



FAMILIARIZATION PROGRAMME FOR
INDEPENDENT DIRECTORS

FOR

PB FINTECH LIMITED

**(FORMERLY “PB FINTECH PRIVATE LIMITED / ETECHACES MARKETING AND
CONSULTING PRIVATE LIMITED”)**

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Familiarization Programme for Independent Directors

At PB Fintech Limited (formerly known as PB Fintech Private Limited / Etechaces Marketing and Consulting Private Limited) (“Company”), we strongly believe in continuous learning. Induction, training and development are given utmost importance in the Company across all levels. The Board of Directors of the Company in pursuance of Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“**SEBI Listing Regulations**”) and other applicable provisions (including any statutory enactments / amendments thereof), adopted the policy on familiarization program for Independent Directors, role, responsibility and rights of Independent Directors (“**Policy**”) vide its Board meeting held on October 19, 2021.

The Program aims to provide insights into the Company to enable the Independent Directors to understand its business in-depth and contribute significantly to the Company.

Some initiatives for undertaking familiarization programme are as follows:

1. Induction on joining:

The new Independent Director shall be welcomed to the Board of Directors of the Company and shall be provided with the following documents for his/her reference:

- Memorandum of Association & Articles of Association of the Company;
- Annual Reports of last three years;
- Code of Conduct for Directors and Employees;
- Roles, functions, duties, responsibilities and liabilities of Independent Directors;
- Policies of the Company on various business aspects and practices and corporate governance practices, processes and procedures, including Board and committee functioning;
- Organizational Chart of the Company including profile of other Directors & Senior Executives of the Company;
- Description of the range of services and solutions offered by the Company;
- Corporate social responsibility initiatives;
- Business responsibility initiatives of the Company;
- Risk management systems & framework;
- Vigil mechanism/whistle blower policy including policy formulation, disclosures, code of conduct for independent directors, code of conduct for directors etc.;
- Financial controls, financial management, corporate social responsibility, Board effectiveness, meetings and performance assessment.

2. On an ongoing basis:

- Executive Directors/Senior Managerial Personnel may conduct presentations and orientation programmes and training sessions to familiarise the Independent Directors with business, strategy, operations & financial updates; Such orientation programs / presentations / training sessions provide an opportunity to the Independent Directors to interact with the senior leadership team of the Company and help them to understand the Company's strategy, business model, group structure, operations, service and product offerings, markets, organization structure, finance, human resources, technology, quality, facilities, risk management strategy, governance policies, designated channels for flow of information and such other areas as deemed necessary.
- Update on statutory compliances for Board members including their roles, duties, rights and responsibilities.
- The Company may circulate news and related articles on the industry developments on a regular basis;
- Specific regulatory updates will also be shared with Independent Directors from time to time.

Disclosure of the Programme

This Programme shall be uploaded 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.

Review of the Programme

The Board will review this program and make necessary revisions as may be required.