

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS SNL BEARINGS LIMITED

1. Objective

SNL Bearings Limited (the Company) shall familiarise the Independent Directors through various programmes and presentations which shall include:

- a) The nature of Industry in which the Company operates, its history and its business model,
- b) Business model and strategy of the Company
- c) Roles, rights and responsibilities of the Independent Directors.
- d) Any other relevant programme

2. Process

2.1 The Company shall familiarize the Independent Directors with the business model, operations, performance vis-à-vis competition and the various functions of the Company, through presentations/discussions in the Board meetings, which would include the inter alia following:

- Regulatory framework
- External environment
- Business Overview
- Industry Overview – Global/ Domestic
- Market Segments Overview – OEM's/ After-market/ Exports
- Strategy alignment for growth and profitability optimisation
- Financial Performance
- Annual Operating Budgets
- Industry performance vis-à-vis Company's performance
- Risk identification/assessment and mitigation process.

2.2 Such presentations will provide an opportunity to the Independent Directors to understand the Company's business, operations, service offerings, markets, organization structure, finance, human resources, quality, facilities and risk management and such other areas as may arise from time to time;

2.3 In additions, the programs/ presentations shall also be made to familiarize the Independent Directors with their roles, rights and responsibilities;

2.4 The Company may conduct an introductory familiarization program including a visit to its factories, when a new Director/Independent Director joins the Board of the Company.

2.5 The Company may also conduct an independent survey by an external agency on effectiveness of follow-up and the Board processes, whenever necessary.

3. Disclosure of the Policy

3.1 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.

**FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS DURING THE
FINANCIAL YEARS 2019-20 and 2020-21**

Pursuant to the Company's Policy on Familiarization Programme for Independent Directors (enclosed herewith) read together with Regulation 25 (7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, ("the SEBI Regulations"), the Company through its Senior Managerial Personnel and External Experts etc. had made various presentations at the Board and Committee Meetings to the Directors covering inter alia, the financial performance, business overview, strategy, risk management and succession planning, of the Company etc. The programmes were aimed to provide insights into the Company to enable the Directors to take well informed timely decisions and contribute to the Company. Pursuant to Regulation 46 (2) (i) of the SEBI Regulations, details of such familiarization programmes imparted to independent directors during the FY 2019-20 and 2020-21 are as under:

Names of the Independent Directors	Number of programmes attended and hours spent by Independent Directors					
	FY 2019-20		FY 2020-21		Cumulative upto March 31, 2021	
	Nos.	Hrs.	Nos.	Hrs.	Nos.	Hrs.
Claude Alex D'Gama Rose	5	4	4	4	9	8
Kaiyomarz Minoo Marfatia	5	4	4	4	9	8
Vivek Sahai	5	4	4	4	9	8
Jayavardhan Dhar Diwan	5	4	4	4	9	8

**FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS DURING THE
FINANCIAL YEARS 2020-21 and 2021-22**

Pursuant to the Company's Policy on Familiarization Programme for Independent Directors (enclosed herewith) read together with Regulation 25 (7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, ("the SEBI Regulations"), the Company through its Senior Managerial Personnel and External Experts etc. had made various presentations at the Board and Committee Meetings to the Directors covering inter alia, the financial performance, business overview, strategy, risk management and succession planning, of the Company etc. The programmes were aimed to provide insights into the Company to enable the Directors to take well informed timely decisions and contribute to the Company. Pursuant to Regulation 46 (2) (i) of the SEBI Regulations, details of such familiarization programmes imparted to independent directors during the FY 2020-21 and 2021-22 are as under:

Names of the Independent Directors	Number of programmes attended and hours spent by Independent Directors					
	FY 2020-21		FY 2021-22		Cumulative upto March 31, 2022	
	Nos.	Hrs.	Nos.	Hrs.	Nos.	Hrs.
Claude Alex D'Gama Rose	4	4	4	4	13	12
Kaiyomarz Minoo Marfatia	4	4	4	4	13	12
Vivek Sahai	4	4	4	4	13	12
*Jayavardhan Dhar Diwan	4	4	-	-	9	8

*Mr. Jayavardhan Dhar Diwan resigned from Board w.e.f. February 8, 2021.

**FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS DURING THE
FINANCIAL YEARS 2021-22 and 2022-23**

Pursuant to the Company's Policy on Familiarization Programme for Independent Directors (enclosed herewith) read together with Regulation 25 (7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, ("the SEBI Regulations"), the Company through its Senior Managerial Personnel and External Experts etc. had made various presentations at the Board and Committee Meetings to the Directors covering inter alia, the financial performance, business overview, strategy, risk management and succession planning, of the Company etc. The programmes were aimed to provide insights into the Company to enable the Directors to take well informed timely decisions and contribute to the Company. Pursuant to Regulation 46 (2) (i) of the SEBI Regulations, details of such familiarization programmes imparted to independent directors during the FY 2021-22 and 2022-23 are as under:

Names of the Independent Directors	Number of programmes attended and hours spent by Independent Directors					
	FY 2021-22		FY 2022-23		Cumulative upto March 31, 2023	
	Nos.	Hrs.	Nos.	Hrs.	Nos.	Hrs.
Claude Alex D'Gama Rose	4	4	4	4	17	16
Kaiyomarz Minoo Marfatia	4	4	4	4	17	16
*Reshmi Ramesh Panicker	-	-	1	1	1	1
**Vivek Sahai	4	4	2	2	15	14

*Appointed w.e.f. February 9, 2023

**Ceased to be Director w.e.f. November 7, 2022.

**FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS DURING THE
FINANCIAL YEARS 2022-23 and 2023-24**

Pursuant to the Company's Policy on Familiarization Programme for Independent Directors (enclosed herewith) read together with Regulation 25 (7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, ("the SEBI Regulations"), the Company through its Senior Managerial Personnel and External Experts etc. had made various presentations at the Board and Committee Meetings to the Directors covering inter alia, the financial performance, business overview, strategy, risk management and succession planning, of the Company etc. The programmes were aimed to provide insights into the Company to enable the Directors to take well informed timely decisions and contribute to the Company. Pursuant to Regulation 46 (2) (i) of the SEBI Regulations, details of such familiarization programmes imparted to independent directors during the FY 2022-23 and 2023-24 are as under:

Names of the Independent Directors	Number of programmes attended and hours spent by Independent Directors					
	FY 2022-23		FY 2023-24		Cumulative upto March 31, 2024	
	Nos.	Hrs.	Nos.	Hrs.	Nos.	Hrs.
Claude Alex D'Gama Rose	4	4	4	4	21	20
Kaiyomarz Minoo Marfatia	4	4	4	4	21	20
Reshmi Ramesh Panicker	1	1	4	4	5	5