



## **AADHAR HOUSING FINANCE LIMITED**

### **FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS**

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The Companies Act, 2013 (“**Companies Act**”) read with Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“**Listing Regulations**”), as amended, places increased responsibilities on Independent Directors of the Company (“**Independent Directors**”). In order to enable the Independent Directors to fulfil their responsibilities efficiently and effectively, a familiarisation programme (“**Familiarisation Programme**”) has been put in place by Aadhar Housing Finance Limited (“**Company**”) to assist them understand details about the Company, their roles, rights and responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company etc.

#### **OBJECTIVES**

The Company through its Managing Director & CEO / Executive Director/ Non- Executive Director / Key managerial personnel/ Senior Management Personnel will conduct Familiarisation Programmes periodically to familiarize the Independent Directors with the strategy, operations, and functions of the Company. Following are the main objectives of the Policy:

- a) To lay down a formal and structured process to familiarise the Independent Directors at the time of their appointment on the Board of Directors of the Company (“**Board**”) so as to enable them to understand the Company - its operations, business, industry and environment in which it functions and the regulatory environment applicable to it.
- b) Further, to update the Directors on a continuous basis on any significant changes that may arise/ occur during the course of their tenure on the Board.
- c) To take all efforts to keep the directors well informed to enable them to make timely advice and decision.

#### **INITIAL FAMILIARISATION PROGRAMME**

The Independent Directors have complete access to the information within the Company.

- a) Prior to the induction of a new Independent Director on the Board, the Chairman and/or Managing Director & CEO will brief the incoming Independent Director about the Company, its line of business, the composition of the present Board etc.
- b) On the appointment of the new Independent Director, a letter of appointment should be issued detailing the Independent Director’s tenure of appointment, role, duties & responsibilities, remuneration/sitting fees/commission, commitment, insurance cover, performance evaluation process, codes and policies of the Company etc.
- c) The Independent Director will be updated on the Company’s policies on Board effectiveness, Board Diversity Policy, individual Board committee charter, remuneration policy, Independent Directors’ qualification, positive attributes as prescribed under Companies Act, CSR policy, related party transaction policy, code of conduct for prevention of insider trading, and all other corporate governance policies and guidelines in place.
- d) The Independent Director shall be given a brief overview of the Company and that of the industry in which the Company is operating, the financials of the Company, market capitalisation, organisational structure etc. to have an overall understanding of the Company.
- e) At the time when the new Independent Directors will be attending the first Board meeting, meetings with the respective Department heads will be arranged to understand the various business process.

- f) Further, new Independent Directors will be provided with a copy of latest annual report, code of conduct and schedule of upcoming Board and committee meetings.

#### **UPDATION ON A CONTINUOUS BASIS**

- a) At Board and any of the committee meetings once in a year, presentations will be made to the Directors, on the Company's long term and short term strategy. Each of the Department head will present the performance and future strategy of their respective departments. The Managing Director & CEO will also present the way forward and the future growth of the Company.
- b) The Directors will also be apprised of the risk matrix and its mitigation measures, Company policies, changes in regulatory environment as applicable to the Company and the relevant industry, quarterly presentations on operations made to the Board including information on business performance, operations, market share, financial parameters, working capital management, fund flows, senior management changes, major litigation, compliances, subsidiary information, etc.
- c) Meetings with Company executives /CXOs shall also be arranged to better understand the business and operations of the Company.

The Familiarization Programme will be conducted on an "as needed" basis during the year and 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. Further, the Company should also put up details of all the programmes conducted and the Independent Directors who attended each of these programmes.

The Familiarisation Programme will be reviewed, and changes made as and when deemed necessary.

**Date of approval:** 12<sup>th</sup> August, 2022

**Date of last review:** 9<sup>th</sup> August, 2023