
ZETWERK MANUFACTURING BUSINESSES LIMITED
POLICY FOR FAMILIARIZATION PROGRAMMES FOR INDEPENDENT DIRECTORS

1. TITLE

- 1.1 This policy shall be called the ‘Policy on Familiarization Programme for Independent Directors’ (“**Policy**”).

2. OBJECTIVE

- 2.1 The Companies Act, 2013, read with the rules thereunder, as amended (the “**Companies Act**”) read with Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended (“**SEBI Listing Regulations**”) places increased responsibilities on independent directors of the Company. In order to enable the independent directors to fulfil their responsibilities efficiently and effectively, a familiarisation programme (“**Programme**”) has been put in place by Zetwerk Manufacturing Businesses Limited (the “**Company**”) to assist them understand details about the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company etc. The Policy shall come into force with effect from the date of listing of equity shares of the Company.

3. FAMILIARIZATION PROCESS

- 3.1 The Company shall conduct orientation programmes / presentations / training sessions, periodically at regular intervals, to familiarize the independent directors with the strategy, operations and functions of the Company.
- 3.2 Such orientation programmes / presentations / training sessions 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, group structure, operations, service and product offerings, markets, organization structure, finance, human resources, technology, quality, facilities, risk management strategy, governance policies, designated channels for flow of information and such other areas as deemed necessary.
- 3.3 The programmes / presentations shall also familiarize the independent directors with their roles, rights and responsibilities.
- 3.4 The Company may include such other details and information, as required, during the introductory familiarization programme / presentation, when a new independent director comes on the board of the Company.

4. PROGRAMME AND DISCLOSURE

- 4.1 The Programme will be conducted “as needed” basis during the year.
- 4.2 As and when the Programme is conducted the same will be disclosed on the website of the Company and a web link thereto shall also be given in the annual report of the Company.

5. AMENDMENTS

- 5.1** Any subsequent amendment or modification in the Companies Act, 2013, SEBI Listing Regulations, or any other relevant laws shall supersede this Policy and automatically apply to it. The Policy is subject to review and changes deemed necessary by the Board to comply with regulatory requirements. If any amendments, clarifications, circulars, notifications, etc., issued by relevant authorities under SEBI Listing Regulations or any governing Act/Rules/Regulations are inconsistent with this Policy, they shall prevail, and the Policy will be amended accordingly from the effective date specified, even if not expressly incorporated here.

DATE OF ADOPTION BY THE BOARD: 19 March 2026

