

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

During the year, the Board members were made aware, and updated as and when required, of their roles, responsibilities & liabilities, Company's business model and the nature of the industry. The Company holds Board meetings at its registered office or such places as may be decided by the Board as per their convenience.

The Board had complete access to the information within the Company. Presentations are made regularly to the Board and its Committees), where Directors get an opportunity to interact with the Senior Officials and Business Heads of the Company. Presentations, inter alia, cover business strategies, management structure, HR policy, management development and succession planning, quarterly and annual results, budgets, treasury policy, review of internal audit, risk management framework, regulatory updates and operations of subsidiaries and associates, etc. Independent Directors have the freedom to interact with the Company's management and the Auditors.

DETAILS OF FAMILIARISATION PROGRAM CONDUCTED DURING THE FINANCIAL YEAR 2025-26

Pursuant to the provisions of Regulation 25(7) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the listed entity shall familiarise the Independent Directors through various programs about their roles, rights and responsibilities in the Company, including the following:

- (a) nature of the industry in which the listed entity operates;
- (b) business model of the listed entity;
- (c) roles, rights, responsibilities of independent directors; and
- (d) any other relevant information.

Outline of the Familiarisation process conducted on yearly basis

1. The Board including all Independent Directors have been explained about their roles, rights, responsibilities in the Company through detailed presentations on the changes in backdrop of Companies Act 2013, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Secretarial Standards.
2. The Board including all Independent Directors are being provided with relevant documents, reports, presentations periodically and internal policies to enable them to familiarise with the Company's procedures and strategy, operations and functions of the Company.
3. Periodic presentations are made at the Board and Board Committee Meetings, on business and performance updates of the Company, business strategy and risks involved.
4. On an annual basis, presentations are made on annual business plans which provide Independent Directors an opportunity to understand the strategic roadmap and also contribute to strategy development with their experience.
5. Updates on relevant statutory changes concerning the Company are informed to the entire Board on regular intervals.
6. Independent Directors meeting are facilitated to meet without the presence of the Company's management to discuss matters pertaining to the Company's affairs.
7. Quarterly presentations on operations to be made to the Board include information on business performance, operations, market share, financial parameters, working capital management, fund flows, senior management change, major litigation, compliances, subsidiary information, etc.

The details of familiarisation/ training programs and the number of hours during such programs attended by Independent Directors of the Company during the year ended March 31, 2026, are as follows:

Sl. No.	Name of the Independent Director	No. of programmes attended by Independent Directors		No. of hours spent by Independent Directors	
		During FY 2025-26	Cumulative basis till 31.03.2026	During FY 2025-26	Cumulative basis till 31.03.2026
1.	Mr. K.R Girish	17	71	23.67	126.58
2.	Ms. Sudha Suresh*	17	17	21.33	21.33
3.	Mr. S. Devarajan*	16	16	20.92	20.92
4.	Dr. Vivek Mansingh*	16	16	21.83	21.83
5.	Mr. Gaurav Mathur**	7	61	8.58	107.42
6.	Ms. Revathy Ashok [#]	13	103	11.42	145.33
7.	Mr. Sanjay Anandaram ^{##}	14	99	13.50	148.67

*Ms. Sudha Suresh, Mr. S Devarajan and Dr. Vivek Mansingh were appointed as the Independent Directors of the Company w.e.f. June 19, 2025.

**Mr. Gaurav Mathur ceased to be an Independent Director of the Company upon completion of his term of 5 (five) consecutive years as the Independent Director w.e.f. August 30, 2025.

[#]Ms. Revathy Ashok ceased to be an Independent Director of the Company w.e.f. June 30, 2025.

^{##} Mr. Sanjay Anandaram ceased to be an Independent Director of the Company upon completion of his second term as an Independent Director of the Company w.e.f. the close of business hours of September 28, 2025.