

HGM

POLICY ON RELATED PARTY TRANSACTIONS

1. SCOPE AND PURPOSE

HandsOn Global Management (HGM) Limited (“**HGM**” or **the Company**”) recognizes that related party transactions can present potential or actual conflicts of interest and may raise questions about whether such transactions are consistent with the Company and its shareholders’ best interests and in compliance with the provisions of the Companies Act, 2013 (“**Act**”) and Regulation 23 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, (“**SEBI (LODR), 2015**”), as amended by the Securities and Exchange Board of India (“**SEBI**”) from time to time.

Regulation 23 (1) of the SEBI LODR, 2015 requires a company to formulate a policy on materiality of related party transactions and dealing with related party transactions.

Keeping the prescribed requirements in view, HGM has framed this policy on Related Party Transactions (“**Policy**”). This Policy is intended to provide a framework for governance and reporting of Related Party Transactions.

This Policy is in force and is updated from time to time and adopted by the Board of Directors of the Company.

2. ABOUT THE COMPANY

Established in 1989, HGM is a global, technology-driven enterprise focused on delivering scalable solutions across high-growth sectors. Leveraging its strengths in artificial intelligence, process excellence, innovation, and operational scalability, HGM is building a category-leading, AI-driven healthcare services platform across North America, APAC, and the Middle East.

3. DEFINITIONS

- i) “**Act**” means the Companies Act, 2013 and applicable rules made thereunder and includes any amendments, statutory re-enactments, or modification thereof from time to time;
- ii) “**Arm’s Length Transaction**” means a transaction between two related parties that is conducted as if they are unrelated, so that there is no conflict of interest.
- iii) “**Audit Committee**” means the Audit Committee constituted by the Board of Directors of the Company in accordance with Section 177 of the Act and Regulation 18 of the SEBI (LODR), 2015.;
- iv) “**Board of Directors**” or “**Board**” means the collective body of the Directors of the Company;
- v) “**Key Managerial Personnel (KMP)**” shall have the same meaning as defined in Section 2(51) of the Act. The following personnel, if any, would constitute KMPs of the Company:

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- a) the Chief Executive Officer (CEO)
- b) the Managing Director (MD)
- c) the Manager;
- d) the Company Secretary (CS);
- e) the Whole-Time Director (WTD);
- f) the Chief Financial Officer (CFO);
- g) such other officer, not more than one level below the directors who is in whole time employment, designated as key managerial personnel by the Board of Directors; and
- h) such other officer as may be prescribed under the Act.

vi) “Listing Agreement” shall mean an agreement that is entered into between a recognized stock exchange and an entity, on the application of that entity to the recognized stock exchanges, undertaking to comply with conditions for listing of designated securities.

vii) “Material Related Party Transactions”, will have the same meaning as defined in Regulation 23 of the SEBI LODR, 2015.

viii) “Ordinary Course of Business” means a transaction which is:

- a) carried out in the normal course of business envisaged in accordance with the Memorandum of Association (MoA) of the Company as amended from time to time, or
- b) historical practice with a pattern of frequency, or
- c) common commercial practice, or
- d) meets any other parameters / criteria as decided by the Board/Audit Committee.

ix) “Related Party”, will have the same meaning as defined under Section 2(76) of the Act, read with Rule 3 of the Companies (Specification of definitions details) Rules, 2014 or under the applicable accounting standards, which includes the following:

- a) a director or his relative;
- b) a key managerial personnel or his relative;
- c) a director (other than an independent director) or key managerial personnel of the holding company or his relative;
- d) a firm, in which a director, manager or his relative is a partner;
- e) a private company in which a director or manager or his relative is a member or director;
- f) a public company in which a director or manager is a director and holds along with his relatives, more than two per cent of its paid-up share capital;
- g) any body corporate whose Board of Directors, managing director or manager is accustomed to act in accordance with the advice, directions or instructions of a director or manager;

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- h) any person on whose advice, directions or instructions a director or manager is accustomed to act;
- i) Provided that nothing in above sub-clauses (g) and (h) shall apply to the advice, directions or instructions given in a professional capacity;
- j) any body corporate which is—
 - (A) a holding, subsidiary or an associate company of such company;
 - (B) a subsidiary of a holding company to which it is also a subsidiary; or
 - (C) an investing company or the venturer of the company

“The investee company or the venture of the company” mean a body corporate whose investment in the company would result in the company becoming an associate company of the body corporate”

x) **“Deemed Related Party”** The following shall be deemed to be a related party.

- a) any person or entity forming a part of the promoter or promoter group of the Company; or
- b) any person or any entity, holding equity shares of 10% or more in the Company either directly or on a beneficial interest basis as provided under section 89 of the Act at any time during the immediate preceding financial year

Further Related Party will include such entity which is a related party under the applicable accounting standards to the Company.

Reference and reliance may be placed on the clarifications issued by the Ministry of the Corporate Affairs, Government of India and SEBI and other Authorities from time to time on the interpretation of the term “Related Party”.

xi) **“Related Party Transactions”** mean all transactions between the Company on one hand and one or more related party on the other hand including contracts, arrangements and transactions as envisaged in Section 188(1) of the Act and/or in Regulation 2(1)(zc) of the SEBI (LODR), 2015, which includes the following:

- a) Sale, purchase or supply of any goods or materials;
- b) Selling or otherwise disposing of, or buying property of any kind;
- c) Leasing of property of any kind;
- d) Availing or rendering of any services;
- e) Appointment of any agent for the purchase or sale of goods, materials, services or property;
- f) Such related party's appointment to any office or place of profit in the Company, its subsidiary Company or associate Company;

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g) Underwriting the subscription of any securities or derivatives thereof, of the Company; and

xii) “related party transaction” Under SEBI LODR shall mean a transaction involving a transfer of resources, services or obligations between:

- i) a listed entity or any of its subsidiaries on one hand and a related party of the listed entity or any of its subsidiaries on the other hand; or
- ii) a listed entity or any of its subsidiaries on one hand, and any other person or entity on the other hand, the purpose and effect of which is to benefit a related party of the listed entity or any of its subsidiaries, with effect from April 1, 2023; regardless of whether a price is charged and a “transaction” with a related party shall be construed to include a single transaction or a group of transactions in a contract:

Provided that the following shall not be a related party transaction:

- a) the issue of specified securities on a preferential basis, subject to compliance of the requirements under the Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2018;
- b) the following corporate actions by the listed entity which are uniformly applicable/offered to all shareholders in proportion to their shareholding:
 - i) payment of dividend;
 - ii) subdivision or consolidation of securities;
 - iii) issuance of securities by way of a rights issue or a bonus issue; and
 - iv) buy-back of securities.
- c) acceptance of fixed deposits by banks/Non-Banking Finance Companies at the terms uniformly applicable/offered to all shareholders/public, subject to disclosure of the same along with the disclosure of related party transactions every six months to the stock exchange(s), in the format as specified by the Board:
- d) acceptance of current account deposits and saving account deposits by banks in compliance with the directions issued by the Reserve Bank of India or any other central bank in the relevant jurisdiction from time to time:
- e) retail purchases from listed entity or its subsidiary by the directors or key managerial personnel of the listed entity or its subsidiary, and relatives of such directors or key managerial personnel, without establishing a business relationship and at the terms which are uniformly

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applicable/offered to all employees, directors, key managerial personnel and relatives of directors or key managerial personnel;

xiii) “Relative” in relation to a Related Party shall have the same meaning assigned to in Section 2(77) of the Act read with Rule 4 of the Companies (Specification of definitions details) Rules, 2014, as amended from time to time, which includes the following:

- a) Members of a Hindu undivided family;
- b) Husband or wife;
- c) Father (including step-father);
- d) Mother (including step-mother);
- e) Son (including step-son);
- f) Son’s wife;
- g) Daughter;
- h) Daughter’s husband;
- i) Brother (including step-brother); and
- j) Sister (including step-sister).

xiv) “Senior management” senior management” shall mean the officers and personnel of the listed entity who are members of its core management team, excluding the Board of Directors, and shall also comprise all the members of the management one level below the Chief Executive Officer or Managing Director or Whole Time Director or Manager (including Chief Executive Officer and Manager, in case they are not part of the Board of Directors) and shall specifically include the functional heads, by whatever name called and the persons identified and designated as key managerial personnel, other than the board of directors, by the Company.

4. MATERIALITY THRESHOLDS

Section 188 of the Act and Regulation 23(4) of the SEBI LODR 2015 requires a company to provide materiality thresholds for transactions beyond which the shareholders’ approval shall be required by way of a resolution.

The Board of the Company has fixed the thresholds limits as specified in Section 188 of the Act and Regulation 23 of the SEBI LODR, as per **Annexure “1”** attached to the Policy.

Therefore, a transaction with a related party shall be considered material, if the transaction(s) to be entered into individually or taken together with previous transactions during a financial year, exceeds the thresholds as specified in Schedule XII of the SEBI LODR.

Further, in terms of Regulation 23 (1A) of SEBI LODR 2015, notwithstanding the above, a transaction involving payments made to a related party with respect to brand usage or royalty shall be considered

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material if the transaction(s) to be entered into individually or taken together with previous transactions during a financial year, exceed five percent (5%) of the annual consolidated turnover of the listed entity as per the last audited financial statements of the listed entity.

5. MANNER OF DEALING WITH RELATED PARTY TRANSACTIONS

a) Identification of related parties

Every director and KMP of the Company shall provide a declaration in the format annexed as **Annexure 2** hereto, containing the prescribed disclosures, to the Company Secretary of the Company, on an annual basis.

Every Director and the KMP will also be responsible to update the Company Secretary of any changes in such disclosures immediately on him/her becoming aware of such changes.

The Company Secretary of the Company shall be responsible for maintaining the updated database of all Related Parties (in addition to the above). The database shall be updated whenever necessary and shall be reviewed at least once a year by the Company Secretary and by any of the other KMPs of the Company. The directors, KMPs, functional and business heads shall have access to the updated database.

b) Identification of Related Party Transactions

All Related Party Transactions must be brought to the notice of the Audit Committee of the Company.

Any employee of the Company who is aware of any transaction that is or may be perceived to be a Related Party Transaction is required to bring the same to the attention of the Audit Committee of the Company through Company Secretary.

Such notice of any potential Related Party Transaction should be given well in advance so that the Company Secretary has adequate time to obtain and review information about the proposed transaction and to refer it to the Audit Committee.

6. Approval of the Audit Committee

All Related Party Transactions and subsequent material modifications shall require prior approval of the Audit Committee. However, the Company may obtain omnibus approval from the Audit Committee for such transactions, subject to compliance with the following conditions:

- a) The Audit Committee shall lay down the criteria for granting the omnibus approval in line with the Policy and such approval shall be applicable in respect of repetitive transactions;

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- b) The Audit Committee shall satisfy itself the need for such omnibus approval and that such approval is in the interest of the company;
- c) The omnibus approval shall provide the following details
 - i the name/s of the Related Party, nature of transaction, period of transaction, maximum amount of transaction that can be entered into;
 - ii the indicative base price / current contracted price and the formula for variation in the price if any; and
 - iii such other conditions as the Audit Committee may deem fit.

However, in case of Related Party Transactions which cannot be foreseen and where the above details are not available, Audit Committee may grant omnibus approval provided the value does not exceed Rs.1 crore per transaction;

- d) The Audit Committee shall review, at least on a quarterly basis, the details of Related Party Transactions entered into by the company pursuant to each of the omnibus approvals given; and
- e) Such omnibus approval shall be valid for 1 year and shall require fresh approval after the expiry of 1 year.

The Audit Committee shall also comply with any conditions that may be prescribed by the Central Government in this regard.

7. Audit Committee -prior approval of material transactions

The Audit Committee shall comply with below requirements: -

- a) the Audit Committee shall define “material modifications” and disclose it as part of the policy on materiality of related party transactions and on dealing with related party transactions;
- b) a related party transaction above rupees one crore, whether entered into individually or taken together with previous transactions during a financial year, to which the subsidiary of a listed entity is a party but the listed entity is not a party, shall require prior approval of the audit committee of the listed entity if the value of such transaction, exceeds the lower of the following:
 - (i) ten percent of the annual standalone turnover of the subsidiary as per the last audited financial statements of the subsidiary; or
 - (ii) the threshold for material related party transactions of listed entity as specified in Schedule XII of the SEBI LODR.

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- c) In the event of a related party transaction above rupees one crore, whether entered into individually or taken together with previous transactions during a financial year, to which the subsidiary of a listed entity is a party but the listed entity is not a party and such subsidiary does not have audited financial statements for a period of at least one year, prior approval of the audit committee of the listed entity shall be obtained if the value of such transaction exceeds the lower of the following:
- (i) ten percent of the aggregate value of paid-up share capital and securities premium account of the subsidiary; or
 - (ii) the threshold for material related party transactions of listed entity as specified in Schedule XII of these regulations:
- Provided that the aggregate value of paid-up share capital and securities premium account of the subsidiary shall be taken as on a date, not older than three months prior to the date of seeking approval of the audit committee.
- d) prior approval of the audit committee of the listed entity shall not be required for a related party transaction to which the listed subsidiary is a party but the listed entity is not a party, if regulation 23 and sub-regulation (2) of regulation 15 of SEBI LODR are applicable to such listed subsidiary.
- e) remuneration and sitting fees paid by the listed entity or its subsidiary to its director, key managerial personnel or senior management, except who is part of promoter or promoter group, shall not require approval of the audit committee provided that the same is not material in terms of the provisions of Regulation 23 (1) of SEBI LODR.

Any member of the Audit Committee, who has a potential interest in any Related Party Transaction, will recuse himself or herself and abstain from discussions and voting on the approval or ratification of such Related Party Transaction. Such member may, however, participate in discussions with respect to other Related Party Transactions placed for approval or ratification of the Audit Committee.

8. Information required by Audit Committee/Board for approval

While assessing a proposal put up before the Audit Committee / Shareholders for approval, the Company shall provide the Audit Committee with the information as specified in the Industry Standards on “Minimum information to be provided to the Audit Committee and Shareholders for approval of Related Party Transactions”, while placing any proposal for review and approval of an RPT, as per the format as prescribed hereunder and RPT Industry Standards, as may be applicable.

9. Approval of the Board of Directors of the Company

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All Related Party Transactions which are either not in the Ordinary Course of Business or not at arm's length basis, are to be placed before the Board for its approval.

In addition to the above, the following kinds of transactions with Related Parties are also to be placed before the Board for its approval:

- a) Transactions in respect of which the Audit Committee is unable to determine whether or not they are in the Ordinary Course of Business and/or at arm's length basis and decides to refer the same to the Board for approval;
- b) Transactions which are in the Ordinary Course of Business and at arm's length basis, but which, in the Audit Committee's view, requires Board approval.
- c) Transactions meeting the materiality thresholds as applicable and which are intended to be placed before the shareholders for approval.

10. Approval of the Shareholders of the Company

- a) All material related party transactions exceeding the materiality thresholds, laid down in Schedule XII of SEBI LODR and any subsequent material modifications as laid down by the Audit Committee shall require prior approval of shareholders by way of passing a resolution and no related party shall vote to approve such resolutions whether the entity is a related party to the particular transaction or not.
- b) All kinds of transactions specified under Section 188 of the Act which exceed the thresholds laid down in The Companies (Meetings of Board and its Powers) Rules, 2014, as amended from time to time, and satisfy either of the following two conditions:
 - (i) The transaction is not in the Ordinary Course of Business of the Company; or
 - (ii) The transaction is not undertaken on an arm's length basis.

For approval purpose, all Related Parties shall not vote to approve the relevant transaction irrespective of whether the entity is a party to the particular transaction or not.

- c) Exempted category of transactions: - The following categories of related party transactions are exempted from taking shareholders' approval: -
 - i) transactions entered into between a holding company and its wholly owned subsidiary whose accounts are consolidated with such holding company and placed before the shareholders at the general meeting for approval;

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- ii) transactions entered into between two wholly-owned subsidiaries of the listed holding company, whose accounts are consolidated with such holding company and placed before the shareholders at the general meeting for approval.”

11. Material Modifications

Any modification to an existing related party transaction having variance of 20% of the existing limits and other terms, if those get material variations as sanctioned by the Audit Committee / Board / Shareholders, as the case may be.

12. DISCLOSURES

The Company shall make all relevant disclosures as prescribed in the Act and the SEBI LODR 2015 as amended from time to time. In relation to Related Party Transactions, the Company shall also specifically make the following disclosures, *inter-alia*:

a) Disclosure in the Board’s report

Prescribed details regarding Related Party Transactions shall be disclosed in the Board’s report in the format prescribed in Rule 8 of the Companies (Accounts) Rules, 2014 ie Form AOC-2.

b) Disclosure to the Board

The agenda for the Board meeting at which a contract/ arrangement with a Related Party is proposed to be approved shall disclose details of such contract/ arrangement as prescribed in Rule 15 of the Companies (Meetings of Board and its Powers) Rules, 2014 as amended from time to time.

c) Disclosure to the shareholders

In the notice to the postal ballot/general meeting where approval of shareholders is sought to be obtained, disclosure of details of proposed contracts/ arrangements as prescribed in Rule 15 of the Companies (Meetings of Board and its Powers) Rules, 2014 shall be made in the explanatory statement annexed to the notice for postal ballot/convening general meeting at which the resolution is proposed to be passed.

d) Disclosures to the stock exchange

In terms of Regulation 23(9) the Company shall make such disclosures of RPTs every six months on the date of publication of its standalone and consolidated financial results., in the format specified

- i. Register of Related Party Transactions: The Company shall maintain a register of contracts/ arrangements entered into with Related Party in the prescribed format in Rule 16 of The

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Companies (Meetings of Board and its Powers) Rules, 2014 ie Form MBP-4. The Register of Related Party Transactions shall be kept open for inspection at the registered office of the company during business hours.

- ii. The Company shall disclose the Policy on its website and a web link thereto shall be provided in the Annual Report;
- iii. Further as part of the annual return filing with the Registrar of Companies in the prescribed format in Rule 11 of the Companies (Management and Administration) Rules, 2014 ie Form MGT-7, Company shall disclose prescribed details regarding Related Party Transactions entered into by it.

13. RELATED PARTY TRANSACTIONS NOT APPROVED UNDER THIS POLICY

In the event that the Company becomes aware of a transaction with a Related Party that has not been approved in accordance with this Policy prior to its consummation, the matter shall be reviewed by the Audit Committee. The Audit Committee shall consider all the relevant facts and circumstances regarding such transaction, and shall evaluate all options available to the Company, including ratification, revision or termination of the Related Party Transaction.

The Audit Committee shall also examine the facts and circumstances pertaining to the failure of reporting such Related Party Transaction to the Audit Committee under this Policy and failure of the internal control systems, and shall take any such action it deems appropriate.

In any case, where the Audit Committee determines not to ratify a Related Party Transaction that has been commenced without approval, the Audit Committee, as appropriate, may direct additional actions including, but not limited to, discontinuation of the transaction or seeking the approval of the shareholders, payment of compensation for the loss suffered by the Related Party etc. In connection with any review/approval of a Related Party Transaction, the Audit Committee has authority to modify or waive any procedural requirements of this Policy not specifically prescribed under the applicable law.

14. CONSEQUENCES OF NON-COMPLIANCE

Non-compliance of this Policy may lead to initiation of disciplinary proceedings against any of the Senior Management or employee or officer involved. Details of such disciplinary proceedings will form part of the personal file of such Senior Management person or employee or officer and will be considered as a default on his or her key responsibilities.

The above would be over and above the prescribed consequences under the Act and the SEBI LODR, if any.

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15. AMENDMENTS

The Policy shall be subject to review by the Board of Directors once in every three years and shall be updated from time to time.

All amendments to the Policy would be subject to approval by Board of Company except in case the amendment in the Policy is necessitated on account of change in the applicable law.

16. INTERPRETATION

All capitalized terms used in this Policy but not defined herein shall have the meaning ascribed to such term in the Act, and the Rules framed there under and the SEBI LODR, as amended from time to time

This Policy is only meant for general guidance. In the event of any conflict between the provisions of this Policy and the provisions of any statutory enactment or any rules or regulations made thereunder, such provisions shall prevail over the provisions of this Policy.

Annexure 1

Threshold Limits

A: Regulation 23 of SEBI LODR Schedule XII Thresholds for a material related party transactions

Consolidated Turnover of Listed Entity Threshold	Threshold
(I) Up to ₹20,000 Crore	10% of the annual consolidated turnover of the listed entity
(II) More than ₹20,000 Crore to upto ₹40,000 Crore	₹2,000 Crore + 5% of the annual consolidated turnover of the listed entity above ₹20,000 Crore
(III) More than ₹40,000 Crore	₹3,000 Crore + 2.5% of the annual consolidated turnover of the listed entity above ₹40,000 Crore or ₹5000 Crores, whichever is lower.

B: Under Companies Act, 2013

Transactions considered as related party transactions as per Sec. 188(1) and Limits as per rule 15 (3) of Companies (Meeting of Board and its powers) Rules, 2014		
a)	sale, purchase or supply of any goods or material, directly or through appointment of agent	≥10% of turnover of the Company
b)	selling or otherwise disposing of or buying property of any kind, directly or through appointment of agent	≥10% of net worth of the Company
c)	leasing of property of any kind	≥10% of turnover# of the Company
d)	availing or rendering of any services, directly or through appointment of agent	≥10% of turnover of the Company
e)	such related party's appointment to any office or place of profit in the company, its subsidiary company or associate company	> Rs.2,50,000 monthly remuneration
f)	underwriting the subscription of any securities or derivatives thereof, of the company	>1% of net worth of the Company

Turnover/Net worth shall be computed on the basis of the audited financial statement of the preceding financial year.

Limit shall apply for transaction or transactions to be entered into either individually or taken together with the previous transactions during a financial year

Annexure 2

I. Companies, body corporates, firms or other associations of individuals in which interest is held by me:

Sr. No.	Name of the Companies/ Bodies Corporate/ Firms/ Association of Individuals	Nature of Interest or concern / Change in Interest or Concern	Shareholding	Date on which Interest or Concern arose/ changed

II. Bodies Corporates whose Board of Directors, Managing Director or Manager is accustomed to act in accordance with my advice, directions or instructions*:

Sr. No.	Name of body corporate

III. Persons, whose advice, directions or instructions* I am accustomed to act in accordance with:

Sr. No.	Name of person	Relation

**other than advice, directions or instructions obtained in professional capacity*

IV. List of my relatives:

Sr. No.	Name of person	Relation