

JK INDIA eAGRITECH LIMITED

Policy on Familiarisation Programme for Independent Directors

Pursuant to Regulation 25(7) & 46(2) of SEBI (LODR) Regulations, 2015 & Companies Act, 2013

1. Preamble & Legislative Framework

In accordance with **Regulation 25(7)** of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations") and **Schedule IV** (Code for Independent Directors) of the Companies Act, 2013, JK INDIA eAGRITECH LIMITED ("the Company") is committed to conducting structured familiarisation programmes for its Independent Directors.

The objective of this Policy is to enable the Independent Directors to gain a deep understanding of the Company's agritech digital ecosystem, supply chain infrastructure, operations, strategic objectives, governance frameworks, risk management practices, legal compliance environment, and statutory roles and responsibilities. This ensures that Independent Directors can make informed decisions, offer strategic guidance, and exercise sound independent oversight.

2. Purpose & Objectives

The Familiarisation Programme is structured to achieve the following outcomes:

- **Comprehensive Orientation:** Provide newly appointed Independent Directors with a complete baseline understanding of the Company's agritech operations, corporate culture, key management personnel (KMP), and financial position.
- **Regulatory & Fiduciary Awareness:** Inform directors of their legal duties, responsibilities, liabilities, and statutory compliance obligations under the Companies Act, 2013, SEBI Listing Regulations, and statutory guidelines.
- **Continuous Skill Enhancement:** Keep Independent Directors abreast of macro-economic developments, agricultural technology trends, digital supply chain shifts, cybersecurity risks, ESG requirements, and evolving regulatory regimes.
- **Active Governance Engagement:** Foster open dialogue between Independent Directors, Senior Management, Internal Auditors, and Statutory Auditors to ensure proactive governance.

3. Structural Components of the Familiarisation Programme

The Programme is divided into two major operational frameworks: **Induction Familiarisation** (for newly appointed directors) and **Ongoing Familiarisation** (for existing directors).

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(Formerly known as JK Sugars & Commodities Pvt. Ltd.) | CIN: U51909PN2020PLC191361

Registered Office : 311, Elixia Park, 3rd Floor, Shahupuri, Near Hotel Sayaji, **Kolhapur** - 416 001 (Mah.)

Corporate Office : 1911, One World, Near N.L.High School, S.V.Road, Malad (West), **Mumbai** - 400 064 (Mah.)

3.1. Induction Programme for Newly Appointed Independent Directors

Upon appointment, every newly inducted Independent Director receives a formal orientation within **30 days of appointment**, covering:

- **Formal Appointment Package:** Formal letter of appointment detailing terms and conditions, committee composition, code of conduct, and Director's & Officer's (D&O) liability insurance coverage.
- **Governance Information Pack:** Memorandum and Articles of Association, Code of Conduct for Directors and Senior Management, Insider Trading Code, Whistleblower Policy, and Board Committee Charters.
- **Business & Financial Overview:** Detailed briefings by the Chief Executive Officer (CEO) and Chief Financial Officer (CFO) covering financial performance, agricultural technology platforms, risk models, and major revenue drivers.
- **Operational Site & Facility Visits:** Guided tours of regional agritech hubs, digital distribution fulfillment centers, or research facilities to understand ground-level operations and technology deployment.
- **Interactions with Executive Leadership:** One-on-one sessions with Business Unit Heads, Chief Risk Officer (CRO), Chief Information Security Officer (CISO), and General Counsel.

3.2. Ongoing Familiarisation Sessions

To maintain continuous engagement, the Company integrates targeted orientation modules into regular Board and Committee meetings:

- **Quarterly Business Deep Dives:** Detailed presentations by Business Unit Heads at quarterly board meetings detailing agritech platform performance, market expansion, competitor dynamics, and growth drivers.
- **Regulatory & Legal Updates:** Periodic presentations by internal legal teams or external subject matter experts regarding significant changes in statutory laws, agricultural tech regulations, SEBI norms, and corporate governance practices.
- **Risk Management & Strategy Retreats:** Annual strategy off-site meetings focusing on enterprise risk management (ERM), climate risks, supply chain vulnerabilities, strategic options, and technology integration (including AI and cybersecurity).
- **External Workshops & Seminars:** Facilitation of attendance at industry conferences, director certification courses, and specialized governance programs organized by recognized bodies (e.g. IOD, CII, FICCI).

Mandatory Annual Time Commitment: Pursuant to Board policy, every Independent Director shall undergo a minimum of **10 hours** of structured familiarisation training during each financial year, spread across quarterly updates, deep-dive strategy sessions, and operational visits.

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4. Summary of Modules & Content Delivery

The table below outlines the core curriculum modules delivered through the Familiarisation Programme:

Module Theme	Coverage / Focus Areas	Target Audience	Frequency
1. Governance & Fiduciary Duties	Directors' legal duties, Board Committee charters, conflict of interest management, insider trading laws, and liability framework.	New & Existing IDs	At Induction & Annual Review
2. Business Architecture & Operations	AgriTech platform offerings, digital farmer ecosystem, supply chain logistics, capital projects, and market reach.	Newly Appointed IDs	Within 30 Days of Joining
3. Strategic Risk & Cyber Security	Enterprise risk register, data privacy, cybersecurity threats, supply chain resilience, and ESG compliance.	All Independent Directors	Bi-annually
4. Financials & Accounting Standards	Ind AS updates, statutory reporting nuances, internal financial controls (IFC), and audit findings.	Audit Committee & IDs	Quarterly
5. Macro-Economic & Regulatory Trends	AgriTech sector developments, statutory updates (SEBI/RBI/MCA), agricultural policy changes, and market trends.	All Independent Directors	As needed / Quarterly

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5. Roles and Responsibilities

- **Board of Directors:** Oversees policy implementation and periodically reviews its overall effectiveness.
- **Company Secretary & Compliance Officer:** Primary coordinator for designing, scheduling, and executing familiarisation modules, maintaining attendance registers, and managing statutory disclosures.
- **Management Team:** Coordinates executive briefings, site visits, and logistical support for directors.
- **Independent Directors:** Actively participate in scheduled programmes and provide feedback to enhance future orientation modules.

6. Disclosure & Statutory Reporting Requirements

In compliance with **Regulation 46(2)(i)** of the SEBI Listing Regulations, the Company shall maintain transparency regarding its familiarisation activities:

- This Policy shall be prominently uploaded on the official website of JK INDIA eAGRITECH LIMITED, and a direct web link shall be provided in the Annual Report.
- Details of familiarisation programmes imparted to Independent Directors during the financial year shall be disclosed on the website, including:
 1. Number of programmes attended by Independent Directors (during the year and on a cumulative basis till date).
 2. Number of hours spent by Independent Directors in such programmes (during the year and on a cumulative basis till date).
 3. Other relevant details regarding orientation modules conducted.

7. Policy Review and Amendments

This Policy shall be reviewed annually by the Nomination and Remuneration Committee (NRC) and the Board of Directors to ensure alignment with changing legal requirements, agritech industry standards, and company objectives.

Approved and adopted by the Board of Directors of JK INDIA eAGRITECH LIMITED.

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