



LADAM AFFORDABLE HOUSING LIMITED

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

[Pursuant to Regulation 25(7) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015]

❖ **Preface**

The Schedule IV of the Companies Act, 2013 and Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“**Listing Regulations**”) mandates the Company to familiarize the Independent Directors with the Company. The Company familiarizes 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 programmes.

❖ **Objective of the Programmes**

The objective of the familiarization programme is to enable the Independent Directors to understand the Company, the operations, business, industry and environment in which it functions and the regulatory environment applicable, to facilitate their active participation in various Board and Committee Meetings and 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.

❖ **Familiarization Process**

As on 31st March, 2026, the Company has two Independent Directors:

1. Ms. Geethu Ashish Padavale
2. Mr. Vinayak Ganesh Phadke

The members of the Board of Directors have complete access to information within the Company. The Company from time to time updates the Board Members about their roles and responsibilities in the following manner:

1. At the time of inducting a newly appointed Director, including Independent Director, discussions are held with the official(s) of the Company including the Chairman, Chief Executive Officer, Chief Financial Officer, & Company Secretary to familiarize the Director with the business model, operational aspects, management structure and other information about the Company. The new inductee is also appraised on the



LADAM AFFORDABLE HOUSING LIMITED

ongoing discussions at the Board meetings to enable him/ her to effectively participate at the Board meetings.

2. At the time of joining, an appointment letter is issued to the Independent Directors, which broadly outlines their statutory duties, roles, responsibilities as an Independent Director. The Independent Directors are also informed of the important policies of the Company including Code of Conduct for Board of Directors and Senior Management, Code of Conduct for Insider Trading.

The Company keeps all its directors updated on the operations of the Company and key developments which may impact the Company, its performance, and its human resources through periodic updates shared at meetings of the Board or otherwise by the Chief Executive Officer of the Company from time to time. Such updates, inter alia, include details of the industry in which the Company operates, performance of the Company, Company plans and strategies, budgets, risk management mechanisms, mitigation plans, investment plans, capital expenditure plans, expansion plans, performance of the subsidiaries, and such other information as may be required by them. The Board members are also kept informed of various regulatory and other amendments and developments.

The Board is updated on a timely basis about the regulatory changes impacting the Company and its functioning and the roles and responsibilities of the Board members.

The Familiarization Program will be conducted for new and existing Independent Directors of the Company and shall be uploaded on the Company's website for public information. The Board of Directors will review this Programme and make revisions as and when be required.

LADAM AFFORDABLE HOUSING LIMITED

DETAILS OF FAMILARIZATION PROGRAM IMPARTED TO INDEPENDENT DIRECTORS

During FY 2025-26, the following familiarization programmes for Independent Directors were conducted:

Sr. No.	Name of the Independent Directors	No. of Programmes attended by the Independent Directors		No. of hours spent by the Independent Directors	
		During the year ended 31.03.2026	On a cumulative basis (From FY.2016-17 Onwards)	During the year ended 31.03.2026	On a cumulative basis (From FY.2016-17 Onwards)
1.	Ms. Geethu Ashish Padavale	1	10	1.5	15
2.	*Mr. Vinayak Ganesh Phadke	1	1	1.5	1.5
3.	**Mr. Jayaprasad Pillai	0	10	0	6
4	# Mrs. Yamini Sejpal	0	3	0	2
5	\$Mrs. Shraddha Rumade	0	3	0	2

* Mr. Vinayak Ganesh Phadke (DIN: 00506647), was appointed as the Independent Director of the Company with effect from 18th September, 2025.

** Mr. Jayaprasad Pillai (DIN: 01560300), appointed as independent director of the company with effect from 05th March, 2014 and ceased to be the Independent Director of the Company with effect from 22nd September, 2025.

Mrs. Yamini Sejpal (DIN: 08259325), appointed as independent director of the company with effect from 12th November, 2018 and ceased to be the Independent Director of the Company with effect from 28th February, 2022.

\$ Mrs. Shraddha Rumade (DIN: 07262106), appointed as independent director of the company with effect from 13th August, 2015 and ceased to be the Independent Director of the company with effect from 13th August, 2018