

FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS OF INDO BORAX & CHEMICALS LIMITED

This familiarization program (“the Program”) for Independent Directors of Indo Borax & Chemicals Limited (“ the Company”) has been adopted by the Board of Directors of the company pursuant to Clause 49 of the Listing Agreement.

1. 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

2. Familiarization Process

The induction for Non-executive Independent Directors include interactive sessions with Management team, departmental heads etc.

- a. Upon appointment, the directors shall receive Letter of Appointment setting out in detail, the terms of appointment, duties and responsibilities.
- b. The Company Secretary shall provide new directors, both executive and non-executive with briefing on their legal and regulatory responsibilities as directors and the Managing Director shall provide a briefing on Company’s Current structure and performance of the business.
- c. The Company shall through its Executive Director conduct an introductory familiarization program when a new Independent Director comes on the Board of Company.
- d. Such programs will provide an opportunity to the Independent Directors to interact with management personnel of the company and help them to understand the company’s organizational structure, product, market, finance and such other areas as may arise from time to time.
- e. Such program shall also familiarize the Independent Directors with their roles, right and responsibilities.

3. Disclosure of Policy

This policy shall be uploaded on the Company’s Website for public information.

4. Review of the program

The Board will review this program as may be required from time to time.