

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

The Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 states that the listed entity shall familiarise the independent directors through various programmes about the listed entity, such as nature of the industry in which the listed entity operates; business model of the listed entity; roles, rights responsibility of the independent Directors; and any other relevant information.

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. Familiarization Process

The Company shall through its Managing Director/Whole time Director/ Senior Managerial Personnel conduct programmes/ presentations periodically to familiarize the Independent Directors with the strategy, business and operations of the Company.

Such programmes/presentation 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, services and product offerings, organization structure, finance, sales and marketing, human resources, technology, quality of products, facilities and risk management and such other areas as may arise from time to time.

The above programme will also include the familiarisation on statutory compliances as a Board member including their roles, rights and responsibilities.

The Company may also circulate news and articles related to the industry from time to time and may provide specific regulatory updates.

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

3. Disclosure of the Programme

Details of Familiarization Programmes imparted to Independent Directors during the financial year 2015-16:

Date on which Programmes attended by Independent Directors	Time spent by Independent Directors in such Programmes	Purpose of Programme
13 th August, 2015	Half an hour approx	To familiarize Independent Directors of the Company regarding business activities carried by the Company and subsidiaries of the Company.
9 th November, 2015	Half an hour approx	Presentation on the New Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Details of Familiarization Programmes imparted to Independent Directors during the financial year 2016-17:

Date on which Programmes attended by Independent Directors	Time spent by Independent Directors in such Programmes	Purpose of Programme
27 th May, 2016	One hour approx	Presentation on "Internal Financial Control System"
		Annual Operating Plan and Budget for the financial year 2016-17 of the Wholly Owned Subsidiaries of the Company
12 th August, 2016	Half an hour approx	To familiarize Independent Directors of the Company regarding business activities carried by the Company and subsidiaries of the Company.
14 th November, 2016	Half an hour approx	To familiarize Independent Directors of the Company regarding business activities carried by the Company and subsidiaries of the Company.
13 th February, 2017	Half an hour approx	To familiarize Independent Directors of the Company regarding business activities carried by the Company and subsidiaries of the Company.

Details of Familiarization Programmes imparted to Independent Directors during the financial year 2017-18:

Date on which Programmes attended by Independent Directors	Time spent by Independent Directors in such Programmes	Purpose of Programme
24 th May, 2017	Half an hour approx	Updation on the policies and codes of the Company.
17 th July, 2017	Half an hour approx	Review of business of Wholly Owned Subsidiary.

Details of Familiarization Programmes imparted to Independent Directors during the financial year 2018-19:

Date on which Programmes attended by Independent Directors	Time spent by Independent Directors in such Programmes	Purpose of Programme
25 th May, 2018	Half an hour approx	Annual Operating Plan and Budget for the financial year 2018-19 of the Wholly Owned Subsidiaries of the Company.
14 th August, 2018	Half an hour approx	To familiarize Independent Directors of the Company regarding business activities carried by the Company and subsidiaries of the Company.

Details of Familiarization Programmes imparted to Independent Directors during the financial year 2019-20:

Date on which Programmes attended by Independent Directors	Time spent by Independent Directors in such Programmes	Purpose of Programme
29 th May, 2019	Half an hour approx	Annual Operating Plan and Budget for the financial year 2019-20 of the Wholly Owned Subsidiaries of the Company.
29 th August, 2019	Half an hour approx	To familiarize Independent Directors of the Company regarding business activities carried by the Company and subsidiaries of the Company.

Details of Familiarization Programmes imparted to Independent Directors during the financial year 2020-21:

Date on which Programmes attended by Independent Directors	Time spent by Independent Directors in such Programmes	Purpose of Programme
23 rd May, 2020	Half an hour	To consider, identify and approve list of core skills/ expertise/ competencies and name of the Directors having relevant skills/expertise/competencies as required in the context of business and sector(s) of the company
5 th September, 2020	Half an hour approx	Annual Operating Plan and Budget for the financial year 2019-20 of the Wholly Owned Subsidiaries of the Company.
5 th September, 2020	Half an hour approx	To familiarize Independent Directors of the Company regarding business activities carried by the Company and subsidiaries of the Company.

Details of Familiarization Programmes imparted to Independent Directors during the financial year 2021-22:

Date on which Programmes attended by Independent Directors	Time spent by Independent Directors in such Programmes	Purpose of Programme
22 nd June, 2021	Half an hour approx	Annual Operating Plan and Budget for the financial year 2021-22 of the Wholly Owned Subsidiaries and Subsidiary of the Company.
13 th August, 2021	Half an hour approx	To familiarize Independent Directors of the Company regarding business activities carried by the Company and subsidiaries of the Company.
30 th September, 2021	20 Minutes	36 th e-Annual General Meeting of the Company
9 th February, 2022	Half an hour approx	To familiarize Independent Directors of the Company regarding amendments in the Securities Exchange Board of India (Listing Obligations and Disclosure Requirements), Regulations, 2015 related to related party transactions.

Details of Familiarization Programmes imparted to Independent Directors during the financial year 2022-23:

Date on which Programmes attended by Independent Directors	Time spent by Independent Directors in such Programmes	Purpose of Programme
27 th May, 2022	Half an hour approx	To familiarize Independent Directors of the Company regarding Risk Management Policy of the Company.
4 th July, 2022	Half an hour approx	Annual Operating Plan and Budget for the financial year 2022-23 of the Wholly Owned Subsidiaries and Subsidiary of the Company.
9 th August, 2022	Half an hour approx	To familiarize Independent Directors of the Company regarding Management Discussion & Analysis (MDA) Report and Business Responsibility Report.
29 th September, 2022	20 Minutes	37 th e-Annual General Meeting of the Company

Details of Familiarization Programmes imparted to Independent Directors during the financial year 2023-24:

Date on which Programmes attended by Independent Directors	Time spent by Independent Directors in such Programmes	Purpose of Programme
26 th May, 2023	Half an hour approx	Annual Operating Plan and Budget for the financial year 2023-24 of the Wholly Owned Subsidiaries and Subsidiary of the Company.
8 th August, 2023	Half an hour approx	Amendments in the Policy for Determination of Materiality for disclosing events/information under Regulation 30 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.
4 th September, 2023	One hour approx	To familiarize Independent Directors of the Company regarding Management Discussion & Analysis (MDA) Report and Business Responsibility & Sustainability Report.
29 th September, 2023	20 Minutes	38 th e-Annual General Meeting of the Company

Details of Familiarization Programmes imparted to Independent Directors during the 2025-26 financial year 2024-25

Date on which Programmes attended by Independent Directors	Time spent by Independent Directors in such Programmes	Purpose of Programme
24 th May 2024	1 Hour Approx	Annual Operating Plan and Budget for the financial year 2024-25 of the Wholly Owned Subsidiaries and Subsidiary of the Company.
08 th August 2024	1.45 Hour Approx	To familiarize the Independent Directors of the Company regarding Management Discussion & Analysis (MDA) Report and Business Responsibility & Sustainability Report. To Familiarize with the Updates on the RBI Master Direction -Reserve Bank of India (Filing of Supervisory Returns) Directions - 2024 To familiarize Independent Directors of the Company regarding Risk Management Policy of the Company.
13 th February 2025	15 Minutes Approx	To Familiarize with the Updates on the SEBI (Listing obligations and Disclosure requirements) Regulation 2015.

Details of Familiarization Programmes imparted to Independent Directors during the 2025-26

Date on which Programmes attended by Independent Directors	Time spent by Independent Directors in such Programmes	Purpose of Programme
29-05-2025	1.00 Hour Approx	Financial Performance for FY 2024-25 Updates on non-compliance of any regulatory, statutory or listing requirements. Annual Operating Plan and Budget for the financial year 2025-26 of the Wholly Owned Subsidiaries and Subsidiary of the Company. To familiarize Independent Directors of the Company regarding Various Policies of the Company.
13-08-2025	30 Minutes Approx	To familiarize the Independent Directors of the Company regarding Management Discussion & Analysis (MDA) Report and Business Responsibility & Sustainability Report. To familiarize Independent Directors of the Company regarding the amendments in the Risk Management Policy of the Company.
30-09-2025	15 Minutes Approx	40 th Annual General Meeting of the Company.
10-02-2026	15 Minutes Approx	To Familiarize with the Updates on the SEBI (Listing obligations and Disclosure requirements) Regulation 2015. Update on the ongoing business activities by the Whole Time Director of the Company.

The number of Programmes attended by the Independent Directors during the financial year ending March 31 2026 was 4, and on a cumulative basis from April 1, 2015 up to March 24, 2026, the total number of programmes attended was 34. The number of hours spent by the Independent Directors in such programmes during the financial year ending March 31, 2026 was approximately 6 man-hours, and on a cumulative basis from April 1, 2015 up to March 24, 2026, the total time spent was approximately 56 hours.