

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS OF ASEEM INFRASTRUCTURE FINANCE LIMITED

1. Purpose and objectives

This Familiarization Programme (“the Programme”) for Independent Directors of Aseem Infrastructure Finance Limited (“the Company”) has been adopted by the Nomination & Remuneration Committee (“NRC”) pursuant to the provisions of Schedule IV to the Companies Act, 2013 read with the provisions of Regulation 62N of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time.

The Programme is aimed to familiarize the Independent Directors with the Company, their roles / responsibilities in the Company, nature of industry in which the Company operates and business model of the Company by imparting suitable familiarization sessions. This Programme enables the Independent Directors to understand the Company’s business in depth and facilitate their active participation in managing the Company.

2. Familiarization Process

All the Independent Directors are made aware of their roles and responsibilities at the time of appointment through a formal letter of appointment, which also stipulates various terms and conditions of their engagement. Newly appointed Directors are provided along with their letter of appointment, an introductory kit consisting of highlights of various statutory provisions, complete set of statutory and internal policies of the Company, list of committees, Memorandum & Articles of Association of the Company, Annual Reports, Code of business conduct & ethics applicable to the Directors/employees of the Company and other materials as may be required by the Directors to gain an insight into the Company.

The programme essentially has two broad components – technical and behavioural. The technical component shall enable the Directors to understand Company’s business, strategy, industry dynamics and its growth plans and prepare them for an active role in Company. The behavioural component shall empower the directors to understand board procedures and help them to effectively participate in Board activities. This Programme also aims to offer a conceptual framework based upon current expectations which require the Independent Directors to adhere to a code of conduct and ethics and integrity for fulfilment of their responsibilities in a professional manner to enhance confidence of the investment community particularly debt providers, minority shareholders, regulatory authorities and the stakeholders at large.

3. Review

This Programme shall be reviewed and revised by the NRC every three years or as and when required.

4. Disclosure

This Programme 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.
