



BRIGADE

Brigade Hotel Ventures Limited

Regd. Off.: 29th & 30th Floor, World Trade Center, Brigade Gateway Campus,
26/1, Dr. Rajkumar Road, Malleswaram-Rajajinagar, Bangalore - 560 055

Phone No.:080 4137 9200, Email: investors@bhvl.in

Website: www.bhvl.in

Directors Familiarisation Programme - 2024-25

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

(Pursuant to Regulation 25(7) and 46 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations))

Objective:

The Members of the Board of Brigade Hotel Ventures Limited (BHVL) are provided with many opportunities to familiarise themselves with the Company, its management and operations. The familiarisation programme aims to provide the Board of Directors with the working and trends in the Hospitality Industry, the overall socio and economic environment in which the Company operates, the business model, the working of the Company and to update the Directors on a continuous basis on significant developments so as to enable them to take well informed decisions in a timely manner.

The familiarisation programme also aims at providing updates to Independent directors to discharge their roles, responsibilities rights and duties under the Companies Act 2013 and Listing Regulations.

Induction and Familiarisation Programme for the Directors:

Some of the practices in the familiarisation programme are conducted on a continuous basis and some on case-to-case basis. Further there are specific practices which the Company follows at the time of induction of a new director. The familiarisation programme at BHVL broadly covers the following:

1. The Independent Directors are made aware of their roles, duties and responsibilities at the time of their appointment through a formal letter of appointment which stipulates the terms and conditions of their engagement.
2. Every newly inducted Director is presented with Company's publication Insight along with the corporate brochures highlighting the Company's business.
3. A detailed presentation is given by the Head - Human Resources at the first Board meeting in which the newly inducted director participates about the Company, its various business strategic business units and profile, locations, organisation structure and other relevant information pertaining to the Company and market related information.
4. Site visits are also organised for the new Director in order to provide an insight to various projects being developed by the Company / Group.



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5. The Company through its Managing Director, Key Managerial Personnel and Members of Senior Management, conducts programmes / presentations periodically to familiarize the Directors with the strategy, operations and functions of the Company.
6. Further, with a view to familiarise the existing Directors with the Company's operations on an ongoing basis, site visits are periodically organised for the Directors.
7. At every Board meeting strategic presentations are made to the Board where the Board members interact with Senior Management. Industry scenario updates are given periodically at the Board meetings.
8. At every Board meeting besides reporting on compliance with applicable laws, regulatory updates on significant changes in laws applicable to the Company is provided to the Directors.
9. With respect to the agenda for the Board meetings, the Company has a web-based portal accessible to all the Directors and documents are posted well in advance to the meetings of the Company.
10. At various Board Meetings during the year, presentations are made to the Board on Ethics and Sustainability issues, Risk Management, Company policies, changes in the regulatory environment applicable to the corporate sector and to the industry in which the Company operates and other relevant issues.
11. Quarterly presentations on operations made to the Board includes information on business performance, operations, financial parameters, liquidity management, fund flows, compliances, senior management changes, etc. Periodic presentations are made to the Board / Board Committees on Human Resources Strategy and Succession Planning, Corporate Social Responsibility and sustainability initiatives, investor and customer complaints and its redressals, etc.

The details of the familiarisation programme(s) imparted to Directors including the independent directors for the financial year 2024-25 are as follows:

- Presentation and interaction of Directors with various Strategic Business Units on 21st May, 2024, 24th July, 2024, 6th November, 2024 and 28th January, 2025.
- Site visit of projects in Chennai on 28th to 30th January, 2025.



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- Presentation on Regulatory Amendments on 21st May, 2024, 24th July, 2024, 6th November, 2024 and 21st January, 2025.

The Independent Directors spent about 21 hours on the familiarisation programme in the Financial Year 2024-25.
