

Familiarization Programme for Independent Directors

1. Preamble:

The familiarization programme for Independent Directors is outlined herein pursuant to Regulation 25 (7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015.

2. Purpose & Objective

- 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 the Company, its operations, business, industry and environment in which it functions.
- To update the Independent Directors on a continuous basis on any significant changes. 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.
- To update the Independent Directors on the roles, responsibilities rights and duties under the Companies Act 2013 and other relevant legislations.

3. Familiarization Process

On joining, an induction programme is organized for Independent directors to familiarize them with the following aspect:-

- (a) An Overview of business, operations and business model of the Company
- (b) Project Management in the Company
- (c) An Overview of Business Sector Scenario (Providing Helicopter Services)
- (d) Human Resource Management
- (e) Important Statutory & Regulatory Provisions Concerning Directors (Including Role & Responsibilities of Independent Directors)

All Board Members are promptly updated on any change and new development with regard to relevant regulatory requirement such as SEBI Regulations, Companies Act etc. Presentations in this regard are also made in the Board on implication of these regulations.

The training requirements of the different Directors vary in view of their specific function/role on the Board and their training needs are structured accordingly. Need based training is provided on various matters. Board members individually identify opportunities for learning for which they are nominated. Training is provided through attending seminars, conferences, and workshop etc. from time to time.

4. Disclosure of the Policy

- This Policy shall be uploaded on the Company's website for public information and a web link for the same shall also be provided in the Annual Report of the Company.
 - Familiarization programme will be conducted "as needed" basis during the year.
 - As and when familiarization programme is conducted, the same will be disclosed on the website of the Company.

5. Review of the Program

- The Board will review this Program and make revisions as may be required.

Details of Programmes conducted and attended by the Independent Directors is given in the table below:

The details of familiarization programs/ business review meetings attended by the Independent Directors of the Company during F.Y. 2025-2026 and number of hours spent on such programmes are as follows:

Sr. No.	Name of Independent Director	Numbers of programmes attended		Numbers of hours spent in such programmes	
		F.Y. 2025-2026	Cumulative till F.Y. 2025-2026	F.Y. 2025-2026	Cumulative till F.Y. 2025-2026
1.	Lt. Gen. Baldev Singh Pawar (Retd.)	2	More than 7 programme	More than 3 hours	More than 21 hours
2.	Lt. Gen. Manjinder Singh Buttar (Retd.)	2	More than 7 programme	More than 3 hours	More than 21 hours
3.	Mr. Vinay Goyal	2	2 programme	More than 3 hours	More than 7 hours