

HEMO ORGANIC LIMITED

FAMILIARIZATION PROGRAMME FOR THE INDEPENDENT DIRECTORS

FINANCIAL YEAR 2024-2025

The Independent Directors of the Company were familiarized with various programs during the period, inter alia, covering briefing on their role, responsibilities, duties, and obligations as a member of the Board, the Company's businesses and its operations, strategy, markets, organization structure, matters related to corporate governance, product offerings, finance, risk management, internal controls which all together provides an opportunity to the Independent Directors to interact with the Senior Management of the Company in a more effective and productive manner.

The programmes also provided detailed insights into the Company's business operations, industry and regulatory environment, strategic direction, organizational structure, product portfolio, financial performance, risk management framework, internal financial controls, compliance systems and corporate governance practices.

During the period Company has organized following total 3 programmes covering total 6 hours:

1. Presentation on the Company's regulatory and compliance framework in accordance with the provisions of the Companies Act, 2013 and the regulations prescribed by the Securities and Exchange Board of India (SEBI), including SEBI (LODR) and Insider Trading Regulations, and were apprised of the systems in place for monitoring statutory compliance and ensuring good corporate governance.
2. Business and Industry Overview, ongoing technology trends, new developments, market opportunities and potential risks etc.
3. Overview of Independent Director role, responsibilities, duties along with various policies of the Company.

Details of familiarization programmes imparted to Independent Directors ("IDs") during financial year 2024-25 are as follow:

Sr. No.	Name of the Independent Directors	No. of Programs attended by Independent Directors	No. of hours spent by Independent Directors	No. of hours Spent by Independent Directors on cumulative basis
1.	Mrs. Hiral Vinodbhai Patel	3	6	8
2.	Mrs. Rina Kumari	3	6	8
3.	Mr. Deepak Ashokkuma Rochani ¹	1	2	2

¹ Mr. Deepak Ashokkumar Rochani was appointed as Independent Director on the board of the Company with effect from 27.06.2025.