

FAMILIRIZAION PROGRAMM FOR INDEPENDENT DIRECTORS

Purpose & Objective of the Programme

The Program aims to provide insights into the Company to enable the Independent Directors to understand the Company's Business & Operations in depth that would facilitate their active participation in managing the Company.

Familiarization Process

1. The Company through Managing Director conducts program periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company;
2. Such programs 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, performance, operations, service and product offerings, markets, organization structure, finance management, human resources, development activities, technology adoption, quality systems, internal controls and risk management and such other areas as may arise from time to time;
3. The programs shall also familiarize the Independent Directors with their roles, rights and responsibilities;
4. The Company may conduct an introductory familiarization programme when a new Independent Director comes on the Board of the Company.

Disclosure of the Program

This Program 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.

Review of the Program

The Board will review this Program and make revisions as may be required from time to time.