

**FAMILIARIZATION PROGRAMME FOR
INDEPENDENT DIRECTORS**

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DISCLOSURE UNDER REGULATION 25 AND 46 OF SEBI (LISTING OBLIGATIONS AND DISCLOSURE REQUIREMENTS) REGULATIONS, 2015

As per the requirements of Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, it stipulates that every listed company shall familiarize the Independent Directors on the Board of the Company with the nature of industry in which the Company operates, business model of the Company, roles, rights, responsibilities in the Company, any other relevant information etc., through various programmes. Further in accordance with Regulation 46 including Schedule V of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company is required to disclose the details of familiarization programmes held by the Company on the Company's website and a web link thereto shall be given in the Annual Report.

All Independent Directors inducted on the Board of the Company are given an orientation after their appointment. The orientation includes information about the Company, its products, performance, values, Milestones, competitors, nature of the industry in which the Company operates, business model of the Company, the organization structure, subsidiaries, their roles, rights, responsibilities in the Company.

Independent Directors are provided with necessary documents/brochures, reports and internal policies to enable them to familiarize with the Company's procedures and practices.

The Board and Committee meetings of the Company are held on a quarterly basis as and when required. Presentations are made at the meetings on business strategy, operations and performance of the Company, legal updates, compliance structure, recent trends in technology, Industry scenario (India & abroad). The members of the Board meet and discuss with key functional/business heads, Statutory and Internal Auditors as well.

The details of the familiarization programs given to the Independent Directors (ID) during the financial year 2024-25 and on cumulative basis up to March 31, 2025, are as follows:

Names of the Independent Directors	Details for the current financial year			Details on Cumulative Basis		
	Number of programmes organized by the Company which the ID is entitled to attend	Number of programs attended by the ID	Number of hours attended by ID's in such programmes (in hrs rounded)	Number of programmes organized by the Company which the ID is entitled to attend	Number of programmes attended by ID	Number of hours attended by ID in such programmes (rounded)
Ms. Poornima Prabhu	8	8	7	76	72	66
Mr. George Zacharias (resigned w.e.f. May 12, 2024)	3	3	3	54	53	46
Ms. Archana Muthappa	7	7	6	11	11	10
Mr. Rupinder Goel	4	3	3	8	7	7
Mr. Murali Kalyanaraman	7	7	5	7	7	5