



THE GROB TEA CO. LTD.

DISCLOSURE UNDER REGULATION 25 AND 46 OF SEBI (LISTING OBLIGATIONS AND DISCLOSURE REQUIREMENTS) REGULATIONS, 2015

DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF THE GROB TEA COMPANY LIMITED ("THE COMPANY") DURING FY 2015-16:

The Company has an orientation process/familiarization programme for its independent directors with emphasis on:

- Roles, Rights and Responsibilities - Board dynamics & functions
- Strategy, Operations and functions of the Company

As a process when a new independent director is appointed, a familiarization programme is conducted by the senior management team and also whenever a new member is appointed to a Board Committee, information relevant to the functioning of the Committee and the role and responsibility of Committee members is informed.

The Independent Directors have attended such orientation process/ familiarization programme. The Board and Committee meetings of the Company are held at least on a quarterly basis and members of the Board meet key functional/business heads separately to get themselves more familiarized with the business/operations and challenges faced by the industry on an ongoing basis.

Details of Familiarization Programmes imparted to Independent Directors Number of programmes attended by Independent Directors (during the year and on a cumulative basis till date)	One Programme: 10.02.2016
Number of hours spent by Independent Directors in such programmes (during the year and on cumulative basis till date)	Approx 4 Hrs
Purpose of Programme	1. To make aware about the Business Model of the Company; 2. Overview of SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015.



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DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF THE GROB TEA COMPANY LIMITED ("THE COMPANY") DURING FY 2016-17:

The Company has an orientation process/familiarization programme for its independent directors with emphasis on:

- Roles, Rights and Responsibilities - Board dynamics & functions
- Strategy, Operations and functions of the Company

As a process when a new independent director is appointed, a familiarization programme is conducted by the senior management team and also whenever a new member is appointed to a Board Committee, information relevant to the functioning of the Committee and the role and responsibility of Committee members is informed.

The Independent Directors have attended such orientation process/ familiarization programme. The Board and Committee meetings of the Company are held at least on a quarterly basis and members of the Board meet key functional/business heads separately to get themselves more familiarized with the business/operations and challenges faced by the industry on an ongoing basis.

Details of Familiarization Programmes imparted to Independent Directors Number of programmes attended by Independent Directors (during the year and on a cumulative basis till date)	One Programme: 11.02.2017
Number of hours spent by Independent Directors in such programmes (during the year and on cumulative basis till date)	Approx 5 Hrs
Purpose of Programme	1. Awareness on Rights and Responsibilities of Independent Directors; 2. Updating Independent Directors regarding scale and details of its operations;



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DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF THE GROB TEA COMPANY LIMITED ("THE COMPANY") DURING FY 2017-18:

The Company has an orientation process/familiarization programme for its independent directors with emphasis on:

- Roles, Rights and Responsibilities - Board dynamics & functions
- Strategy, Operations and functions of the Company

As a process when a new independent director is appointed, a familiarization programme is conducted by the senior management team and also whenever a new member is appointed to a Board Committee, information relevant to the functioning of the Committee and the role and responsibility of Committee members is informed.

The Independent Directors have attended such orientation process/ familiarization programme. The Board and Committee meetings of the Company are held at least on a quarterly basis and members of the Board meet key functional/business heads separately to get themselves more familiarized with the business/operations and challenges faced by the industry on an ongoing basis.

Details of Familiarization Programmes imparted to Independent Directors Number of programmes attended by Independent Directors (during the year and on a cumulative basis till date)	One Programme: 12.02.2018
Number of hours spent by Independent Directors in such programmes (during the year and on cumulative basis till date)	Approx 3 Hrs
Purpose of Programme	<ol style="list-style-type: none">1. Updating on recent changes in the regulatory framework2. Updating on Rights and responsibilities of Independent Directors in line with the statutory amendments



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DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF THE GROB TEA COMPANY LIMITED ("THE COMPANY") DURING FY 2018-19:

The Company has an orientation process/familiarization programme for its independent directors with emphasis on:

- Roles, Rights and Responsibilities - Board dynamics & functions
- Strategy, Operations and functions of the Company

As a process when a new independent director is appointed, a familiarization programme is conducted by the senior management team and also whenever a new member is appointed to a Board Committee, information relevant to the functioning of the Committee and the role and responsibility of Committee members is informed.

The Independent Directors have attended such orientation process/ familiarization programme. The Board and Committee meetings of the Company are held at least on a quarterly basis and members of the Board meet key functional/business heads separately to get themselves more familiarized with the business/operations and challenges faced by the industry on an ongoing basis.

Details of Familiarization Programmes imparted to Independent Directors Number of programmes attended by Independent Directors (during the year and on a cumulative basis till date)	One Programme: 29.05.2018
Number of hours spent by Independent Directors in such programmes (during the year and on cumulative basis till date)	Approx 3 Hrs
Purpose of Programme	1. Overview of SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015; 2. Overview of Companies Act, 2013



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DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF THE GROB TEA COMPANY LIMITED ("THE COMPANY") DURING FY 2019-20:

The Company has an orientation process/familiarization programme for its independent directors with emphasis on:

- Roles, Rights and Responsibilities - Board dynamics & functions
- Strategy, Operations and functions of the Company

As a process when a new independent director is appointed, a familiarization programme is conducted by the senior management team and also whenever a new member is appointed to a Board Committee, information relevant to the functioning of the Committee and the role and responsibility of Committee members is informed.

The Independent Directors have attended such orientation process/ familiarization programme. The Board and Committee meetings of the Company are held at least on a quarterly basis and members of the Board meet key functional/business heads separately to get themselves more familiarized with the business/operations and challenges faced by the industry on an ongoing basis.

Details of Familiarization Programmes imparted to Independent Directors Number of programmes attended by Independent Directors (during the year and on a cumulative basis till date)	One Programme: 14.11.2019
Number of hours spent by Independent Directors in such programmes (during the year and on cumulative basis till date)	Approx 5 Hrs
Purpose of Programme	<ol style="list-style-type: none">1. Overview of SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015;2. Business Model of the Company;3. Updating on recent changes in the regulatory framework.4. To update Independent Directors of the Company regarding scale and details of its operations;5. Overview of the recent changes in Companies Act, 2013



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DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF THE GROBTEA COMPANY LIMITED ("THE COMPANY") DURING FY 2020-21:

The Company has an orientation process/familiarization programme for its independent directors with emphasis on:

- Roles, Rights and Responsibilities - Board dynamics & functions
- Strategy, Operations and functions of the Company

As a process when a new independent director is appointed, a familiarization programme is conducted by the senior management team and also whenever a new member is appointed to a Board Committee, information relevant to the functioning of the Committee and the role and responsibility of Committeemembers is informed.

The Independent Directors have attended such orientation process/ familiarization programme. The Board and Committee meetings of the Company are held at least on a quarterly basis and members of

the Board meet key functional/business heads separately to get themselves more familiarized with the business/operations and challenges faced by the industry on an ongoing basis.

Details of Familiarization Programmes imparted to Independent Directors Number of programmes attended by Independent Directors (during the year and on a cumulative basis till date)	One Programme: 13.02.2021
Number of hours spent by Independent Directors in such programmes (during the year and on cumulative basis till date)	Approx 2.5 Hrs
Purpose of Programme	1. Overview of the performance of the company 2. Overview of the Financial Management of the Company 3. Overview of the Important regulatory provisions under Companies Act, 2013 and Listing (Obligation & Disclosure Requirements) Regulations, 2015 with emphasis on provisions concerning Directors



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DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF THE GROB TEA COMPANY LIMITED ("THE COMPANY") DURING FY 2021-22:

The Company has an orientation process/familiarization programme for its independent directors with emphasis on:

- Roles, Rights and Responsibilities - Board dynamics & functions
- Strategy, Operations and functions of the Company

As a process when a new independent director is appointed, a familiarization programme is conducted by the senior management team and also whenever a new member is appointed to a Board Committee, information relevant to the functioning of the Committee and the role and responsibility of Committee members is informed.

The Independent Directors have attended such orientation process/ familiarization programme. The Board and Committee meetings of the Company are held at least on a quarterly basis and members of the Board meet key functional/business heads separately to get themselves more familiarized with the business/operations and challenges faced by the industry on an ongoing basis.

Details of Familiarization Programmes imparted to Independent Directors Number of programmes attended by Independent Directors (during the year and on a cumulative basis till date)	One Programme: 14.02.2022
Number of hours spent by Independent Directors in such programmes (during the year and on cumulative basis till date)	Approx 3 Hrs
Purpose of Programme	1. Overview of the performance of the company 2. Overview of the Financial Management of the Company 3. Overview of the Important regulatory provisions under Companies Act, 2013 and Listing (Obligation & Disclosure Requirements) Regulations, 2015 with emphasis on provisions concerning Directors



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DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF THE GROB TEA COMPANY LIMITED ("THE COMPANY") DURING FY 2022-23:

The Company has an orientation process/familiarization programme for its independent directors with emphasis on:

- Roles, Rights and Responsibilities - Board dynamics & functions
- Strategy, Operations and functions of the Company

As a process when a new independent director is appointed, a familiarization programme is conducted by the senior management team and also whenever a new member is appointed to a Board Committee, information relevant to the functioning of the Committee and the role and responsibility of Committee members is informed.

The Independent Directors have attended such orientation process/ familiarization programme. The Board and Committee meetings of the Company are held at least on a quarterly basis and members of the Board meet key functional/business heads separately to get themselves more familiarized with the business/operations and challenges faced by the industry on an ongoing basis.

Details of Familiarization Programmes imparted to Independent Directors Number of programmes attended by Independent Directors (during the year and on a cumulative basis till date)	One Programme: 28.02.2023
Number of hours spent by Independent Directors in such programmes (during the year and on cumulative basis till date)	Approx 2.5 Hrs
Purpose of Programme	1. Overview of the performance of the company 2. Overview of the Financial Management of the Company 3. Overview of the Important regulatory provisions under Companies Act, 2013 and Listing (Obligation & Disclosure Requirements) Regulations, 2015 with emphasis on provisions concerning Directors



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DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF THE GROB TEA COMPANY LIMITED ("THE COMPANY") DURING FY 2023-24:

The Company has an orientation process/familiarization programme for its independent directors with emphasis on:

- Roles, Rights and Responsibilities - Board dynamics & functions
- Strategy, Operations and functions of the Company

As a process when a new independent director is appointed, a familiarization programme is conducted by the senior management team and also whenever a new member is appointed to a Board Committee, information relevant to the functioning of the Committee and the role and responsibility of Committee members is informed.

The Independent Directors have attended such orientation process/ familiarization programme. The Board and Committee meetings of the Company are held at least on a quarterly basis and members of the Board meet key functional/business heads separately to get themselves more familiarized with the business/operations and challenges faced by the industry on an ongoing basis.

Details of Familiarization Programmes imparted to Independent Directors Number of programmes attended by Independent Directors (during the year and on a cumulative basis till date)	One Programme: 29.02.2024
Number of hours spent by Independent Directors in such programmes (during the year and on cumulative basis till date)	Approx 2.5 Hrs
Purpose of Programme	<ol style="list-style-type: none">1. Overview of the performance of the company2. Overview of the Financial Management of the Company3. Overview of the Important regulatory provisions under Companies Act, 2013 and Listing (Obligation & Disclosure Requirements) Regulations, 2015 with emphasis on provisions concerning Directors



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The Company has an orientation process/familiarization programme for its independent directors with emphasis on:

- Roles, Rights and Responsibilities - Board dynamics & functions
- Strategy, Operations and functions of the Company

As a process when a new independent director is appointed, a familiarization programme is conducted by the senior management team and also whenever a new member is appointed to a Board Committee, information relevant to the functioning of the Committee and the role and responsibility of Committee members is informed.

The Independent Directors have attended such orientation process/ familiarization programme. The Board and Committee meetings of the Company are held at least on a quarterly basis and members of the Board meet key functional/business heads separately to get themselves more familiarized with the business/operations and challenges faced by the industry on an ongoing basis.

Details of Familiarization Programmes imparted to Independent Directors Number of programmes attended by Independent Directors (during the year and on a cumulative basis till date)	One Programme: 28.02.2025
Number of hours spent by Independent Directors in such programmes (during the year and on cumulative basis till date)	Approx 3 Hrs
Purpose of Programme	<ol style="list-style-type: none">1. Overview of the performance of the company2. Overview of the Financial Management of the Company3. Overview of the Important regulatory provisions under Companies Act, 2013 and (Listing Obligations and Disclosure Requirements) Regulations, 2015 with emphasis on provisions concerning Directors