



CREDITACCESS GRAMEEN LIMITED

CORPORATE GOVERNANCE POLICY

Revision History

| Version | Author | Description of Changes | Release Date |
|----------------|--------------------|---------------------------------|---------------------|
| 1 | Company Secretary | First version | 2016 |
| 2 | Compliance Officer | Changes as per SEBI Regulations | August 11, 2021 |

| Version | Author | Reviewed by | Approved by |
|----------------|--------------------|--------------------|--------------------|
| 1 | Company Secretary | MD & CEO | Board of Directors |
| 2 | Compliance Officer | MD & CEO | Board of Directors |

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CORPORATE GOVERNANCE POLICY

1. Policy Statement and Purpose

CreditAccess Grameen Ltd., ("Company"), is committed to highest standards of professionalism, ethics, accountability and integrity as well as to follow best practices in Corporate Governance, disclosure and transparency in its business operations. The Company always strives to achieve the best and constantly endeavours to improve upon its standards.

2. RBI Directions on Corporate Governance

Pursuant to RBI Master Direction - Non-Banking Financial Company - Systemically Important Non-Deposit taking Company and Deposit taking Company (Reserve Bank) Directions, 2016 dated September 1, 2016 ("RBI Directions"), the Company has framed this internal Guidelines on Corporate Governance. The Company's securities being Listed on Stock Exchanges in India, the Company is also required to comply with the applicable Regulations of Securities & Exchange Board of India (SEBI Regulations) relating to Corporate Governance and related matters as may be made applicable to the Company from time to time. The Company shall ensure that it complies with both RBI Directions and SEBI Regulations, and in case of an overlap, whichever is more stringent.

3. Board of Directors

The Company shall ensure that it has the minimum number of Directors on its Board at all times as prescribed in its Articles of Association including the adequate mix of independent, executive and non-executive directors, as prescribed under the Companies Act, 2013 ("Act") and SEBI Regulations, from time to time. The Board of Directors ("Board") shall meet in each financial year for not less than such number of times as may be required under the Act, read with applicable provisions of SEBI Regulations.

Every director of the Company shall not hold the office of a director including Chairmanship, membership of Committees of the Board in more than such number of companies as may be prescribed under the Act, SEBI Regulations and RBI Directions.

The Board shall periodically review Compliance Reports of all laws applicable to the Company prepared by the Company as well as steps taken by the Company to rectify instances of noncompliance, if any.

4. Duties and Responsibilities of Directors

The Board shall meet the expectations of shareholders by adhering to the requirements specified in 'Report of the Consultative Group of directors of Banks / Financial Institutions' suggested by Reserve Bank of India ("RBI") apart from the statutory duties and responsibilities prescribed under the Act, RBI Directions and SEBI Regulations in this regard.

All directors of the company shall act in good faith in order to promote the objects of the company for the benefit of its members as a whole, and in the best interests of the company, its employees, the shareholders and the community in general.

5. Committees of Board

The Board shall be empowered to constitute such number of Committees comprising such members as may be required from time to time to meet the regulatory requirements. The Committee so formed shall operate within the parameters set by the Board from time to time and the Board shall, depending on the requirement, amend, withdraw or expand the scope of reference of such

Committees from time to time. Based on the extant requirement for setting up of Board Committees under RBI Directions, SEBI Regulations and the Act, the Company shall constitute the following Committees of the Board:

- a) Audit Committee
- b) Asset Liability Management (ALM) Committee
- c) Risk Management Committee
- d) Nomination & Remuneration Committee
- e) Corporate Social Responsibility Committee
- f) Executive Borrowings & Investment Committee
- g) Information Technology Strategy Committee
- h) Stakeholders' Relationship Committee.

The terms of reference, roles and responsibilities of the aforesaid Committees will be further aligned based on the changes in the applicable RBI Directions, SEBI Regulations and the provisions of the Act, with the approval of Board.

6. Fit and Proper Criteria

The Company recognizes the importance of due diligence of directors to ascertain suitability for the post by way of qualifications, technical expertise, track record, integrity etc. Therefore, the company has put in place an internal supervisory process to carry out due diligence on persons proposed to be appointed / re-appointed as directors. In line with the RBI Directions, the Company follows the procedures mentioned below and ensures that the minimum criteria are fulfilled by the persons before they are appointed on the Boards:

- a) The Company shall undertake due diligence at the time of appointment / re-appointment of the person as a Director on the Board, based upon their qualification, expertise, experience, track record, integrity and other 'fit and proper' criteria.
- b) The Nomination & Remuneration Committee of the Board shall evaluate the due diligence process and decide on the acceptance or otherwise of the directors.
- c) The Company shall obtain an annual declaration from each director regarding compliance with the requirements of RBI Directions.
- d) The Board shall ensure that all Directors execute the deed of covenants in the format prescribed under RBI Directions.

7. Reporting to RBI

As per the extant RBI Directions, the Company shall report the following to RBI:

- a) a quarterly statement on change of directors.
- b) a certificate from the Managing Director of the Company that fit and proper criteria in selection of the directors has been followed.
- c) The statement submitted by the Company for the quarter ending March 31 each year shall be certified by the auditors.

8. Disclosure and Transparency

As required under extant RBI Directions, the Company shall put up the following to the Board, at regular intervals, as may be prescribed by the Board in this regard:

- a) The progress made in putting in place a progressive risk management system and risk management policy and strategy followed by the Company.
- b) conformity with corporate governance standards viz., in composition of various committees,

their role and functions, periodicity of the meetings and compliance with coverage and review functions, etc.

The Company shall also disclose the following every year in its Annual Financial Statements:

- a) Registration/ license/ authorisation, by whatever name called, obtained from other financial sector regulators, if any.
- b) Ratings assigned by credit rating agencies and migration of ratings during the year.
- c) Penalties, if any, levied by any regulator.
- d) Information namely, area, country of operation and joint venture partners with regard to Joint ventures and overseas subsidiaries and
- e) Asset-Liability profile, extent of financing of parent company products, NPAs and movement of NPAs, details of all off-balance sheet exposures, structured products issued by them as also securitization/ assignment transactions and other disclosures, as prescribed.

9. Rotation of Partners of Statutory Auditors Firm

The Company shall rotate the partner/s of the Chartered Accountant firm conducting the audit, every three years so that same partner does not conduct audit of the company continuously for more than a period of three years. However, the partner so rotated will be eligible for conducting the audit of the Company after an interval of three years, if the Company so decides. The Company shall incorporate appropriate terms in the letter of appointment of the firm of auditors and ensure its compliance.

The Company shall comply with such other guidelines, directions, Circular and other Notifications issued by RBI from time to time with regard to appointment / re-appointment of Statutory Auditors of the Company.
