

WESTERN CARRIERS (INDIA) LIMITED

Familiarization Programme for Independent Director

1. PREAMBLE

In terms of Regulation 25 (7) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (herein referred as “**Listing Regulations**”), this Familiarization Programme (“**Programme**” or “**Policy**”) for Independent Directors of Western Carriers (India) Limited (“**Company**”) has been adopted with an objective of familiarizing the Independent Directors of the Company with the business and operations of the Company through various structured orientation programmes. Further, Schedule IV of the Companies Act, 2013 requires independent directors to undertake appropriate induction and regularly update and refresh their skills, knowledge and familiarity with the company.

The Programme has been designed considering the specific needs of contemporary corporate governance and the role of Independent Directors in view of the onerous responsibility imposed upon them, by the Companies Act, 2013 and Listing Regulations.

The Policy, as approved by the Board on 18th March, 2023 shall be applicable to the Company with effect from 01st April, 2023.

2. PURPOSE AND OBJECTIVE OF THE PROGRAMME

To adopt a structured programme for orientation and training of Independent Directors at the time of their joining so as to enable them to understand (i) their roles, rights and responsibilities to the Company, - (ii) the Company’s operations, business model, nature of industry and environment in which it operates.

To update the Directors on a regular basis on any significant changes therein so as to be in a position to take well informed and timely decisions.

3. DEFINITIONS

“**Act**” means the Companies Act, 2013 along with rules, notifications and circulars made / issued thereunder, as amended from time to time.

“**Board of Directors**” or “**Board**”, in relation to the Company, means the Board of Directors of the Company.

“**Independent Director**” means an Independent Director as defined in clause (47) of section 2 and clause (6) of section 149 read with Schedule IV of the Companies Act, 2013 and Regulation 16(1)(b) of the Listing Regulations;

“**Listing Regulations**” means the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time

“**Policy**” or “**Programme**” means the Familiarization Programme for Independent Directors.

Unless the context otherwise requires, words and expressions used in this Policy and not defined herein but defined in the Act and Listing Regulations shall have the meaning respectively assigned to them therein.

4. OVERVIEW OF THE FAMILIARIZATION PROCESS

All independent directors shall be briefed about their roles, functions and responsibilities in the Company.

A formal letter of appointment together with the induction kit shall be provided to the independent directors at the time of their appointment, setting out their roles, functions, duties, responsibilities and their fiduciary duties as a director of the Company.

Information about various service lines shall be provided to the independent directors.

Independent directors shall be provided with, amongst other documents, copy of the constitutional documents of the Company, latest annual report and internal policies to familiarize them with the Company's procedures and practices.

Interactions shall be held between the directors and senior management of the Company to familiarize the independent directors with the organizational set-up, functioning of various departments, internal control processes and relevant information pertaining to the Company.

Apart from the above, periodic presentations shall also be made at the meetings of the Board/ various committees of the Board, to familiarize the independent directors with the Company's strategy, business performance, business environment, regulatory framework, operations review, risk management and other related matters.

The entire Board, including independent directors, shall have access to the Company's management, wherever required, for informed decision making. This facilitates the independent directors to understand and comprehend the business of the Company.

5. ORIENTATION PROGRAMME FOR NEW DIRECTORS

The Company shall conduct a formal induction programme for the new independent directors, which may include familiarization of such independent director with the following:

- a) Nature of industry in which the Company operates;
- b) Business model of the Company;
- c) Roles, rights and responsibilities of the independent director and the Board as a whole;
- d) Criteria of independence applicable to independent directors as per the Listing Regulations and the Act;
- e) Directors responsibility statement forming part of the Boards' report;
- f) Company's vision, core values, ethics and corporate governance practices;
- g) Business structure and overview, corporate strategy, business plans and annual targets;
- h) Familiarization with Company's business operations, performance, financial statements, other financial matters, internal control processes and statutory compliances, risk management systems and framework;
- i) Vigil mechanism, code of business ethics and conduct, insider trading code, fair disclosure code, anti-bribery and anti-corruption policy and others as may be formed by the Company from time to time; and
- j) Board evaluation process and procedures.

6. REVIEW OF THE PROGRAMME

The Company may review the Programme and make necessary revisions, as and when required.

7. DISCLOSURE REQUIREMENT

The details of familiarisation programmes for Independent Directors including details in relation to (i) number of programmes attended by Independent Directors (during the year and on a cumulative basis till date), (ii) number of hours spent by Independent Directors in such programmes (during the year and on cumulative basis till date), and (iii) other relevant details, shall be disseminated on the website of the Company.

This Policy shall be uploaded on the Company's website for public information and a web link where details of familiarization programmes imparted to Independent Directors are disclosed shall be given in the annual report.

8. AMENDMENT AND CONFLICT

Any subsequent amendment/modification in the applicable laws shall automatically apply to this Policy. The Board has the right to amend or modify this Policy in whole or in part, at any time without assigning any reason, whatsoever. In the event of conflict between this Policy and any applicable laws, applicable laws shall prevail.

**For and on behalf of the Board
Western Carriers (India) Limited
KANISHKA SETHIA
Director
DIN: 00267232**

ANNEXURE

DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF WESTERN CARRIERS (INDIA) LIMITED (“THE COMPANY”) DURING FINANCIAL YEAR 2023-24:

Date of Programme	Name of Independent Directors who attended the Programme	Number of Hours Spent	Particulars of Programme / Presentations
08.05.2023	Mr. Bipradas Bhattacharjee Mr. Sunil Munshi Mrs. Rajni Mishra	1	1. Corporate Overview, General Affairs of the Company. 2. Awareness on Rights and Responsibilities of Independent Directors.
15.03.2024	Mr. Bipradas Bhattacharjee Mr. Sunil Munshi Mrs. Rajni Mishra	2	1. Business Performance of the Company. 2. Overview of the Important regulatory provisions under Companies Act, 2013 with emphasis on provisions concerning Directors.

Sr. No.	Name of the Independent Director	No. of programmes attended by the Independent Directors		No. of hours spent by the Independent Directors	
		For FY 23-24	Cumulative Basis	For FY 23-24	Cumulative Basis
1	Mr. Bipradas Bhattacharjee	2	2	3	3
2	Mr. Sunil Munshi	2	2	3	3
3	Mrs. Rajni Mishra	2	2	3	3

ANNEXURE

DISCLOSURE UNDER REGULATION 25 AND 46 OF SEBI (LISTING OBLIGATIONS AND DISCLOSURE REQUIREMENTS) REGULATIONS, 2015

DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF WESTERN CARRIERS (INDIA) LIMITED (“THE COMPANY”) DURING FINANCIAL YEAR 2024-25:

Date of Programme	Name of Independent Directors who attended the Programme	Number of Hours Spent	Particulars of Programme / Presentations
11.03.2025	Mr. Bipradas Bhattacharjee Mr. Sunil Munshi Mrs. Rajni Mishra	2	1. Overview of performance and general affairs of the Company; 2. Overview of Companies Act, 2013; 3. Overview of SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015 and other applicable SEBI Regulations

Sr. No.	Name of the Independent Director	No. of programmes attended by the Independent Directors		No. of hours spent by the Independent Directors	
		For FY 24-25	Cumulative Basis	For FY 24-25	Cumulative Basis
1	Mr. Bipradas Bhattacharjee	1	3	2	5
2	Mr. Sunil Munshi	1	3	2	5
3	Mrs. Rajni Mishra	1	3	2	5

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DISCLOSURE UNDER REGULATION 25 AND 46 OF SEBI (LISTING OBLIGATIONS AND DISCLOSURE REQUIREMENTS) REGULATIONS, 2015

DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF WESTERN CARRIERS (INDIA) LIMITED (“THE COMPANY”) DURING FY 2025-26:

Date of Programme	Name of Independent Directors who attended the Programme	Number of Hours Spent	Particulars of Programme / Presentations
12-04-2025	Mr. Bipradas Bhattacharjee Mr. Sunil Munshi Mrs. Rajni Mishra	2	1. Corporate Overview, General Affairs of the Company; 2. SEBI Regulations, Secretarial Standards and other regulatory updates; 3. Operations Reviews and Strategy discussions.
14-11-2025	Mr. Bipradas Bhattacharjee Mr. Sunil Munshi Mrs. Rajni Mishra	1	1. Overview of performance and general affairs of the Company; 2. Overview of Companies Act, 2013. 3. Overview of SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015;
02-02-2026	Mr. Bipradas Bhattacharjee Mr. Sunil Munshi Mrs. Rajni Mishra	2	1. SEBI Regulations and NFRA updates; 2. Operations Reviews and Strategy discussions.

Sr. No.	Name of the Independent Director	No. of programmes attended by the Independent Directors		No. of hours spent by the Independent Directors	
		For FY 25-26	Cumulative Basis	For FY 25-26	Cumulative Basis
1	Mr. Bipradas Bhattacharjee	3	6	5	10
2	Mr. Sunil Munshi	3	6	5	10
3	Mrs. Rajni Mishra	3	6	5	10