

KAMDHENU ISPAT LIMITED

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

A. OBJECTIVES

In terms of Clause 49(II)(B)(7) of the Listing Agreement with the Stock Exchanges, it is required that:

- 1) 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 programs.
- 2) 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.

B. INDUCTION, TRAINING AND FAMILIARISATION PROGRAMME FOR THE BOARD MEMBERS

- 1) 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.
- 2) Each newly appointed Independent Director is taken through a formal induction program including the presentation from the Managing Director & CEO on the Company's manufacturing, marketing, finance and other important aspects.
- 3) The Company Secretary briefs the Director about their legal and regulatory responsibilities as a Director.
- 4) The induction for Independent Directors includes interactive sessions with Executive Members and other Functional Heads.
- 5) The induction for Independent Directors also includes a visit to the manufacturing site, so as to familiarize them about the steel, paints manufacturing and other related aspects.
- 6) On the matters of specialized nature, the Company engages 'outside experts/consultants for presentation and discussion with the Board members as and when necessary.