



Netlink Solutions (India) Limited

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CIN NO : L45200MH1984PLC034789

NETLINK SOLUTIONS (INDIA) LIMITED

Familiarization Programs for Independent Directors

Netlink Solutions (India) Limited believes that a Board which is well informed/familiarized with the Company contributes significantly to the Company. Pursuant to Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("the SEBI Listing Regulations") requires a Company to familiarize its Independent Directors through various programmes about the Company, including the following:

- (a) nature of the industry in which the Company operates;
- (b) business model of the Company;
- (c) roles, rights, responsibilities of Independent Directors; and
- (d) any other relevant information.

Further, Regulation 46(2) of the SEBI Listing Regulations requires a Company to disseminate on its website the details of familiarization programmes imparted to Independent Directors including the following details :-

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), and
3. other relevant details.

Consequently, the Company conducts the following familiarization programmes for its Independent Directors.

Accordingly, the Company follows a structured familiarisation programme as under:

- _ At the time of joining, appointment letter is given and an induction program is conducted to familiarize the Directors with their roles, rights, responsibilities in the Company along with the industry, business, operations and business model of the Company. It also includes familiarization with important statutory & regulatory provisions, code of conduct and other policies of Company applicable to them;
- _ Directors are updated on business (achievements/new products/expansion/strategy/ budgets), industry, operations, technology & financial statements of the Company in Board/ Committee meetings and other forums.
- _ Directors are provided with relevant documents, reports and internal policies to enable them to familiarize with the Company's procedures and practices;
- _ Directors are updated on relevant regulatory changes and new developments from time to time;
- _ Directors have access to information related to the Company. They are provided with all the relevant documents/ information requested by them for enabling a good understanding of the Company and its various operations;
- _ Presentations on Internal Control over Financial Reporting, Operational Control over Financial Reporting, Prevention of Insider Trading Regulations, SEBI Listing Regulations, Framework for Related Party Transactions etc.
- _ External training program options are provided covering various topics like Corporate Governance, Director's Role & Responsibilities etc. through seminars, conferences and workshop etc.

Summary of "Cumulative Programs Hours" organized for the Independent Directors during and till the closure of the FY 2024-25 are as below:

*Name of Independent Directors	No. of programs attended		No. of hours spent in programs attended	
	During FY 2024-25	On cumulative basis till date	During FY 2024-25	On cumulative basis till date

		(from the date it is applicable)		(from the date it is applicable)
*Mr. Rajendra S Lokare	3	3	3	3
*Mr. Yogesh Girnara	3	3	3	3
*Mr. Premnath Mishra	3	3	3	3
**Mr. Manoj V Pardhee	3	3	3	3
**Mr. Pankaj V Sodha	3	3	3	3
**Mr. Kaushal Ameta	3	3	3	3

*Retired as an Independent Director w.e.f. 30.09.2024

**Appointed as an Independent Director w.e.f. 30.08.2024