



FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS OF HINDOOSTAN MILLS LIMITED

1. 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. The Independent Directors are afforded every opportunity to familiarize themselves with the Company, its management and its operations and above all the Industry perspective & issues.

2. Familiarization Process:

2.1. The Company shall through its Executive Directors / Senior Managerial Personnel conduct programs / presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company;

2.2 The Company shall organize technical sessions by external consultants/ experts, outlining the roles, duties and responsibilities of independent Directors, from the Companies Act and Equity Listing Agreement perspective.

2.3. The Company may circulate news and articles related to the industry and may provide specific regulatory updates from time to time; and

2.4. The Company may conduct an introductory familiarization program / presentation when a new Independent Director comes on the Board of the Company.

2.5 The Introductory familiarization programme and the periodical technical sessions shall help the independent directors to understand the following.

- a. Industry Overview and Business Model of the company
- b. Business overview and an outline of Corporate Plan and Annual targets
- c. Overview of Sales
- d. Operations overview
- e. Financial Performance and budget & control processes.
- f. Familiarization on Statutory compliances as a Board Member including their Roles, Rights and Responsibilities.

3. Programme and Disclosure:

3.1. 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 Annual Report of the Company. 3.2 Familiarization programme will be conducted "as needed" basis during the Year. 3.3 As and when familiarization programme is conducted, details of the same will be disclosed on the website of the Company and a web link thereto shall also be given in the Annual Reports of the Company.

4. Review of the Program:

4.1. The Board will review this Program and make revisions as may be required