

V.I.P INDUSTRIES LIMITED

FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS OF V.I.P. INDUSTRIES LIMITED

Familiarization Program for Independent Directors:

The Board of Directors of the Company have adopted the Familiarization Program ("the Program") for Independent Directors of the Company. Some of the key features of the Program are as under:

1. Purpose

The Program aims to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the Company.

2. Familiarization Process

The Company through its Executive Directors/Senior Managerial Personnel conducts programs/presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company:

- a) such programs/presentations provides an opportunity to the Independent Directors to interact with the senior leadership team of the Company and help them understand the Company's strategy, business model, industry dynamics, operations, service and product offerings, markets, organization structure, finance, human resources, technology, quality, facilities, risk appetite and such other areas as may arise from time to time;
- b) the programs/presentations also familiarizes the Independent Directors with their roles, rights and responsibilities;
- c) the Company conducts an introductory familiarization program/presentation, when a new Independent Director is inducted on the Board of the Company;
- d) the Company may circulate news and articles to the industry on a regular basis and may provide specific regulatory updates from time to time; and
- e) the Company may conduct an introductory familiarization program/presentation, when a new Independent Director inducted on the Board of the Company.

3. Review of the Program

The Board may review this Program and make suitable amendments/revisions as and when required.

4. Familiarization Programmes

During any financial year Familiarization Programmes of one hour each were organised by the Company after every Board Meeting and the same were attended by Independent Directors.

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Details of Familiarization Programme imparted to Independent Directors:

Independent Directors	Number of sessions attended during financial year 2025		Number of hours spent at sessions during financial year 2025	
	FY 2025	Cumulative till date	FY 2025	Cumulative till date
Mr. Amit Jatia	15	37	15	37
Ms. Nisaba Godrej*	1	27	1	27
Mr. Tushar Jani	7	32	7	32
Mr. Ramesh Damani	5	32	5	32
Dr. Suresh Surana	9	12	9	12
Ms. Payal Kothari	4	4	4	4

*Ms. Nisaba Godrej has resigned w.e.f. 3rd June 2024 and Ms. Payal Kothari has joined w.e.f. 30th August, 2024