

RAVINDRA ENERGY LIMITED

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

This Familiarization Program ("Program") for Independent Directors of Ravindra Energy Limited ("the Company") has been adopted by the Board of Directors pursuant to the provisions of Regulation 25 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. This Program has been adopted to familiarise the Independent Directors through various programmes about the Company, including the following:

- (a) nature of the industry in which the Company operates;
- (b) business model of the Company;
- (c) roles, rights, responsibilities of independent directors of the Company.

➤ **NATURE OF THE INDUSTRY IN WHICH THE LISTED ENTITY OPERATES**

The Program aims to provide insights into the Company to enable the Independent Directors to understand its business in depth that would facilitate their active participation in managing and contribute significantly towards the success of the Company.

➤ **FAMILIARIZATION PROCESS**

- The Company shall through its Executive Directors/Key Managerial Personnel conducts programme / presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company;
- Such programmes / presentations will 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;
- The programmes / presentations also familiarizes the Independent Directors with their roles, rights and responsibilities;
- When a new Independent Director comes on the Board of the Company, the Company may conduct an introductory familiarization programme / presentation and meetings with KMPs to discuss the functioning of the Board and the nature of industry in which of the operation of the Company's business activities;
- New Independent Directors are provided with copy of latest Annual Report, Ravindra Energy Code of Conduct, Code of Conduct for Prevention of Insider Trading and Code on Related Party Transaction Policy and other policies of the Company;
- A detailed Appointment Letter incorporating the role, duties and responsibilities, remuneration and performance evaluation process, Ravindra Energy Code of Conduct and obligations on disclosures, is issued for the acceptance of the Independent Directors;
- Quarterly presentations on operations made to the Board include information on business performance, operations, market share, financial parameters, working capital management, fund flows, risk management, subsidiary information, regulatory scenario, etc.;
- Quarterly results / press release of the Company are sent to the Directors.

➤ **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 Annual Report of the Company.

➤ **REVIEW OF THE PROGRAM**

The Company will review this Program and make revisions as may be required from time to time.