

**POLICY FOR FAMILIARIZATION PROGRAMME FOR  
INDEPENDENT DIRECTORS OF  
Navi Finserv Limited**

(Formerly known as Chaitanya Rural Intermediation Development Services Private Limited)



Version No.	
Date of adoption of Original Policy	
Date of Amendment/Modification of Policy	
Approved by	Board of Directors

## **Policy for familiarization program for Independent Directors**

The familiarization programme for Independent Directors aims to provide Independent Directors with the fintech industry scenario, the socio-economic environment in which the Company operates, the business model, the operational and financial performance of the Company, to update them on a continuous basis on significant developments so as to enable them to take well informed decisions in a timely manner. The familiarization programme for Independent Directors is prepared herein pursuant to Regulation 25 (7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015 (“**Listing Regulations**”).

The familiarization programme also seeks to update the Independent Directors on the roles, responsibilities rights and duties under the Companies Act 2013, Listing Regulations and other relevant legislations.

The terms not otherwise defined herein, but capitalized shall have the meaning ascribed to them under the Listing Regulations and Companies Act, 2013.

### **INDUCTION, TRAINING AND FAMILIARISATION PROGRAMME FOR THE INDEPENDENT DIRECTORS:**

On appointment, the concerned Director is issued a Letter of Appointment setting out in detail, the terms of appointment, duties, responsibilities and expected time commitments. Each newly inducted Independent Director to the Board are introduced to our Company culture through a formal orientation sessions. The Managing Director, Chief Executive Officer and other Senior Management personnel provide an overview of operations, and familiarise the Independent Directors on matters related to our values and commitments. Relevant documents relating to the Company such as Memorandum of Associations, Articles of Association, Annual Reports of last three consecutive years, Code of Conduct for Directors and Senior Managerial Personnel, Note on Directors roles and responsibilities, Policy handbook of the Company comprising of policies on various business aspects and practices, Organizational chart of the Company and the profile of all the Directors and the Senior Management of the Company, List of contact details of the Directors, Senior Management and their personal/executive assistants, CSR etc. are provided to the Independent Directors on their appointment.

They are also introduced to the organisation structure, strategy, services, group structure and the key personnels of the subsidiaries, Board procedures and matters reserved for the Board..

Each Director of the Company has complete access to any information relating to the Company. Independent Directors have the freedom to interact with the Company's management. They are given all the documents sought by them for enabling a good understanding of the Company, its various operations and the industry segments of which it is a part. Further, they meet without the presence of the Company's Senior Management personnel to discuss matters pertaining to the Company's affairs and put forth their combined views to the Chairman and Managing Director.

The Board's policy is to have separate meetings regularly with directors to update them on all business related issues and new initiatives. At such meetings, the executive directors and other members of the Senior Management share points of view and leadership thoughts on relevant issues.

We also facilitate the continual education requirements of our Directors. Support is provided for Independent Directors if they choose to attend educational programs in the areas of Board / corporate governance.

Independent Directors of Board are familiarized through deep dives and immersion sessions. Deep dives and immersion sessions are conducted by senior executives on their respective business units. The business unit can be an Industry vertical or service offering unit. Key aspects that are covered in these sessions include:

- Industry / Market and Technology trends
- Competition
- The Company's performance
- Strategic bets and their progress
- Future outlook

#### **REVIEW OF THE PROGRAMME**

The Company may periodically review this Programme and make suitable revisions, as may be deemed necessary, from time to time.

#### **PROGRAMME AND DISCLOSURE:**

The Programme will be conducted on an "as needed" basis during the year.

As and when the Programme is conducted the same will be disclosed on the website of the Company and a web link thereto shall also be given in the annual report of the Company.