



TREE HOUSE EDUCATION & ACCESSORIES LIMITED
("the Company")

FAMILIARISATION PROGRAMME
FOR INDEPENDENT DIRECTORS

Objective	<ul style="list-style-type: none"> ☰ The Programme aims to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the Company.
Induction, Training and Familiarisation programme for the Independent Directors:	<ul style="list-style-type: none"> ☰ The Familiarization Programme aims to provide Independent Directors with the Pre-School Education Industry scenario, the socio-economic environment in which the Company operates, the business model, the operational and financial performance of the Company, to update the Independent Directors on a continuous basis on significant developments so as to enable them to take well informed decisions in a timely manner. ☰ The Familiarization Programme also seeks to update the Independent directors on their roles, responsibilities, rights and duties under the Companies Act 2013 and other relevant legislations. ☰ On appointment, the concerned director is issued a Letter of Appointment setting out in detail, the terms of appointment, duties, responsibilities and expected time commitments. ☰ Each newly appointed Independent Director is taken through a formal induction program including the presentation from the Managing Director & CEO and other Senior Executives on important aspects of the Company's business. Relevant literature relating to the Company such as Annual Reports, CSR and Sustainability Reports etc. are provided to the Independent Directors on their appointment. ☰ The induction for Independent Directors includes interactive sessions with Executive Members and other Functional Heads and also includes a visit to the Pre-School Centers, High Schools, so as to familiarize them about the pre-school education and other related aspects.
Disclosure	<ul style="list-style-type: none"> ☰ As and when the Programme is conducted, details shall be uploaded on the Company's website for public information and a weblink for the same shall be provided in the Annual Report of the Company.
Review	<ul style="list-style-type: none"> ☰ The Programme shall be periodically reviewed and brought in conformity with statutory and regulatory requirements, if any.

Regd. Off: 702 C, Morya House, Off. New Link Road, Near Infinity Mall, Andheri (W), Mumbai 400 053.
Web: www.treehouseplaygroup.net, E-mail: compliance@treehouseplaygroup.net,
Tel: 022-641306130, Fax: 022-26051259





TREE HOUSE EDUCATION & ACCESSORIES LIMITED
("the Company")

FAMILIARISATION PROGRAMME
FOR INDEPENDENT DIRECTORS
(FY: 2014-15)

This Familiarization Programme (“the Programme”) for Independent Directors of Tree House Education & Accessories Limited (“the Company”) has been adopted by the Board of Directors pursuant to Clause 49 of the Listing Agreement.

The Listing agreement mandates the Company to familiarize the Independent Directors in the following areas:

- Familiarization with the Company;
- Roles, Rights and Responsibilities in the Company ;
- Nature of Industry in which the Company operates ; and
- The business model of the Company.

The Programme for the FY 2014-15 was conducted at the Pre-School Centers & High Schools of the Company located at Virar, Mumbai.

The details of such locations is specified below:

1. Pre-School Visits

Locations				
Virar (Gokul township)	Virar (nr. New Viva College)	Virar (Gaj Plaza)	Virar (Mayfair Gardens)	Virar (Manvelpada Rd.)
Flat No. E 02-03, Gokul Samarpan-I, Gokul Township, Off. Agashi Road, Near Mujlibhai Mehta School, Bolinj, Virar(W) Thane-Virar.	Shop Nos. 5, 6 & 7, Ground Floor, Sai Upahar, Next to New Viva College, Bolinj, Virar(W) Thane-Virar.	Shops Nos 3-6, Gaj Plaza, Behind Hotel On the Way, Virar(W) Thane-Virar.	Shop Nos 3001-3006, 4006-4008, Building Nos 3 & 4, Mayfair Virar Gardens, Virar Agashi Road, Virar (W) 401303. Thane-Virar.	A/001 Sadguru Anirudhay Complex, Opp St. Peter Road, Manvelpada Road, Virar (E) 401303. Thane-Virar.
Tel : 6454735	Tel : 0250-3211671	Tel : 0250-3211670		

2. High School Visits

Location

Virar (Yashwant Nagar)

Yashwant Nagar,
Near Virat Nagar,
Virar (W) 401 303, Thane-Virar

Tel : 0250-3296757

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TREE HOUSE EDUCATION & ACCESSORIES LIMITED
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FAMILIARISATION PROGRAMME
FOR INDEPENDENT DIRECTORS
(FY: 2015-16)

Regulation 25 (7) of Chapter IV of SEBI (Listing
Obligations & Disclosure Requirements)
Regulations, 2015

Regulation 25 (7) of Chapter IV of SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015 [effective from December 1, 2015] provides that the listed entity shall familiarize the independent directors through various programmes about the listed entity, including the following:

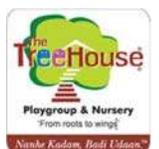
- (a) nature of the industry in which the listed entity operates;
- (b) business model of the listed entity;
- (c) roles, rights, responsibilities of independent directors; and
- (d) any other relevant information

Pursuant to the above Regulation, the Company has conducted Familiarization Programme for Independent Directors on Wednesday, December 23, 2015 to familiarize them with the important changes and major highlights of SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015 and their roles and responsibilities under these Regulations. The Programme also involved a detailed analysis of Corporate Governance provisions of the Listing Regulations.

Details of attendance of Independent Directors as required under Regulation 46(2)(i) of SEBI (LODR) Regulations, 2015

Sr. No.	Name of Independent Director	No. of programmes attended		No. of hours spent	
		During FY 2015-16	Cumulative till date	During FY 2015-16	Cumulative till date
1.	Mr. T. S. Sarangpani	1	2	2	6
2.	Mr. Parantap Dave	1	2	2	6
3.	Mr. Sanjaya Kulkarni	1	2	2	6

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TREE HOUSE EDUCATION & ACCESSORIES LIMITED
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FAMILIARISATION PROGRAMME
FOR INDEPENDENT DIRECTORS
(FY: 2016-17)

Regulation 25 (7) of Chapter IV of SEBI (Listing
Obligations & Disclosure Requirements)
Regulations, 2015

Regulation 25 (7) of Chapter IV of SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015 [effective from December 1, 2015] provides that the listed entity shall familiarize the independent directors through various programmes about the listed entity, including the following:

- (a) nature of the industry in which the listed entity operates;
- (b) business model of the listed entity;
- (c) roles, rights, responsibilities of independent directors; and
- (d) any other relevant information

PROGRAMME FOR INDUCTION OF NEW INDEPENDENT DIRECTORS:

The Company conducts an introductory orientation familiarization programme, when a new Independent Director comes on Board of the Company. Such programmes provide an opportunity to the Independent Directors to interact with the Senior Management of the Company and help them to understand the Company's strategy, business model, operations, services, markets, organization structure, finance, human resources, quality, facilities and risk management and such other areas as may arise from time to time.

To facilitate independent directors in the performance of their duties and responsibilities, new directors are provided with a personal orientation by senior leaders and materials regarding the Company's business and operations, governing documents, information on key personnel, and financial information are made available to them.

CONTINUAL FAMILIARIZATION PROGRAM

Pursuant to the above Regulation, the Company at its Independent Director's meeting held on Friday, March 17, 2017 carried out Orientation Program for newly inducted Independent Directors on the business of the Company and the Companies Act, 2013 and SEBI LODR Regulations, 2015, The Program was been designed considering the specific needs of Corporate Governance and the expected obligations of Independent Directors in view of the onerous responsibility conferred by the Companies Act, 2013 and the Listing Agreement as amended from time to time and familiarized on items such as information on business performance, operations, market share, financial parameters, working capital management, fund flows, senior management change, major litigation, compliances, SEBI & Other Regulatory Updates, Surveillance Related Matters and Investor Services related Matters, discussion on Quarterly results of the Company etc.

Details of attendance of Independent Directors as required under Regulation 46(2)(i) of SEBI (LODR) Regulations, 2015

Sr. No.	Name of Independent Director	No. of programmes attended		No. of hours spent	
		During FY 2016-17	Cumulative till date	During FY 2016-17	Cumulative till date
1.	Mr. Suraj Manghnani	1	1	1 hour	1
2.	Mr. Deepak Valecha	1	1	1 hour	1

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TREE HOUSE EDUCATION & ACCESSORIES LIMITED
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FAMILIARISATION PROGRAMME
FOR INDEPENDENT DIRECTORS
(FY: 2017-18)

**Regulation 25 (7) of Chapter IV of SEBI (Listing
Obligations & Disclosure Requirements)
Regulations, 2015**

Regulation 25 (7) of Chapter IV of SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015 [effective from December 1, 2015] provides that the listed entity shall familiarize the independent directors through various programmes about the listed entity, including the following:

- (a) nature of the industry in which the listed entity operates;
- (b) business model of the listed entity;
- (c) roles, rights, responsibilities of independent directors; and
- (d) any other relevant information

PROGRAMME FOR INDUCTION OF NEW INDEPENDENT DIRECTORS:

The Company conducts an introductory orientation familiarization programme, when a new Independent Director comes on Board of the Company. Such programmes provide an opportunity to the Independent Directors to interact with the Senior Management of the Company and help them to understand the Company's strategy, business model, operations, services, markets, organization structure, finance, human resources, quality, facilities and risk management and such other areas as may arise from time to time.

To facilitate independent directors in the performance of their duties and responsibilities, new directors are provided with a personal orientation by senior leaders and materials regarding the Company's business and operations, governing documents, information on key personnel, and financial information are made available to them.

CONTINUAL FAMILIARIZATION PROGRAM

Pursuant to the above Regulation, the Company at its Independent Director's meeting held on Monday, February 12, 2018 conducted program for updating Independent Directors of the Company about scale and details of company's operations and updating on recent changes in the regulatory framework and familiarized on items such as information on business performance, operations, market share, financial parameters, working capital management, fund flows, senior management change, major litigation, compliances, Surveillance Related Matters and Investor Services related Matters, discussion on Quarterly results of the Company etc.

Details of attendance of Independent Directors as required under Regulation 46(2)(i) of SEBI (LODR) Regulations, 2015

Sr. No.	Name of Independent Director	No. of programmes attended		No. of hours spent	
		During FY 2017-18	Cumulative till date	During FY 2017-18	Cumulative till date
1.	Mr. Suraj Manghnani	1	2	0.30 minutes	1.30
2.	Mr. Deepak Valecha	1	2	0.30 Minutes	1.30

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TREE HOUSE EDUCATION & ACCESSORIES LIMITED
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FAMILIARISATION PROGRAMME
FOR INDEPENDENT DIRECTORS
(FY: 2018-19)

**Regulation 25 (7) of Chapter IV of SEBI (Listing
Obligations & Disclosure Requirements)
Regulations, 2015**

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- (a) nature of the industry in which the listed entity operates;
- (b) business model of the listed entity;
- (c) roles, rights, responsibilities of independent directors; and
- (d) any other relevant information

PROGRAMME FOR INDUCTION OF NEW INDEPENDENT DIRECTORS:

The Company conducts an introductory orientation familiarization programme, when a new Independent Director comes on Board of the Company. Such programmes provide an opportunity to the Independent Directors to interact with the Senior Management of the Company and help them to understand the Company's strategy, business model, operations, services, markets, organization structure, finance, human resources, quality, facilities and risk management and such other areas as may arise from time to time.

To facilitate independent directors in the performance of their duties and responsibilities, new directors are provided with a personal orientation by senior leaders and materials regarding the Company's business and operations, governing documents, information on key personnel, and financial information are made available to them.

CONTINUAL FAMILIARIZATION PROGRAM

Pursuant to the above Regulation, the Company at its Independent Director's meeting held on Tuesday, February 19, 2019 conducted program on Duties and Liabilities of Directors – under Company Law, Updates on relevant regulatory changes and new developments, briefing on Prohibition of Insider trading (PIT) for Independent Directors and also familiarized on items such as information on business performance, operations, market share, financial parameters, working capital management, fund flows, senior management change, major litigation, compliances, SEBI & Other Regulatory Updates, Surveillance Related Matters and Investor Services related Matters, discussion on Quarterly results of the Company etc.

Details of attendance of Independent Directors as required under Regulation 46(2)(i) of SEBI (LODR) Regulations, 2015

Sr. No.	Name of Independent Director	No. of programmes attended		No. of hours spent	
		During FY 2018-19	Cumulative till date	During FY 2018-19	Cumulative till date
1.	Mr. Suraj Manghnani	1	3	0.30 minutes	2:00
2.	Mr. Deepak Valecha	1	3	0.30 Minutes	2:00
3.	Mrs. Amita Karia	1	1	0.30 Minutes	0:30

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TREE HOUSE EDUCATION & ACCESSORIES LIMITED
(“the Company”)

FAMILIARISATION PROGRAMME
FOR INDEPENDENT DIRECTORS
(FY: 2019-20)

**Regulation 25 (7) of Chapter IV of SEBI (Listing
Obligations & Disclosure Requirements)
Regulations, 2015**

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- (a) nature of the industry in which the listed entity operates;
- (b) business model of the listed entity;
- (c) roles, rights, responsibilities of independent directors; and
- (d) any other relevant information

PROGRAMME FOR INDUCTION OF NEW INDEPENDENT DIRECTORS:

The Company conducts an introductory orientation familiarization programme, when a new Independent Director comes on Board of the Company. Such programmes provide an opportunity to the Independent Directors to interact with the Senior Management of the Company and help them to understand the Company's strategy, business model, operations, services, markets, organization structure, finance, human resources, quality, facilities and risk management and such other areas as may arise from time to time.

To facilitate independent directors in the performance of their duties and responsibilities, new directors are provided with a personal orientation by senior leaders and materials regarding the Company's business and operations, governing documents, information on key personnel, and financial information are made available to them.

CONTINUAL FAMILIARIZATION PROGRAM

Pursuant to the above Regulation, the Company at its Independent Director's meeting held on Wednesday, February 12, 2020 conducted a program on online examination for Independent Directors as per MCA circular dated 22.10.2019. Further the directors were briefed about the procedure, importance, requirement etc. as per the said circular and familiarized on items such as information on business performance, operations, market share, financial parameters, working capital management, fund flows, senior management change, major litigation, compliances, SEBI & Other Regulatory Updates, Surveillance Related Matters and Investor Services related Matters, discussion on Quarterly results of the Company etc.

Details of attendance of Independent Directors as required under Regulation 46(2)(i) of SEBI (LODR) Regulations, 2015

Sr. No.	Name of Independent Director	No. of programmes attended		No. of hours spent	
		During FY 2019-20	Cumulative till date	During FY 2019-20	Cumulative till date
1.	Mr. Suraj Manghnani	1	4	0.30 minutes	02: 30
2.	Mr. Deepak Valecha	1	4	0.30 Minutes	02: 30
3.	Mrs. Amita Karia	1	2	0.30 Minutes	01: 00

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TREE HOUSE EDUCATION & ACCESSORIES LIMITED
(“the Company”)

**FAMILIARISATION PROGRAMME
FOR INDEPENDENT DIRECTORS
(FY: 2020-21)**

Regulation 25 (7) of Chapter IV of SEBI (Listing
Obligations & Disclosure Requirements)
Regulations, 2015

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- (a) nature of the industry in which the listed entity operates;
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- (c) roles, rights, responsibilities of independent directors; and
- (d) any other relevant information

PROGRAMME FOR INDUCTION OF NEW INDEPENDENT DIRECTORS:

The Company conducts an introductory orientation familiarization programme, when a new Independent Director comes on Board of the Company. Such programmes provide an opportunity to the Independent Directors to interact with the Senior Management of the Company and help them to understand the Company's strategy, business model, operations, services, markets, organization structure, finance, human resources, quality, facilities and risk management and such other areas as may arise from time to time.

To facilitate independent directors in the performance of their duties and responsibilities, new directors are provided with a personal orientation by senior leaders and materials regarding the Company's business and operations, governing documents, information on key personnel, and financial information are made available to them.

CONTINUAL FAMILIARIZATION PROGRAM

Pursuant to the above Regulation, the Company at its Independent Director's meeting held on Friday, February 12, 2021 had an orientation program on current Covid-19 pandemic and its impact on the services provided by the company and the liquidity flow of the Company. Further some of the major factors such as Cash flow crunch, Closure of centers, Reduction in collection of royalty payments, decrease in number of students for the current academic year 2020-21, Reduction in fees structure due to closure of centers, delay in serving debt obligation to the banks were discussed and also familiarized on items such as information on business performance, operations, market share, financial parameters, working capital management, fund flows, senior management change, major litigation, compliances, SEBI & Other Regulatory Updates, Surveillance Related Matters and Investor Services related Matters, discussion on Quarterly results of the Company etc.

Details of attendance of Independent Directors as required under Regulation 46(2)(i) of SEBI (LODR) Regulations, 2015

Sr. No.	Name of Independent Director	No. of programmes attended		No. of hours spent	
		During FY 2020-21	Cumulative till date	During FY 2020-21	Cumulative till date
1.	Mr. Suraj Manghnani	1	5	0.30 minutes	03:00
2.	Mr. Deepak Valecha	1	5	0.30 Minutes	03:00
3.	Ms. Nidhi Busa	1	1	0.30 Minutes	0.30
4.	Mr. Milin Ramani	1	1	0.30 Minutes	0.30

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FAMILIARISATION PROGRAMME
FOR INDEPENDENT DIRECTORS
(FY: 2021-22)

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Obligations & Disclosure Requirements)
Regulations, 2015**

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PROGRAMME FOR INDUCTION OF NEW INDEPENDENT DIRECTORS:

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To facilitate independent directors in the performance of their duties and responsibilities, new directors are provided with a personal orientation by senior leaders and materials regarding the Company's business and operations, governing documents, information on key personnel, and financial information are made available to them.

CONTINUAL FAMILIARIZATION PROGRAM

Pursuant to the above Regulation, the Company at its Independent Director's meeting held on Wednesday, February 09, 2022 conducted program on Overview of SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015, updated on recent changes in the regulatory framework, were also familiarised with important statutory & regulatory provisions, Code of Conduct and other policies of Company applicable to them, Updated on relevant regulatory changes and new developments, All Independent Directors were updated about their roles, rights, responsibilities in the Company and further familiarized on items such as information on business performance, operations, market share, financial parameters, working capital management, fund flows, senior management change, major litigation, compliances, SEBI & Other Regulatory Updates, Surveillance Related Matters and Investor Services related Matters, discussion on Quarterly results of the Company etc.

Details of attendance of Independent Directors as required under Regulation 46(2)(i) of SEBI (LODR) Regulations, 2015

Sr. No.	Name of Independent Director	No. of programmes attended		No. of hours spent	
		During FY 2021-22	Cumulative till date	During FY 2021-22	Cumulative till date
1.	Mr. Deepak Valecha	1	6	0:30 Minutes	03.30
2.	Ms. Nidhi Busa	1	2	0:30 Minutes	1
3.	Mr. Milin Ramani	1	2	0:30 Minutes	1

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FAMILIARISATION PROGRAMME
FOR INDEPENDENT DIRECTORS
(FY: 2022-23)

**Regulation 25 (7) of Chapter IV of SEBI (Listing
Obligations & Disclosure Requirements)
Regulations, 2015**

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CONTINUAL FAMILIARIZATION PROGRAM

Pursuant to the above Regulation, the Company at its Independent Director's meeting held on Thursday, February 09, 2023 conducted program on Overview of SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015, updated on recent changes in the regulatory framework, were also familiarised with important statutory & regulatory provisions, Code of Conduct and other policies of Company applicable to them, Updated on relevant regulatory changes and new developments, All Independent Directors were updated about their roles, rights, responsibilities in the Company and further familiarized on items such as information on business performance, operations, market share, financial parameters, working capital management, fund flows, senior management change, major litigation, compliances, SEBI & Other Regulatory Updates, Surveillance Related Matters and Investor Services related Matters, discussion on Quarterly results of the Company etc.

Details of attendance of Independent Directors as required under Regulation 46(2)(i) of SEBI (LODR) Regulations, 2015

Sr. No.	Name of Independent Director	No. of programmes attended		No. of hours spent	
		During FY 2022-23	Cumulative till date	During FY 2022-23	Cumulative till date
1.	Mr. Deepak Valecha	1	7	0:30 Minutes	04.00
2.	Ms. Nidhi Busa	1	3	0:30 Minutes	01.30
3.	Mr. Milin Ramani	1	3	0:30 Minutes	01.30





TREE HOUSE EDUCATION & ACCESSORIES LIMITED (“the Company”)

FAMILIARISATION PROGRAMME FOR
INDEPENDENT DIRECTORS (FY: 2023-24)

Regulation 25 (7) of Chapter IV of SEBI (Listing Obligations &
Disclosure Requirements) Regulations, 2015

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CONTINUAL FAMILIARIZATION PROGRAM

Pursuant to the above Regulation, the Company at its Independent Director's meeting held on Friday, January 12, 2024 conducted program on Overview of SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015, updated on recent changes in the regulatory framework, were also familiarised with important statutory & regulatory provisions, cyber security awareness, Code of Conduct and other policies of Company applicable to them, Updated on relevant regulatory changes and new developments, All Independent Directors were updated about their roles, rights, responsibilities in the Company and further familiarized on items such as information on business performance, operations, market share, financial parameters, working capital management, fund flows, senior management change, major litigation, compliances, SEBI & Other Regulatory Updates, Surveillance Related Matters and Investor Services related Matters, discussion on Quarterly results of the Company etc.

Details of attendance of Independent Directors as required under Regulation 46(2)(i) of SEBI (LODR) Regulations, 2015

Sr. No.	Name of Independent Director	No. of programmes attended		No. of hours spent	
		During FY 2023-24	Cumulative till date	During FY 2023-24	Cumulative till date
1.	Mr. Sanjay Doshi	1	1	0:30 Minutes	0.30
2.	Ms. Nidhi Busa	1	4	0:30 Minutes	2.00
3.	Mr. Milin Ramani	1	4	0:30 Minutes	2.00





TREE HOUSE EDUCATION & ACCESSORIES LIMITED (“the
Company”)

FAMILIARISATION PROGRAMME FOR INDEPENDENT
DIRECTORS (FY: 2024-25)

Regulation 25 (7) of Chapter IV of SEBI (Listing Obligations &
Disclosure Requirements) Regulations, 2015

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To facilitate independent directors in the performance of their duties and responsibilities, new directors are provided with a personal orientation by senior leaders and materials regarding the Company's business and operations, governing documents, information on key personnel, and financial information are made available to them.

CONTINUAL FAMILIARIZATION PROGRAM

Pursuant to the above Regulation, the Company at its Independent Director's meeting held on Friday, January 24, 2025 conducted program on Overview of SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015, updated on recent changes in the regulatory framework, were also familiarised with important statutory & regulatory provisions, cyber security awareness, Code of Conduct and other policies of Company applicable to them, Updated on relevant regulatory changes and new developments, All Independent Directors were updated about their roles, rights, responsibilities in the Company and further familiarized on items such as information on business performance, operations, market share, financial parameters, working capital management, fund flows, senior management change, major litigation, compliances, SEBI & Other Regulatory Updates, Surveillance Related Matters and Investor Services related Matters, discussion on Quarterly results of the Company etc.

Details of attendance of Independent Directors as required under Regulation 46(2)(i) of SEBI (LODR) Regulations,2015

Sr. No.	Name of Independent Director	No. of programmes attended		No. of hours spent	
		During FY 2024-25	Cumulative till date	During FY 2024-25	Cumulative till date
1.	Mr. Sanjay Doshi	1	2	0:30 Minutes	1.00
2.	Ms. Nidhi Busa	1	5	0:30 Minutes	2.30
3.	Mr. Milin Ramani	1	5	0:30 Minutes	2.30

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