

## SAREGAMA INDIA LIMITED

### FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS

The Familiarization Program (“the Program”) for Independent Directors of Saregama India Ltd. (“the Company”) has been adopted by the Board of directors pursuant to Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended, the listed entity shall familiarise the Independent Directors through various programmes about the listed entity, including the following:

- Nature of the industry in which the listed entity operates;
- Business model of the listed entity;
- Roles, rights, responsibilities of Independent Directors; and
- Any other relevant information.

#### **1. Purpose & Objectives:**

1.1. The Programme aims to provide :

- Insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the Company.
- to make the Independent Directors aware about their roles, responsibilities and liabilities as per Companies Act, 2013 and other applicable laws and to get better understanding about the Company, nature of industry in which it operates and environment in which it functions, business model, long term/short term/strategic plans etc.
- The Directors are also informed about the important policies of the Company including the Code of Conduct for Board Members and Senior Management Personnel and the Code of Conduct to regulate, monitor and report trading by Insiders etc.

#### **2. Familiarization Process:**

- 2.1. The Company shall through its Executive Directors / Senior Managerial Personnel conduct Programmes / Presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company.
- 2.2. Such Programmes / presentations will provide an opportunity to the Independent Directors to interact with the senior leadership team of the Company and help them to

understand the Company's strategy, business model, operations, service and product offerings, markets, organization structure, finance, human resources, technology, quality, facilities and risk management and such other areas as may arise from time to time;

- 2.3. The Programmes / presentations shall also familiarize the Independent Directors with their roles, rights and responsibilities;
- 2.4. 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;
- 2.5. The Company may conduct an introductory familiarization Programme / presentation, when a new Independent Director comes on the Board of the Company.

### **3. Meeting of the IDs**

The Company has to arrange at least one meeting of the Independent Directors mandatorily every year to discuss various issues relating to the operations of the Company.

### **4. Disclosure of the Programme**

This Programme 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.

### **5. Review of the Programme**

The Board will review this Programme from time to time and make revisions as may be required

\*\*\*\*\*

**DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED BY THE  
COMPANY TO INDEPENDENT DIRECTORS DURING FY 2023-24**

The Company has an orientation process/familiarization programme for its Independent Directors with emphasis on:

- Roles, Rights and Responsibilities - Board dynamics & functions
- Strategy, Operations and functions of the Company

As a process when a new Independent Director is appointed, a familiarization programme is conducted by the Senior Management team and also whenever a new member is appointed to a Board Committee, information relevant to the functioning of the Committee and the role and responsibility of Committee members is informed.

**Details of Programmes conducted and attended by the Independent Directors is given in the table below:**

<b>Date of Programme</b>	<b>Name of Independent Directors attended the Programme</b>	<b>No. of Hours Spent</b>	<b>Particulars of Programme</b>
9 <sup>th</sup> February, 2024	1. Mr. Umang Kanoria 2. Mr. Santanu Bhattacharya 3. Mr. Noshir Naval Framjee 4. Ms. Kusum Dadoo	3 Hours	1. Business Model and new acquisitions made by the Company; 2. Recent Changes in the regulatory framework.

Number of hours spent by the Independent Directors in such Programmes during the financial year ended 31<sup>st</sup> March, 2024 is 3 hours and on a cumulative basis from 1<sup>st</sup> October, 2015 up to 31<sup>st</sup> March, 2024 were 13 Hours.