



SAB INDUSTRIES LIMITED

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

PREAMBLE

Regulation 25(7) of SEBI Listing Regulations, requires listed companies to conduct familiarization programme for the Independent Directors so as to familiarize them 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. Further, listed companies are required to disseminate information about the details of familiarization programmes imparted to Independent Directors on its website, as prescribed under Regulation 46 (2) of SEBI Listing Regulations

PURPOSE AND OBJECTIVE OF THE PROGRAMMES

To provide insights into the Company to enable the Independent Directors to understand the Company's business in depth that would facilitate their active participation in managing the Company.

FAMILIARIZATION AND CONTINUING EDUCATION PROCESS

When a new Independent Director comes on the Board of the Company, a meeting is arranged with the Chairman, Additional Managing Director, Chief Financial Officer and Company Secretary of the company to brief him about the company, its businesses, key customers, business module wise performance, the salient features of the industries to which the Company supplies its goods and other relevant information.

New Independent Directors are provided with copy of latest Annual Report, the SABIL code of Conduct, the SABIL Code of Conduct for Prevention of Insider Trading, Code for Independent Director provided in Schedule IV of the Companies Act, 2013.

A detailed Appointment Letter incorporating the role, duties and responsibilities, remuneration and performance evaluation process, insurance cover and obligations on disclosures, is issued for the acceptance of the Independent Directors.

The Directors get an opportunity to visit Company's Site/plants, where plant heads apprise them of the operational and sustainability aspects of the plants to enable them to have full understanding on the activities of the Company and initiatives taken on safety and quality etc.

During Board Meetings/audit committee meetings, Directors are also informed about business performance, operations, market share, financial parameters, working capital management, fund flows, major litigation, compliances, CSR activities, regulatory scenario etc.·

Directors are also informed on the various developments in the company through Email and other modes by the Chairman / Additional Managing Director/ Company Secretary. A Separate Meeting of Independent Directors is also held every year to assess the performance of the Board.



DETAILS OF PROGRAMMES CONDUCTED

Independent Directors	Number of Programmes/ Meetings Attended		Number of hours Attended	
	FY 2024-25	Cumulative till date	FY 2024-25	Cumulative till date
Shri Humesh Kumar Singhal	9	29	3 hrs 50 mins	12 hrs 45 min
*Smt Manju Lakhanpal	11	31	4 hrs 40 mins	13 hrs 10 min
*Shri Surinder Singh Viridi	9	30	3 hrs 55 mins	12 hrs 50 min
Shri Surinder Kumar Bansal	1	3	1 hr 15 mins	3 hrs 25 mins
**Shri Virander Kumar Arya	3	3	1 hr 55 mins	1 hr 55 mins
***Smt. Tejinder Kaur	-	-	-	-

Cumulative till date includes Number of Programmes / Meetings attended and Number of hours attended by Independent Directors during Financial years 2022-23, 2023-24 and 2024-25.

*Shri Surinder Singh Viridi (DIN: 00035408) and Smt. Manju Lakhanpal (DIN: 07130592) ceased to be Independent Directors on the Board of the Company on completion of their term at the close of business hours of 12.11.2024 & 13.03.2025 respectively.

**Shri Virander Kumar Arya (DIN: 00751005) is appointed as Independent Director of the Company for a term of five years commencing from 01/10/2024 to 30/09/2029.

***Smt. Tejinder Kaur (DIN: 00512377) is appointed as Independent Director of the Company for a term of five years commencing from 14/03/2025 to 13/03/2030.
