

## **POLICY FOR FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTOR**



**SOLARWORLD ENERGY SOLUTIONS LIMITED**

*(formerly known as Solarworld Energy Solutions Private Limited)*

## 1. INTRODUCTION

In accordance with Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI Listing Regulations”) and the provisions of the Companies Act, 2013 (“Act”), Solarworld Energy Solutions Limited (“the Company”) has formulated this Policy to provide a structured framework for the familiarization of Independent Directors with the Company, its operations, and their roles and responsibilities.

The familiarization programme covers the following key areas:

- a) Overview of the industry in which the Company operates;
- b) Understanding of the Company's business model, operations, and organizational structure;
- c) Roles, rights, and responsibilities of Independent Directors;
- d) Key policies, regulatory framework, and governance practices;
- e) Any other relevant information necessary for effective functioning as a Board member.

## 2. PURPOSE & OBJECTIVE

The primary objective of the familiarization Programme is to provide Independent Directors with a comprehensive understanding of the Company's operations, strategic direction, and the regulatory landscape in which it functions. The programme is designed to enable Independent Directors to gain deep insights into the Company's business, including the nature of the industry in which it operates, its business model, key operational areas, and the overall corporate environment.

In addition to business orientation, the programme seeks to equip Independent Directors with detailed knowledge of their roles, duties, and responsibilities as prescribed under Act, SEBI Listing Regulations, and other applicable laws and regulations. It also familiarization them with the governance structure, internal control systems, and strategic priorities of the Company.

## 3. FAMILIARIZATION AND CONTINUING EDUCATION PROCESS

- i. **Regular Programmes:** The Managing Director, Executive Director, and Key Managerial Personnel periodically conduct programmes and presentations to introduce Independent Directors to the company's strategy and operations;
- ii. **Interaction Opportunities:** These sessions allow Independent Directors to engage with Senior Management, enhancing their understanding of the company's strategy, business model, product offerings, market dynamics, organizational structure, finances, human resources, quality management, facilities, and risk management;
- iii. **Understanding Roles:** The programmes also clarify the roles, rights, and responsibilities of Independent Directors;
- iv. **Onboarding for New Directors:** Upon joining, new Independent Directors meet with the Chairperson, Managing Director, Chief Financial Officer and the Company Secretary to discuss Board functions and business operations;
- v. **Resource Provision:** New Directors receive the latest Annual Report, the Code of Conduct, the Insider Trading Prevention Code, and details of upcoming Board and Committee meetings.
- vi. **Facility Tours:** The company organizes tours of its facilities to enhance Directors' understanding of operations.

- vii. **Detailed Appointment Letters:** New Independent Directors receive an Appointment Letter outlining their role, duties, responsibilities, remuneration, performance evaluation process, insurance coverage, Code of Conduct, and disclosure obligations.
- viii. **Company Documents:** The Independent Directors are provided with documents such as Profile of the Company, Memorandum and Articles of Association, Annual Reports etc. to become familiar with the Company's background. A copy of the Code of Conduct for the Directors is also shared with them for information and adherence.
- ix. **Industry Updates:** The Company may circulate news and articles related to the industry on a regular basis and may provide specific regulatory updates from time to time.

#### **4. ONGOING INITIATIVES FOR CONTINUOUS UPDATES**

- i. **Plant Visits:** Directors visit company plants, where plant heads provide insights on operations, sustainability efforts, safety initiatives, and corporate social responsibility (CSR).
- ii. **Board Presentations:** Presentations during Board meetings cover safety, health, environmental issues, risk management, company policies, regulatory changes, and business excellence.
- iii. **Quarterly Updates:** Quarterly presentations include updates on business performance, operations, market share, financials, management changes, major litigation, compliance, subsidiary information, donations, and regulatory developments.
- iv. **Communication of Results:** Quarterly results and press releases are shared with Directors to keep them informed.

#### **5. PROGRAMME AND DISCLOSURE**

- i. Familiarization programmes will be conducted "as needed" basis during the Year.
- ii. As and when familiarization programmes are conducted, the same will be disclosed on the website of the Company and a web link thereto shall also be given in the Annual Reports of the Company.

#### **6. REVIEW OF THE PROGRAMME**

The Board will review this programme and make revisions as may be required.

#### **7. DISCLOSURE REQUIREMENT**

As and when the familiarisation programme is conducted by the Company, the same will be disclosed on the website of the Company. The details of the familiarisation programme shall be disclosed on the Company website and a web link thereto still be provided in the Annual Report. As required under Regulation 46 of the Listing Regulations the details of familiarization programme imparted to independent director shall include, number of programmes attended by independent directors during the year and on cumulative basis till date; number of hours spent by independent directors in such programmes during the year and on Cumulative basis till date; and other relevant details.

*This policy has been approved by the Board of Directors of the Company in their meeting held on February 11, 2025*