

POLICY ON FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

1. PREAMBLE:

Pursuant to regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations 2015, ("the Listing Regulations") the Company has adopted a Policy on the Familiarisation Programme for Independent Directors with the objective of familiarising Independent Directors with the Company's business, operations, industry, organisational structure, regulatory environment, and their roles, rights, responsibilities, and duties, thereby enabling them to effectively discharge their responsibilities as members of the Board.

2. INITIAL FAMILIARISATION PROGRAMME MODULE:

The Company conducts a formal introductory familiarization program/presentation, when a new independent Director comes on the Board of a Company and participates after his appointment in the first Board meeting.

The Company shall familiarise Independent Directors through various programmes, including:

- a. An overview of the Company's history, business model, products and services.
- b. Briefing on the Company's organisational structure and management team.
- c. Information on the industry, market conditions, competition, and business environment.
- d. Overview of the Company's financial performance, budgets, and key financial indicators.
- e. Familiarisation with the duties, roles, responsibilities, and liabilities of Independent Directors under applicable laws.

As a process when a new Independent Director is appointed, a familiarization program as described above is conducted by the senior management team and also whenever a new member is appointed to a committee of the Board, information relevant to the functioning of the relevant committee and the role and responsibility of the committee members is informed. Each of the Independent Directors are required to attend such orientation process or familiarization program when they are inducted into the Board.

3. INITIATIVES FOR FAMILIARIZING INDEPENDENT DIRECTORS ON CONTINUAL BASIS:

- a) The Independent Directors may, wherever considered necessary, be provided with an opportunity to visit the Company's offices, manufacturing facilities, or other business locations. During such visits, the respective business or plant heads and senior management personnel shall familiarise them with the Company's operations, business processes, manufacturing activities, and sustainability initiatives. These visits are intended to provide the Independent Directors with a comprehensive understanding of the Company's operational practices, safety standards, quality management systems, corporate social responsibility initiatives, environmental and sustainability practices, and other key aspects of its business.
- b) Various Presentations on operations made to the Board include information on business performance, operations, market share, financial parameters, working capital management, fund

- flows, senior management change, major litigation, compliances, subsidiary information, donations, regularly scenario etc.
- c) Sharing quarterly results and press release of the Company to the Directors.

4. MODES OF FAMILIARISATION:

The Familiarisation Programme for Independent Directors may be conducted through various modes to enable them to gain a comprehensive understanding of the Company's business, operations, industry, regulatory framework, governance practices, and their roles, rights, responsibilities, and duties as Directors.

The programme may include presentations by the Managing Director, Chief Financial Officer, Company Secretary, and other members of the senior management team; participation in Board and Committee meetings; business and operational review sessions; circulation of the Company's policies, annual reports, business plans, and relevant regulatory updates; visits to the Company's offices, manufacturing units, or other business locations, where considered necessary; and participation in external seminars, workshops, conferences, and training programmes relating to corporate governance, regulatory developments, and other matters relevant to the discharge of their responsibilities.

5. RESPONSIBILITY:

Familiarization program will be conducted on an "as needed" basis throughout the year. The Company Secretary or such other officer authorised by the Board shall coordinate the familiarisation programmes and maintain appropriate records of the programmes conducted.

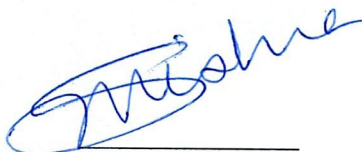
6. DISCLOSURE:

Where required under applicable law, the details of the familiarisation programme shall be disclosed on the Company's website and in the Annual Report.

7. REVIEW AND AMENDMENT:

The Board of Directors may review, amend, or modify this Policy from time to time in accordance with applicable laws and regulatory requirements.

On and behalf of the Board of Directors
For, Abacus Lifestyle Brands Limited
(Formerly known as Abacus Lifestyle Brands Private Limited)



Sunit Kumar Mishra
Managing Director
DIN: 05124540