



**Nivara Home Finance Limited**

**CIN: U65922KA2014PLC077547**

**Registered Office: 22,23,24,25/101/3, 3<sup>rd</sup>  
Floor, BNR Complex, Sri Rama Layout,  
J.P Nagar, 7<sup>th</sup> Phase, Bangalore – 560078**

**INTERNAL GUIDELINES ON CORPORATE  
GOVERNANCE**

<b>Version</b>	<b>Authority</b>	<b>Date of Approval</b>
V.1	Board	2nd November, 2018
V.2	Board	23rd June, 2022
V.3	Board	23rd December, 2022
V.4	Board	20th June, 2023
V.5	Board	19th October, 2023
V.6	Board	09th September, 2024
V.7	Board	21st July, 2025
V.8	Board	23rd March 2026

## **1. INTRODUCTION:**

The Board of Directors of the Company at their meeting held on 2<sup>nd</sup> November, 2018, have approved and adopted the Internal Guidelines on Corporate Governance in terms with direction issued by National Housing Bank (“NHB”) vide notification no. NHB.HFC.CG-DIR.1/MD&CEO/2016 dated 9th February, 2017, Housing Finance Companies – Corporate Governance (National Housing Bank) Directions, 2016, which, inter-alia, requires every non-public deposit accepting Housing Finance Company (HFC) with assets size of 50 crore and above to frame “Internal guidelines on Corporate Governance”. These guidelines are in line with the erstwhile Master Direction – Non-Banking Financial Company – Housing Finance Company (Reserve Bank) Directions, 2021 dt. 17.02.2021 vide circular No. DOR.FIN.HFC.CC.No.120/03.10.136/2020-21 and the present Reserve Bank of India (Housing Finance Companies) Directions, 2025 through RBI Circular RBI/DoR/2025-26/365 DoR.FIN.REC.284/03-10-119/2025-26 dt.28-Nov-2025 and Reserve Bank of India (Non-Banking Financial Companies - Governance) Directions through RBI Circular RBI/DOR/2025-26/344 DOR.GOV.REC.No.263/18-10-013/2025-26 dt.28-Nov-2025(**RBI HFC Directions**) and the Companies Act 2013(‘**The Act**’) and the relevant rules made thereunder.

## **2. COMPANY PHILOSOPHY:**

Corporate Governance is a practice that aims to meet Stakeholders’ aspirations and social expectations. It provides a framework for attaining Company’s objectives.

We at **NIVARA HOME FINANCE LIMITED** believe that Corporate Governance is a key element in providing efficiency, growth and building stakeholder confidence. The Company believes in ethical values to achieve high standard of Corporate Governance and continues to strive for excellence in business operations through transparency, accountability to its stakeholders, National Housing Bank and others who deal with us.

## **3. BOARD OF DIRECTORS:**

The Board, together with its various Committees, offers strategic leadership and direction to the Company’s management, overseeing and supervising its operations to ensure that the Company functions in the best interests of all the stakeholders.

### **3.1 Composition:**

The Board shall have minimum three directors and a maximum of fifteen directors or such other limit as may be prescribed under the applicable provisions of the Act and the Articles of Association of the Company.

The Board of Directors shall have a minimum of two Independent Directors, a woman director and at least one director who has stayed in India for a total period of not less than one hundred and eighty-two days during the financial year as prescribed under the applicable provisions of The Act..

In Compliance with Section 165 of the Act, a Director shall not hold the office of a director in more than 20 companies. Provided that the maximum number of public companies in which a person can be appointed as a director shall not exceed 10.

### **3.2 Meetings:**

Meetings of the Board of Directors shall be held minimum of four times a year in such a manner that not more than one hundred and twenty days shall intervene between two consecutive meetings of the Board. The Board shall meet at least once every financial quarter as per Applicable Law and shall have additional meetings as often as deemed necessary.

The Company shall observe secretarial standards with respect to General/Board Meetings and Committee Meetings specified by the Act and Institute of Company Secretaries of India.

### 3.3 Appointment, Disclosures and Duties:

1. Director(s) shall be appointed as per the applicable provisions of the Act and rules made there under.
2. A person proposed to be appointed as a Director shall be assessed on the fit and proper policy formulated in compliance with **RBI HFC** Directions. The person considered to be appointed as a Director should also possess relevant expertise which will help the person to act objectively and constructively.
3. Upon appointment, the Director shall execute a Deed of covenant with the Company as per the format prescribed under the fit and proper policy of the Company formulated in compliance with **RBI HFC Directions**.
4. Each director must disclose their interests in any company, firm, body corporate, or other association of individuals, including shareholding, at their first Board meeting upon joining, at the first Board meeting of each financial year, and at the first Board meeting following any changes to previously disclosed interests.
5. The Company shall upon appointment of an Independent Director, issue a formal letter of appointment outlining his/her terms of appointment, role, responsibilities, duties. etc.
6. The appointment/re-appointment and the remuneration payable to the Director(s) shall be reviewed by the Nomination and Remuneration Committee and recommended to the Board for approval.
7. The Independent Directors shall be paid sitting fees and other expenses incurred for attending the Board/ Meetings eg. Travelling /lodging.
8. The day-to-day operations of the Company will be looked after by the Managing Director under the overall superintendence, guidance, and control of the Board. He will be assisted by senior officers with well-defined responsibilities.

### 4. COMMITTEES:

The Board has constituted various committees to deal with specific matters for different functional areas. The Audit Committee, Nomination and Remuneration Committee, Risk Management Committee, Customer Service and Grievance Redressal Committee, Share Transfer Committee, Asset Liability Management Committee, IT Strategy Committee, Finance Committee, IT Steering Committee and Information Security Committee, Committee of Executive for fraud monitoring in accordance with the provision of the Act and directions issued by RBI as applicable for the Company. The composition, terms of reference and functioning of the Committee(s) shall be decided by the Board of Directors in accordance with the provisions of the applicable laws.

The Minutes of the Committee(s) are placed before the Board time to time for its perusal, discussion and noting.

#### 4.1 Risk Management Committee:

The Risk Management Committee is constituted as per the RBI HFC Directions. The details of Risk Management Committee are as under:

Composition	The Risk Management Committee shall consist of a minimum of three members.
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Secretary	The Company Secretary of the Company shall act as the Secretary to the Committee.
Meetings and Quorum	The Committee shall meet as and when necessary to review and monitor the risk associated with business of the Company. The quorum shall be at least two members.
Terms of reference	The Risk Management Committee shall act in accordance with the terms of reference specified in writing by the Board which shall inter alia, include:
	<ul style="list-style-type: none"> <li>a) To identify the areas of risks as also various types of risks involved including the liquidity risk involved in the business.</li> <li>b) To suggest the method to measure / quantify the risks.</li> <li>c) To control and mitigate various types of risks involved.</li> <li>d) To specify the risk bearing capacity of the Company.</li> <li>e) To ensure regulatory compliance on risk management and prudential norms sets by NHB / Government.</li> <li>f) To improve the assets quality of the HFC by using the risk management techniques.</li> <li>g) To periodically review IT related risks including Cyber Security related risks in consultation with IT Strategy Committee and update the same atleast on a yearly basis.</li> <li>h) To maximize the profit of the Company.</li> <li>i) To maximize the return on equity with an acceptable level of risk, for the purpose of protecting, preserving and increasing the net worth of the Company.</li> </ul>

#### 4.2 Audit Committee:

The Audit Committee is constituted as per section 177 of the Act and as per the RBI HFC Directions. The details of Audit Committee are as under:

Composition	The Audit Committee shall consist of a minimum of three directors with independent directors forming a majority. Majority of members of Audit Committee including its Chairperson must have the ability to read and understand the financial statement.
Secretary	The Company Secretary of the Company shall act as the Secretary to the Committee.
Meetings and Quorum	The Committees shall meet as often as necessary.

	The quorum for audit committee meeting fixed by Board is minimum presence of 2 directors out of which 1 should be ID.
Terms of reference	The terms of reference of Audit Committee are as under:
	<ul style="list-style-type: none"> <li>a) the recommendation for appointment, remuneration and terms of appointment of auditors of the company;</li> <li>b) review and monitor the auditor's independence and performance, and effectiveness of audit process;</li> <li>c) examination of the financial statement and the auditors' report thereon;</li> <li>d) approval or any subsequent modification of transactions of the company with related parties;</li> <li>e) scrutiny of inter-corporate loans and investments;</li> <li>f) valuation of undertakings or assets of the company, wherever it is necessary;</li> <li>g) evaluation of internal financial controls and risk management systems;</li> <li>h) monitoring the end use of funds raised through public offers and related matters;</li> <li>i) Ensure that an Information System Audit of the critical and significant internal systems and processes is conducted at least once in two years to assess operational risks faced by the Company.</li> <li>j) periodically review the cases of wilful default and recommend steps to be taken to prevent such occurrences and their early detection should these occur. The review shall focus on identifying root causes of wilful default and addressing deficiencies, if any, in the wilful defaulter classification process adopted by the Company.</li> <li>k) To oversee the effectiveness of the framework for Early Warning Signal.</li> </ul>

#### 4.3 Nomination and Remuneration Committee:

The Nomination and Remuneration Committee is constituted as per 178 of the Act and as per the RBI HFC Directions. The details of the Nomination and Remuneration Committee are as under:

Composition	<ul style="list-style-type: none"> <li>•The Nomination and Remuneration shall comprise of at least three (3) Non- Executive Directors out of which out of which not less than one-half shall be independent directors.</li> <li>•Provided that the chairperson of the company (whether executive or non-executive) may be appointed as a member of the Nomination and Remuneration Committee</li> </ul>
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	<p>but shall not chair such Committee.</p> <ul style="list-style-type: none"> <li>•In the absence of the Chairman, the members of the Committee present at the meeting shall choose one amongst them to act as the Chairman.</li> <li>•The Board shall reconstitute the Committee as and when required to comply with the provisions of the Act and any other applicable statutory requirement.</li> </ul>
Secretary	The Company Secretary of the Company shall act as the Secretary to the Committee.
Meetings and Quorum	<p>The meeting of the Committee shall be held at least once in a year.</p> <p>Quorum for the meeting shall be presence of 2 directors out of which 1 should be Independent Director</p>
Terms of reference	The terms of reference of the Nomination and Remuneration Committee are as under:
	<ul style="list-style-type: none"> <li>a) To recommend to the Board the appointment and removal of Directors, Key Managerial Personnel and Senior Management.</li> <li>b) To recommend to the Board the Remuneration payable to the Directors, Key Managerial Personnel and Senior Management personnel.</li> <li>c) To formulate a criteria for determining qualifications, positive attributes and independence of a Director and to recommend to the Board the Policy relating to remuneration for Directors, Key Managerial Personnel and Senior Management.</li> <li>d) To set norms of performance evaluation and to lay out remuneration principles for Directors, Key Managerial Personnel and senior management linked to their effort, performance and contribution for achieving the organizational goals.</li> <li>e) Formulate criteria for evaluation of the Independent Directors and the Board.</li> <li>f) Ensure that level and composition of remuneration is reasonable and sufficient, the relationship of remuneration to performance is clear and meets appropriate performance benchmarks.</li> <li>g) To retain, motivate and promote talent and to ensure long term sustainability of talented managerial persons and create competitive advantage.</li> <li>h) Identify persons who are qualified to become Directors and who may be appointed in Senior Management in accordance with the criteria laid down in this policy.</li> <li>i) To perform such other functions as may be necessary or appropriate for the performance of its duties.</li> <li>j) To ensure 'fit and proper' status of proposed/ existing directors</li> </ul>

#### 4.4 Customer Service and Grievance Redressal Committee:

The Customer Service and Grievance Redressal Committee is constituted as per the under the RBI HFC Directions under the Fair Practice Code.”. The terms of reference of Customer Service and Grievance Redressal Committee areas under:

Composition	The Customer Service & Grievances Committee shall consist of a minimum of three members forming a majority with people at senior management.
Secretary	The Company Secretary of the Company shall act as the Secretary to the Committee.
Meetings and Quorum	The Committee shall meet atleast once in every quarter. Quorum for the meeting shall be presence of 2 members.
Terms of reference	The terms of reference of Customer Service & Grievances Committee are as under:
	<ul style="list-style-type: none"><li>a) Review Customer Complaints received, and action taken on various complaints</li><li>b) Evaluate feedback on customer service received from customers</li><li>c) Ensure all regulatory instructions regarding customer service has been followed.</li><li>d) Ensure training of employees for corrective practice to be followed in order to reduce complaints.</li><li>e) Take into account the complaints received in respect of delayed updation or rectification of Credit information by the Company/Credit Information Companies(CIC) as per the Customer Compensation Policy of the Company</li><li>f) To conduct a Root Cause Analysis of customer grievances at least on a half yearly basis and take appropriate action to bring improvement in the area of concern</li></ul>

#### 4.5 Share Transfer Committee:

The Share Transfer Committee has been constituted for compliance with the Act, the details of Committee are here under:

Composition	Share Transfer Committee shall comprise of minimum 2 members.
Secretary	The Company Secretary of the Company shall act as the Secretary to the Committee.
Meetings and Quorum	The Committees shall meet as often as necessary. Quorum for the meeting shall be presence of 2 members.
Terms of reference	The terms of reference of Share Transfer Committee are as under:
	<ul style="list-style-type: none"><li>a) approval and monitoring of transfers, transmission, split and consolidation of shares of the Company;</li><li>b) monitoring the compliances with various statutory and regulatory requirements.</li></ul>

#### 4.6 Asset Liability Management Committee:

The Asset Liability Management Committee is constituted as per the requirements of as per the RBI HFC Directions and Reserve Bank of India (Non-Banking Financial Companies – Asset Liability Management) Directions, 2025. The committee shall lay down policies and quantitative limits relating to assets and liabilities and periodically monitor Asset-Liability management. The details of Committee are here under:

Composition	Asset Liability Management Committee shall comprise of minimum 2 members which shall include the Head of Investment, Credit and Strategy, Treasury Risk Management and Economic Research and other members as deemed suitable. The Committee shall be headed by the Managing Director/ Chief Executive officer.
Secretary	The Company Secretary of the Company shall act as the Secretary to the Committee.
Meetings and Quorum	The Committee shall meet atleast once in every quarter. Quorum for the meeting shall be presence of 2 members.
Terms of reference	The terms of reference of Asset Liability Management Committee are as under: <ul style="list-style-type: none"><li>a) The committee shall lay down policies and quantitative limits relating to assets and liabilities and periodically monitor Asset-Liability management.</li><li>b) Ensure adherence to policies and limits set by the Board as well as implementing the liquidity risk management strategy of the Company</li><li>c) The Committee shall decide on desired maturity profile and mix of incremental assets and liabilities, sale of assets as source of funding, the structure, responsibilities and controls for managing liquidity risk ad overseeing the liquidity positions of all the branches</li></ul>

#### 4.7 IT Strategy Committee:

The IT Strategy Committee is constituted in accordance with Master Direction on Information Technology Governance, Risk, Controls and Assurance Practices” vide circular No. DoS.CO.CSITEG/SEC.7/31.01.015/2023-24 dt. 07.11.2023.

The details of Committee are here under:

Composition	The IT Strategy Committee shall comprise of minimum 3 Director members. The chairman of the committee shall be an independent director. and shall have substantial IT expertise in managing/ guiding information technology initiatives. All the members shall be technically competent. The CISO shall be a permanent invitee to the IT Strategy Committee.
Secretary	The Company Secretary of the Company shall act as the Secretary to the Committee.

Meetings and Quorum	The Committee shall meet atleast once in every quarter. Quorum for the meeting shall be presence of 2 members
Terms of reference	The terms of reference of IT Strategy Committee are as under:
	<ul style="list-style-type: none"> <li>a) To put in place an effective IT strategic planning process</li> <li>b) Guide in preparation of IT Strategy and ensure that the IT Strategy aligns with the overall strategy of the Company towards accomplishment of its business objectives;</li> <li>c) Ensure that IT Governance and Information Security Governance structure fosters accountability, is effective and efficient, and has adequate skilled resources, well defined objectives and unambiguous responsibilities for each level in the organisation;</li> <li>d) To ensure that the Company has put in place processes for assessing and managing IT and cybersecurity risks;</li> <li>e) To ensure that the budgetary allocations for the IT function (including for IT security), cyber security are commensurate with the Company's IT maturity, digital depth, threat environment and industry standards and are utilised in a manner intended for meeting the stated objectives;</li> <li>f) To review on annual basis the adequacy and effectiveness of the Business continuity planning and Disaster recover management</li> </ul>

#### 4.8 IT Steering Committee

The IT Steering Committee is constituted as per the requirements of the RBI “Master Direction on Information Technology Governance, Risk, Controls and Assurance Practices” vide circular No. DoS.CO.CSITG/SEC.7/31.01.015/2023-24 dt. 07.11.2023. These direction is applicable for the Middle layer Non-Banking Financial Companies.

The details of Committee are here under:

Composition	The IT Steering Committee shall comprise of minimum 3 members composed of members from Senior Management level ideally from IT and business functions.  The CISO shall be a permanent invitee to the IT Steering Committee.
Secretary	The Company Secretary of the Company shall act as the Secretary to the Committee.
Meetings and Quorum	The Committee shall meet atleast once in every quarter.  Quorum for the meeting shall be presence of 2 members.
Terms of reference	The terms of reference of IT Steering Committee are as under:

	<ul style="list-style-type: none"> <li>(i) Assist the IT Strategy Committee in strategic IT planning, oversight of IT performance, and aligning IT activities with business needs;</li> <li>(ii) Oversee the processes put in place for business continuity and disaster recovery;</li> <li>(iii) Ensure implementation of a robust IT architecture meeting statutory and regulatory compliance; and</li> <li>(iv) Update IT Strategy Committee and CEO periodically on the activities of the Committee.</li> </ul>
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#### 4.9 Information Security Committee

The Information Security Committee is constituted as per the RBI “Master Direction on Information Technology Governance, Risk, Controls and Assurance Practices” vide circular No. DoS.CO.CSITEG/SEC.7/31.01.015/2023-24 dt. 07.11.2023. These direction is applicable for the Middle layer Non-Banking Financial Companies.

The details of Committee are here under:

Composition	<p>The Information Security Committee shall comprise of minimum 3 members.</p> <p>The constitution of the Committee, with Chief Information Security Officer (CISO) and other representatives from business and IT functions, etc., shall be decided by the IT Strategy Committee.</p> <p>The head of the Committee shall be from risk management vertical.</p>
Secretary	The Company Secretary of the Company shall act as the Secretary to the Committee.
Meetings and Quorum	<p>The Committee shall meet on periodic basis as maybe required .</p> <p>Quorum for the meeting shall be presence of 2 members</p>
Terms of reference	The terms of reference of Information Security Committee are as under:
	<ul style="list-style-type: none"> <li>(i) Development of information/ cyber security policies, implementation of policies, standards and procedures to ensure that all identified risks are managed within the Company’s risk appetite;</li> <li>(ii) Approving and monitoring information security projects and security awareness initiatives;</li> <li>(iii) Reviewing cyber incidents, information systems audit observations, monitoring and mitigation activities;</li> <li>(iv) Updating ITSC and CEO periodically on the activities of the Committee.</li> </ul>

#### 4.10 Finance Committee

The Company has in place the Finance Committee to handle the day-to-day activities of the company. The details of Committee are here under:

Composition	The Finance Committee shall consist of minimum three members.
Secretary	The Company Secretary of the Company shall act as the Secretary to the Committee.

Meetings and Quorum	The Committee shall meet as and when necessary and the Quorum for the meeting is two members.
Terms of reference	The terms of reference of Finance Committee are as under:
	<ol style="list-style-type: none"> <li>1. Clause (d) and (f) of section 179 of the Companies Act 2013: <ol style="list-style-type: none"> <li>a) to borrow monies;</li> <li>b) to grant loans or give guarantee or provide security in respect of loans;</li> </ol> </li> <li>2. To authorize sell-out / buy out, assignment and securitization transactions.</li> <li>3. To accept appointment / empanelment as BC (Business Correspondent), Micro Insurance agent.</li> <li>4. Bank accounts and facilities: <ol style="list-style-type: none"> <li>a) To avail all banking facilities such as term loan facility, cash credit, overdraft, opening of accounts, online / net banking, CMS, Trade finance, ECS, closing of accounts and any other such products offered by banks, on behalf of the Company and also authorized to sub- delegate the powers to any of the officers of the Company.</li> <li>b) To appoint authorized signatories or remove signatories for operating the companies banking facilities (including online/ net banking).</li> <li>c) To approve availment of any of the services provided with respect to collection, aggregation of funds such as collection account in whatsoever name, such as Cash management facilities, from any bank or financial service provider and all matters associated with the same.</li> <li>d) To approve availment of any of the services provided by a bank with respect to disbursal / payment / transfer of funds such as Host to Host payment services, API (Automated Payment Interface) facilities from any bank or financial service provider and all matters associated with the same.</li> <li>e) Closing of any bank accounts and closing or terminating of any financial services availed in the past from any bank, financial institution or financial service providers.”</li> </ol> </li> <li>5. Appointment or Change of Registrar and Transfer Agent for the Company's Securities (Debentures, Equity shares and other securities) issued under the Companies Act 2013 and admission of such securities on Depositories.</li> </ol>

#### 4.11 Identification Committee of Wilful Defaulters

The Company has constituted Identification Committee of Wilful Defaulters to follow the due process of identification of wilful defaulters pursuant to erstwhile Master Direction- Non-Banking Financial Company- Housing Finance Company (Reserve Bank) Directions, 2021 and Master Direction on Treatment of Wilful Defaulters and Large Defaulters and the present Reserve Bank of India (Non-Banking Financial Companies – Treatment of Wilful Defaulters and Large Defaulters)

Directions, 2025. The details of Committee are here under:

Composition	The Identification Committee of Wilful Defaulters shall be headed by Chief Business Officer and consisting of two other senior officers.
Secretary	The Company Secretary of the Company shall act as the Secretary to the Committee.
Meetings and Quorum	The Committee shall meet as and when necessary and the Quorum for the meeting shall be two members.
Terms of reference	The terms of reference of the Identification Committee of Wilful Defaulters shall be as per the 'Treatment of Wilful Defaulters and Large Defaulters' policy of the Company as amended from time to time.

#### 4.12 Review Committee of Wilful defaulters

The Company has constituted the Review Committee of Wilful defaulters to review the order of the Identification Committee of Wilful Defaulters pursuant to erstwhile Master Direction- Non-Banking Financial Company-Housing Finance Company (Reserve Bank) Directions, 2021 and Master Direction on Treatment of Wilful Defaulters and Large Defaulters and the present Reserve Bank of India (Non-Banking Financial Companies – Treatment of Wilful Defaulters and Large Defaulters) Directions, 2025. The details of Committee are here under:

Composition	The Review Committee shall be headed by the Managing Director & Chief Executive Officer/ CEOs and consisting, in addition, two independent directors/ non-executive directors of the Company of the Company or equivalent officials as members.  The Review Committee shall not be comprised of members who are part of the Identification Committee
Secretary	The Company Secretary of the Company shall act as the Secretary to the Committee.
Meetings and Quorum	The Committee shall meet as and when necessary and the Quorum for the meeting shall be two members.
Terms of reference	The terms of reference of the Review Committee shall be as per the 'Treatment of Wilful Defaulters and Large Defaulters' policy of the Company as amended from time to time.

#### 4.13 Committee of Executive for Fraud Monitoring

The Company has constituted Committee of Executive (CoE) for fraud monitoring pursuant to Master Direction-Fraud Risk Management in Non-Banking Financial Companies (including Housing Finance Companies) issued by the Reserve Bank of India vide circular no RBI/DOS/2024-25/120/DOS.CO.FMG.SEC.No.7/23.04.001/2024-25 dated 15th July, 2024. The details of Committee are here under:

Composition	The Committee of Executive shall consist of minimum 3 members, at least 1 of whom shall be a Whole-time director or equivalent rank Official
Secretary	The Company Secretary of the Company shall act as the Secretary to the Committee.
Meetings and Quorum	The Committee shall meet as and when necessary and the Quorum for the meeting shall be two members.
Terms of reference	<ul style="list-style-type: none"> <li>i. To oversee the effectiveness of the framework for Early Warning Signals</li> <li>ii. To oversee the effectiveness of the fraud risk management.</li> <li>ii. To review and monitor cases of frauds, including root cause analysis, and suggest mitigating measures for strengthening the internal controls, risk management framework and minimising the incidence of frauds atleast once in three years on periodic review of incident of fraud.</li> </ul>

## 5 POLICIES FORMULATED BY THE COMPANY:

Various Policies have been formulated by the Company in compliance with the provisions of the Companies Act, 2013 and other applicable laws and/ or as a matter of Good Corporate Governance Practices. Some of the important Policies are as under:

1. Related Party Transactions Policy;
2. Whistle blower policy;
3. Anti Sexual Harassment Policy;
4. Accounting Policy
5. Anti Bribery and Anti Corruption Policy
6. Nomination and Remuneration Committee policy;
7. Policy for ascertaining the 'Fit and Proper' status of Directors;
8. HR Policies
9. Grievance Redressal Policy;
10. Risk management policy;
11. Fraud Risk Management Policy;
12. Know Your Customer & Anti-Money Laundering Policy;
13. Fair Practice Code;
14. Interest Rate Policy;
15. Credit Policy;
16. IT Policies;
17. Asset Liability and Liquidity Management Policy
18. Policy on Liquid Risk Management;
19. Investment Policy;
20. Internal Audit Policy
21. Legal Policy;
22. Policy on Treatment of Wilful defaulters and Large Defaulters;
23. Code for Independent Directors;
24. Policy for Empanelment of Independent Valuers;
25. Technical Valuation Policy/Policy for Valuation of Property;
26. Outsourcing Policy;
27. Code of Conduct for Direct Selling Agents (DSAs)/ Direct Marketing Agents (DMAs) of NivaraHome Finance Limited;
28. Policy on Soliciting and Servicing Insurance Products;
29. Compliance Policy;
30. Internal Capital Adequacy Assessment Process Policy;
31. Conversion/Switch Policy;
32. Customer Compensation Policy;
33. Policy on Penal Charges;

34. Corporate Social Responsibility Policy;
  35. Policy on Loans & Advances to Directors, relatives of Directors and officers in the Senior Management;
  36. Policy on Compromise Settlements and Technical Write Off;
  37. Securitisation of Standard Assets and Transfer of Loan Exposures;
  38. Policy on Management of Delinquent Accounts/ NPA's
- The policies adopted may be reviewed by the Board from time to time.

## **6 STATUTORY AUDITORS**

The Board and the Audit Committee of the Company shall be responsible to appoint Statutory Auditors. The appointment of the auditors will be as per the Act, the rules made thereunder and the RBI HFC Directions read with the 'Guidelines for Appointment of Statutory Central Auditors (SCAs)/Statutory Auditors (SAs) of Commercial Banks (excluding RRBs), UCBs and NBFCs (including HFCs) dated April 27,2021 as amended from time to time. The Company shall review the independence and performance of the Statutory Auditors and the effectiveness of the audit process periodically. Declaration shall be obtained from the Auditors affirming their eligibility for being appointed as the Statutory Auditors of the Company. The Company shall rotate the partner/s of the Chartered Accountant firm(s) conducting the statutory audit of the Company every three years or such other earlier period as may be decided by the Board, 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 shall be eligible for conducting the audit of the Company after an interval of three years.

## **7 INTERNAL AUDITORS**

The Board and the Audit Committee of the Company shall appoint the Internal Auditor to co-source the Internal Audit Function of the Company in accordance with the provisions of applicable laws and regulations who shall perform Independent and objective assessment of the internal controls, processes and procedures instituted by the Management and accordingly monitor its adequacy and effectiveness.

## **8 SECRETARIAL AUDITORS**

The Board shall appoint Company Secretary in Practice, in accordance with the provisions of the Companies Act, 2013 and rules made there under to conduct a Secretarial Audit of the Company for every Financial Year. The Secretarial Auditor shall provide a Secretarial Audit Report in the form and the manner prescribed under the applicable laws / regulations. The Secretarial Audit Report shall be placed before the Board for its noting and records and the same be annexed to the Board's Report which shall be circulated to the Shareholders of the Company in accordance with the applicable laws / regulations.

## **9 INFORMATION SYSTEMS (IS) AUDITORS**

The IT Strategy Committee shall appoint IS auditor to carryout IS audit in accordance with the Master Direction on Information Technology Governance, Risk, Controls and Assurance Practices dated 07<sup>th</sup> November 2023. The Audit Committee shall be responsible for exercising oversight of IS audit of the Company.

## **10 DISCLOSURES**

- a. The Company is committed to make adequate disclosures based on the principles of transparency, timeliness, fairness and continuity. The Board of Directors and employees of the Company shall ensure and make necessary disclosures to the Company, the Regulator(s)/ Statutory Authorities, the Shareholders as may be required by the applicable laws and the codes/ Policies of the Company.
- b. The Board of Directors of the Company or such other person authorized by the Board or any law / Regulation, shall ensure that all the disclosures statutorily required to be made on behalf of the Company are duly made to the Regulatory/ Statutory Authorities or such other persons as may be required under applicable laws / regulations.

- c. An annual declaration on confirmation in respect of fit and proper criteria in the format prescribed under the Company's Policy on fit and proper criteria for the Directors formulated in terms of HFC Master Directions shall be furnished by the Directors.
- d. A declaration of independence in terms of Section 149(7) of the Companies Act, 2013 shall be furnished by the independent Directors every financial year or whenever there is any change in the circumstances that affect their status as an Independent Director.
- e. The Company shall place before the Board of Directors following information on an annual basis:
  - i. the progress made in putting in place a progressive risk management system and riskmanagement policy and strategy followed by the Company;
  - ii. 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.

**f. Following shall be disclosed in Annual Financial Statements:**

- i. registration/ license/ authorisation, by whatever name called, obtained from otherfinancial sector regulators;
- ii. ratings assigned by credit rating agencies and migration of ratings during the year;
- iii. penalties, if any, levied by any regulator/ supervisor/ enforcement authority;
- iv. information namely, area, country of operation and joint venture partners with regardto joint ventures and overseas subsidiaries; and
- v. Asset-Liability profile, , NPAs and movement of NPAs, details of all off-balance sheet exposures, exposure to real estate, exposure to capital market, structured products issued by them as also securitization/ assignment transactions and other disclosures as may be prescribed.
- vi. The details of fees/ brokerage received in respect of insurance broking/agency business undertaken by them should be disclosed in the 'Notes to Accounts' to the Balance Sheet as per RBI HFC Directions.
- vii. Disclosure as per Annex-IV "Indicative list of Balance Sheet Disclosure for HFCs" of RBI HFC Directions
- viii. Amount related to Frauds reported in the Company for the year pursuant to RBI MD on Fraud Risk Management in Non-Banking Financial Companies (NBFCs) (including Housing Finance Companies)
- ix. Such other disclosures as may be specified by RBI, NHB or IRDAI from time to time as may be applicable to the Company.

**11 CHIEF COMPLIANCE OFFICER**

The Company has appointed Chief Compliance Officer of the Company for a period of three years pursuant to RBI Notification- Compliance Function and Role of Chief Compliance Officer (CCO) – NBFCs issued vide RBI/2022-23/24 Ref.No.DoS.CO.PPG./SEC.01/11.01.005/2022-23 dated April 11, 2022.

**12 REVIEW**

The Board of Directors of the Company shall review the policy on an annual basis and reserves the right to add, amend, modify this Corporate Governance Guidelines,as and when it deems appropriate.