

**GACM TECHNOLOGIES LIMITED**

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**REGISTERED OFFICE:** KURA Towers, 10th Floor, D. No. 1-11-254 & 1-11-255 S.P. Road, Begumpet, Hyderabad-500016, Telangana, India.

**CIN:** L67120TG1995PLC020170

**WEBSITE:** <https://www.gacmtech.com/> **EMAIL ID:** [cs@gacmtech.com](mailto:cs@gacmtech.com)

**CONTACT:** 040-69086900/84

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## 1.INTRODUCTION;

The Board of Directors of GACM Technologies Limited (“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 or amendments thereof), has adopted this Policy on Familiarization Programme for Independent Directors (“Policy”).

This Policy is designed to help the independent directors gain a comprehensive understanding of the Company, including its operations, industry landscape, business model, their roles, rights, and responsibilities within the Company, and any other relevant information that enables them to contribute effectively to the Company’s governance and strategic direction.

## 2.PROCESS OF FAMILIARIZATION WITH THE COMPANY;

An important aspect of the effectiveness of the Board of Directors of the Company (“Board”) is the appropriate attention given to the induction, orientation, and training of the Independent Directors along with a summary of ‘do’s and don’ts’ pertaining to insider trading issues, as well as access to the latest Annual Reports and best practices on corporate social responsibility and sustainability. The Company firmly believes that investing in Board development strengthens the Board as well as the individual Directors. Directors are regularly updated on changes in policies and programmes, laws, and the general business environment.

The Company ensures that Independent Directors are familiarized with the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates and the business model of the Company, through various programmes and at regular intervals.

1. At the time of induction and subsequently on a sustained and regular basis, the Independent Directors are provided an overview of the Following:
  - Introduction, Company history and genesis,
  - Criteria of independence applicable to Independent Directors as per Regulation 16 and 17(10)(b) of the SEBI Listing Regulations and Section 149(6) of the Companies Act, 2013.
  - Overview of the Company operations comprising details of the Company’s service business units and business model, clientele, functional service offerings including business strategies, nature of industry and unique challenges of the business.
  - Key financial highlights.
  - Details of the group (comprising the subsidiaries, joint ventures, and associate companies, if any).
  - Board and committees of the Board, their operations, charter, and functioning.
  - Key management personnel details.
  - Highlights of the human resource (“HR”), quality and innovation functions
  - Corporate social responsibility initiatives
  - Business responsibility initiatives of the Company,
  - Corporate governance practices, quarterly compliance reports, updates on various business processes and procedures, including Board and committee functioning

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- Risk management systems and framework,
  - Vigil mechanism /Whistle Blower Policy including policy formulation, disclosures, Code of Conduct for Directors, and Senior Management.
  - Financial controls, financial management, Board effectiveness, meetings, and performance assessment
  - Roles, functions, duties, responsibilities, and liabilities of Independent Directors
2. The Chairperson of the Board, depending on the business needs, may also nominate Independent Directors for relevant external training programmers'
  3. Apart from the Independent Directors, Non-Executive Directors are also eligible to attend the familiarization programmers.
  4. The Independent Directors are made aware of their responsibilities and liabilities at the time of their appointment through a formal letter of appointment, which also stipulates their roles and responsibilities and various terms and conditions of their appointment.
  5. Regular updates on relevant statutory and regulatory changes are circulated to the Independent Directors of the Company.
  6. The Company may include such other details and information, as required, during the introductory familiarization Programme / presentation, when a new Independent Director is appointed on the Board of the Company.

All Independent Directors may, at their discretion, interact with the senior management of the Company. The Chairperson, Managing Director and Chief Executive Officer, the Executive Committee members, Heads of Functions, Human Resources and finance teams interact with the Independent Directors. Besides this, they also have a walkthrough of the Company's business processes.

### 3.CONTINUAL FAMILIARIZATION PROGRAMS;

To understand and remain updated on the business, operations of the Company and changes in the regulatory regime on a regular basis, the Independent Directors, at the Board meetings and relevant committee meetings are provided, inter alia, with the following:

- Updates on operations, industry position, strategies, competitiveness, and financial performance of the Company
- Updates regarding budgets, working capital management and fund flows
- Review of internal and statutory audit
- Updates on significant developments in the Company and business performance of the Company.
- Updates regarding business strategies and policies of the Company on social responsibility, nomination and remuneration criteria, vigil mechanism/whistle blower, risk management, etc.

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## 4.ROLE OF INDEPENDENT DIRECTORS;

The role of the independent directors are as follows:

- To help in bringing an independent judgement to bear on Board's deliberations especially on issues of strategy, performance, risk management, resources, key appointments, and standards of conduct;
- To bring an objective view in evaluation of the performance of Board and management
- To scrutinize the performance of management in meeting agreed goals and objectives and monitor the reporting of performance;
- To satisfy themselves on the integrity of financial information and that the financial controls and the systems of risk management are robust and defensible;
- To safeguard the interest of all the shareholders of the Company;
- To balance the conflicting interest of the shareholders and management, if and when such a situation arises
- To ensure the effectiveness of the Board as the oversight body to oversee what the management does;
- To identify the most critical issues for the Board to deal with
- To assist the Board in achieving consensus on important issues
- To ensure that Board conversations do not veer in the direction of certain unwanted topics/individual preferences; and
- To provide candid feedback to CEO/CFO /Whole-time Director.

## 5.DETAILS OF FAMILIARIZATION SESSIONS;

S.no	Name of Independent Director	Date of appointment	Number of Session Attended	Cumulative no of Hour spends in the attended session
1.	Mr. Anil Thakur	12-11-2020	6	6.25
2.	Mr. Chandra Sekhar Dasaka	22-08-2025	1	1.25

## 6.MISCELLANEOUS;

- a. 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 Corporate Governance Section of the Annual Report of the Company.
- b. The Board may review the Program and make revisions as may be required.
- c. The Company Secretary is authorized to amend this Programme to give effect to any changes/amendments notified by the Ministry of Corporate Affairs or SEBI. The amended Programme shall be placed before the Board for noting and ratification.

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The Independent Director of the Company has complete access to relevant information/data and other ancillary relating to the Company and its Subsidiaries. Independent Directors have the liberty to interact with the Company's officials. The Directors are given all the documents/information sought by them from time to time to smoothly familiarize them with the dynamic business operation and the industry segments in which the company operates.

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Sr. No.	Particulars	Details
1.	Approved by	Board of Directors
2.	Last Amended & Effective Date	12-11-2025
3.	Authorized Person	Mr. Jonna Venkata Tirupati Rao

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