



PACIFIC INDUSTRIES LIMITED

Regd. Office : Survey No. 13, N.h. 48, Kempalinganahalli Village, Nelamangala Taluk, Bangalore-Karnataka 562123

Email : pacificinvestor@rediffmail.com ; Website : www.pacificindustriesltd.com

CIN : L14101KA1989PLC062041

Tele : 91-8027723004 ; Fax : 91-8027723005

FAMARLISATION PROGRAMME FOR INDEPENDENT DIRECTOR

1. Preamble

- a) The Company shall familiarise the Independent Directors 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., through various programmes.
- b) The details of such familiarisation programmes shall be disclosed on the Company's website and a web link thereto shall be given in the Annual Report.

2. 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.

3. Familiarisation Process

The Company conducts an introductory familiarisation programme / presentation, when a new Independent Director comes on the Board of the Company. Periodic presentations are made at the Board's and Committee meetings, on business performance, strategy and competition.

Such programmes/ presentations will provide an opportunity to the Independent Directors to have an overview of:

- Criteria of independence applicable to Independent Directors;
- Time allocation by the Independent Directors on financial controls, overseeing systems of risk management, financial management compliance, Corporate Social Responsibility, Stakeholders conflicts, Board effectiveness, strategic direction, Meetings and performance assessment;
- Roles, functions, Rights, Duties, Responsibilities and liabilities of Independent Directors;
- Directors Responsibility Statement forming part of Boards' Report;
- Code for Independent Directors as per Schedule IV of Companies Act, 2013.
- Risk Management Systems & framework; Board Evaluation Process and Procedures.

Such programs / presentations will provide an opportunity to the Independent Directors to interact with the senior leadership team of the Company and help them to understand the Company's strategy, business model, operations, service and product offerings, markets, organization structure, finance, human resources, technology, quality, facilities and risk management and such other areas as may arise from time to time.



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The details of training programme attended by Independent Directors are as under:

	2023-24		Cumulative till date (From July 2015 till March 2024)	
Independent Directors	No. of Programmes attended	Total Hours Spent	No. of Programmes attended	Total Hours Spent
Mrs. Neelam Tater	1	3	2	6
Mrs. Nehal Mehta	1	3	1	3
Ms Rekha Kumari Suthar	1	3	1	3

	2024-25		Cumulative till date (From July 2015 till March 2025)	
Independent Directors	No. of Programmes attended	Total Hours Spent	No. of Programmes attended	Total Hours Spent
Mrs. Neelam Tater	1	3	3	9
Mrs. Nehal Mehta	1	3	2	6
Ms Rekha Kumari Suthar	1	3	2	6

	2025-26		Cumulative till date (From July 2015 till March 2026)	
Independent Directors	No. of Programmes attended	Total Hours Spent	No. of Programmes attended	Total Hours Spent
Mrs. Neelam Tater	1	3	4	12
Mrs. Nehal Mehta	1	3	3	9
Ms Rekha Kumari Suthar	1	3	3	9