

**JUNIPER HOTELS LIMITED**  
*[formerly known as Juniper Hotels Private Limited]*

**FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS**

This Familiarization Program (“the Program”) for Independent Directors of Juniper Hotels Limited (“the Company”) is pursuant to the Regulation 25 (7) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”). The Listing regulations prescribes some mandatory programs to familiarize the Independent Directors in the following area:

- i. Nature of industry in which it operates
- ii. Business model of the Company
- iii. Roles, rights and responsibilities in the Company
- iv. Insights into the Company

**I. PURPOSE AND OBJECTIVE**

The Program aims to 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 so that they can contribute in a meaningful way to the Company.

The Program aims to familiarize the Independent Directors with the Company’s strategy, operations, and functions. Such programs should aid the Independent Directors to understand their roles, rights, responsibilities they shall have in the Company, the nature of the industry in which the Company operates, business model of the Company, etc.

**II. FAMILIARIZATION PROCESS**

- i. The Company arranges meeting of Independent Directors with the Managing Director/Senior Management Personnel before they are invited to join the Board to familiarize them with the strategy, operations, functions and financials of the Company.
- ii. Such meeting provide opportunity to the Independent Director to interact with the Managing Director/ Senior Management Personnel of the Company and help them understand Company’s strategy, hotel industry, business model, operations, financials, service, 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 Company shall also through external consultants and experts apprise the Independent Directors about their role, rights and responsibilities in the Company.
- iii. Company shall also provide information at Board meetings which includes updates on regulatory, business environment, risk management, policies and various financials and business parameters. The management further reports on business performance, operations, senior management changes, litigation, compliances and subsidiary data to the Board.
- iv. Customized induction program shall be organized for Independent Directors during the induction programme for Independent Directors.

**III. DISCLOSURES OF PROGRAMME**

The details of such familiarization programs shall be disclosed on the Company’s website and a web link thereto shall be given in the Annual Report.

**IV. FAMILIARIZATION MODULE FOR INDEPENDENT DIRECTORS**

The module will be on following lines and will be restructured as and when necessary

i. Objective

The Company will follow an orientation/induction programme for the Independent Directors to get them updated on the business and operations of the Company on a continuous basis.

ii. Orientation module for new and existing Directors

Overview of business, operations and business model of the Company	Executive Directors / Senior Management Personnel
Overview of industry in which the Company operates	
Overview of business of subsidiaries	
Technical session outlining their role, rights and responsibilities in the Company as a Board / Committee member	External Consultants / Experts

iii. Familiarization program will be conducted on “as needed” basis during the year.

iv. The Company may conduct an introductory familiarization program/presentation, when a new Independent Director comes on the Board of the Company.

v. The details of such familiarization program will be disclosed on the Company’s website for public information and a web link for the same will also be provided in the Annual Report of the Company.

**V. REVIEW OF THE PROGRAM**

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