

HYUNDAI MOTOR INDIA LIMITED

**FAMILIARIZATION PROGRAMMES FOR INDEPENDENT
DIRECTORS**

(EFFECTIVE DATE OF THE POLICY: 12TH JUNE, 2024)

Version Control

Version	Approval date	Approved by
1	12 th June, 2024	Board of Directors

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I. LEGAL FRAMEWORK:

In accordance with Clause 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and the Companies Act, 2013, companies are obligated to conduct familiarization programs for their independent directors. These programs are designed to acquaint directors with the company's background, business operations, roles, and responsibilities, empowering them to contribute meaningfully to the overall governance processes of the company. Identifying training needs and enhancing skills and competencies are essential steps to bolstering the effectiveness of the board.

Further, as per Regulation 46(2)(i) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the company is required to disclose the details of familiarization programs including following details on the company's website.

- (i) number of programmes attended by independent directors (during the year and on a cumulative basis till date),
- (ii) number of hours spent by independent directors in such programmes (during the year and on cumulative basis till date), and
- (iii) other relevant details related to familiarization programs

II. OBJECTIVE:

1. Facilitate Independent Directors in familiarizing themselves with the Company, its management, and its operations to gain a comprehensive understanding of the Company, its operations, business, industry, and operating environment.
2. Provide insights into the Company's business to empower Independent Directors to make well-informed decisions and contribute significantly to board and committee discussions.

III. FAMILIARIZATION PROCESS:

1. Periodic programs and presentations are conducted by the Senior Management team to familiarize Independent Directors with the company's strategy, operations, synergies, and functions. This facilitates interaction between Independent Directors and Senior Management, helping them understand various aspects such as strategy, business model, industry, operational framework, market dynamics, organizational structure, financials, human resources, technology adoption, and risk management.
2. Programs and presentations are organized by internal and external experts to apprise Independent Directors of key changes in regulations, laws, guidelines applicable to the Company, compliance requirements, roles, responsibilities of board members, and changes in relevant laws and regulations.
3. An introductory familiarization program/presentation is conducted for new Independent Directors upon joining the Board
4. Detailed Appointment Letters are issued to Independent Directors outlining their roles, duties, responsibilities, remuneration, performance evaluation process, Code of Conduct, and disclosure obligations.
5. Directors are kept updated on regulatory changes, major events, and notices sent to stock exchanges regularly.

IV. REVIEW OF THE PROGRAM:

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