

## **FAMILIARIZATION PROGRAMME FOR INDEPNDENT DIRECTORS**

1. The Company will impart Familiarization Programmes for Independent Directors inducted on the Board of the Company.
2. Familiarization – immediately upon appointment of Director :
  - 2.1 The Familiarization Programme of the Company will provide information relating to the Company, Coal Industry, business model of the Company, business processes & policies, geographies in which the company operates, etc. The programme intends to improve awareness of the Independent Directors on their roles, rights, responsibilities towards the Company. Further, the Familiarization programme shall also provide information relating to the financial performance of the Company and budget and control process of the Company.
  - 2.2 The Chairman or the MD & CEO or such other officer(s) of the Company, duly authorized by the Chairman shall lead the Familiarization programme. The KMPs or Senior Management Personnel may participate in the programme for providing various inputs.
3. Annual Familiarization Professes :
  - 3.1 Every year, the Independent Directors shall be provided with periodic inputs or the business performance of the Company, through deliberations at the Committee and Board Meetings.
  - 3.2 The Board shall discuss and note the strategic business plans and the annual financial plan through deliberations at Board Meetings or Board Retreats.