

POLICY ON FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

Date of approval of board of directors : September 03, 2024

I. INTRODUCTION & OBJECTIVE

Regulation 25(7) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirement) Regulations, 2015 ("**Listing Regulations**") mandate a company whose securities are listed on stock exchange(s) to familiarise its independent director, through various familiarization programmes ("**Programmes**"), with the company, in order to provide insights into the company and to enable them to understand the business of the company.

Further, Regulation 46(2)(i) of the Listing Regulations requires that the company shall disclose on its website the details regarding the Programmes including number of the Programmes conducted during the year, number of Programmes attended by the independent directors and number of hours spent by the independent directors in such Programmes.

Accordingly, Sical Logistics Limited ("**Company**"), has adopted this Policy on *Familiarization Programmes for Independent Directors* ("**Policy**") with an object as mentioned above.

II. FAMILIARIZATION PROCESS

- a. The Company shall through its key managerial personnel / senior managerial personnel conduct programs / presentations periodically to familiarize the independent directors with the strategy, operations and functions of the Company and to apprise them of their roles, rights and responsibilities in the Company and to enable them to make effective contribution and discharge their functions as a board member;
- b. The Programmes will provide an opportunity to the independent directors to interact with the senior management of the Company and help them understand the Company's strategy, business model, operations, organization structure, finance, human resources, technology, quality, facilities and risk management and such other areas as may arise from time to time;
- c. The Programmes shall also familiarize the independent directors with their roles, rights and responsibilities; and
- d. The Company may conduct an introductory familiarization programme when a new independent director comes on the board of the Company.

III. DISCLOSURE

- a. The Programme will be conducted "as needed" basis during the year.
- b. As and when the Programme is conducted, the same will be disclosed on the website of the Company.
- c. 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.

IV. REVIEW

The board may periodically review this Policy and make suitable revisions as may be deemed necessary, from time to time.