



**Aspira Pathlab & Diagnostics Limited**

**Familiarization Programme for Independent Directors**

## 1. Preamble

Pursuant to Regulations 25 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 inter-alia stipulates that the Company to familiarize the Independent Directors with the Company on the areas of familiarization with the Company; nature of Industry and the Business model of the Company; the Independent Director's roles, rights and responsibilities.

Schedule IV of the Companies Act puts similar duties on Independent Directors' to be informed and familiarized with the Company and the external environment in which it operates.

## 2. Overview of the Familiarization Process

In accordance to the familiarization programme the Company has adopted the following practice to familiarize the Independent Directors of the same:

- Presentations on the working of the Company, presented at every board meeting detailing the operations of the Company, the Company's strategy, business model, product offerings, organization structure, etc
- The Independent Directors are issued appointment letter at the time of appointment which includes their roles, responsibilities, duties & functions and terms and conditions for appointment.
- A brief introduction of the Company and the industry in which it operates is also given.
- The Board of Directors have complete access to all information within the Company.
- The Internal Audit report is sent to Directors in advance for fruitful discussion at the Audit / Board meetings. Presentations are also made to the Board on the areas which requires strategic decision making, policies and procedures of Company, risk management, internal controls etc.
- The Directors are updated about major developments through emails etc.
- 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.
- Visits to various lab and centres are organized for the Directors to enable them to understand the operations of the Company.
- The Directors are updated about major changes affecting areas of Companies Act, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, legal updates, major amendments of direct and indirect tax laws affecting the sector in which Company operates.

### 3. **Disclosure**

This Policy shall be uploaded on the Company's website for public information and a link for the same shall also be provided in the Annual Report of the Company.

The Board will review this Policy from time to time, as it deems appropriate, to ensure the effectiveness of this Policy.

Any amendments/revisions, if any as may be required shall be approved by the Board.