DIRECTORS TRAINING PROGRAMME

The Directors Training Program ("the Program") for the new and existing Board Members (Functional, Government, Nominee and Independent) Directors has been adopted by the Board of Directors in their meeting held on 29th March, 2023 in compliance with the DPE Guidelines on Corporate Governance for CPSEs-2010 (DPE Guidelines) and the relevant provisions of applicable laws.

1 Objective:

The program has been formulated with the objective of making the Board members of the Company accustomed to the business model of the company including risk profile of the business of company, responsibility of respective Directors and the manner in which such responsibilities are to be discharged.

2 Program Process:

The Company shall through its Executive Directors / Senior Managerial Personnel or any other concerned person/ expert/ consultant conduct presentations/ program and or give explanations/ reports to familiarize the Board members with the strategy, operations and functions of the Company. The program shall be conducted in such manner as to facilitate the Directors as per their and convenience /time schedule and requirements. The program essentially has two broad components –technical and behavioural. The technical component shall enable the participants to understand Company business, strategies, industry dynamics and its growth plans and prepare them for an active role in Company. The behavioural component shall empower the participants to understand board procedures and help them to be effective in board activities.

3 Scope and Areas of Training

The program should cover the following areas:-

- Business and Finance Sector Scenario
- Applicable Acts, Laws, Rules & Regulations and changes thereon.
- Details of Existing and on-going projects
- Organization Structure and size of the Company
- Vision, Mission, Objectives, Processes, Systems of the Company
- Memorandum & Articles of Association of the Company
- All policies the Company
- Annual Report of the Company for the last 3 years
- Current Issues and Challenges
- Strategy/Business Plan – Yearly Targets
- Commercial Issues
- Risk Management
- Details of JVs and Subsidiary Companies
- Code of Conduct
- Role of Directors in guiding various functions of the Company
- Corporate Governance & Ethics
- CSR Expenditures of the Company
- Any other relevant area as may be desired by the respective Board member

This policy shall be uploaded on the Company's website for public information. The Board will review this program and make revisions as may be required.