

## **POLICY ON INDEPENDENT DIRECTOR'S FAMILIARIZATION PROGRAM**

Pursuant to regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and Schedule IV to the Companies Act, 2013, the Company shall familiarize the Independent Directors with the Company, their role, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company etc., through various programs to enable the independent Directors to understand Company's business in depth and contribute significantly to the growth of the Company.

Nahar Industrial Enterprises Limited (NIEL) has formulated policy for familiarization program of Independent Directors on the following aspects

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

### **Initial Familiarization Module:**

- At the time of appointing a director, a formal letter of appointment is given to him/her, which inter alia, explains the role, functions, duties and responsibilities expected from him/her as a Director of the Company. All the Independent Directors are provided an overview of criteria of independence applicable to independent Directors as per SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and the Companies Act, 2013;
- Overview of Company's operations and financials;
- Board Meeting Process;
- Regular interaction with Key Managerial Personnel (KMPs);
- Board evaluation process and procedure;
- Director Responsibility statement forming part of Board's Report;
- Vigil Mechanism/Whistle Blower Policy including policy formation, disclosures, code of conduct for Independent Directors, Code of Conduct for Directors etc.;

In addition to the above, Independent Directors in the Board are provided on an ongoing basis, relevant information as under:

- Updates on nature of industry, strategies, operations and financial performance of the Company.
- Updates regarding internal & statutory audit.



- Updates on significant developments in the Company and business performance of the Company.
- Updates regarding policies of the Company on social responsibility, remuneration criteria, vigil mechanism, whistle blower, risk management etc.
- Update on significant amendments in corporate and other laws and its impact on the Company

The above information helps the Director to understand the Company, its business and the regulatory framework in which the Company operates and equips him to effectively fulfil his/her role as a Director of the Company.

**Details of familiarization programmes held under this Policy:**

No. of Programmes attended by the Independent Directors:

During the year 2024-25	One i.e. on 14.12.2024
On a cumulative basis till date	Ten i.e. 14.12.2024, 16.12.2023, 17.12.2022, 18.12.2021, 12.12.2020, 14.12.2019, 08.12.2018, 12.12.2017 12.12.2016, 05.12.2015, and 30.03.2015

Number of hours spent by independent directors in such

During the year 2024-25	Three hours
On a cumulative basis	Thirty three hours

The above said familiarization programs were attended by all the independent directors of the Company. In these programs they were apprised on recent amendments in Companies Act, 2013 and rules made thereunder and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and various regulatory and statutory updates and changes.

**Review and Revision:**

The familiarization process may be revised from time to time in order to provide more information to Independent and Non Executive Directors to enable them to contribute significantly to the growth of the Company.

**Disclosure of the Policy:**

This policy shall be uploaded on the Company's website and a web link for the same shall also be provided in the Annual Report of the Company.

