

Policy on Familiarization Programme for Independent Directors

Summary of changes	Board approval on
Initial	14/11/2022
Update	17/06/2025

Policy on Familiarization Programme for Independent Directors

1. TITLE

1.1. This policy shall be called the 'Familiarization Program for Independent Directors'.

2. OBJECTIVE

2.1. In terms of Schedule IV of the Companies Act, 2013, read with the rules thereunder, as amended (the "**Companies Act**") read with Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended ("**SEBI Listing Regulations**") places increased responsibilities on independent directors of the Company. In order to enable the independent directors to fulfil their responsibilities efficiently and effectively, a familiarization program ("**Program**") has been put in place by (the "**Company**") to assist them understand details about the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company etc.

The SEBI Listing Regulations mandate the Company to familiarize the Independent Directors in the following areas:

- Nature of Industry in which the Company operates;
- Business Model of the Company;
- Roles, Rights and Responsibilities of independent directors,
- Any other relevant information

3. FAMILIARIZATION PROCESS

3.1. The Company conducts orientation programs / presentations / training sessions, periodically at regular intervals, to familiarize the independent directors with the strategy, operations and functions of the Company.

3.2. Such orientation programs / presentations / training sessions provide an opportunity to the independent directors to interact with the senior leadership team of the Company and help them to understand the Company's strategy, business model, group structure, operations, service and product offerings, markets, organization structure, finance, human resources, technology, quality, facilities, risk management strategy, governance policies, designated channels for flow of information and such other areas as deemed necessary.

3.3. The programs / presentations also familiarize the independent directors with their roles, rights and responsibilities.

3.4. The Company may include such other details and information, as required, during the introductory familiarization program / presentation, when a new independent director comes on the Board of the Company.

4. REVIEW OF THE PROGRAM

4.1. The Company may periodically review this Program and make suitable revisions, as may be deemed necessary, from time to time.

5. DISCLOSURE

5.1. Pursuant to Regulation 46(2) of Listing Regulations, the Familiarization Program shall be disclosed on the Company's website and a web link thereto shall be provided in the Annual Report.

6. POLICY REVIEW

The Board may subject to applicable laws is entitled to amend, suspend or rescind this Policy at any time. Any difficulties or ambiguities in the Policy will be resolved by the Board in line with the broad intent of the Policy. The Board may also establish further rules and procedures, from time to time, to give effect to the intent of this Policy. In the event of any conflict between the provisions of this policy and of the applicable law, such applicable law in force from time to time shall prevail over this Policy.

7. PROGRAMME AND DISCLOSURE

7.1. The Programme will be conducted “as needed” basis during the financial year.

7.2. As and when the Programme is conducted the same will be disclosed on the website of the Company and a web link thereto shall also be given in the annual report of the Company.

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For STEAMHOUSE INDIA LIMITED

Director / Autho.