

FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS OF HML

This Familiarization Program ("the Program") for Independent Directors of Harrisons Malayalam Limited (HML) has been adopted by the Board of Directors pursuant to Clause 49 of the Listing Agreement.

OBJECTIVE OF THE PROGRAM:

To provide insights into the Company and its operations to enable the Independent Directors to understand its business in depth and contribute significantly to the Company.

SCOPE:

To cover all Independent Directors of the Company.

PROCESS:

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;

Such programs / presentations will provide an opportunity to the Independent Directors to interact with the senior leadership team 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 programs / presentations shall also familiarize the Independent Directors with their roles, rights and responsibilities;

The Company may circulate news and articles related to the industry on a regular basis and may provide specific regulatory updates from time to time; and

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

DISCLOSURE OF THIS 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 THIS PROGRAM:

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

The familiarisation program has been approved by the Board of Directors of the Company at its meeting held on May 28, 2015.

DETAILS OF FAMILIARIZATION PROGRAMME CONDUCTED FOR INDEPENDENT DIRECTORS

Pursuant to the Company's Policy on Familiarization Programme for Independent Directors read together with SEBI (Listing Obligation and Disclosure Requirement) Regulations 2015, ("the SEBI Regulations"), the Company through its Whole Time Director, Key Managerial Personnel, Senior Managerial Personnel etc. had made various presentations at the Board Meetings to the Directors covering inter alia, the financial performance, business overview, strategy, etc. The Programmes are aimed to provide insights into the Company to enable the Directors to take well informed timely decisions and contribute to the Company. Duration of each programmes range between 30 minutes to 1 hours each.

Pursuant to Regulation 46 (2) (i) of the Listing Regulations, details of No. of familiarization programmes along with hours attended by Independent Directors are given below:

Name of Independent Director	2020- 2021		2021- 2022		Cumulative Basis Till March 31,2022
	No.	Hours	No.	Hours	
G. Momen	10	10	10	10	20
J.M. Kothary	10	10	10	10	20
P. Rajagopalan	10	5	10	5	10
Kusum Dadoo*	10	8	-	-	8
Rusha Mitra	10	1	10	10	11
C. Vinayaraghavan	10	-	10	-	-

Note:

*Ms. Kusum Dadoo resigned w.e.f. 04.02.2021 and Ms. Rusha Mitra was appointed w.e.f. 11.02.2021.

**Mr. J.M. Kothary resigned w.e.f. 22.07.2022 and Mr. C. Vinayaraghavan was appointed on 06.08.2022