WHITE ORGANIC AGRO LIMITED
(FORMERLY KNOWN AS WHITE DIAMOND INDUSTRIES LIMITED)
CIN: L01100MH1990PLC055860

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

[Pursuant to Regulation 25(7) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015]

Preamble:

In accordance with the requirement of Regulation 25 (7) of SEBI (Listing Obligation and Disclosure Requirement) Regulation 2015 and Schedule IV of the Companies Act, 2013, the Company shall familiarize the Independent Directors with the Company, their roles, rights, responsibility in the Company, nature of the industry in which the Company operates, business model of the Company etc. through various programs.

Purpose and Objective:

The program formulated with the objective of making the Independent Directors of the Company accustomed to their roles and responsibilities is divided into various modules with emphasis on:

➢ Roles, Rights and Responsibilities - Board dynamics & functions
➢ Strategy, Operations and functions of the Company
➢ Update them on the Companies Act and the SEBI Listing Regulations and risk management practices, and internal control systems.
➢Facilitate meaningful participation in Board and Committee deliberations and decision-making processes.

Familiarization Process:

The Company shall through its Executive Directors / Senior Managerial Personnel conduct programs / presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company.

Overview of the Familiarisation Programme

A. Orientation Programme Upon Induction of New Directors

- When a new Independent Director comes on the Board of the Company, a meeting is arranged with the Managing Director, Chief Financial Officer and members of the Senior Management to discuss the functioning of the Board and the Company's business activities. The Independent Directors are also familiarized with their roles, rights and responsibilities.

- A detailed Appointment Letter incorporating the role and responsibilities, duties and liabilities, remuneration and performance evaluation process, Code of Conduct and obligations on disclosures, is issued for the acceptance of the Independent Directors.

B. Other Initiatives to Update the Directors on Continuing Basis

- Atleast one Board Meeting in a year has a detailed Strategy session with the Senior Management team of the Company. Presentations are made to the Board members which inter-alia covers the industry scenario, strategic priorities for the Company and the business model of the Company.
- The Board is updated on a timely basis about the regulatory changes impacting the Company and its functioning and the roles and responsibilities of the Board members
- One-to-one meetings are held with Directors to apprise them of complex issues to enable them to understand the same in depth at regular intervals and on ad-hoc basis.
- At various Board Meetings during the year, presentations are made to the Board on Ethics and Sustainability issues, Risk Management, Company policies, changes in the regulatory environment applicable to the corporate sector and to the industry in which the Company operates and other relevant issues.

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.

Review of the Program

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

Details of Familiarisation Programmes imparted to Independent Directors during the Financial Year 2025-26 are as follows:

The Company had carried out the following programmes on an ongoing basis, as part of its Familiarisation Programme:

a) Presentations were made by the Executives of the Company appraising the business of the Company.

b) During the year, Directors were updated with the recent developments in the areas of the Companies Act 2013, SEBI Regulations and other Corporate Laws etc.

c) At the Board meetings, Executives briefed and presented the Company's Long Term Strategy Plan and business operations of the Company;

d) On appointment of a new director, as part of the process of induction process, the Company has the practice of familiarising the new director with information on various aspects of the Company, along with important codes and annual reports concerning the Company.

Familiarisation Programmes organised by the Company during the financial year 2025-26 and cumulative from April 1, 2015 till March 31, 2026:

Total no. of programmes attended by Independent Directors during the year (2025-26)	2
Cumulative no. of programmes attended by Independent Directors till date	Mr. Pritesh Doshi (3 Programmes) Ms. Bhavika Thakkar* (2 Programmes)
Total Hours spent by the Directors during the year	7 hours (Approx)
Cumulative hours spent on familiarisation till date	Mr. Pritesh Doshi (4 Hours) Ms. Bhavika Thakkar* (3 Hours)

**Director Appointed w.e.f. 01.09.2025 on the board of the company as Independent Director*