

Familiarization Programme for Directors of Unique Organics Limited

(in terms of clause 49 of the Listing Agreement)

The new and old Board Members are from time to time inducted through familiarization meetings that includes orientation meetings with Managing Directors, Presentation by Senior Members of management on Company's Midterm and Long term strategy, Regulatory environment, Business plans and Key performance indicators. Updates on the regulatory and business landscape are provided to the Members through various agenda items like business reviews, update on business activities and presentation by auditor on regulatory landscape etc.

The above program helps the Directors in understanding the Company's business, provides insight in to the various aspects of the regulatory environment in which the Company operates and helps them in performing their role as Directors.

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS DURING 2025-2026.

In terms of Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (hereinafter referred to as "Listing Regulations), read with Code of Independent Directors (Schedule IV) as per Companies Act, 2013, the Company is required to conduct the Familiarisation Programme for Independent Directors (IDs) to familiarise them about their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company and any other relevant information through various initiatives.

The familiarization program of Unique Organics Limited aims to provide insights of the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the Company. The Independent Directors of the Company are provided every opportunity to familiarize themselves with various aspects of the Company including Nature of the industry, Industry and economic overview, Key areas of business, performance and strategy of the Company, Key regulatory developments and its impact, Company Policies and any other relevant information required by Independent Directors to discharge their functions, thereby maintaining optimum governance standards within the Company.

The Independent Directors of the Company were made aware of their role, responsibilities and liabilities at the time of their appointment/reappointment through a formal letter of appointment, which also stipulates various terms and conditions of their engagement. The Independent Directors are familiarised with their roles, rights and responsibilities in the Company as well as with the nature of industry and business model of the Company through induction programmes and presentations which are made to the Directors from time to time.

Familiarization program of the Company will be conducted during the year as and when required. During the Financial Year 2025-2026, the Independent Directors including the Independent Directors appointed during the aforesaid period were apprised about the developments in the Regulatory regime including notifications, circulars and amendments by Securities & Exchange Board of India, Ministry of Corporate Affairs, Reserve Bank of India, Stock Exchanges, etc.

- During the Financial Year under review, Familiarization Programmes were held on 13th August 2025 and 12th November 2025 were attended by Independent Directors, namely, Mr. Narendra Kumar Sharma, newly appointed Independent Director, Mr. Sanjeev Kumar Mishra, Mr. Ashish Gupta. Some of the key topics covered during the said Financial Year 2025-2026 were as follows:
- Recent regulatory updates by the Securities and Exchange Board of India (SEBI) and the Ministry of Corporate Affairs (MCA).
- Summary of Codes and Policies of the Company.
- Stock Exchange Circulars, and so on.

Details as per Regulation 46(2)(i) of SEBI (Listing Obligations & Disclosure Requirements) 2015, of the familiarization programme imparted to Independent Directors during the year 2025-2026 are highlighted below:

Sr. No.	Date(s)	Topic / Session	Mode	Duration (Hours)	Participants
1	13/08/2025	Overview of Company, Business & Strategy	Presentation / Discussion	4	<ul style="list-style-type: none"> • Ashish Gupta • Sanjeev Kumar Mishra
2	12/11/2025	Regulatory & Compliance Updates	Presentation/On-site visit.	4	<ul style="list-style-type: none"> • Ashish Gupta • Sanjeev Kumar Mishra • Narendra Kumar Sharma

Total Hours spent by Independent Directors during the FY: 08 hours
