

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

The 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, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc. through various programmes.

1. Objective

The programme aims to provide insight into the Company to enable the Independent Directors to understand its business and operations in depth and contribute significantly to the growth of the Company.

2. Applicability

The above programmes will be conducted for new and continuing Independent Directors of the Company.

3. Familiarization Process

- i. 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;
- ii. 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;
- iii. the programs/presentations shall also familiarize the Independent Directors with their roles, rights and responsibilities;
- iv. 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
- v. The Company may conduct an introductory familiarization program/presentation, when a new Independent Director comes on the Board of the Company.

4. Programme

Familiarization Programme will be conducted on "need-basis" during the year.

The Company also issues appointment letter to the Independent Directors which also incorporates their role, Duties & responsibilities.

5. Review / Amendment of the Programme

The Board of Directors will review/amend this programme and make changes as and when it deems necessary.

Details of Familiarization session held during the financial year are as follows :

Date of program	Area covered
02.01.2025	New Amendments in SEBI LODR related
12.02.2025	New Amendments in SEBI LODR and Companies Act, 2013 related

Details of attendance of Independent Directors in Familiarization Sessions are as follows :

Sr. No.	Name of Independent Director	No. of the Sessions attended		No. of hours spent in the Sessions attended	
		FY 2024-25	Cumulative till date	FY 2024-25	Cumulative till date
1	Mr. Jaideep D. Khimasia	2	11	2.00 hrs	16.00 hrs
2	Mr. Lars Johansson	2	7	2.00 hrs	12.00 hrs
3	Ms. Tasneem Ali	2	6	2.00 hrs	10.00 hrs
4	Mr. Raj Kishore Singh	2	2	2.00 hrs	4.00 hrs