

## **Familiarization Program For Independent Directors**

### **1. Purpose**

This Familiarization Program (“the Program”) for Independent Directors of Impala Industrial Enterprises Limited (“the Company”) has been formulated by the Board of Directors pursuant to Regulation 27 of LODR 2015. It aims to familiarize the Independent Directors with the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc., to provide them with better understanding of the business and operations of the Company and so as to enable them to contribute significantly to the Company.

### **2. Familiarization Process**

- A. The Company shall conduct periodical meetings and make presentations to familiarize Independent Directors with the strategy, operations and functions of the Company.
- B. 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;
- C. The programs / presentations shall also familiarize the Independent Directors with their roles, rights and responsibilities including those specified in Companies Act, 2013 as well as in Clause 49 of the Listing Agreement;
- D. 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
- E. The Company may conduct an introductory familiarization program / presentation, when a new Independent Director comes on the Board of the Company.

### **3. 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.

### **4. Review of the Program**

The Board will review this Program and make revisions as may be required or deemed necessary from time to time.