



Familiarization program for Independent Directors

The Familiarization Programme for Independent Directors is outlined herein pursuant to Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations 2015.

The incoming Non-Executive Directors are provided with documents including the Company's Memorandum & Articles of Association, Annual Reports of last three years, Code of Business Conduct & Ethics applicable to the Directors/employees of the Company, Code of Conduct of Insider Trading Prohibition Policy.

All new Non-Executive Directors inducted to the Board are introduced to our Company's culture through orientation sessions. Current executive Directors and Senior Management provide an overview of the nature of the Industry in which the Company carries out its operations, including the business model of the Company and the roles and responsibilities of the Non-Executive Directors and familiarize the incoming Non-Executive Directors on matters related to our values and commitments. They are also introduced to our organization structure, our services, group structure and subsidiaries, constitution, board procedures, matters reserved for the Board, and our major risks and risk management strategies.

The Board's policy is to have separate meetings regularly with Independent Directors to update them on all business-related issues and new initiatives. At such meetings, the Executive Directors and other members of the Senior Management share point of view and leadership thoughts on relevant issues.

We also facilitate the continual education requirements of our directors.

Independent Directors of Board are familiarized through three kinds of engagements:

Deep dives and immersion sessions

Deep dives and immersion sessions are conducted by senior executives on their respective business units. The business unit can be an Industry vertical or service offering unit. Key aspects that are covered in these sessions include:

- Business Model
- Industry / Market and Technology trends
- Competition
- The Company's performance
- Strategic bets and their progress
- Future outlook



Birla Precision Technologies Limited

Regd. Office : 23 Birla Mansion No. 2, 1st Floor, D. D. Sathe Marg, Prathana Samaj, Mumbai - 400 004.

Tel. No.: +91 022-23825060

E-mail : info@birlaprecision.com Website : www.birlaprecision.com

An ISO 9001:2000 & ISO 14001:2004 Company CIN: L29220MH1986PLC041214



Strategy retreat

As part of our annual strategy planning process, we organize a strategy retreat with the Board of Directors to deliberate on various topics related to strategic alternatives, progress of ongoing strategic initiatives, risks to strategy execution and the need for new strategic programs required to achieve the Company's long-term objectives. Cross-functional teams develop each strategic theme, and each team is mentored by one or more Board members. This serves the dual purpose of providing a platform for Board members to bring their expertise to the projects, while also providing an opportunity for Board members to understand detailed aspects of execution and challenges relating to the specific theme. During this fiscal, the key themes discussed included service automation, software-enabled service offerings, design-led consulting, and enablement of client-facing teams, cost optimization and capital allocation.

Strap

Our annual strategy and planning event, STRAP, brings together the top leadership of the Company and the Board to discuss, debate and decide key aspects of strategy execution, especially as it relates to the next fiscal. During the course, members of the Board of Directors have the opportunity to interact with multiple levels of leadership, both formally and informally, through networking sessions.

The above are specific mechanisms through which members of the Board are provided insights into the company culture and operations to enable the Independent Directors to be in a position to take well-informed timely decisions and contribute significantly to the Company. Each director of the Company has complete access to any information relating to the Company. Apart from these, there could be additional meetings or sessions on demand on specific topics. All directors attend the familiarization programs as these are scheduled to coincide with the Board meeting calendar to give them an opportunity to attend.

The Independent Directors are also made aware of their rights / role / responsibilities at the time of their appointment / reappointment through a formal letter of appointment along with the terms and conditions of their engagement.

Review:

This programme shall be periodically reviewed and brought in conformity with statutory and regulatory requirements, if any



Birla Precision Technologies Limited

Regd. Office : 23 Birla Mansion No. 2, 1st Floor, D. D. Sathe Marg, Prathana Samaj, Mumbai - 400 004.

Tel. No.: +91 022-23825060

E-mail : info@birlaprecision.com Website : www.birlaprecision.com

An ISO 9001:2000 & ISO 14001:2004 Company CIN: L29220MH1986PLC041214