



MALANKARA PLANTATIONS LIMITED

Estd: 1910

Tel : 91-481-2568360

91-481-2568335

Fax : 91-481-2568433

GSTIN: 32AABCT2019A1Z8

CIN: U66000KL1910PLC000650

E-mail: malankaraplantations@gmail.com

www.malankaraplantations.co.in

Regd. Office: Malankara Buildings, Kodimatha, (Post Box No. 72) Kottayam - 686 013, Kerala, India

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

(As per Regulation 25(7) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

1. Preamble

In accordance with the requirements of Regulation 25(7) of the SEBI (LODR) Regulations, 2015 and Schedule IV of the Companies Act, 2013, Malankara Plantations Limited ("the Company") has formulated this Familiarization Programme to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to its growth.

2. Purpose and Objective

The programme is intended to:

- Familiarize Independent Directors with the Company's business and operational model.
- Provide information on the industry, regulatory landscape, and the environment in which it operates.
- Enable them to understand their roles, responsibilities, and rights.
- Ensure effective participation in Board and Committee meetings.

3. Familiarization Process

The Company shall conduct familiarization programmes for Independent Directors on an ongoing basis, which may include:

a. Initial Induction

Upon appointment, Independent Directors shall be provided with:

- A copy of the latest Annual Report.
- Memorandum and Articles of Association.
- Code of Conduct for Directors and KMP.
- Policies including Insider Trading, Vigil Mechanism, Related Party Transactions, etc.
- Organogram and profile of key management personnel.

b. Detailed Presentations

- Nature of the plantation and tourism business of the Company.
- Financial performance and business model.
- Overview of key strategies, risks, and opportunities.
- Legal and regulatory updates affecting the Company.
- Role and functioning of Board Committees.

c. Plantation Visit

Independent Directors may be invited to visit plantation estates or facilities to understand on-ground operations.

d. Regular Updates

The Company shall regularly provide updates through:

- Board/Committee meetings.
- Circulation of regulatory amendments.
- Specific presentations on significant developments and business outlook.

4. Roles and Responsibilities

The Independent Directors shall be familiarized with:

- Their role under the Companies Act, 2013 and SEBI LODR Regulations.
- Duties including acting in good faith, exercising due diligence and care, and avoiding conflicts of interest.
- Their role in protecting the interest of stakeholders, especially minority shareholders.

5. Review and Disclosure

- The details of the Familiarization Programme shall be disclosed on the Company's website, and a web link shall be provided in the Annual Report.
- The Board shall review this Programme and make revisions as necessary to comply with applicable laws and best practices.

6. Amendments

This Policy may be amended from time to time by the Board of Directors based on the recommendations of the Nomination and Remuneration Committee or to align with any regulatory changes.

Policy shall be disclosed on the Company's website:

🌐 www.malankaraplantations.com

For Malankara Plantations Ltd.



Managing Director