

HEMANG RESOURCES LIMITED

CIN: L65922TN1993PLC101885

"FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS"

1. PREAMBLE

In terms of the requirements of Regulation 25(7) of SEBI LODR read with Regulation 46 of the SEBI (LODR) Regulations, 2015, the Company has formulated a structured Familiarization Programme for its Independent Directors.

The Programme is designed to provide insights into the Company's business, industry dynamics, and regulatory environment to enable Independent Directors to effectively discharge their roles.

2. OBJECTIVE OF THE PROGRAMME

The Familiarization Programme aims to:

- Provide an understanding of the **coal industry value chain**
- Familiarize Directors with **business model, operations, and strategy**
- Update them on **regulatory and governance framework**
- Enhance their ability to contribute to **Board effectiveness**
- Apprise them of **risk management, ESG and sustainability practices**

3. OVERVIEW OF COAL INDUSTRY (BENCHMARK STYLE)

Aligned with practices followed by leading coal companies, the programme covers:

- Structure of Indian coal sector and reforms
- Policies and guidelines issued by Ministry of Coal
- Commercial coal mining and trading ecosystem
- Logistics, linkage, and e-auction mechanisms
- Environmental regulations and sustainability norms
- **Key risks:**
 - Regulatory changes

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- Price volatility
- Transportation/logistics constraints
- Environmental compliance

4. FAMILIARIZATION FRAMEWORK

A. INDUCTION PROGRAMME (AT THE TIME OF APPOINTMENT)

Independent Directors are provided with:

- Company profile and organizational structure
- Nature of business and operations
- Roles, rights, and responsibilities
- Financial statements and performance overview
- Risk management framework
- Code of Conduct and governance policies

B. ONGOING FAMILIARIZATION (CONTINUOUS PROCESS)

- Presentations at Board / Committee Meetings
- Business performance and strategy updates
- Regulatory updates (SEBI, Companies Act, Industry laws)
- Risk management and internal control discussions
- ESG and sustainability initiatives
- Functional exposure through interaction with senior management

C. MODE OF FAMILIARIZATION

- Board presentations
- Internal workshops
- Circulation of notes and reports
- Periodic updates via email / meetings

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5. DETAILS OF PROGRAMMES ATTENDED

Number of Programmes Attended & Number of Hours Spent

S. No	Name of Independent Director	FY23 (2022-23)	FY24 (2023-24)	FY25 (2024-25)	FY26 (2025-26)	Cumulative (Programmes)	FY23 Hours	FY24 Hours	FY25 Hours	FY26 Hours	Cumulative (Hours)
1	Mr. Nikhil Dhanotiya	2	3	3	1	9	4	8	6	2	20
2	Ms. Shikha Jain	2	3	3	1	9	4	8	6	2	20

6. AREAS COVERED

The Programme broadly covers:

- Coal sourcing, trading, and supply chain
- Financial performance and key ratios
- Internal audit and control systems
- Corporate governance framework
- Risk identification and mitigation
- Environmental, Social and Governance (ESG) practices
- Health & Safety standards (industry critical)

9. DISCLOSURE AND WEBSITE LINKAGE

This Familiarization Programme and details of programmes attended by Independent Directors are disclosed on the website of the Company in compliance with Regulation 46 of SEBI (LODR) Regulations, 2015.

10. REVIEW AND AMENDMENT

The Board of Directors may review and update this Programme periodically to ensure its effectiveness and alignment with regulatory requirements and industry best practices.
