate news and articles related to the industry and may provide specific regulatory updates from time to time

4. DISCLOSURE:

Details of the Familiarization Programme shall be posted on the website of the Company in the below format:-

Particulars	During the financial year 20-- - - 20--	Cumulative since ----- 2022 upto ----- 20--
Number of Familiarization Programmes organized by the Company		
Number of Familiarization Programmes attended by independent directors		
Time Spent (in hours) by the Independent Directors in such Programmes		
Any other detail		

Familiarization programs

The Company conducts Familiarisation programmes for Independent Directors wherein Directors were apprised on the nature of sugar industry- domestic as well as international, updates on statutory and regulatory changes, Company's Business and performance updates etc. The details of familiarization programmes are as follows:-

Particulars	During the financial year 2024-25	Cumulative since 2022 upto March 31, 2025
Number of Familiarization Programmes organized by the Company	2	7
Number of Familiarization Programmes attended by independent directors	2	7
Time Spent (in hours) by the Independent Directors in such Programmes	2 hours	7 hours
Any other detail	None	