



ENTERPRISE RISK MANAGEMENT POLICY

1. Objective

The objective of the Risk Management Policy ("the Policy") of Subros Limited ("the Company") is to institutionalize a formal risk management framework in accordance with the provisions of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations") as amended from time to time.

2. Scope

The Policy is to establish a framework for proactive identification and mitigation of current and future material risk exposures of the Company in order to protect the brand value and sustained operations.

3. Policy Statement

3.1 The Company is committed to ensure that an effective Enterprise Risk Management Framework is in place for:

- a) Identification of internal and external risks specifically faced by the Company, in particular including financial, operational, sectoral, sustainability (particularly, Environmental, Social and Governance (ESG) related risks), information, cyber security risks or any other risk as may be determined by the Committee;
- b) Adequately identifying, analysing, evaluating, and taking measures to mitigate risks including strengthening of systems and processes for internal control of identified risks within Company's risk appetite in a cost effective and timely manner;
- c) Formulating & deploying Business continuity plan;
- d) Monitoring and overseeing the implementation of the Policy & review at periodic intervals for continual improvement, considering the changing industry dynamics and evolving complexity;



3.2 The risk management framework of the Company is aimed at creating a risk averse and opportunity focused culture by:

- a) Implementing appropriate strategies, plans, processes, systems and procedures for effective & agile decision making.
- b) Managing business eventualities through Business continuity plan and provision of needed resources.
- c) Monitoring & overseeing the execution of risk response plans for meeting the Business, Customer & Regulatory requirements.

4. Management

The Board of Directors of the Company:

- i. has constituted a Risk Management Committee in compliance of the Companies Act, 2013 ("the Act") and Listing Regulations, as amended from time to time;
- ii. has defined the role & responsibilities and delegated such powers & functions as it has deemed fit or prescribed under the Act / Listing Regulations to the Committee.

5. Amendment

The Committee, subject to applicable laws, rules and regulations, may amend the Policy from time to time and any subsequent amendment or modifications in the Act / Listing Regulations shall automatically apply to this Policy.

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