

AEQUS LIMITED*

Policy on Familiarization Programme for Independent Directors

TABLE OF CONTENT

Background and Purpose	2
Induction Programme	2
Ongoing Programme	2
Disclosures	3
Amendment	3
Reference.....	3
Version History.....	3

****Formerly known as Aequs Private Limited***

Background and Purpose

In accordance with Regulation 25(7) read with Regulation 46(2) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended ("**Listing Regulations**"), the Company shall familiarize the independent directors with the Company, their roles, rights and responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc. through various programmes.

This policy shall come into effect from the date of the listing of equity shares of Aequus Limited ("Company") on the stock exchanges.

An effective familiarization program helps the independent directors of the Company ("Independent Directors"), to have greater insight into Company's business, organization structure, services, group structure and subsidiaries, constitution, board procedures, matters reserved for the Board, major risks and risk management strategy and hence assist them understand details about the Company. This program helps the Independent Directors not only to have greater insight into the Company's business but also contribute effectively in decision making at Board / Committee meetings.

Induction Programme

At the time of appointment, an appointment letter incorporating the role and duties, tenure of appointment, evaluation process, availability of Directors and Officers liability insurance, details regarding remuneration is given to Independent Directors. Thereafter, at the time of joining, the board of directors the Company (the "Board"), a meeting of the inducted Independent Director is organized with the management of the Company to give an overview of the Company's business and to acquaint the incoming Board member on the Company's business, values, operations, key milestones, geographical presence, the Board, members of the committees of the Board, the group structure, organization structure, various policies, financials, code of conduct, shareholding analysis, awards & recognitions, business model, clients, competitors, financial performance, matters to be reviewed by the Board and roles, rights and responsibilities of Independent Directors. A one-to-one interactive session will be arranged with the executive directors and selected business/functional heads. During the induction process, the performance of the Company and the governance framework of the Company is also covered.

Ongoing Programme

Independent Directors are updated on periodic basis on any significant changes/developments in the Company/business strategies, business models, risk minimization procedures, new initiatives by the Company, changes in domestic/ overseas legislation impacting the Company and the Industry overall. Updates are given to Independent Directors through presentations at meetings of the Board/committees of the Board where Independent Directors get an opportunity to interact with senior management and also through various other communication channels like emails/notifications/press releases/news or events.

Independent Directors are provided with necessary documents, reports and internal policies to enable them to familiarize with the Company's procedures and practices from time to time. Independent Directors have the freedom to interact with the Company's management, statutory and internal auditors, and fellow directors. Further, they can have independent discussions with relevant stakeholders to discuss the Company's affairs and put forth their combined views to the Board. Strategy Board sessions are conducted after every Board meeting for a detailed deliberation on the Company's strategies.

The familiarization programme will be conducted "as needed" basis during the year.

The Nomination and Remuneration Committee shall monitor and periodically review the familiarisation programme in line with statutory and regulatory requirements and recommend changes, if any.

Disclosures

The Company shall disclose the details of this Policy on the website of the Company and a web link thereto shall also be given in the annual report of the Company.

Amendment

Any change in the Policy shall be approved by the Nomination and Remuneration Committee and the Board. The Board shall have the right to withdraw and/or amend any part of this Policy or the entire Policy, at any time, as it deems fit, or from time to time, and the decision of the Board in this respect shall be final and binding. Any subsequent amendment/modification in the Act or the rules framed thereunder or the SEBI Listing Regulations and/or any other laws in this regard shall automatically apply to this Policy.

In case of any modification / amendment / re-enactment of any existing acts, rules, regulations, guidelines etc. or an enactment of any new act, rules, regulations, guidelines, etc., which are inconsistent with this Policy, then such modified / amended / re-enacted provision or new provisions shall prevail over the Policy.

Reference

Regulation 25(7) read with Regulation 46(2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Version History

Sr. No	Version	Approved by	Effective Date	Amendment Summary
1	1.0	Board of Directors at its meeting held on May 08, 2025	From the date of listing of equity shares on any stock exchange	-