

POLICY FOR FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

1. Introduction

Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations, 2015, as amended, requires the Company to familiarize the Independent Directors with 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.

2. Purpose & Objective

Through this Programme, the Company aims to achieve the following objectives:

- a) To apprise the directors about the operating system of the Company for its business operations;
- b) To inform them of all the laws, rules, regulations and guidelines applicable to the Company;
- c) To make them aware of the rules, responsibilities, liabilities pursuant to the Companies Act, 2013;
- d) To generate and obtain valuable and informed decision from the directors on the matters to be brought or discussed at the Board meetings.

3. Familiarization Process

- a. The Company will conduct orientation Programmes / presentations / training sessions, periodically at regular intervals, to familiarize the independent directors with the strategy, operations and functions Of the Company.
- b. 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 and such other areas as deemed necessary.
- c. The programmes / presentations also familiarize the independent directors with their roles, rights and responsibilities. The Company may include such other details and information, as required, during the introductory familiarization programme / presentation, when a new independent director comes on the board of the Company.



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4. Review of the Programme

The Company may periodically review this Programme and make suitable revisions, as may be deemed necessary, from time to time.

5. Disclosure

The Programme will be conducted "as needed" basis during the year. As and when the Programme is conducted the same will be disclosed on the website of the Company and a web link thereto shall also be given in the annual report of the Company.

