

**Familiarization Programme for Independent Directors
in terms of Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements)
Regulations, 2015 (“Listing Regulations”)**

1. PREAMBLE

Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”) stipulates that:

- a. 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.
- b. 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.

2. PURPOSE

The Programme aims to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the Company.

3. OBJECTIVE

- a) To adopt a structured programme for orientation of Independent Directors at the time of their joining so as to enable them to understand the Company- its operation, business, industry and environment in which it functions.
- b) To update the Directors on continuing basis on any significant changes therein so as to be in a position to take well-informed and timely decisions.

4. DETAILS OF FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS:

1. All Independent Directors are aware and further updated about their roles, rights, responsibilities in the Company. A kit containing information about the Company, Memorandum and Articles of Association and Annual Reports for previous 3 years etc., are shared with the new director.
2. The appointment letter issued to Independent Directors inter alia sets out the expectation of the Board from the appointed director, their fiduciary duties and the accompanying liabilities that come with the appointment as a director of the Company.
3. Independent Directors are provided with necessary documents/brochures, reports and internal policies to enable them to familiarize with the Company’s procedures and practices.
4. The Board and Committee meetings of the Company are held on quarterly basis for a day and periodic presentations are made at the meetings on business strategy and performance updates of the Company. The members of the Board meet and discuss with key functional/business heads to get themselves more familiarised with the business operations.

5. REVIEW OF THE PROGRAM

The Board will review this Programme and make revisions as may be required from time to time.