



Vaibhav Global Limited

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FAMARLISATION PROGRAMME FOR INDEPENDENT DIRECTOR

1. Preamble

- a) The Company shall 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.
- b) The details of such familiarisation programmes shall be disclosed on the Company's website and a web link thereto shall be given in the Annual Report.

2. Purpose

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.

3. Familiarisation Process

The Company conducts an introductory familiarisation programme / presentation, when a new Independent Director comes on the Board of the Company. Periodic presentations are made at the Board's and Committee meetings, on business performance, strategy and competition.

Such programmes/ presentations will provide an opportunity to the Independent Directors to have an overview of:

- Criteria of independence applicable to Independent Directors;
- Time allocation by the Independent Directors on financial controls, overseeing systems of risk management, financial management compliance, Corporate Social Responsibility, Stakeholders conflicts, Board effectiveness, strategic direction, Meetings and performance assessment;
- Roles, functions, Rights, Duties, Responsibilities and liabilities of Independent Directors;
- Directors Responsibility Statement forming part of Boards' Report;
- Code for Independent Directors as per Schedule IV of Companies Act, 2013.
- Risk Management Systems & framework; Board Evaluation Process and Procedures.

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.

The details of training programme attended by Independent Directors are as under:

| Independent Directors | 2020-21 | | Cumulative till date (From July 2015 till Dec 2020) | |
|-----------------------|----------------------------|-------------------|--|-------------------|
| | No. of Programmes attended | Total Hours Spent | No. of Programmes attended | Total Hours Spent |
| Santiago Roces | 3 | 24 | 10 | 136 |
| Harsh Bahadur | 3 | 24 | 12 | 168 |
| James Clarke | 3 | 24 | 9 | 120 |
| Sunil Goyal | 3 | 24 | 6 | 72 |
| Monica Justice | 3 | 24 | 4 | 40 |
