FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTOR

Purpose:

The company shall familiarize the Independent Directors with the Company, 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. The details of such familiarization programmes shall be disclosed on the Company's website and a web link thereto shall be given in the Annual Report.

Process:

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; 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. The programs/ presentations shall also familiarize the independent directors with their roles, rights and responsibilities; 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 The company may conduct an introductory familiarization program / presentation, when a new independent director comes on the board of the company.

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.

Details as per regulation 25(7) and regulation 46(2)(i) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015:

Financial Year	Number of programmes attended by Independent Directors		Number of hours spent by Independent Directors	
2014-15	1	1	0.50	0.50
2015-16	1	2	0.75	1.25
2016-17	1	3	0.75	2.00
2017-18	1	4	0.50	2.50
2018-19	1	5	0.75	3.25
2019-20	1	6	0.50	3.75
2020-21	1	7	0.50	4.25
2021-22	1	8	0.75	5.00
2022-23	1	9	0.45	5.45
2023-24	1	10	0.75	6.20
2024-25	1	11	0.50	6.70
2025-26	1	12	0.55	7.25