

DETAILS OF FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

Statutory Requirement:

The Schedule IV of the Companies Act, 2013 and 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 or responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc., through various programmes.

Objective:

The familiarization programme aims to provide Independent Directors with a comprehensive understanding of the Company's business, operations, and strategic direction, enabling them to contribute effectively to the Company's growth and governance.

Familiarization Process:

The Company conducts familiarisation programmes for both newly appointed and continuing Independent Directors of the Company. These programmes are organized periodically to familiarise Independent Directors with the Company's strategy, business, and operations. They also cover statutory compliances applicable to Board members, including their roles, rights, and responsibilities.

The programmes provide opportunities for Independent Directors to interact with Executive Directors, Key Managerial Personnel, and Senior Management. Through these interactions, they gain insights into the Company's strategy, business model, operations, services and product offerings, organizational structure, finance, sales and marketing, human resources, technology, product quality, facilities, risk management, and other relevant areas as required from time to time.

Additionally, the Company may circulate industry-related news and articles and provide specific regulatory updates. The Board of Directors has complete access to Company information, and Independent Directors are free to interact with the management team.

Disclosure:

This Policy shall be uploaded on the Company's website for public information and a web link for the same shall also be provided in the Annual Report of the Company

Review:

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

Summary of Familiarization Programme imparted to Independent Directors:

S. No	Financial Year	No. of Programmes attended		No. of Hours spent	
		During the year	Cumulative	During the year	Cumulative
1	2017-18	3	3	2	2
2	2018-19	5	8	2.5	4.5
3	2019-20	4	12	4	8.5
4	2020-21	3	15	3	11.5
5	2021-22	3	18	3	14.5
6	2022-23	4	22	11	25.5
7	2023-24	4	26	2.5	28
8	2024-25	4	30	2.5	30.5
9	2025-26	6	36	3	33.5