USS GLOBAL LIMITED

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RISK MANAGEMENT POLICY

I. INTRODUCTION

The Risk Management Policy ("Policy") of USS Global Limited ("the Company") is formulated to enable the Company to adopt a defined process for managing its risks and opportunities on an ongoing basis. An important purpose of this document is to implement a structured and comprehensive Risk Management System, which establishes a common understanding, language and methodology for identifying, assessing, monitoring and reporting risks and opportunities and which provides management and the Board of Directors of the Company ("the Board") with the assurance that key risks and opportunities are being identified and managed. Risk Management is a key aspect of the "Corporate Governance Principles and Code of Conduct" which aims to improvise the governance practices across the Company's activities.

The policies underlined herein define the mechanism by which the Company will identify, measure and monitor its significant risks and opportunities.

The Company will also fulfil the requirements of provisions of the Companies Act, 2013 and Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended) in relation to Risk Management.

II. OBJECTIVE AND PURPOSE

The prime objective of this Risk Management Policy is to ensure sustainable business growth with stability and establish a structured and intelligent approach to Risk Management at USS Global Limited.

The Key objectives of this Policy are to:

- Identify internal and external risks of the Company;
- To ensure that all the current and future material risk exposures of the company are continuously identified, assessed, quantified, appropriately mitigated and managed; i.e., to ensure adequate systems for risk management and internal controls;
- Improve operational effectiveness and efficiency;
- Improve operational and financial reporting;
- Safeguard shareholder investment;
- Integrate risk management in the culture and strategic decision-making in the organization;
- Enable compliance with appropriate regulations and adoption of leading practices;
- Anticipate and respond to changing economic, social, political, technological environmental and legal conditions in the external environment;
- To formulate the Business continuity plan;
- Adhere to best in class Corporate Governance practices

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III. DEFINITIONS

- **"Board of Directors" or "Board"**, in relation to the Company, means the collective body of the directors of the Company.
- **"Company"** means USS Global Limited.
- **"Policy"** means Risk Management Policy.
- **"Compliance Officer"** means the Company Secretary and Compliance Officer of the Company for the purpose of administration of the insider trading policy.
- **"SEBI LODR Regulations"** means Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.
- **"Risk"** means events or conditions that may occur, and whose occurrence, if it does take place, has a harmful or negative impact on the achievement of the organization's business objectives. The exposure to the consequences of uncertainty constitutes a risk.
- **"Risk Management"** means the process of systematically identifying, quantifying, and managing all risks and opportunities that can affect achievement of a corporation's strategic and financial goals.
- **"Risk Assessment"** means the overall process of risk analysis and evaluation.

IV. PRINCIPLES OF RISK MANAGEMENT

- Risk management is a dynamic and a continuous process.
- A systematic and well-organized approach to risk management is necessary to get consistent results.
- Risk management is integrated/embedded in all organizational activities.
- Risk management framework-process should be tailor made as per its objectives and the internal external context.
- The risk management shall provide reasonable assurance in protection of business value from uncertainties and consequent losses.
- All concerned risk owners of the Company shall be responsible for identifying & mitigating key risks in their respective domain.
- The occurrence of risk, progress of mitigation plan and its status shall be monitored on a periodic basis.
- Risk management should involve all relevant stakeholders so that valuable insights are captured and enabled in effective decision making.
- Organization culture and human behaviours affects the risk management process.
- Information should be timely, clear and available to relevant stakeholders. The inputs to risk management are based on information that is both historical and current, as well as on expectations for the future. Risk management specifically accounts for any restrictions and uncertainties related to such information and expectations.

V. POLICY STATEMENT

The Company is committed to develop an integrated Risk Management Framework:

a. To achieve the strategic objective while ensuring appropriate management of risks.

b. To ensure the protection of the stakeholder's value.

c. To provide a clear & strong basis for informed decision making at all levels of the Company.

d. To strive towards strengthening the Risk Management system through continuous learning & improvement.

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Every employee of the Company is recognized as having a role in risk management for identification of risk to treatment and shall be invited & encouraged to participate in the process.

The Audit Committee & the Board will review the Policy & procedures periodically.

VI. CLASSIFICATION OF RISKS

Strategic Risk: It includes range of external events and trends (like Government policy, Competition, Court Rulings or a Change in Stakeholder requirements) that can adversely impact the company's strategic growth and destroy shareholder value.

Business Risk: It includes the risks associated specifically with the company and having an adverse impact on the company's capability to execute activities critical for business growth, thereby affecting its near-term performance.

Legal and Regulatory Risk: It includes risk arising from the non compliance with applicable laws, rules, regulations, statutory Obligation, contractual obligation, and changes in the legal or regulatory environment. Such risk may result in penalties, litigations, financial losses, operational restriction or reputational damage. The company shall continuously monitor legal and regulatory developments and ensure timely compliance with all applicable requirements.

VII. RISK MANAGEMENT FRAMEWORK

The Company follows systematic approach to mitigate risks associated with accomplishment of objectives and operations of the company.

The Risk Management is based on following key elements:

- **Risk Identification**

  Risk identification involves the continuous process of recognizing events or circumstances that may negatively affect the organization's operations and its ability to achieve strategic and operational objectives. The identified risks serve as the foundation for subsequent risk analysis, assessment, and the development of appropriate mitigation measures.

- **Risk Analysis and Assessment**

  The risks will be assessed on a two-fold criteria. The two components of risk assessment are:

  (a) Negative variance of profitability; and

  (b) Occurrence of the event happening.

  This combination provides the inherent risk level.

  This process examines the range of possible impacts and assesses them using qualitative, quantitative, or a combination of both methods to determine the significance of each risk and support informed decision-making.

- **Risk Treatment/Action Plan**

  Risk treatment involves identifying the range of options for treating risk, assessing those options, preparing risk treatment plans and implementing them.

  Action plans need to be time bound and responsibility driven to facilitate future status monitoring. Mitigating practices and controls shall include determining policies; procedures, practices and processes in place that will ensure that existing level of risks

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are brought down to an acceptable level. In many cases, significant risk may still exist after mitigation of the risk level through the risk treatment process. These residual risks will need to be considered appropriately.

VIII. ROLE AND RESPONSIBILITIES

The Board shall be responsible for framing, implementing and monitoring the risk management plan for the Company and ensure that the appropriate systems for risk management are in place and overseas the effectiveness of the company's risk management framework. The Audit Committee is responsible for annual evaluation of the overall Risk Management System.

The management of the Company is responsible for monitoring and whether appropriate processes and controls are in place to effectively and efficiently manage risk, so that the strategic and business objectives of the Company can be met.

IX. REVIEW AND AMENDMENT

The Audit Committee and the Board shall review this Policy from time to time to ensure it remains consistent with the Board's objectives and responsibilities, and in accordance with applicable laws.

Any change in the Policy shall be approved by the Board of Directors of the Company. The Board of Directors shall have the right to withdraw and/or amend any part of this Policy or the entire Policy, at any time, as it deems fit, or from time to time, and the decision of the Board in this respect shall be final and binding. Any subsequent amendment/modification in the Companies Act, 2013 or the Rules framed thereunder or the Listing Regulations and/or any other laws in this regard shall automatically apply to this Policy.

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