FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

(In terms of Regulation 25(7) of the Listing Regulations)

SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations) stipulates that the Company shall familiarise the Independent Directors through various programmes about the Company, nature of the industry in which the Company operates, business model of the Company, their roles, rights, responsibilities as Independent Directors of the Company, etc., through various programmes. As per Listing Regulation the details of the familiarisation programme for Independent Directors shall be disseminated on the website of the Company.

At the time of appointing a Director, a formal letter of appointment is given to him, which inter alia explains the role, function, duties and responsibilities expected of him as a Director of the Company. The Company conducts an introductory familiarisation program / presentation when a new Independent Director comes on the Board of the Company. At the outset, all the independent directors are provided an overview of;

a) Criteria of independence applicable to Independent Directors as per Listing Regulations and the Companies Act, 2013;

b) Roles, functions, Duties, Responsibilities and liabilities of Independent Directors;

c) Directors Responsibility Statement forming part of Boards' Report;

d) Vigil Mechanism including policy formulation, disclosures, code for Independent Directors;

e) Risk Management Systems & framework;

f) Board Evaluation Process and Procedures;

The Director is also explained in detail the compliances required from him/her under the Companies Act, Listing Regulations and other relevant regulations and his affirmation taken with respect to the same.

The Company will follow a structured orientation programme for the Independent Directors to understand and get updated on the business and operations of the Company on a continuous basis. The familiarisation module shall inter-alai, include regular inputs on business model of the Company, budgeting and planning, performance of business, statutory reporting including Internal Audit Reports, SEBI Audit Reports and compliance related certifications. The Company will also 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, organisation structure, facilities and risk management and such other areas.

Presentations are made to the Board of Directors / Audit Committee (AC) (minutes of AC and other Board Committees are circulated to the Board), where Directors get an opportunity to interact with the Committee members and Business Heads. The Board of Directors has complete access to the information within the Company. Independent Directors have the freedom to interact with the Company's management. Further, they can meet 2 (two) times in a financial year without the presence of any management personnel and their meetings are conducted informally to enable the Independent Directors to discuss matters pertaining to the Company affairs and put forth their combined views to the Board of Directors of the Company.

Details of Familiarisation Programmes imparted to Independent Directors during the financial year 2025–2026.

The following discussions were held in the nature of familiarization to the Independent Directors and the Board of Directors of the Company:

Sr. No	**Subject matter of discussion**	**No. of hours spent by Independent Director and the Board**
1	Presentations were given on Quarterly for Changes and updates of Statutory requirements	4
2	The Company has periodic presentation are made at the Board and Board Committee Meetings, on business and performance updates of the Company.	4