

AYM SYNTEX LIMITED (formerly “WELSPUN SYNTEX LIMITED”)

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

The Familiarisation Programme (“the Programme”) for Independent Directors of AYM Syntex Limited (“the Company”) has been adopted by the Company, pursuant to the provisions of Schedule IV & Section 149(8) to the Companies Act, 2013 and Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Preamble

In accordance with requirements Regulation 25(7) read with Regulation 46(2) of SEBI (Listing Obligations and Disclosure Requirement) Regulations, 2015, the Company shall familiarise the Independent Directors with the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc., through various programmes.

Purpose & Objective

The Program aims to provide insights into the Company to enable the Independent Directors to understand their roles, rights and responsibilities in the Company and get updated on the Business & Operations of the Company and contribute significantly to the Company and also to contribute effectively in decision making at Board and Board Committees meetings.

FAMILIARISATION PROGRAMME

Off-site visits to plants

The Directors get the opportunity to visit various Company’s plants, where senior plant heads apprise them of the operational and sustainability aspects of the Units to enable them to have full understanding & appreciation on the activities of the Company.

Trainings / Presentations

The Company through its Executive Director / Senior Managerial Personnel periodically make presentations to familiarize the Independent Directors with the business scenario, strategy, operations and functions of the Company; Such presentations provides an opportunity to the Independent Directors to interact with the senior leadership team of the Company and help them to understand the Company’s strategy, business model, operations, service and product offerings, markets, organization structure, finance, human resources, technology, quality, facilities and risk management and such other areas as may presented from time to time;

The presentations shall also familiarize the Independent Directors with their roles, rights and responsibilities;

The Company may conduct an introductory familiarization program / presentation, when a new Independent Director comes on the Board of the Company.

The Company also arranged presentations by eminent experts to the Independent Directors together with management personnel in the subjects / topics relevant to the Company like changes in laws, regulations etc., their impacts on the Company's business and changes in practices / policies adopted by the Company, to enable them contribute therein / validate them.

The above referred presentations will be continued and will be conducted at such intervals depending upon the availability of the experts and relevance of the topics.

The Company communicates on daily basis the news relevant to its business like occurrence major events, transactions and factors affecting industry potential, to all its personnel including Independent Directors which enable Independent Directors to be at par with Company personnel in terms of the industry / corporate sector knowledge, to make their participation at board / committee meetings fruitful and meaningful.

During each Financial Year, the Independent Directors of the Company are periodically familiarised with the Company's business model, operational framework, regulatory environment and governance practices through structured presentations and focused deliberations conducted at the meetings of the Board of Directors, Audit Committee and Nomination and Remuneration Committee. The familiarisation process, inter alia, includes briefings on applicable legal and regulatory updates, business and industry overview, strategic initiatives, internal control and risk management systems, governance and compliance matters, as well as human capital management and knowledge-sharing initiatives. The time devoted to such familiarisation forms an integral part of the agenda of the Board and Committee meetings, thereby enabling Independent Directors to effectively understand the Company's operations and discharge their duties and responsibilities in an informed and effective manner.

Disclosure of the Policy

Familiarization programme will be conducted "as needed" basis during the Year.

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

Detail of training imparted to Independent Directors – FY 2018-19

Sr. No.	Areas covered	No of Programmes attended by Independent Director during the year	Cumulative basis till date	Time spent during the FY 2018-19			Total time spent during the FY 2018-19	Cumulative Till Date
				At Board meeting	At Audit committee	At Nomination and Remuneration committee		
1	Legal/regulatory updates	1	14	30 Min	-	-	11Hours 16 Min	69 hours 26 Min
2	Business & Industry overview/updates	1		1 Hours 30 Min	-	-		
3	Strategy Orientation	1		2 Hours	-	-		
4	Internal Control Process	5		-	4 hours 10 Min	-		
5	Governance matters	1		1 Hours	-	-		
6	Human capital/Knowledge sharing	5		-	-	2 Hours		

Detail of training imparted to Independent Directors – FY 2019-20

Sr. No.	Areas covered	No of Programmes attended by Independent Director during the year	Cumulative basis till date	Time spent during the FY 2019-20			Total time spent during the FY 2019-20	Cumulative till date
				At Board meeting	At Audit committee	At Nomination and Remuneration committee		
1	Legal/regulatory updates	1	11	1 Hours	-	-	10 Hours 20 Min	79 hours 46 min
2	Business & Industry overview/updates	1		2 Hours	-	-		
3	Strategy Orientation	1		4 Hours	-	-		
4	Internal Control Process	4		-	1 Hours 50 Min	-		
5	Governance matters	1		45 Min	-	-		
6	Human capital/Knowledge sharing	3		-	-	1 Hours 08 Min		

Detail of training imparted to Independent Directors – FY 2020-21

Sr. No.	Areas covered	No of Programmes attended by Independent Director during the year	Cumulative basis till date	Time spent during the FY 2020-21			Total time spent during the FY 2020-21	Cumulative till date
				At Board meeting	At Audit committee	At Nomination and Remuneration committee		
1	Legal/regulatory updates	1	11	1 Hours 25 Min	-	-	9 Hours 50 Min	89 hours 36 Min
2	Business & Industry overview/updates	1		2 Hours	-	-		
3	Strategy Orientation	1		1 Hours	-	-		
4	Internal Control Process	5		1 Hours	-	-		
5	Governance matters	1		3 hours 33 Min	-	-		
6	Human capital/Knowledge sharing	2		-	-	1 Hours 15 Min		

Detail of training imparted to Independent Directors – FY 2021-22

Sr. No.	Areas covered	No of Programmes attended by Independent Director during the year	Cumulative basis till date	Time spent during the FY 2021-22			Total time spent during the FY 2021-22	Cumulative till date
				At Board meeting	At Audit committee	At Nomination and Remuneration committee		
1	Legal/regulatory updates	1	12	1 Hours 5 min	-	-	10 Hours 40 Min	100 Hours 16 Min
2	Business & Industry overview/updates	1		1 Hours 30 Min	-	-		
3	Strategy Orientation	1		2 Hours	-	-		
4	Internal Control Process	4		-	3 Hours 08 Min	-		
5	Governance matters	1		1 Hours 30 Min	-	-		
6	Human capital/Knowledge sharing	4		-	-	1 hours 30 Min		

Detail of training imparted to Independent Directors – FY 2022-23

Sr. No.	Areas covered	No of Programmes attended by Independent Director during the year	Cumulative basis till date	Time spent during the FY 2022-23			Total time spent during the FY 2022-23	Cumulative till date
				At Board meeting	At Audit committee	At Nomination and Remuneration committee		
1	Legal/regulatory updates	1	11	35 Min	-	-	10 Hours 50 Min	111 Hours 16 Min
2	Business & Industry overview/updates	1		1 Hours 10 Min	-	-		
3	Strategy Orientation	1		3 Hours 05 Min	-	-		
4	Internal Control Process	4		-	3 Hours 50 Min	-		
5	Governance matters	1		50 min	-	-		
6	Human capital/Knowledge sharing	3		-	-	2 Hours		

Detail of training imparted to Independent Directors – FY 2023-24

Sr. No.	Areas covered	No of Programmes attended by Independent Director during the year	Cumulative basis till date	Time spent during the FY 2023-24			Total time spent during the FY 2023-24	Cumulative till date
				At Board meeting	At Audit committee	At Nomination and Remuneration committee		
1	Legal/regulatory updates	1	12	40 Min	-	-	11 Hours	112 Hours 06 Min
2	Business & Industry overview/updates	1		1 Hours 40 Min	-	-		
3	Strategy Orientation	1		2 Hours 20 Min	-	-		
4	Internal Control Process	4			3 Hours 40 Min	-		
5	Governance matters	1		1 Hours 20 min	-	-		
6	Human capital/Knowledge sharing	4		-	-	2 Hours		

Detail of training imparted to Independent Directors – FY 2024-25

Sr. No.	Areas covered	No of Programmes attended by Independent Director during the year	Cumulative basis till date	Time spent during the FY 2024-25			Total time spent during the FY 2024-25	Cumulative till date
				At Board meeting	At Audit committee	At Nomination and Remuneration committee		
1	Legal/regulatory updates	2	21	50 Min	-	-	15 Hours 30 Min	137 Hours 36 Min
2	Business & Industry overview/updates	2		2 Hours 10 Min	-	-		
3	Strategy Orientation	2		2 Hours 20 Min	-	-		
4	Internal Control Process	7		-	5 hours 50 Min	-		
5	Governance matters	3		3 Hours	-	-		
6	Human capital/Knowledge sharing	5		-	-	2 Hours		