

**Familiarization Programme for Independent Directors****Preamble:**

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, requires Ravita Engineering Services Limited. (formerly known as "Powermech Services Private Limited" and "Ravita Engineering Services Private Limited") ("**the Company**") to familiarise its Independent Directors through various programmes 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 independent directors; and
- (d) any other relevant information.

Further, Regulation 46(2) of the SEBI Listing Regulations requires the 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

1. 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.
2. To update the Directors on a continuing basis on any significant changes therein so as to be in a position to take well-informed and timely decisions.
3. To provide insights into the Company to enable the Independent Directors to understand the Company's business in depth that would facilitate their active participation in managing the Company.

Overview of the Familiarisation Programme

1. The Company through its Managing Director / Executive Director / Key Managerial Personnel conducts programmes / presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company
2. The program essentially has two broad components technical and behavioural. The technical component shall enable the participants to understand Company business, strategies, industry dynamics and its growth plans and prepare them for an active role in Company. The behavioural component shall empower the participants to understand board procedures and help them to be effective in board activities



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3. The programmes / presentations also familiarize the Independent Directors with their roles, rights and responsibilities.
4. Such programmes / presentations provide an opportunity to the Independent Directors to interact with the Senior Management of the Company and help them to understand the Company's strategy, business model, operations, service and product offerings, markets, organization structure, finance, human resources, technology, quality, facilities and risk management and such other areas as may arise from time to time
5. All the Independent Directors of the Company are made aware of their roles and responsibilities at the time of their appointment through a formal letter of appointment, which also stipulates various terms and conditions of their engagement.
6. The program shall be conducted in such manner as per convenience of Independent Directors so as to facilitate and enable them to attend the same in view of their busy schedules.
7. The Company may circulate news and articles related to the industry on a regular basis and may provide specific regulatory updates from time to time; and
8. The Company may conduct an introductory familiarization program /presentation, when a new Independent Director comes on the Board of the Company.
9. The Program also aims to offer a conceptual framework based upon current expectations which require the Independent Directors to adhere to a code and standard of ethics and integrity for fulfilment of their responsibilities in a professional and faithful manner to promote confidence of the investment community particularly minority shareholders, regulatory authorities and the stakeholders at large.
10. The Company may conduct an introductory familiarization program /presentation, when a new Independent Director comes on the Board of the Company.

Other Initiatives to update the Directors on a Continuing Basis

1. At least one Board Meeting in a year has a detailed Budget and 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.
2. The Directors get an opportunity to visit Company's plants, where plant heads apprise them of the operational and sustainability aspects of the plants to enable them to have full understanding on the activities of the Company and initiatives taken on safety, quality, CSR, Sustainability etc.
3. At various Board Meetings during the year, presentations are made to the Board/ Audit Committee 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.
4. Quarterly presentations on operations made to the Board includes information on business performance, operations, financial parameters, liquidity management, fund flows, information and performance of the subsidiary, compliances, senior management changes, joint venture and associate companies, major litigations, etc. Periodic presentations are made to the Board / Board Committees on Human Resources Strategy and Succession Planning, Corporate Social Responsibility and sustainability initiatives, investor and customer complaints and its redressals, etc.



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Programme and Disclosure

Familiarization programmes will be conducted "as needed" basis during the Year.

This familiarization programme shall be uploaded on the Company's website for public information as and when conducted

Accordingly, the Board of Directors of the Company has adopted the Familiarization Programme for Independent Directors on February 2, 2026.



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