



GLOSTER LIMITED

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

Background

The Companies Act, 2013 (the “Act”) read with Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, places increased responsibilities on Independent Directors of the Company. In order to enable the Independent Directors to fulfil their responsibilities efficiently and effectively and to enable them to contribute significantly to the Company, a Familiarisation Programme (the “programme”) has been put in place by the Company to assist them understand details about the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company etc.

1. Familiarization Process

- 1.1 The Company shall through its Executive Directors / Senior Managerial Personnel conduct programmes / presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company.
- 1.2 Such programmes / 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.
- 1.3 the programmes / presentations shall also familiarize the Independent Directors with their roles, rights and responsibilities.
- 1.4 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.
- 1.5 The Company may conduct an introductory familiarization programme / presentation, when a new Independent Director comes on the Board of the Company.

2. 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.

3. Review of the Programme

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

Date of initial approval of the Policy by the Board: 29/05/2018

Date of last amendment approved by the Board: 30/05/2023