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Innovations & Mobility Limited

## **FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS OF THE COMPANY**

In accordance with the provisions of **Schedule IV** to the Companies Act, 2013 and **Regulation 25(7)** of the **SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015** ("SEBI LODR Regulations")

# FAMILIARISATION PROGRAMME

## 1. Preamble

In accordance with the provisions of **Schedule IV** to the Companies Act, 2013 and **Regulation 25(7)** of the **SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015** ("SEBI LODR Regulations"), **Wardwizard Innovations & Mobility Limited** ("the Company") has formulated a comprehensive Familiarisation Programme for its Independent Directors. This Programme aims to provide insights into the Company's business operations, strategic direction, industry environment, regulatory framework, and governance mechanisms, thereby enabling Independent Directors to perform their roles effectively and make informed decisions in the best interests of the Company and its stakeholders.

## 2. Objectives of the Familiarisation Programme

The primary objectives of the Familiarisation Programme are:

- To provide a clear understanding of the nature of the industry in which the Company operates.
- To enable Independent Directors to understand the Company's strategy, business model, operations, and financial performance.
- To educate them on their roles, rights, responsibilities, and liabilities as members of the Board and its Committees.
- To apprise them of the legal and regulatory framework applicable to the Company.
- To provide opportunities for continuous interaction with the senior management team to facilitate a deeper understanding of the business and promote effective governance.

## 3. Components of the Programme

The Programme includes, but is not limited to, the following components:

### a. Company Overview

- History and evolution
- Vision, mission, and values
- Organisational structure

### b. Industry Landscape and Market Dynamics

- Industry trends, key drivers, risks, and opportunities
- Competitive position and benchmarking

### c. Business Operations

- Detailed overview of business verticals
- Key products and services

- Operational footprint and geographic spread

#### **d. Financial Performance**

- Review of financial statements
- Business performance metrics
- Key financial ratios and indicators

#### **e. Governance and Board Functioning**

- Composition and role of the Board and Committees
- Roles, rights, duties, and responsibilities of Directors
- Key Board policies and governance practices

#### **f. Legal and Regulatory Framework**

- Overview of applicable laws (Companies Act, SEBI Regulations, FEMA, Taxation, etc.)
- Compliance systems and internal control framework

#### **g. Risk Management and Internal Controls**

- Enterprise Risk Management (ERM) framework
- Internal audit and control systems
- Cybersecurity and information management

#### **h. ESG and CSR Initiatives**

- Environmental, Social, and Governance priorities
- Sustainability practices
- CSR projects and statutory obligations

#### **i. Strategy and Growth Initiatives**

- Strategic planning process
- Expansion and investment plans
- Innovation and R&D focus

### **4. Implementation Methodology**

- **Initial Orientation:** Newly appointed Independent Directors receive a detailed induction pack and are briefed by the senior management and functional heads on all aspects of the Company's operations and business environment.
- **Presentations & Workshops:** Regular presentations by various business heads on operational and strategic matters, market updates, industry trends, and financial highlights.
- **Plant Visits & Facility Tours:** Site visits to manufacturing plants and operational centers to provide practical exposure to processes and systems.

- **Interaction with Key Management Personnel (KMPs):** One-on-one interactions and group meetings with senior executives to understand operational, legal, financial, technological, and human resource matters.
- **Periodic Updates:** Circulation of relevant reading material, regulatory updates, newsletters, and access to internal portals and dashboards.
- **Annual Review Sessions:** Review sessions to assess key business and governance issues, strategy rollouts, and Director feedback.

**5. Review and Disclosure** The Familiarisation Programme is reviewed periodically by the Board and the Nomination and Remuneration Committee to ensure its continued relevance and effectiveness. A web link to the details of the Programme and disclosures of familiarisation sessions conducted during the financial year shall be provided in the Annual Report and is available on the Company's website:

<https://wardwizard.in/investor-relations/policies-and-strategy/policies/>

## 6. Details of Familiarisation Programmes Imparted

**[Pursuant to Regulation 46(2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]**

Familiarisation Programmes are conducted for Independent Directors to ensure effective understanding of the Company's operations, industry, and regulatory environment. Independent Directors have access to all information, key managerial personnel, and are provided with documents and reports to facilitate their contribution.

### Familiarisation Programmes Conducted Till 31.03.2025

Financial Year	Date(s) of Programme
2019–20	3rd October 2019
2020–21	13th June 2020
2021–22	20th September 2021
2022–23	6th December 2022
2023–24	23rd June 2023, 16th March 2024
2024–25	29th July 2024, 06th February 2025 and 08th March 2025

### Attendance Details of Independent Directors

Sr. No.	Name of Independent Director	No. of Programmes Attended in 2024–25	Cumulative Attendance till 31.03.2025	Hours Spent in 2024–25	Cumulative Hours till 31.03.2025
1.	Mr. Avishek Kumar	1	4	2 hours	8hours
2.	Dr. John Joseph	1	2	2 hours	5 hours
3.	Lt. General Jai Singh Nain	1	2	2 hours	5 hours

4.	Mr. Paresh P. Thakkar	3	4	6 hours	9 hours
5.	Mr. Miteshkumar G. Rana	3	4	6 hours	9 hours
6.	Ms. Mansi Bhatt	2	3	4 hours	4 hours

**For and on behalf of the Board**  
**Wardwizard Innovations & Mobility Limited**

**SD/-**  
**Yatin Sanjay Gupte**  
Managing Director  
DIN: 07261150