

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

The Company conducts orientation programmes / presentations / training sessions, periodically at regular intervals, to familiarize the independent directors with the strategy, operations and functions of the Company.

Such orientation programmes / presentations / training sessions provide an opportunity to the independent directors to interact with the senior leadership team of the Company and help them to understand the Company's strategy, business model, group structure, operations, service and product offerings, markets, organization structure, finance, human resources, technology, quality, facilities, risk management strategy, governance policies, designated channels for flow of information, sustainability and such other areas as deemed necessary.

The programmes / presentations also familiarize the independent directors with their roles, rights and responsibilities.

This is carried out through the following:

- Presentations during the Board and Committee Meetings by senior people of the respective divisions and functions highlighting the key issues.
- Annual Off-site meeting where more detailed discussions take place on each division of the Company in terms of divisional strategy focused around the current business scenario and evolving strategy for future.
- Interactions with the Auditors, Advisors and Consultants appointed from time to time.
- Informal meetings with the Directors to discuss issues based on their background, experience and expertise.
- Whenever a new Independent Director joins the Board of the Company, an interactive session is organised with Managing Director & CEO, Wholtime Director & COO, Chief Financial Officer, Company Secretary & Compliance Officer and other Senior Management Personnel to discuss the functioning of the Board and the nature of the operation of the Company's business activities.

Details of Familiarization Programmes imparted to Independent Directors

<u>Financial Years</u>	Number of Programmes	Number of hours spent
2023-24	32	41.50 hrs
2024-25	16	30.40 hrs
Cumulative basis	48	72.30 hrs