

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

1. INTRODUCTION

In accordance with the requirements of Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Schedule IV of the Companies Act, 2013, the Company shall familiarize its Independent Directors with the Company, their roles, rights, and responsibilities, the nature of the industry in which the Company operates, the business model of the Company, and other relevant matters through various programs.

2. POLICY OBJECTIVE

The Familiarization Programme aims to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute effectively to the growth and governance of the Company.

3. ADMINISTRATION

The Familiarization Programme for Independent Directors will be administrated and monitored by Nomination and Remuneration Committee.

4. FAMILIARIZATION MODUL FOR INDEPENDENT DIRECTOR

- a) All the Independent Directors of the Company are made aware of their roles and responsibilities at the time of their appointment through a formal letter of appointment which also stipulates various terms and conditions of their engagement.
- b) Strategic presentations are made to the Board where Directors get an opportunity to interact with Senior Management.
- c) Directors are also informed of the various developments in the Company, periodically.



- d) The Company may through its Non-Independent Non-Executive Directors/Senior Management Personnel conduct programmes/ presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company.
- e) 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, risk management and such other areas as may arise from time to time.
- f) The programmes/presentations shall also familiarize the Independent Directors with their roles, rights and responsibilities.
- g) The Company may conduct an introductory familiarization programme/presentation, when a new Independent Director comes on the Board of the Company.

5. REVIEW

The Familiarization program for the Independent Director will be reviewed from time to time and revised as may be required.

