



RIGA SUGAR COMPANY LIMITED

Familiarization Programme for Independent Directors

This Familiarization Programme (“the Program”) for Independent Directors of Riga Sugar Co. Ltd (“the Company”) has been adopted by the Board of Directors 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. The Familiarization programme formulated with the objective of making the Independent Directors of the Company accustomed with the following areas :
 - (i) Familiarisation with the Company;
 - (ii) Independent directors roles, rights and responsibilities;
 - (iii) Board functions;
 - (iv) Nature of the Industry in which the Company operates;
 - (v) Business Model of the Company;
 - (vi) Compliance management

The Programme has been designed considering the specific needs of corporate governance and the expected obligations of Independent Directors in view of the responsibility conferred by the Companies Act 2013 and the Listing Agreement, as amended from time to time.

2. Familiarization Process

- (i) For new Independent Director joining the Board – The Company shall through its Managing Director, Company Secretary, CFO and other Senior Managerial Personnel familiarize the Independent Director with regard to above areas.
- (ii) For on-going Familiarisation Programme – The Company shall through its Managing Director, Company Secretary, CFO and other Senior Managerial Personnel conduct programs/ presentations at such periodic intervals as may deem necessary, at least once a year, to familiarize the Independent Directors with the strategy, operations and functions of the Company,
- (iii) Visit of Directors to Plants to understand the operation of the company ;
- (iv) The programs/ presentations shall also familiarize the Independent Directors with their roles, rights and responsibilities;
- (v) The Company may circulate news and articles and give presentation regarding industry scenario in which the company is functioning, regulatory framework and challenges ahead.

3. Disclosure of the Policy

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

4. Review of the Familiarization Program

The Board shall review this Program and make revisions as may be required.