



FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

1. Preamble:

The Regulation 25 (7) & Regulation 46 (2) (i) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 resp. stipulates that:

- a) The Company shall familiarize the Independent Directors with the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc., through various programmes.
- b) The details of such familiarization programmes shall be disclosed on the Company's website and a web link thereto shall be given in the Annual Report.

2. Familiarization Process

- The Company shall through its Executive Directors / Senior Managerial Personnel conduct programmes / presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company;
- Such programmes / presentations will 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, operations, service and product offerings, markets, organization structure, finance, human resources, technology, quality, facilities and risk management and such other areas as may arise from time to time;
- The programmes / presentations shall also familiarize the Independent Directors with their roles, rights and responsibilities;
- The Company may circulate news and articles related to the industry on a regular basis and may provide specific regulatory updates from time to time; and
- The Company may conduct an introductory familiarization programme / presentation, when a new Independent Director comes on the Board of the Company.

3. Programme and disclosure

Familiarization programme will be conducted "as needed" basis during the year. As and when familiarization programme is conducted, the same will be disclosed on the website of the Company.

4. Review of the Programme

The Board will review the familiarization programme of Independent directors and make revisions as may be required.