



JHS SVENDGAARD RETAIL VENTURES LIMITED

(Formerly Known as JHS Svendgaard Retail Ventures Private Limited)

CIN: L52100HR2007PLC093324

POLICY FOR FAMILIARIZATION PROGRAMME

1. TITLE

1.1. This policy shall be called the 'Policy on Familiarization Programme for Independent Directors' ("Policy").

2. OBJECTIVE

2.1. In accordance with requirements of Regulation 25 and 46 of the SEBI (Listing Obligations and Disclosure Requirements) Regulation, 2015, the Company shall familiarize 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, the operational and financial performance of the Company, on a continuous basis so as to enable them to take well-informed decisions in a timely manner.

3. Overview

3.1. Familiarization upon induction of new Independent Directors

Upon the appointment of a new Independent Director to the Board of JHS Svendgaard Retail Ventures Limited ("the Company"), an introductory meeting shall be convened with the Managing Director, the Chief Financial Officer, and such other members of the Senior Management as may be considered appropriate. During such meeting, comprehensive deliberations shall be undertaken with respect to the functioning of the Board, the corporate governance framework, and the nature and scope of the Company's business operations and activities.

The Independent Director shall be duly apprised of his/her statutory roles, rights, responsibilities, duties, and liabilities in accordance with the provisions of the Companies Act, 2013, the rules made thereunder, and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time. The familiarization process may also include visits to the Company's manufacturing Retail Stores, offices, or other operational establishments, as deemed necessary, to facilitate a comprehensive understanding of the Company's business model and operational framework.



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3.2. Continual Familiarization Programme

The Company has instituted a structured and ongoing Familiarization Programme for its Directors, including Independent Directors, to ensure that they remain apprised of the Company's operations, business environment, and significant developments impacting its performance and workforce.

- The Directors are periodically updated through presentations made at meetings of the Board of Directors or otherwise by the Managing Director, Chief Financial Officer, and other members of the Senior Management. Such presentations, inter alia, cover matters relating to the industry in which the Company operates, operational and financial performance, product portfolio and developments, business strategies and plans, annual budgets, risk management framework, capital expenditure and investments, fund flows, operations of subsidiaries and associate companies, human resource policies, succession planning, and such other matters as may be relevant for effective discharge of their duties.
- Functional heads and senior executives of the Company are invited to attend meetings of the Board and its Committees, as and when required, to facilitate direct interaction between the Directors and the Senior Management. This enables the Directors to gain deeper insights into the Company's business operations and functional areas.
- The Company maintains an effective and transparent communication framework between Executive Directors and Independent Directors, enabling Independent Directors to raise queries, seek clarifications, and obtain additional information necessary for informed decision-making. This mechanism supports transparency, fairness, and robust corporate governance practices.
- Visits to the Company's corporate offices, Stores and other operational establishments may be organized from time to time, as deemed necessary, to provide Directors with a comprehensive understanding of the Company's operational framework.

4. Review of the Policy

The Board may subject to applicable laws is entitled to amend, suspend or rescind this Policy at any time. Any difficulties or ambiguities in the Policy will be resolved by the Board in line with the broad intent of the Policy. The Board may also establish further rules and procedures, from time to time, to give effect to the intent of this Policy. In the event

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of any conflict between the provisions of this policy and of the applicable law dealing with the related party transactions, such applicable law in force from time to time shall prevail over this Policy.

5. Disclosure of the Policy

The Board's composition (including gender, ethnicity, age etc.) will be disclosed in the Annual Report. 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.

Details of Familiarization Programme of Independent Directors

	During the year	Cumulative till the date
Number of programmes attended by Independent Directors (during the year and on a cumulative basis till date)	3	6
Number of hours spent by Independent Directors in such programmes (during the year and on cumulative basis till date)	3	7