BANARAS BEADS LIMTIED

FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF BANARAS BEADS LIMITED

Preamble

The familiarization programmes for Independent Directors of Banaras Beads Limited has been adopted by the Board of Directors, pursuant to Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI LODR Regulations") and Schedule IV of the Companies Act, 2013 ("Act"). The provisions of SEBI LODR Regulations envisage that, the Company shall familiarize the Independent Directors on their roles, rights and responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc., through various programmes. The Schedule IV the Act also mandates that the Independent Directors shall undertake appropriate induction and regularly update and refresh their skills, knowledge, and familiarity with the Company.

Objective

To understand the entire operations and activities of the organization, its broad objectives and its vision going forward, an induction programme is organized for the Directors at the time of their appointment and thereafter every year for the existing Independent Directors. The Familiarization Programmes for Independent Directors are structured by the Company taking into cognizance the requirements of Act and the SEBI LODR Regulations.

Familiarization Process

Familiarization Process As on 31st March, 2026, the Company has three Independent Directors:

1. CA Sushil Kumar Kandoi

2. Mr. Anil Kumar Gupta

3. Mr. Manan Kumar Sah

The members of the Board of Directors have complete access to information within the Company. The Company from time to time updates the Board Members about their roles and responsibilities in the following manner:

1. At the time of inducting a newly appointed Director, including Independent Director, discussions are held with the official(s) of the Company including the Chairman, Managing Directors, Chief Financial Officer, & Company Secretary to familiarize the Director with the business model, operational aspects, management structure and other information about the Company. The new inductee is also appraised on the ongoing discussions at the Board meetings to enable him/ her to effectively participate at the Board meetings.

2. At the time of joining, an appointment letter is issued to the Independent Directors, which broadly outlines their statutory duties, roles, responsibilities as an Independent Director. The Independent Directors are also informed of the important policies of the Company including the Directors' and Officers' liability and Company insurance policy, Code of Conduct for Board of Directors and Senior Management, Code of Conduct for Insider Trading.

The Company keeps all its directors updated on the operations of the Company and key Developments which may impact the Company, its performance and its human resources through presentations made at the meetings of Board or otherwise by the Managing Director of the Company from time to time. Such presentations, inter alia, include details of the industry in which Company operates, performance of the Company, updates on products of the Company, Company plans and strategies budgets, risk management mechanism, mitigation plans, investments plans, capital expenditure plans, expansion plans, opportunities of Mergers and Acquisition, Corporate Social Responsibility Initiatives, investor grievances, performance of the subsidiaries, and such other information as may be required by them. The Board members are updated on various regulatory and other amendments and developments.

Business / Functional Heads and Company executives are invited at the Board or Committee meetings, as and when required, to provide a platform for interaction with the Company's key executives with the Directors and also to enable them to better understand the business and operations of the Company.

Details of familiarization programs attended by our Independent Directors during the year 2025-26

In terms of above, the Company conducted the following familiarisation programmes for its Independent Directors. The Programmes were part of the Board/Committee Meetings held during the Financial Year 2025-26:

- Company's operations and Strategy;
- Business Overview;
- CSR strategy framework;
- Statutory Compliance;
- Regulatory updates at Board, Audit Committee and all other Committies Meetings;
- Expansion Plan(s);
- Investor Grievances, etc.

Name of the Directors	No. of Programme / Meeting attended by the Independent Director		Number of hours spent by Independent Directors	
	During the year ended 31.03.2026	On a cumulative basis (From FY.2019-2020 Onwards)	During the year ended 31.03.2026	On a cumulative basis (From FY.2019-20 Onwards)
CA Sushil Kumar Kandoi	10	42	8.5	60
Mr. Anil Kumar gupta	10	42	8.5	60
Mr. Manan Kumar Sah	9	40	7.5	55

Note – All above Independent Directors were appointed on 17.01.2020