

Details of Familiarisation Programme imparted to Independent Directors Financial Year 2025-26

1. Regulatory Framework

In terms of Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the “SEBI Listing Regulations”) read with the provisions of the Companies Act, 2013, the Company is required to familiarise its Independent Directors, through various programmes, about the following:

- i. the nature of the industry in which the Company operates;
- ii. the business model of the Company;
- iii. the roles, rights and responsibilities of Independent Directors; and
- iv. such other information that may enable the Independent Directors to function effectively.

The familiarisation programme is also intended to provide the Independent Directors with an understanding of the regulatory environment governing the healthcare and hospital sector and the Company’s operating framework, so that they can effectively discharge their duties in the interest of the Company and its stakeholders.

2. Overview and Approach

The Board of Directors of the Company comprises individuals with diverse experience and specialised knowledge across healthcare operations, clinical services, finance, law, governance and strategy. The collective expertise of the Board enables it to function in an effective and informed manner.

Familiarisation of Independent Directors is an ongoing and structured process. Upon appointment, every Independent Director is issued a formal letter of appointment setting out, inter alia, the terms and conditions of appointment and the role, duties and responsibilities expected of the Director. In addition to the structured programmes described below, the Independent Directors regularly engage in one-on-one interactions with the senior management of the Company to develop a deeper understanding of the various aspects of the Company’s business, operations and functioning.

3. Structure of the Familiarisation Programme

Structured familiarisation programmes are conducted for the Independent Directors, under which presentations are made covering the following areas on the periodicity indicated below:

Periodicity	Familiarisation Coverage
Induction Programme (on appointment)	<p>On appointment, each Independent Director is provided with:</p> <ul style="list-style-type: none">• an overview of the healthcare industry and the regulatory environment in which the Company operates, along with a walkthrough of the key policies of the Company;• a general overview of the Company’s business and financials;• a brief on the roles, rights, duties and responsibilities of Directors;• the Company’s Board meeting procedures and related processes;• a set of the Memorandum and Articles of Association of the Company;• an introduction to the Key Managerial Personnel, the other members of the Board and the key officials of the Company; and• an introduction to the Board Committees and their respective terms of reference.
Annual	<p>Business presentations covering, inter alia:</p> <ul style="list-style-type: none">• key developments in the business and the healthcare sector;• the Company’s strategy and plans for the business and key functions;• the organisation’s annual operating plan and budget;• Corporate Social Responsibility (CSR) initiatives and the annual action plan; and• the risk management framework, adequacy of systems and key risk-mitigation initiatives.

Periodicity	Familiarisation Coverage
Quarterly	<ul style="list-style-type: none"> an overview of the businesses of the Company and its subsidiaries / hospital units; salient developments and initiatives undertaken by the Company; familiarisation with the various working departments and centres of excellence; and regulatory changes affecting the healthcare sector and their impact on the Company.

4. Matters Covered During the Year

During the year, at the meetings of the Board detailed presentations were made to the Directors covering important aspects of the Company's business and operating environment, including, inter alia:

- annual operating plans, budgets and business strategies;
- regulatory and statutory matters impacting the healthcare and hospital business, including clinical and accreditation requirements and patient-safety frameworks;
- information technology, EMR, HIS (MyHealth) and cyber-security measures;
- emerging trends in the healthcare field and the Company's plans in response thereto;
- the proposed initial public offering of the Company and the related regulatory, disclosure and compliance framework;
- human-resource and clinical-talent retention strategies; and
- compliance, internal control and risk-management measures being undertaken by the Company.

The Independent Directors are also encouraged to participate in external training, learning and development programmes relevant to their role.

5. Details of Familiarisation Programmes Attended

The details of the familiarisation programmes attended by the Independent Directors during FY 2025-26, and on a cumulative basis since their respective dates of appointment, are set out below:

S. No.	Name of Independent Director	No. of programmes / sessions attended		No. of hours spent (approx.)	
		FY 2025-26	Cumulative till date*	FY 2025-26	Cumulative till date*
1	Mr. Upendra Prasad Singh	7	13	3.5	6.5
2	Mr. Nakul Anand	7	18	3.5	9
3	Mrs. Usha Rajeev	7	12	3.5	6

*Cumulative figures are computed since the respective dates of appointment of each Independent Director.

6. Web Disclosure

The details of the familiarisation programme imparted to the Independent Directors are available on the website of the Company at <https://www.parashospitals.com/investors/disclosures-under-regulation-46-of-sebi#disclosures-under-regulation-46-of-sebi-lodr-regulations> in accordance with Regulation 46(2)(i) of the SEBI Listing Regulations.

For and on behalf of the Board of Directors

Paras Healthcare Limited

Rahul Kumar

Company Secretary & Compliance Officer