

# V.I.P INDUSTRIES LIMITED

## FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS OF V.I.P. INDUSTRIES LIMITED

### **Familiarization Program for Independent Directors:**

The Board of Directors of the Company have adopted the Familiarization Program (“the Program”) for Independent Directors of the Company. Some of the key features of the Program are as under:

#### **1. Purpose**

The Program aims to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the Company.

#### **2. Familiarization Process**

The Company through its Executive Directors/Senior Managerial Personnel conducts programs/presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company:

- a) such programs/presentations provides an opportunity to the Independent Directors to interact with the senior leadership team of the Company and help them understand the Company’s strategy, business model, industry dynamics, operations, service and product offerings, markets, organization structure, finance, human resources, technology, quality, facilities, risk appetite and such other areas as may arise from time to time;
- b) the programs/presentations also familiarizes the Independent Directors with their roles, rights and responsibilities;
- c) the Company conducts an introductory familiarization program/presentation, when a new Independent Director is inducted on the Board of the Company;
- d) the Company may circulate news and articles to the industry on a regular basis and may provide specific regulatory updates from time to time; and
- e) the Company may conduct an introductory familiarization program/presentation, when a new Independent Director inducted on the Board of the Company.

#### **3. Review of the Program**

The Board may review this Program and make suitable amendments/revisions as and when required.

#### **4. Familiarization Programmes**

During any financial year Familiarization Programmes of one hour each were organised by the Company after every Board Meeting and the same were attended by Independent Directors.