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**POLICY FOR FAMILIARISATION  
PROGRAMME FOR INDEPENDENT  
DIRECTORS**

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FUJIYAMA POWER SYSTEMS LIMITED

## **FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS**

### **Preamble**

The Schedule IV of the Companies Act, 2013 read with Regulation 25(7) and Regulation 46(2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, (“Listing Regulations”) as amended stipulates that the Company shall familiarise the independent directors with the Company, about the Company, including the following:

- a) nature of the industry in which the Company operates;
- b) business model of the Company;
- c) roles, rights, responsibilities of independent directors; and
- d) any other relevant information.

### **Purpose and Objectives**

The familiarization programme helps the independent directors not only to have greater insight into the Company’s business but also contributes effectively in decision making at Board and Board Committees meetings.

### **Overview of the Familiarisation Programme**

#### **1. Familiarisation upon induction of new independent directors**

- At the time of appointment, an appointment letter incorporating the role and duties, tenure of appointment, evaluation process, availability of director’s and officers’ liability insurance, details regarding remuneration are given to the Directors.
- The Company conducts a well-structured induction programme for orientation and training of new directors which includes one-to-one interactive sessions with the executive directors, management, selected business/ functional heads, and may also include plant visits.
- New independent directors are provided with a presentation on details about the Company, copies of its Annual Report of last three years, Company’s Code of Conduct, Insider Trading Code, brief profile of other Board Members, Memorandum and Articles of Association, financial results of past one year, policies such as Whistle Blower policy, CSR policy, policy on Dealing with Related Party Transactions, etc. and are further informed to go through the various policies of the Company which are uploaded on the website of the Company.

#### **2. Continual Familiarisation Programme**

- Presentations on business units, business performance, operations, finance, risk management framework, etc. are made to the Directors from time to time as part of the board discussions where independent directors get an opportunity to interact with the core management of the Company.
- Active communication channel between executive directors and independent directors is ensured, this allows the independent directors to raise a query, seek clarifications for enabling a better understanding of the Company and its various operations.
- Visit to Company’s plants and R&D facilities are organised, as required.
- Board Members are regularly updated regarding key developments in the Company and on any important regulatory amendments applicable to the Company.
- Meeting of the auditors with independent directors are held to discuss Company’s affairs wherein the Auditors present their quarterly financial results.
- Strategy board meeting is convened on an annual basis for a detailed deliberation on the Company’s strategies.
- Learning and development sessions for Board Members are conducted by external speakers on relevant business topics such as solar sector updates, competition updates, etc.

### **3. Disclosures**

In accordance with the provisions of the Companies Act, 2013 and the Listing Regulations the details of the familiarisation programme shall be uploaded on the website of the Company and a web link of the same shall also be provided in the Annual Report of the Company.

### **4. Review of the Policy:**

The Board will review this Policy on a regular basis to ensure its effectiveness of the training to Independent Directors and make such amendments as and when required.

### **5. Approval of this Policy:**

This policy has been approved in the Board meeting of Fujiyama Power Systems Limited held on 20<sup>th</sup> December 2024.

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**Details of familiarisation programmes attended by independent directors during  
Financial Year 2025-26**

<b><u>S No.</u></b>	<b><u>Date of Programme</u></b>	<b><u>Duration of Programme</u></b> <b><u>(In hours)</u></b>
1.	August 13, 2025	04:00 hrs
2.	September 20, 2025	02:00 hrs
3.	November 19, 2025	01:00 hr
4.	November 20, 2025	03:00 hrs