

**FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS**  
**MARINE ELECTRICALS (INDIA) LIMITED**

This Familiarization Program (“the Program”) for Independent Directors of Marine Electricals (India) Ltd. (“the Company”) has been adopted by the Board of Directors pursuant to Regulations 25 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

**1. Purpose**

1.1 To adopt a structured programme for orientation and training of Independent Directors at the time of their joining so as to enable them to understand the Company, its operations, business, industry and environment in which it function.

1.2 To update the directors on a continuous basis on any significant changes.

The Program aims to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the Company.

**2. Familiarization Process**

2.1. The Company shall through its Executive Directors / Senior Managerial Personnel conduct programmes / presentations periodically to familiarize the Independent Directors with the strategy, operations, functions and processes of the Company in the Board/Committee Meeting. The presentations at the Board Meetings include updates on risk management, company’s policies, performance of the various business units, quarterly performance report which includes information on business performance, operations, financial parameters, litigations, compliances, and information related to subsidiaries ;

2.2. 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;

2.3. The programmes / presentations shall also familiarize the Independent Directors with their roles, rights and responsibilities;

2.4. 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; and

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

**3. Familiarization module for Independent Directors:**

A familiarization pack (welcome kit) is given to the incoming director, which includes the Company's Memorandum & Articles of Association, Annual Reports, Code of Business Conduct & Ethics applicable to the Directors/employees of the Company, Code of Conduct of Insider Trading Prohibition Policy.

In case a Director is inducted in any of the Committee of the Board, the charter of the respective committees will be part of the welcome kit.

A detailed appointment letter incorporating the roles, duties, and responsibilities, performance evaluation

#### **4. 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 Corporate Governance Section of the Annual Report of the Company.

#### **5. Review of the Program**

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