PHOTONICS WATERTECH LIMITED

FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS

1. TITLE

1.1. This policy shall be called the 'Familiarization Program for Independent Directors'.

2. OBJECTIVE

2.1. In terms of Schedule IV of the Companies Act, 2013, read with the rules thereunder, as amended (the "**Companies Act**") read with Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended ("**SEBI Listing Regulations**") places increased responsibilities on independent directors of the Company. In order to enable the independent directors to fulfil their responsibilities efficiently and effectively, a familiarization program ("**Program**") has been put in place by the Photonics Watertech Limited (the "**Company**") to assist them understand details about the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company etc.

The SEBI Listing Regulations mandate the Company to familiarize the Independent Directors in the following areas:

- Nature of Industry in which the Company operates;
- Business Model of the Company;
- Roles, Rights and Responsibilities of independent directors; and
- Any other relevant information.

3. FAMILIARIZATION PROCESS

3.1. All the independent directors of the Company are made aware of their role, responsibilities & liabilities at the time of their appointment through a formal letter of appointment, which also stipulates various terms and conditions of their appointment/reappointment.

3.2. The Company conducts orientation programs / presentations / training sessions, periodically at regular intervals, to familiarize the independent directors with the strategy, operations and functions of the Company.

3.3. 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.

3.4. The programs / presentations also familiarize the independent directors with their roles, rights and responsibilities.

3.5. The Company may include such other details and information, as required, during the introductory familiarization program / presentation, when a new independent director comes on the Board of the Company.

4. REVIEW OF THE PROGRAM

4.1. The Company may periodically review this Program and make suitable revisions, as may be deemed necessary, from time to time.

5. DISCLOSURE

5.1. Pursuant to Regulation 46(2) read with Regulation 62(1A) of Listing Regulations, the Familiarization Program shall be disclosed on the Company's website including the following details:

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), and

c. other relevant details and a web link thereto shall be provided in the Annual Report.

6. PROGRAMME AND DISCLOSURE

6.1. The Programme will be conducted "as needed" basis during the financial year.

6.2. As and when the Programme is conducted the same will be disclosed on the website of the Company and a web link thereto shall also be given in the annual report of the Company.

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