

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations) stipulates that the Company shall familiarise the Independent Directors through various programmes about the Company, nature of the industry in which the Company operates, business model of the Company, their roles, rights, responsibilities as Independent Directors of the Company, etc., through various programmes. As per Listing Regulation the details of the Familiarisation programme for Independent Directors shall be disseminated on the website of the Company.

1. Objective

The program aims to provide insight into the Company's business, 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 programmes will be conducted for new and continuing Independent Directors of the Company.

3. Familiarization Process

The Company shall through its 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, facilities and risk management and such other areas as may arise from time to time. The above programme will also include the familiarization on statutory compliances as a Board member including their roles, rights and responsibilities. At Board meetings the Independent Directors are apprised of the Risk Management Process and its outcome, Company policies, changes in regulatory environment as applicable to the Company and Industry, quarterly presentations on operations made to the Board includes information on business performance, operations, market share, financial parameters, working capital management, fund flows, senior management changes, major litigation, compliances, subsidiary information, etc. The Company may also circulate news and articles related to the industry from time to time and may provide specific regulatory updates.

4. Programme and Disclosure

Familiarization Programme will be conducted on “need-basis” during the year. The Programme 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 as required under the Listing Agreement.

5. Review / Amendment of the Programme

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