

URJA GLOBAL LIMITED

FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS OF URJA GLOBAL LIMITED

In accordance with the requirements of Listing Agreement and Schedule IV of the Companies Act, 2013, 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 programmes.

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.

OVERVIEW OF THE FAMILIARISATION PROGRAMME

The familiarization programme for the Independent Directors of the Company is designed to help the Independent Directors to gain a deep understanding of the Company, its stakeholders, senior management, operations, policies, industry perspective and issues. The said Programme is divided into two parts:

➤ INDUCTION PROGRAMS

1. At the time of Appointment, a detailed Appointment Letter incorporating the role, duties and responsibilities, remuneration and performance evaluation process, insurance cover, Code of Conduct and obligations on disclosures, shall issue for the acceptance of the Independent Directors.
2. Independent Directors shall abide by the Appointment & Compensation policy of the Company.
3. The Company through its Managing Director / Executive Director / Key Managerial Personnel conducts programmes / presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company.

URJA GLOBAL LIMITED

4. Such programmes /presentations provide an opportunity to the Independent Directors to interact with the Senior Management of the Company and help them to understand the Company's strategy, business model, operations, service and product offerings, markets, organization structure, finance, human resources, technology, quality, facilities and risk management and such other areas as may arise from time to time.

➤ **CONTINUAL FAMILIARISATION PROGRAMS**

1. To ensure that Independent Directors remain updated on Company's affairs, and the industry in which Company operates, the Independent Directors of the Company shall be informed of the important developments in the Company. The Company may also circulate news and articles related to the industry and may provide specific regulatory updates from time.
2. Quarterly 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, regulatory scenario etc.

DISCLOSURE OF THE POLICY

This Policy shall be uploaded on the Company's website for public information and a web link for the same shall also be provided in the Corporate Governance Section of the Annual Report of the Company.

XXXXXXXXXXXXXX