

POLICY ON FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

A PREAMBLE

A familiarization programme for Independent Directors would ensure that Independent Directors are adequately informed about the Company, its business, industry, governance framework and regulatory environment, thereby enabling them to effectively discharge their duties and responsibilities as members of the Board.

The Board of Directors has therefore formulated this Familiarisation Programme in pursuance of Regulation 25(7) read with Regulation 46(2) of the Securities and Exchange Board of India (Listing Obligation and Disclosure Requirements) Regulations, 2015, as amended (the “**Listing Regulations**”).

Accordingly, the Board on December 3, 2025 has adopted the Familiarisation Programme for Independent Directors (the “**Policy**”).

B OBJECTIVE AND SCOPE

The objective of this Policy is to have a structured framework for familiarizing the Independent Directors with the Company, its operations and governance processes, so as to enable them to effectively perform their roles and responsibilities in accordance with the Applicable Laws. The Policy seeks to facilitate, inter alia:

- an understanding of the Company’s business model, operations, organizational structure and strategic objectives;
- familiarization with the roles, rights, duties and responsibilities of Independent Directors under the Companies Act, 2013, the Listing Regulations and other Applicable Laws;
- awareness of the nature of the industry in which the Company operates, key business risks, regulatory environment and compliance framework;
- meaningful interaction between the Independent Directors and the Board, senior management and key managerial personnel of the Company;
- continuous updation of Independent Directors on significant developments, changes in laws, policies, strategies and governance practices affecting the Company;

This Policy shall apply to all Independent Directors of the Company and shall cover both initial familiarizations at the time of appointment as well as ongoing programmes conducted during the tenure of such Independent Directors.






C DEFINITIONS AND INTERPRETATION

In this Policy, words and expressions shall have the meaning assigned to them below:

"Act"	shall mean the Companies Act, 2013 and rules framed thereunder, notified by the Ministry of Corporate Affairs, Government of India, as amended from time to time;
"Applicable Law"	shall mean any law, rules, circulars, guidelines or regulations issued by the Securities and Exchange Board of India ("SEBI") and Ministry of Corporate Affairs ("MCA");
"Board"	shall mean the Board of Directors of the Company;
"Company"	shall mean Absolute Projects (India) Limited
"Directors"	shall mean all the members of the Board of Directors of the Company, including the Independent Directors;
"Familiarisation Programme"	shall mean the structured orientation and ongoing programmes conducted by the Company for its Independent Directors to familiarize them with the Company, its business, operations, industry, governance framework, regulatory environment, and their roles, rights, duties and responsibilities under the Applicable Laws.
"Independent Director(s)"	shall mean independent director(s) of the Company as defined under Section 149(6) of the Act read with the Listing Regulations;
"Listing Regulation"	shall mean The Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time;
"Policy"	shall mean this Familiarisation Programme for Independent Directors, as amended from time to time; and
"Senior Management"	shall have the meaning assigned to it under the Listing Regulations.

D FAMILIARISATION PROCESS

- At the time of appointment of an Independent Director, the Company shall conduct an initial Familiarisation Programme to provide an overview of the Company and to acquaint the Independent Director with the Company's business, operations and governance framework.



2. The Familiarisation Programme shall, inter alia, include:
 - a) An overview of the Company's business model, organizational structure, operational framework and strategic objectives;
 - b) briefing on the roles, rights, duties and responsibilities of Independent Directors under the Act, the Listing Regulations and other Applicable Laws;
 - c) introduction to the Company's corporate governance practices, policies, internal control systems and risk management framework;
 - d) overview of the financial performance, key financial metrics and reporting mechanisms of the Company;
 - e) familiarizations with the nature of the industry in which the Company operates, key regulatory requirements and business risks.
3. The familiarizations process may be conducted through meetings with the Board, senior management and key managerial personnel of the Company, presentations, circulation of relevant documents, policies and reports, or through any other mode as may be considered appropriate by the Company.

E ON-GOING PROGRAMMES

1. To enable the Independent Directors to effectively discharge their governance role, the Company shall, on a continuous basis, keep the Independent Directors informed of all significant developments relating to the Company and its business.
2. The Independent Directors shall be periodically updated on, inter alia:
 - a) changes in the Company's business, strategy, business model and key initiatives;
 - b) developments in the industry in which the Company operates and the regulatory environment affecting the Company;
 - c) amendments to Applicable Laws and regulatory requirements having an impact on the Company;
 - d) significant financial, operational, risk management and governance matters.
3. Such updates shall be provided through presentations and discussions at meetings of the Board and Committees thereof, where the Independent Directors shall have the opportunity to interact with the senior management of the Company, and through other modes of communication such as emails, circulars, press releases, notifications or internal communications.
4. In the course of deliberations at meetings of the Board and its Committees, the Independent Directors and the Board as a whole shall, on a continual basis, be familiarized with the overall performance and functioning of the Company, including its risk management framework, human resource processes, information technology systems, corporate social responsibility initiatives and governance practices.
5. The Independent Directors shall have the freedom to interact with the management of the Company and may also hold independent discussions with relevant stakeholders, as considered necessary, to enable them to form an informed view on the affairs of the Company and place their observations before the Board.




6. The Company may, from time to time, conduct training programmes or sessions for Independent Directors through external experts to apprise them of their roles, rights, duties and responsibilities from the perspective of Applicable Laws.

F REVIEW OF THE PROGRAMME

The Company may periodically review the Familiarisation Programme for Independent Directors and make such changes thereto, as may be considered necessary, to ensure its effectiveness and compliance with Applicable Laws.

G PROGRAMME AND DISCLOSURE

The Familiarisation Programme for Independent Directors shall be conducted on an “as required” basis and the details of such programmes shall be disclosed on the website of the Company in accordance with Regulation 46 of the Listing Regulations, with a web link thereto being provided in the annual report of the Company.

H AMENDMENT

Any change in this Policy shall be approved by the Board. The Board shall have the right to amend, modify or withdraw any part of this Policy or the entire Policy, at any time, as it deems fit, and any subsequent amendment or modification in the Applicable Laws shall automatically apply to this Policy.

I DISCLOSURE

Any change in this Policy shall be approved by the Board. The Board shall have the right to amend, modify or withdraw any part of this Policy or the entire Policy, at any time, as it deems fit, and any subsequent amendment or modification in the Applicable Laws shall automatically apply to this Policy.