

## FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS

This Familiarization Program ("the Program") for Independent Directors of Salora International Limited ("the Company") has been adopted by the Board of Directors pursuant to Regulation 25 of SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015 to familiarize about their roles, rights, responsibilities, business model of Company.

### PURPOSE

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.

### FAMILIARIZATION PROCESS

- ❖ The Company shall through its Executive Directors / Senior Managerial Personnel conduct programs / presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company;
- ❖ Such programs / presentations will 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, operations, service and product offerings, markets, organization structure, finance, human resources, technology, quality, facilities and risk management and such other areas as may arise from time to time;
- ❖ The programs/ presentations shall also provide means to familiarize the Independent Directors with their roles, rights and responsibilities;
- ❖ The Company may circulate news and articles related to the industry on a regular basis and may provide specific regulatory updates from time to time; and
- ❖ The Company may conduct an introductory familiarization program / presentation, when a new Independent Director comes on the Board of the Company

### PROGRAMME AND DISCLOSURE

- ❖ Familiarization Programme will be conducted on "need-basis" during the year.
- ❖ This Policy 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 PROGRAM

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

### INFORMATION MEMORANDUM ABOUT THE COMPANY:

With the vision of spreading happiness in everybody's life, Salora International Limited today has emerged as a diversified entity with interests in sourcing and procurement, manufacturing, supply chain management, distribution, marketing, retail and after-sales service. Over decades of enriched experience in electronics helps us serve in diverse realms like Consumer Electronics, Telecom, Information Technology and Lifestyle. Salora International Ltd. is the flagship company of Jiwarajka Group. Under the aegis of its visionary Chairman Late Mr. S.R. Jiwarajka, the group has come a long way since its inception in 1968 and today commands a formidable presence both in the Indian and overseas markets. With a track record of over 50 years in manufacturing and distribution, SIL became a public listed company in 1993. As of now, SIL is a listed entity on BSE Ltd. and has a big family of shareholders. SIL is a leading player in the Indian consumer electronics industry and caters to both the retail and the B2B space. Over the years we have developed substantial competence in the manufacturing of CTV components. Our home production, SALORA, has products across LED TV / CRT TV, Smartphone, Tablets, Mobile Phones, Multimedia Speaker Systems, 3G data cards and Melamine & Glassware products. We have PAN India sales and service operations where we distribute a range of international brands like Samsung, Alcatel One touch and Zojirushi along with our home production SALORA. We are also proud business partners of leading organizations, catering to the Consumer electronics, IT & Telecom and Lifestyle & Household product needs in India. Salora has got a wide service network across the country to meet and exceed our customer's expectations in telecom and consumer electronics. Our manufacturing facilities are located at the company's sprawling complex in Noida. The state-of-the-art automated units employ people including engineers and professionals. The units are ISO 9001:2008, IEC65 & ISO 14001 compliant.

### LEADERSHIP

Our Board of Directors has been instrumental in the process of taking us from ideation to success and in developing our business strategy and governance of principles. Under the guidance of our visionary chairman Late Mr. S. R. Jiwarajka, the group has grown a lot

since its inception. The Board is responsible for chalking out long and short-term strategies, establishing corporate policies, and overseeing the executive management team.

## AWARDS & RECOGNITIONS

- ❖ The 'Telecom Ratna' from Shri Arun Jaitley, then Honorable minister of state for information and broadcasting.
- ❖ Most Eminent Distributor From 'NCN' – 2010
- ❖ Best Potential Award From 'Kingmax' – 2010
- ❖ The Best Growth Award From 'Kingmax' – 2008
- ❖ Best Sales Performance Award From 'BenQ' – 2007
- ❖ Outstanding Performance Award From 'Sony Ericsson' – 2006
- ❖ Best Service centre Award From 'Sony Ericsson'
- ❖ Best Global Service Partner Award From 'Sony Ericsson'

## E-COMMERCE PARTNERS

- ❖ Flipkart
- ❖ Tata Cliq
- ❖ Amazon

## DISTRIBUTION-SHIP

- ❖ Samsung
- ❖ Zojirushi
- ❖ Kingmax

## BRANDS OWNED

- ❖ Salora
- ❖ Q'bon
- ❖ Arya

## PRODUCTS AND BUSINESS

- ❖ Smart Phones
- ❖ Feature Phones
- ❖ Tablets
- ❖ LED & CRT TVs
- ❖ Multimedia Speakers
- ❖ Q' Bon Melamine and Glassware Products
- ❖ CE Components manufacturing, trading and exports at its manufacturing facilities located at the company's sprawling complex in Delhi, UP & Gujarat.

## GUIDELINES OF CODE OF CONDUCT

The Board of Directors has adopted Code for Independent Directors as envisaged in Schedule IV to the Companies Act 2013, as amended from time to time, as the Code of conduct for Independent Director. Also attachment to the Letter of Appointment of Independent Directors also contains the provisions for Guidelines of Professional Conduct. Further, the letter of appointment given to the Independent Directors shall also provide Rights, Liabilities and Roles of the Independent Directors.

## DISCLOSURES

The Company complies with the requirements of regulatory authorities on capital markets and other compliances under the Regulations and Laws applicable on the Company in a timely manner. The Company has a track record of better compliance with all the good corporate governance norms as specified in Companies Act, 2013 and Regulations/Agreement entered into with the Stock Exchanges from time to time Apart from those the Company has formulated many Policies and Code of Conducts to provide better means to Corporate Governance at the Company, those can be seen on the Company's website. [www.salora.com](http://www.salora.com) Independent Directors can refer to the Information's provided there to abreast with the code of conducts and Policies of the Company.

Following are the Links provided on the website of the Company:

- 1) Memorandum & Articles of Association of Salora International Limited.
  - 2) Annual Reports, including Accounts and Corporate Governance Report.
  - 3) Financial Statements.
  - 4) Terms of Reference of the various Committees of the Board.
  - 5) Code of Conduct for the Board of Directors, KMPs and Employees of the Company as per SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015.
  - 6) Code of Conduct and Procedures for fair disclosure of Unpublished Price Sensitive Information in accordance with SEBI (Prohibition of Insider Trading) Regulations, 2015.
  - 7) Nomination & Remuneration Policy.
  - 8) Risk Management Policy.
  - 9) Policy under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
  - 10) Related Party Transaction Policy.
  - 11) Whistle Blower Policy.
  - 12) Policy for Determining Material Subsidiary.
  - 13) Policy for Board Diversity.
  - 14) Terms and Conditions of appointment of Non-executive Independent Directors
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