

TWENTYFIRST CENTURY MANAGEMENT SERVICES LIMITED

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

(Pursuant to Regulation 25(7) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

1. Introduction

This Familiarization Programme ("Programme") is formulated in compliance with Regulation 25(7) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("LODR") to ensure that Independent Directors are fully aware of the company's business model, operations, industry, and regulatory landscape.

2. Objective

- To provide Independent Directors with an understanding of the company's business, operations, and governance structure.
- To update them on their roles, rights, and responsibilities under applicable laws and policies.
- To enable them to contribute effectively to Board discussions and decision-making.

3. Scope and Coverage

- Overview of the Company, its mission, vision, values, and strategic objectives.
- Industry-specific trends, risks, and regulatory updates.
- Financial performance and key business drivers.
- Corporate governance framework, including roles and responsibilities of Independent Directors.
- SEBI (LODR) Regulations, Companies Act, 2013, and other relevant laws.
- Code of Conduct, insider trading regulations, and risk management policies.

4. Mode of Familiarization

- Orientation Programme: Conducted at the time of appointment, including presentations by Senior Management.
- Periodic Updates: Regular briefings on business performance, industry trends, and regulatory changes.
- The Company through its Key Managerial Personnel conducts programmes / presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company
- Interaction with Senior Management: One-on-one meetings or group sessions with key executives.
- Board and Committee Meetings: Discussions on financials, strategy, and compliance updates.
- External Training and Seminars: Encouragement to attend relevant training sessions.
- On Induction:
 - At the time of induction, the Independent Directors are provided with copies of the Memorandum and Articles of Association and the Annual Report of the Company for the last two years for them to become familiar with the Company's background.
 - An Appointment Letter with enclosures wherever required covering the role, duties and responsibilities, remuneration and performance evaluation process, insurance cover, Code of Conduct and obligations on disclosures, is issued for the acceptance of the Independent Directors.



- **Continual Updates:**

- At the Board meetings, information about operations, project updates, legal updates, CSR, and sustainability related matters, changes in regulatory scenario, Business Risk related issues, update on Compliances and other relevant details may be presented to the Board.
- Quarterly presentations to the Board may provide detailed business and performance updates including economic and business environment and their impact on the performance of the Company, financial arrangements, working capital management, fund flows, material litigations, performance of subsidiaries, quarterly estimates, variance analysis, etc.,
- As a continuing measure, periodical familiarization sessions may be organized, covering the business updates, and regulatory updates.

5. Review and Disclosure

- The Programme shall be reviewed periodically by the Board to ensure effectiveness.

This policy is amended and approved by the Board of Directors at their meeting held on 27.05.2026.

Details of Familiarization Programmes for Independent Directors

Description	Mr. B.K.RAI	Ms. DIPTI D SAKPAL	Ms. Suguna Raghavan
No. of Programmes during 2025-26	1	1	1
Total Hours during 2025-26	30 Mins. (Approx.)	30 Mins. (Approx.)	30 Mins. (Approx.)

