



**Familiarization Programme for Independent Directors
in terms of Regulation 25(7) of the SEBI (Listing Obligations and Disclosure
Requirements) Regulations, 2015 (“Listing Regulations”)**

1. PREAMBLE

Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”) stipulates that:

- a) The Company shall familiarize the 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 programmes.
- b) The details of such familiarization programmes shall be disclosed on the Company’s website and a web link thereto shall be given in the Annual Report.

2. PURPOSE

The Programme aims to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the Company.

3. OBJECTIVE

- a. To adopt a structured programme for orientation of Independent Directors at the time of their joining so as to enable them to understand the Company- its operation, business, industry and environment in which it functions.
- b. To update the Directors on continuing basis on any significant changes therein so as to be in a position to take well-informed and timely decisions.

4. FAMILIARIZATION PROCESS

Each member of the Board, including the Independent Directors, shall be given complete access to any information relating to the Company, whenever they so request. In addition, presentations are made from time to time to the Board and its committees covering activities being undertaken by various departments, where directors get an opportunity to interact with members of the senior management. Such presentations, inter alia, cover business strategies, business model, management structure, new products, various policies, management development, quarterly and annual results, budgets, review of Internal Audit and risk management framework etc.



5. PROGRAMME AND DISCLOSURE

1. Familiarization programme will be conducted “as needed” basis during the year.
2. Familiarization programme shall be disclosed on the website of the Company and same shall also be provided in the Annual Report of the Company.

6. REVIEW OF THE PROGRAM

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

DETAILS OF FAMILIARISATION PROGRAMMES TO INDEPENDENT DIRECTORS

Name of the Independent Directors	FY 2020-21		FY 2021-22		No. of Hours spent by Independent Director on a cumulative basis
	No. of Programmes attended by Independent Directors	No. of Hours spent by Independent Director	No. of Programmes attended by Independent Directors	No. of Hours spent by Independent Director	
Mr. Krishnanand Maruti Gaonkar	4	1	4	1	7.5
Mr. Pankaj Madhav Baliga	4	1	4	1	7.5
Mr. Bhanubhai Ramjibhai Patel	4	1	4	1	7.5
Mr. Pradeep Anant Rane	4	1	4	1	7.5