

FAMILIARIZATION & INDUCTION PROGRAM FOR INDEPENDENT DIRECTORS

Preamble:

In compliance with Schedule IV of the Companies Act, 2013 and Regulation 25(7) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“**SEBI Listing Regulations**”), the Company shall suitably familiarize the Independent Directors so as to enable them to understand the following areas:

- Nature of industry in which the Company operates;
- Roles, rights & responsibilities; and
- The business model and corporate plans [long term and short term] of the Company.

Induction, Training module and Familiarization Programme for Independent Directors

Objective	The Company follows a structured induction and familiarization programme for the Independent Directors with an objective that the Independent Directors understand and are updated on the business operations and strategic plans of the Company on a continuous basis.
Familiarization	Overview of industry and business model of the Company and its subsidiaries including outline of annual operative plan and annual budgets.
Independent Directors upon induction	Organizational overview including vision, structure and key developments.
	Board dynamics and processes including structure of Board and its Committees.
	Corporate Social Responsibility initiatives undertaken by the Company.
	Overview of upcoming expansion and business plans of the Company and its subsidiaries.
	Assessment of the risks associated with the business of the Company and their mitigation plans.
	Periodic presentations are made at the Board Meetings, on business and performance updates of the Company and its subsidiaries.
	Familiarization on statutory compliances as a Board Member including their roles, rights and responsibilities.

Details of familiarization programs imparted to the Independent Directors of the Company:

The details of orientation given to the Independent Directors during the financial year 2024-25 are as follows:

- Business and financial performance of the Company and its subsidiaries including industry overview, peer performance and business model of the Company.
- Evaluation of Internal Financial Controls operating in the Company.
- Whistle blower reports/shareholder complaints/ Insider Trading Complaints, if any.

- Corporate Social Responsibility initiatives, its progress, annual action plan and impact assessment of various projects.
- Board dynamics and processes including Board structure and Committees.
- Review on existing / revised codes and policies of the Company.
- Long-term Incentive Plans of the Company for the employees.
- Assessment of the risks associated with the business of the Company and their mitigation plans.
- Update on regulatory changes and its impact on Company.
- Streamlining the structure of the Company and its subsidiaries by amalgamation of subsidiaries.
- Strategy towards change of name and brand identity of the Company
- Adoption of revised Memorandum and Articles of Association (MoA and AoA) of the Company consequent to the change in name of the Company and alignment of MoA and AoA with the provisions of Companies Act, 2013
- Discussion on budget and long-term plans of the Company including update on the digitisation initiatives taken by the Company during the year 2024-25.
- Familiarization on statutory provisions as a Board Member including their roles, rights and responsibilities and amendments thereto from time to time.

Accordingly, the details as required under Regulation 46(2)(i) of the SEBI Listing Regulations are as under:

Number of familiarisation programmes attended by the Independent Directors	No. of hours spent during 2024-25 on familiarisation	Cumulative hours spent on familiarisation
18	5 hrs 55 min	42 hrs 40 min
