

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

As per Regulation 25(7) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company shall familiarize the Independent Directors with the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc., through various programmes.

Pursuant to Schedule IV to the Companies Act, 2013, the Independent Directors shall regularly update and refresh their skills, knowledge and familiarity with the Company.

Familiarization Programme:

The Independent Directors are apprised with the following:

- Criteria of independence applicable to Independent Directors as per Regulation 25(7) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and the Companies Act, 2013
- Code for Independent Directors as prescribed under the Companies Act, 2013
- Zen Technologies Limited has put in place a system to familiarize the Independent directors about the Company, its products, business and the on-going events relating to the Company.
- Independent directors of the Company are made aware of their role, responsibilities and liabilities at the time of their appointment/re-appointment, through a formal letter of appointment, which also stipulates various terms and conditions of their engagement. They are also made aware of Company's board and board committee framework, policies and procedures.
- Factory visit is arranged for independent directors for better understanding of the Company's business.
- Presentations by Departments Heads were given to get familiarised the Independent Directors about the systems, procedures, products and overall operational system of the Company.

Details of Familiarization Programmes imparted to Independent Directors

Number of programmes attended by Independent Directors (during the year and on a cumulative basis till date)	One Programme on 05 th March 2016
Number of hours spent by Independent Directors in such programmes (during the year and on cumulative basis till date)	8 hours