

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

Regulatory Requirement:

In accordance with the requirement as per Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“**SEBI Listing Regulations**”) and Schedule IV of the Companies Act, 2013, it stipulates that the listed entity shall familiarize the independent directors through various programs about the Company, including the following:

- (a) nature of the industry in which the Company operates;
- (b) business model of the Company,
- (c) roles, rights, responsibilities of the Independent Directors and
- (d) any other relevant information.

Further, Regulation 46(2) of the SEBI Listing Regulations requires a Company to disseminate on its website the details of familiarization programmes imparted to Independent Directors including the following details: -

- (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

Objectives:

The objectives of the Familiarization Programme is to provide insight to the Independent Directors of the Company, to enable them to understand their roles, rights, obligations and responsibilities, abide by the Code of Conduct, the Company’s operations, business model, industry and environment in which the Company operates & the regulatory environment applicable to it and updating amendments thereto and to update the Director on continuous basis on any significant changes therein to take timely and well-informed decisions.

Practice followed by the Company on a continuous basis:

In order to meet aforesaid objectives, the Independent Directors of the Company are appraised by the Company through formal and informal ways, from time to time and as and when a new Independent Director is appointed on the Board. Periodic presentations are being made to them at the Board and its various Committees meetings to update on the Budget, Capital Expenditure, Business Plan (including that of Subsidiary), growth strategy and strategic priorities along with the performance of the Company etc. The vertical heads are invited at the meetings of the Board and its committees to update about its business and performance at regular intervals. Beside that the Independent Directors interact with the Company’s senior management to get insight on the business developments, competition in the market, regulatory changes and its impact on the business and any other external challenges etc.



TERMINALS

The Independent Directors are also made aware of their roles, rights, responsibilities at the time of their appointment/re-appointment through a formal letter of appointment/re-appointment along with the terms and conditions of their engagement.

Details of the Familiarization Programmes imparted to Independent Directors during FY2024-25:

Sr. No.	Subject matter of programmes	No. of programmes attended	No. of hours spent
1.	Employees Stock Appreciation Rights 2024 to the Employees of the Company and Group Company as per Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021	1	1 hour
2.	Acquisition of 9,12,00,000 Equity Shares (7.60%) by the Company of Haryana Orbital Rail Corporation Limited held by Allcargo Logistics Limited, Promoter Group of the Company	1	1 hour
3.	Acquisition of 15% stake of Speedy Multimodes Limited (Material Subsidiary) held by Mr Ashish Chandna, by the Company in lieu of issue of 63,64,800 Equity Shares on Preferential basis for consideration other than cash	1	1 hour
4.	Presentation on Assessment of Policies	1	1 hour
5.	Presentation on amendment in the Related Party Transactions	1	1 hour
6.	Presentation on Cyber Security and Key Technologies of the Company	1	1 hour

Summary of Familiarization Programmes of the Independent Directors:

	For FY 2024-25	Cumulative till March 31, 2025
Total No. of programmes attended by the Independent Directors	6	22
No. of hours spent by the Independent Directors	6	21