

FABTECH TECHNOLOGIES LIMITED
(FORMERLY KNOWN AS FABTECH TECHNOLOGIES PRIVATE LIMITED)

FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS

1. Preamble:

This Policy for familiarization programme for Independent Directors (“Policy”) of Fabtech Technologies Limited (“Company”) is formulated in pursuance of Regulation 25 (7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended (“SEBI Listing Regulations”), which, requires a listed entity to familiarize its independent directors through various programmes about the listed entity, nature of the industry in which such entity operates, business model, roles, rights and responsibilities of the independent directors and any other relevant information.

2. Purpose:

The familiarization programme helps the independent directors not only to have greater insight into the Company’s business but also contribute effectively in decision making at Board / Committee meetings.

3. Familiarization Process/ Programmes:

The Company shall through its Executive Directors / Key Managerial Personnel/ Senior Managerial Personnel conduct programs / presentations periodically to familiarize the Independent Directors with the various aspects of the Company like constitution, vision & mission statement, business model in which the Company operates, etc. by way of detailed presentation. The presentations further include updates on regulatory, business environment, risk management, financial parameters, litigations details, Company policies and other relevant matters.

The familiarization 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. The Program also aims to offer a conceptual framework based upon current expectations which require the Independent Directors to adhere to a code and standard of ethics and integrity for fulfilment of their responsibilities in a professional and faithful manner to promote confidence of the investor community particularly minority shareholders, regulatory authorities and the stakeholders at large.

Periodic presentations, as may be needed, at least once in a year, will be provided to the Independent Directors to update them on all business related issues and new initiatives undertaken by the Company including any regulatory changes that may have impact on the operations of the Company including roles and responsibilities of the Independent Directors.

The Independent Directors may also be recommended to attend various seminars, conferences training programmes from time to time.

The program will be organized in a manner that accommodates the schedules of the Independent Directors, ensuring that it is convenient for them and allows for their attendance

4. Induction:

The new directors shall be welcomed on the Board of Directors of the Company by sharing the following documents of the Company:

- Memorandum of Association and Articles of Association of the Company.
- Corporate presentation to make them understand about the company / Group.
- Annual Reports of last three preceding financial years
- Code of Conduct for Directors, Key Management Personnel and Senior Managerial Personnel
- Code of conduct for Prohibition of Insider trading.
- Note on Directors roles and responsibilities
- Policy Handbook of the Company comprising of policies on various business aspects and practices.
- Terms and Conditions of appointment along with an Appointment Letter.

5. Disclosure of Familiarization Programmes:

The Company shall disclose the details of the familiarization program, presentations and details thereon under this policy in the Annual Report of the Company.

6. Disclosure of the Policy:

This policy shall be uploaded on the Company's website at www.fabtechnologies.com for public information and a web link for the same shall also be provided in the Annual Report of the Company.

7. Review of Policy:

The Board of Directors on review may make such alteration to this policy as considered appropriate.
