

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

The regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 mandates the Company to familiarize the Independent Directors with the Company, their roles, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc. through various programmes.

1. Objective:

The Objective of the familiarization programme is to facilitate the Independent Directors to understand their roles and responsibilities in the Company. The Program has been designed considering the specific needs of Corporate Governance and the obligations of Independent Directors in view of the onerous responsibility conferred by the Companies Act, 2013 and the Listing Agreement as amended from time to time.

2. Applicability:

The above programmes will be conducted for new and continuing Independent Directors of the Company.

3. Familiarization Process:

- i. The Company shall through its Executive Directors/Senior Managerial Personnel conduct programs/presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company;
- ii. Such programs/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;
- iii. the programs/presentations shall also familiarize the Independent Directors with their roles, rights and responsibilities;
- iv. 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 v. The Company may conduct an introductory familiarization program/presentation, when a new Independent Director comes on the Board of the Company.

4. Programme:

Familiarization Programme will be conducted on "need-basis" during the year. The Company also issues appointment letter to the Independent Directors which also incorporates their role, Duties & responsibilities.

5. Review / Amendment of the Programme :

The Board of Directors will review/amend this programme and make changes as and when it deems necessary.
