HY-TECH ENGINEERS LIMITED

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

This Familiarization Programme for Independent Directors of Hy-tech Engineers Limited ("**the Company**") has been adopted by the Board of Directors pursuant to Regulation 25(7) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("**SEBI Listing Regulations**") and Schedule IV to the Companies Act, 2013.

1. PURPOSE AND OBJECTIVE

To provide insights into the Company to enable the independent directors of the Company ("**Independent Directors**") to understand the Company's business in depth that would facilitate their active participation in managing the Company.

2. FAMILIARIZATION PROCESS

The Company strongly believes that effective familiarization programme helps the Independent Directors, not only to have greater insight into Company's business but also assist them understand details about the Company, their roles, rights, responsibilities in the Company, and the nature of the industry in which the Company operates. The Company also believes in introducing Independent Directors to the organization structure, services, group structure and subsidiaries, constitution, board procedures, matters reserved for the Board, major risks and risk management strategy. In addition, this program allows Independent Directors to interact closely with the senior leadership of the Company.

At the time of joining the Board of Directors of 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, policies, shareholding analysis, awards & recognitions, business model, clients, competitors, financial performance, matters to be reviewed by the Board, Board skill matrix, duties, roles, responsibilities, protection against liabilities, Disclosure/Compliances from Directors, risk management & internal control processes, governance practices, policies and procedures etc. During the induction process, the performance of the Company and the governance framework of the Company is also covered.

To enable the Independent Directors to fulfil their governance role, the Independent Directors are updated on a continuous 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.

3. DISCLOSURE OF THE PROGRAMME

Details of this Policy shall be disclosed 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.

Details of familiarization programmes imparted to independent directors, including the following details, will also be disclosed on the website of the Company:

(a) Number of programmes attended by independent directors (during the year and on a cumulative basis till date)
(b) Number of hours spent by independent directors in such programmes (during the year and on cumulative basis till date)
(c) Other relevant details

4. REVIEW OF THE PROGRAMME

The Board may review the Programme from time to time and make such revisions as may be required. Any change in the Policy shall be approved by 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