



FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

Details of familiarisation program conducted during the financial year 2024 - 2025

Preamble

In accordance with the requirements of Regulation 25(7) of the SEBI (Listing Obligation and Disclosure Requirements) Regulation, 2015 and Schedule IV of the Companies Act, 2013, the Company shall familiarize the Independent Directors with the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc. through various program.

Purpose and Objective

The program aims to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the Company.

Overview of Familiarization Program

Paramount Cosmetics (India) Limited has in place a mechanism to familiarize its Independent Directors about the Company, its products, the industry and business structure of the Company through the familiarization program which is designed to help the Independent Directors to gain a deep understanding of the Company, its stakeholder, senior management/leadership team operations, policies, industry perspective and issues. Details of various familiarization program for the Independent Directors are highlighted below:

Summary of familiarization programs imparted to Independent Directors

During the year, the Board members were regularly apprised with the overview of the Company and its operations including finance, human resource, marketing, production, research and development by the Senior Management team. The Board was also apprised regularly of all regulatory and policy changes relevant to the business. The familiarisation programmes for the Independent Directors forms part of quarterly board meetings of the Company.

The details of familiarisation/ training programs attended by independent directors of the Company during the year ended March 31, 2025, are as follows

1. Number of programmes attended by independent directors (during the year and on a cumulative basis till 31.03.2025)

PARAMOUNT COSMETICS (INDIA) LIMITED

CIN: L24240GJ1985PLC008282

Regd. Office: Plot No. 165/B-15 & 16, 2nd Phase G.I.D.C, Vapi, District Valsad, Gujarat - 396195

Corp. a: 902-904, 9th Floor, Prestige Meridian-I, 29 M.G. Road,

Bangalore-560001

Tel: 080-25320870 / 71 / 25327357

Email:compliance.officer@parammount.com

website : www.parammount.com

Name of the Independent Director	Nature of Industry & outlook, Business model and overview of business units, technical specifications, viability in global market etc. (Number of programmes)	Regulatory policies & updates (Number of programmes)	Total cumulative programmes for the FY 24-25 (Number of programmes)	Total cumulative programmes (Till 31.03.2025) (Number of programmes)
Mr. Mukesh Kumar Tyagi	2		2	4
Mr. Vishwas Kumar Sharma	2		2	4

2. Number of hours spent by independent directors in such programmes (during the year and on cumulative basis till 31. 03.2025)

Name of the Independent Director	Nature of Industry & outlook, Business model and overview of business units, technical specifications, viability in global market etc. (In hours)	Regulatory policies & updates (In hours)	Total cumulative programmes for the FY 24-25 (In hours)	Total cumulative programmes (Till 31.03.2025) (In hours)
Mr. Mukesh Kumar Tyagi	04:00	04:00	08:00	08:00
Mr. Vishwas Kumar Sharma	04:00	04:00	08:00	08:00

The Independent Directors are also made aware of their rights/roles/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 apart from clarifying their roles and responsibilities.

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