

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

Parmeshwari Silk Mills Limited

1. INTRODUCTION

Pursuant to Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI LODR”), every listed company is required to familiarise its Independent Directors with the Company, their roles, rights and responsibilities, the nature of the industry in which the Company operates, the business model of the Company and related matters.

Further, as per Regulation 46(2)(i) of SEBI LODR, the Company is required to disseminate details of familiarisation programmes imparted to Independent Directors on its website.

In compliance with the above, **Parmeshwari Silk Mills Limited (“the Company”)** has adopted this Familiarisation Programme.

2. OBJECTIVE OF THE PROGRAMME

The programme aims to:

- provide insights into the Company’s business operations and processes;
 - familiarise Independent Directors with the textile/silk industry;
 - update them on regulatory and statutory changes;
 - explain their roles, duties and responsibilities;
 - strengthen corporate governance practices;
 - enhance effectiveness of Board participation;
 - improve understanding of financial statements and controls;
 - create awareness on risk management systems;
 - enable Independent Directors to discharge their duties effectively.
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3. APPLICABILITY

This programme applies to:

- existing Independent Directors;
- newly appointed Independent Directors;
- future Independent Directors.

Present Independent Directors

- Ms. Priya Begana – Independent (Non-Executive) Director
- Mr. Arshdeep Singh Bedi – Independent (Non-Executive) Director
- Mr. Khushvinder Bir Singh – Independent (Non-Executive) Director

Past Independent Directors (covered under programme)

- Mr. Deshbir Singh
 - Mr. Simranjit Singh
 - Ms. Arvinder Kaur
 - Mr. Puneet Singh Taneja
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4. MODE OF FAMILIARISATION

4.1 At the time of appointment

Independent Directors are provided with:

- Letter of appointment
 - Roles and responsibilities
 - Company profile
 - Annual reports
 - Organisation structure
 - Code of Conduct
 - Board/Committee charters
 - Key policies
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4.2 Through Board / Committee Meetings

At each meeting:

- business and operational updates are presented;
 - financial performance is reviewed;
 - regulatory changes are discussed;
 - compliance and risk frameworks are explained.
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4.3 Through separate sessions

Sessions are conducted on:

- corporate governance practices
- SEBI and Companies Act updates

- industry developments
- financial and risk management

4.4 Through interactions

Independent Directors interact with:

- senior management
- finance team
- Company Secretary
- auditors

5. YEAR-WISE SUBJECT MATTER OF PROGRAMMES (FROM FY 2016–17)

Financial Year	Subject Matter	Conducted By	Duration
FY 2016–17	Role and responsibilities of Independent Directors	Company Secretary	2 Hours
FY 2016–17	Business operations overview	Senior Management	2 Hours
FY 2017–18	Corporate governance & SEBI regulations	Company Secretary	2 Hours
FY 2017–18	Financial reporting & budgeting	CFO	2 Hours
FY 2018–19	Internal controls & audit systems	Internal Auditor	2 Hours
FY 2018–19	Industry overview	Senior Management	2 Hours
FY 2019–20	SEBI LODR amendments	Company Secretary	2 Hours
FY 2019–20	Risk management framework	Senior Management	2 Hours
FY 2020–21	Regulatory updates	Company Secretary	2 Hours
FY 2020–21	Operational risks & continuity	Senior Management	2 Hours
FY 2021–22	Related Party Transactions	CS and CFO	2 Hours
FY 2021–22	Financial performance review	CFO	2 Hours
FY 2022–23	Familiarisation of new directors	Company Secretary	2 Hours
FY 2022–23	Compliance framework	CFO	2 Hours

FY 2023–24	Textile industry outlook	Senior Management	2 Hours
FY 2023–24	Governance updates	Company Secretary	2 Hours
FY 2024–25	Risk management & audit systems	Internal Auditor	2 Hours
FY 2024–25	Financial planning	CFO	2 Hours
FY 2025–26	SEBI updates	Company Secretary	2 Hours
FY 2025–26	Business strategy	Senior Management	2 Hours

6. FINANCIAL YEAR-WISE DETAILS OF PROGRAMMES

A. Historical Independent Directors

FY	Name	Programmes	Hours	Cumulative Programmes	Cumulative Hours
2016–17	Deshbir Singh	2	4	2	4
2016–17	Simranjit Singh	2	4	2	4
2017–18	Deshbir Singh	2	4	4	8
2017–18	Simranjit Singh	2	4	4	8
2018–19	Deshbir Singh	2	4	6	12
2018–19	Simranjit Singh	2	4	6	12
2018–19	Arvinder Kaur*	1	2	1	2
2018–19	Puneet S. Taneja*	1	2	1	2
2019–20	Arvinder Kaur	2	4	3	6
2019–20	Puneet S. Taneja	2	4	3	6
2020–21	Arvinder Kaur	2	4	5	10
2020–21	Puneet S. Taneja	2	4	5	10
2021–22	Arvinder Kaur	2	4	7	14
2021–22	Puneet S. Taneja	2	4	7	14

2022–23	Arvinder Kaur	2	4	9	18
2022–23	Puneet S. Taneja	2	4	9	18
2023–24	Arvinder Kaur**	1	2	10	20
2023–24	Puneet S. Taneja**	1	2	10	20
2023–24	Priya Begana***	2	4	2	4
2023–24	Khushvinder Bir Singh***	2	4	2	4

* Appointed during the year

** Resigned during the year

*** Appointed during the year

B. Current Independent Directors

FY	Name	Programmes	Hours	Cumulative Programmes	Cumulative Hours
2023–24	Priya Begana	2	4	2	4
2023–24	Khushvinder Bir Singh	2	4	2	4
2024–25	Priya Begana	2	4	4	8
2023–24	Khushvinder Bir Singh	2	4	4	8
2025–26	Priya Begana	2	4	6	12
2025–26	Arshdeep Singh Bedi*	2	4	2	4
2025–26	Khushvinder Bir Singh	2	4	6	12

* Appointed during FY 2025–26

7. BROAD AREAS COVERED

Governance

- Board roles and responsibilities
- committee functions
- ethical standards

Finance

- financial statements
- audit and controls
- budgeting

Regulatory

- Companies Act, 2013
- SEBI LODR
- stock exchange requirements

Business

- operations and strategy
- industry trends

Risk

- internal controls
 - compliance risks
 - cyber and fraud risks
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8. COORDINATION OF PROGRAMME

The programme is coordinated by the:

Company Secretary & Compliance Officer

Responsibilities include:

- scheduling programmes
 - circulation of materials
 - maintaining attendance
 - ensuring disclosures
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9. DISCLOSURE

The programme details shall be disclosed:

- on the Company's website
- in the Annual Report
- to stock exchanges, if required

10. REVIEW

The Board shall periodically review the programme to ensure effectiveness and compliance.

11. AMENDMENT

The Board may amend this policy as required to align with regulatory changes and business needs.

**For and on behalf of the Board of Directors
Parmeshwari Silk Mills Limited**

SD/-

Authorised Signatory