

FAMILIARIZATION PROGRAMS FOR INDEPENDENT DIRECTORS

1. PREAMBLE

In term of Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company is required to familiarize its Independent Directors with the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc., through various programs.

Also, in terms of Schedule IV of the Companies Act, 2013 the Independent Directors are required to undertake appropriate induction and regularly update and refresh their skills, knowledge and familiarity with the Company.

2. FAMILIARIZATION FRAMEWORK FOR NEW INDEPENDENT DIRECTORS

The Company conducts an introductory familiarization program when a new Independent Director joins the Board of the Company.

The induction comprises a detailed overview of the business verticals of the Company and meetings with other directors/ business heads/ senior leadership team, and with the Chairman, at which time; the Independent Director is familiarized with various aspects of the Company's business verticals including the industries in which such businesses operate. At the same time, he/ she is also familiarized with the roles, rights and responsibilities in the Company.

3. CONTINUOUS FAMILIARIZATION FRAMEWORK FOR REGULAR INDEPENDENT DIRECTORS

The Company will familiarize the Independent Directors on its Board, on a quarterly basis, with detailed presentations on the Company and its operations and business plans and the model of its respective businesses.

In addition to such quarterly familiarization made at Board Meetings, in case, therequirement arises, the Company also schedules additional dedicated BoardMeetings at which specific aspects of the Company's business plans and futureoutlook will be reviewed and discussed.

Whenever Independent Directors desire to meet with any of the Business Heads orMembers of Senior Management Team, the same is also facilitated.The Independent Directors are also informed about any statutory or other changeswhich affects to their roles, rights and responsibilities in the Company.The Company shall also provide regular updates on relevant changes in Companylaw and the listing agreement to ensure that its Independent Directors are keptabreast on these regulations.

4. REVIEW OF THE PROGRAM

The Board will review this program and make revisions as may be required.

5. DISCLOSURE OF THE POLICY

This Policy shall be uploaded on the Company's website for public information anda web link for the same shall also be provided in the Annual Report of the Company.