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FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

This Familiarization Program (“the Program”) for Independent Directors of Agro Tech Foods Limited (“the Company”) has been adopted by the Board of Directors pursuant to Revised Clause 49 of the Listing Agreement.

1. Purpose

The purpose of this programme is to familiarise 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., through various programmes.

2. Familiarization Process

- 2.1 The Company shall through its Executive Directors / Senior Managerial Personnel conduct following mentioned programs / presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company;
- I. Orientation programs are conducted by the following departments and the heads of the respective departments are introduced to the Independent Director.
 - i. Finance, IS & Legal : Covering details of the business model of the Company, financial details, risk management, treasury management, details of the Company, its history, shareholding pattern, the Board structure, the Board Committees and their functions, policies applicable to the director, their roles, responsibilities, duties, rights as a director, details of important legal cases, their status and impact, etc. The IT footprint, IT controls and risks will also be presented.
 - ii. Sales & Marketing: Covering details of nature of industry, types of products, brands, position of the Company in the industry, sales and distribution channel, etc. The Independent Directors are taken for market visits to familiarize them with the Company’s products

- iii. Manufacturing: Tour of the plants explaining about various stages of manufacturing process, production capacity, etc for the Directors.
- iv. HR: Covering details of the compensation philosophy, the talent spectrum, succession planning and employee engagement.

In addition to the above, in case the director is interested in meeting any specific department or function or getting any further details, the same shall also be arranged.

- 2.2 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;
- 2.3 The programs / 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. 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.