

FAMILIARIZATION PROGRAMME IMPARTED TO INDEPENDENT DIRECTORS

Pursuant to Regulation 25(7) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Schedule IV of the Companies Act 2013, the Company is required to familiarize the Independent Directors of the Company with their own roles, rights, duties and responsibilities in the Company, terms of appointment, the code of conduct and insider trading regulations, nature of the industry in which the Company operates, business model of the Company, etc., through various programmes.

As per SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the familiarization programmes imparted to Independent Directors for the financial year 2024-25 was conducted, where the Independent Directors were updated with all business related issues, market shares, governance, internal control process and new initiatives undertaken by the Company. During the Board/Committee Meetings the Independent Directors interact with the Management of the Company to understand the Company's business model, operations, strategies, product offerings, markets, organizational structures, finance, human resources, technology, quality, risk management and important changes in the regulatory framework and business environment having an impact on the Company.

Apart from above, the Directors are also updated with latest amendments of rules and regulations applicable to the Company in the meetings itself and other important regulatory aspects as relevant for directors.

DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS

The Independent Directors were familiarized with various aspects that are as follows:

- Regulatory changes and its impact
- Industry and Market trends
- The Company's performance
- Discussion on Future Business Strategy and Future Roadmap
- Level of Competition
- Strategic initiatives and growth plans
- Risk management framework and internal control systems
- SEBI circulars, amendments to Companies Act and SEBI Regulations, and emerging regulatory developments impacting listed companies
- Independent Directors:
 - a) Role
 - b) Duties
 - c) Rights

Thus, all efforts were made to ensure that the Directors get well conversant with the state of the Company's affairs and the industry, in which it operates.

The details of familiarization program are given below:

Name of the Independent Directors	No. of meetings attended		No. of Hours spent	
	During the FY 2024-25	Cumulative till date	During the FY 24-25	Cumulative till date
Mr. Rajiv Gujral *	1 (One)	6 (Six)	1.5 Hours	7.75 Hours
Mr. Subir Bose	1 (One)	6 (Six)	1.5 Hours	5.75 Hours
Prof. Santanu Ray	1 (One)	6 (Six)	1.5 Hours	5.75 Hours
Ms. Suparna Chakrabortti	1 (One)	3 (Three)	1.5 Hours	2.80 Hours

*Mr. Rajiv Gujral retired w.e.f. 12.08.2024.