



SADHANA NITRO CHEM LIMITED

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FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS

Background

This Familiarization Program (" the Program") for Independent Directors of the has been adopted by the Board of Directors of Sadhana Nitro Chem Limited ("the Company") pursuant to Regulations 25 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

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.

Practices followed by the Company on a continuous basis

All the independent directors are made aware of their role and duties at the time of appointment.

The Company has put in place a program to familiarize its independent directors about the company's business model, management structure, product portfolio, industry overview, manufacturing operations, internal control systems and processes, risk management framework etc.

Apart from this, presentations are made to the Board in the Board Meeting covering, but not limited to: -

- a) Industry updates and developments
- b) Company's performance
- c) Budget and its achievements
- d) New business initiatives and plans/projects
- e) Expansion plans
- f) New products launched
- g) Market standing of the products/segments
- h) Product promotion initiatives and participations
- i) Various initiative on the employee front
- j) Changes in the relevant regulatory requirements and our company's compliances
- k) Significant achievements and recognitions

All the information and documents as and when sought by the Independent Directors are promptly provided. All the relevant and important information is placed / presented before the Committees to enable the committee discharge their functions efficiently and effectively.