

# NORBEN TEA & EXPORTS LIMITED

CIN : L01132WB1990PLC048991

## RELATED PARTY TRANSACTION POLICY

### 1. Objective

1.1. The objective of this Policy is to regulate transactions between NORBEN TEA & EXPORTS LIMITED (the 'Company') and its Related Parties based on the laws and regulations applicable to the Company in this regard and to ensure proper approval and reporting of transactions between the Company and its Related Parties.

### 2. The Regulatory Framework

2.1. The Companies Act 2013 together with the Rules notified thereunder, Regulation 23 of the SEBI LODR Regulations, and related circulars, clarifications, guidelines and notifications issued thereunder (together referred to as "the applicable laws"), provide a framework for regulating transactions with Related Parties.

2.2. This policy is framed as per the requirements of the applicable laws and shall operate within the boundaries set by the laws.

### 3. Definitions

3.1. "The Act" means the Companies Act, 2013, together with the Rules notified thereunder including any statutory modifications or re-enactments thereof for the time being in force (hereinafter referred to as "Act").

3.2. "Regulations" means Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 including any statutory modifications or re-enactments thereof for the time being in force (hereinafter referred to as "SEBI LODR Regulations").

3.3. "Accounting Standards" means the standards of accounting or any addendum thereto for companies or class of companies referred to in Section 133 of the Act.

3.4. "Associate Company" in relation to another company, means a company in which that other company has a significant influence, but which is not a subsidiary company of the company having such influence and includes a joint venture company.

3.5. "Policy" means Policy on Related Party Transactions.

3.6. "Board" means Board of Directors of the Company.

3.7. "Audit Committee" means Committee of Board of Directors of the Company constituted as such under the applicable laws.

3.8. "Key Managerial Personnel" or "KMP" means:



- (i) The Chief Executive Officer (CEO) or the Managing Director or the Manager as defined under the Act;
- (ii) The Company Secretary;
- (iii) The Whole-time director;
- (iv) The Chief Financial Officer (CFO);
- (v) 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; and
- (vi) Such other officer as may be prescribed.

3.9. **“Relative”** shall have the same meaning as assigned to it under Section 2(77) of the Companies Act, 2013 and the Rules made there under.

3.10. **“Related Party”** is a person or an entity which is:

- (i) a related party under Section 2(76) of the Act;
- (ii) a related party under the applicable Accounting Standards;
- (iii) a related party under Regulation 2(1) (zb) of the SEBI LODR Regulations.

3.11. **“Related Party Transaction”** means:

- (i) a transaction between the Company and a Related Party which is of the nature specified in sub-clause (a) to (g) of Section 188(1) of the Act; and
- (ii) a transaction involving transfer of resources, services or obligations, regardless of whether a price is charged, between parties as specified under Regulation 2(1)(zc) of SEBI LODR Regulations;  
Explanation: Related Party Transaction includes a single transaction or a group of transactions in a contract.

Following transactions shall not be Related Party Transactions:

- (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 Company 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.

3.12. **“Material Related Party Transaction”** means a transaction to be entered into with a Related Party, individually or taken together with previous transactions during a financial year, exceeding the following thresholds:

3.13.1. In case of transactions involving payments made with respect to brand usage or royalty, if it exceeds 5% (five) of the annual consolidated turnover of the Company as per its last audited financial statements;

3.13.2. In case of any other transaction(s), if the amount exceeds Rs. 1,000 crores or 10% (ten percent) of the annual consolidated turnover of the Company as per its last audited financial statements, whichever is lower.

3.13 **“Material modifications to Related Party Transaction”** means modification to the related party transaction which individually or taken together with previous modifications pertaining to the same transaction, exceeds the limit of 20% of the approved transaction or change in such other terms and conditions including nature, tenure of transaction etc. which may substantially change the nature/other terms of transaction, in the opinion of the Audit Committee.

3.14 **“Subsequent Material Modifications”** shall mean any modification with respect to the following:



- (i) Increase in the limit of amounts approved for a Related Party Transaction with a Related Party in a financial year;
- (ii) significant terms and conditions of the contract with a Related Party such as modifications in price, margin, significant alteration to the credit period and material changes in scope of deliverables;
- (iii) any other modification which as per the directions of the Audit Committee may be deemed material on case-to-case basis.

3.15 "Unforeseen Related Party Transaction" means a Related Party Transaction, where the need for such transaction cannot be foreseen, the details whereof necessary for seeking an omnibus approval of the Audit Committee are not available and the value of such transaction does not exceed Rupees one crore per transaction.

3.16 "Arm's Length Transaction" means a transaction between two Related Parties that is conducted as if they were unrelated, so that there is no conflict of interest.

3.17 "Transactions in the ordinary course of business" mean transactions/activities that are connected to or necessary for the business of the Company and satisfy the following principles:

- a) The transaction/activity is permitted under the Memorandum and the Articles of Association of the Company;
- b) The transaction/activity is carried on a frequent or regular basis or is as per the industry practise and
- c) The terms of the transaction/activity are similar to those which would be otherwise applicable to transactions with unrelated parties.

#### 4. Policy

4.1. All Related Party Transactions must be reported to the Audit Committee and referred for approval of the Committee or the Board or the Shareholders as required under this Policy.

##### 4.1.1. Identification of Related Party Transactions:

4.1.1.1. Each Director and Key Managerial Personnel is responsible for providing notice to the Board/Audit Committee of any potential Related Party Transaction involving him or her or his or her Relative, including any additional information about the transaction that the Board/Audit Committee may reasonably request. The Company shall ensure that no transaction is entered into with any entity/individual disclosed by the director/ KMP without requisite approvals.

4.1.1.2. The notice of any potential Related Party Transaction shall be given well in advance to the Board/ Audit Committee and shall also contain adequate information about the Related Party transaction(s). This will provide the Board/Audit Committee members adequate time and information to consider and review the proposed transaction(s).

##### 4.1.2. Approval for Related Party Transactions

The Company shall not enter into any Related Party Transaction except as stated hereinafter.



#### 4.1.2.1. Transactions requiring approval of Audit Committee:

- All Related Party Transactions and Subsequent Material Modifications shall require approval of the Audit Committee and only those members who are Independent Directors shall approve the Related Party Transactions.

Provided that a Related Party Transaction to which the subsidiary of the Company is a party but the Company is not a party shall require prior approval of the Audit Committee only if the value of such transaction, whether entered into individually or taken together with previous transactions during a financial year, exceeds the following thresholds or such other thresholds as prescribed under SEBI LODR Regulations from time to time:

- 10% of annual consolidated turnover, as per the last audited financial statements of the Company for FY 2025-26.
- 10% of annual standalone turnover, as per the last audited financial statements of the respective subsidiary from FY 2026-27 onwards.

- A prior approval of the Audit Committee shall be required for all Related Party Transactions except for the following:

a) transactions between the Company and its wholly owned subsidiary/(ies) whose accounts are consolidated with the Company and placed before the shareholders at the general meeting of the Company for approval ("WOS Transactions")

Provided that any of the above Related Party Transaction which is not in the ordinary course of business or not at arm's length shall require a prior approval of the Audit Committee.

b) Unforeseen Related Party Transactions

The Audit Committee shall approve/ratify the transactions listed under points (a) and (b) above subsequently.

- Related Party Transactions entered into between two wholly-owned subsidiaries of the Company, whose accounts are consolidated with the Company and placed before its shareholders at the general meeting for approval, shall not require approval of the Audit Committee.

#### 4.1.2.2. Transactions requiring approval of Board:

Following transactions shall require a prior approval of the Board:

- i) Related Party Transactions which are not in the ordinary course of business or not at arm's length price and
- ii) Material Related Party Transactions.

#### 4.1.2.3. Transactions requiring approval of Shareholders of the Company:

- All Material Related Party Transactions and Subsequent Material Modifications shall require prior approval of the Shareholders of the Company by way of a resolution and no related party shall vote to approve such resolutions whether the entity is a party to the particular transaction or not.

- All Related Party Transactions which are not in the ordinary course of business or not at arm's length and which are in excess of the limits prescribed under the Act requiring the approval of shareholders,



shall require an approval of the Shareholders by way of a resolution; and in such cases, the Related Party/(ies) to the transaction shall abstain from voting on such resolution.

#### **4.1.2.4. Deemed Approval**

- The transactions or arrangements which are specifically dealt under the separate provisions of the Law and executed under separate approvals/procedures from relevant committee shall be deemed to be approved for the purpose of this Policy. Such transactions are enumerated below:

- a) Appointment and payment of remuneration, including any variations thereto, to Key Managerial Personnel pursuant to the Nomination and Remuneration Committee approval;
- b) Payment of remuneration, fees, commission, etc. to Directors of the Company pursuant to approval of the Nomination and Remuneration Committee;
- c) Grant/issuance of stock options or stock appreciation rights or other share based benefits to and payments made to/received from Directors or Key Managerial Personnel of the Company or directors/key managerial personnel/officers of its subsidiaries/associates pursuant to such share based incentive plans as approved by shareholders.
- d) Any benefits, interest arising to Related Party solely from the ownership of Company shares at par with other holders, for example, dividends, right issues, stock split or bonus shares approved by the Nomination and Remuneration Committee or any other Board composed committee.

#### **4.1.3. Approval & Review Mechanism:**

4.1.3.1. While seeking the approval of the Audit Committee, Board or the Shareholders, all information that is relevant and necessary to the Related Party Transaction and as prescribed under the Laws, including any regulations, circulars, clarifications, or notifications issued by SEBI or Ministry of Corporate Affairs, or by the Audit Committee or the Board, shall be duly provided to the Audit Committee, Board or Shareholders, as the case may be.

4.1.3.2. The Audit Committee may grant omnibus approval for Related Party Transactions considering the repetitive nature of the transactions.

4.1.3.3. The Audit Committee, shall, after being authorized by the Board of Directors, specify the criteria for granting omnibus approvals to the Related Party Transactions proposed to be entered into by the Company in the manner and to the extent prescribed under the Laws. Such omnibus approvals shall be valid for one financial year. The Audit Committee shall, while granting such omnibus approvals, satisfy itself about the adherence to the criteria so specified by it.

4.1.3.4. The Audit Committee shall satisfy itself about the need for such omnibus approval and that such approval is in the interest of the Company.

4.1.3.5. The omnibus approval granted by the Audit Committee shall include the following particulars:

- (i) Name of the related parties;
  - (ii) Nature and duration of the transaction;
  - (iii) Maximum amount of transaction that can be entered into;
  - (iv) The indicative base price or current contracted price and the formula for variation in the price, if any;
- and



(v) Any other information relevant or important for the Audit Committee to take a decision on the proposed transaction.

4.1.3.6. In case of Unforeseen Related Party Transactions, the Audit Committee may grant an omnibus approval for such transactions provided that the value does not exceed Rs.1 crore per transaction in a financial year.

4.1.3.7. The Audit Committee shall not grant omnibus approval for transactions in respect of selling or disposing of the undertaking of the Company.

4.1.3.8. The Audit Committee shall review, on a quarterly basis, the details of all Related Party Transactions entered into by the Company.

#### 4.1.4. Disclosure:

4.1.4.1. Appropriate disclosures as required under the Laws shall be made in its Annual Return, Boards' Report and at such other places and to the Stock Exchanges on which equity shares of the Company are listed and such other authority as may be prescribed under the Laws.

#### 5. General

5.1. The Policy would be subject to revision/amendment in accordance with the Laws.

5.2. The Company reserves its right to alter, modify, add, delete or amend any of the provisions of this Policy. Any subsequent amendment(s)/ modification(s)/ circular(s)/ clarification(s)/ notification(s) in/under the SEBI LODR Regulations or the Act or any other governing Act/Rules/Regulations or re-enactment thereof, impacting the provisions of this Policy, shall automatically apply to this Policy and the relevant provision(s) of this Policy shall be deemed to be modified and/or amended to that extent, even if not incorporated in this Policy.

5.3. The power to interpret/amend/modify the Policy shall vests with the Board of Directors of the Company.

This Policy is inserted by the Board of Directors in its meeting held on 13th Feb, 2026. It was last updated on 13<sup>th</sup> February 2024. It shall be reviewed by the Board of Directors at least once in every three years. Accordingly, the Policy has been reviewed and revised in accordance with the provisions of Regulation 23 of the Listing Regulations.

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For NORBEN TEA & EXPORTS LTD

  
Ma. Director