

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS HELD DURING FINANCIAL YEAR 2016-17

[In terms of Regulation 25(7) and 46 (2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

The Company strongly believes that effective familiarisation programme helps the Independent Directors, not only to have greater insight into Company's business but also contributes effectively in decision making at Board / Committee meetings.

The Company has a familiarisation programme for the new directors which involves Company visit, apprising about Company's operations, internal policies and practices, industry dynamics, regulatory framework for the industry, etc. The familiarisation programme for Independent Directors is prepared after assessment of requirement, in consultation with each Independent Director.

Need for familiarisation is also identified through Directors' performance evaluation process. Familiarisation is achieved through broad-based engagement, under which various business heads and functional heads are invited for one-on-one interaction with the Independent Directors.

During the financial year 2016-17, the following familiarization programmes for Independent Directors were conducted.

No. of Independent Directors	No. of Programme attended		No. of Hours Attended	
	F.Y 2016-17	Cumulative	F.Y 2016-17	Cumulative
Three	4 Programmes conducted during the financial year	4 Programmes conducted cumulatively	2 Hours	2 Hours

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS HELD DURING FINANCIAL YEAR 2017-18

[In terms of Regulation 25(7) and 46 (2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

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During the financial year 2017-18, the following familiarization programmes for Independent Directors were conducted.

No. of Independent Directors	No. of Programme attended		No. of Hours Attended	
	F.Y 2017-18	Cumulative	F.Y 2017-18	Cumulative
Three	3 Programmes conducted during the financial year	7 Programmes conducted cumulatively	3 Hours	5 Hours

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS HELD DURING FINANCIAL YEAR 2018-19

[In terms of Regulation 25(7) and 46 (2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

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During the financial year 2018-19, the following familiarization programmes for Independent Directors were conducted.

No. of Independent Directors	No. of Programme attended		No. of Hours Attended	
	F.Y 2018-19	Cumulative	F.Y 2018-19	Cumulative
Three	2 Programmes conducted during the financial year	9 Programmes conducted cumulatively	2 Hours	7 Hours

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS HELD DURING FINANCIAL YEAR 2019-20

[In terms of Regulation 25(7) and 46 (2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

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During the financial year 2019-20, the following familiarization programmes for Independent Directors were conducted.

No. of Independent Directors	No. of Programme attended		No. of Hours Attended	
	F.Y 2019-20	Cumulative	F.Y 2019-20	Cumulative
Three	2 Programmes conducted during the financial year	11 Programmes conducted cumulatively	1 Hour	8 Hours

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS HELD DURING FINANCIAL YEAR 2020-21

[In terms of Regulation 25(7) and 46 (2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

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During the financial year 2020-21, the following familiarization programmes for Independent Directors were conducted.

No. of Independent Directors	No. of Programme attended		No. of Hours Attended	
	F.Y 2020-21	Cumulative	F.Y 2020-21	Cumulative
Four	2 Programmes conducted during the financial year	13 Programmes conducted cumulatively	1 Hours	9 Hours

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS HELD DURING FINANCIAL YEAR 2021-22

[In terms of Regulation 25(7) and 46 (2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

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The Company has a familiarisation programme for the new directors which involves Company visit, apprising about Company's operations, internal policies and practices, industry dynamics, regulatory framework for the industry, etc. The familiarisation programme for Independent Directors is prepared after assessment of requirement, in consultation with each Independent Director.

Need for familiarisation is also identified through Directors' performance evaluation process. Familiarisation is achieved through broad-based engagement, under which various business heads and functional heads are invited for one-on-one interaction with the Independent Directors.

During the financial year 2021-22, the following familiarization programmes for Independent Directors were conducted.

No. of Independent Directors	No. of Programme attended		No. of Hours Attended	
	F.Y 2021-22	Cumulative	F.Y 2021-22	Cumulative
Four	1 Programmes conducted during the financial year	14 Programmes conducted cumulatively	1 Hour	10 Hours

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS HELD DURING FINANCIAL YEAR 2022-23

[In terms of Regulation 25(7) and 46 (2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

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During the financial year 2022-23, the following familiarization programmes for Independent Directors were conducted.

No. of Independent Directors	No. of Programme attended		No. of Hours Attended	
	F.Y 2022-23	Cumulative	F.Y 2022-23	Cumulative
Four	3 Programmes conducted during the financial year	17 Programmes conducted cumulatively	2 Hours	12 Hours

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS HELD DURING FINANCIAL YEAR 2023-24

[In terms of Regulation 25(7) and 46 (2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

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Need for familiarisation is also identified through Directors' performance evaluation process. Familiarisation is achieved through broad-based engagement, under which various business heads and functional heads are invited for one-on-one interaction with the Independent Directors.

During the financial year 2023-24, the following familiarization programmes for Independent Directors were conducted.

No. of Independent Directors	No. of Programme attended		No. of Hours Attended	
	F.Y 2023-24	Cumulative	F.Y 2023-24	Cumulative
Four	2 Programmes conducted during the financial year	19 Programmes conducted cumulatively	2 Hours	14 Hours

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS HELD DURING FINANCIAL YEAR 2024-25

[In terms of Regulation 25(7) and 46 (2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

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Need for familiarisation is also identified through Directors' performance evaluation process. Familiarisation is achieved through broad-based engagement, under which various business heads and functional heads are invited for one-on-one interaction with the Independent Directors.

During the financial year 2024-25, the following familiarization programmes for Independent Directors were conducted.

No. of Independent Directors	No. of Programme attended		No. of Hours Attended	
	F.Y 2024-25	Cumulative	F.Y 2024-25	Cumulative
Four	2 Programmes conducted during the financial year	21 Programmes conducted cumulatively	1 Hour	15 Hours

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS HELD DURING FINANCIAL YEAR 2025-26

[In terms of Regulation 25(7) and 46 (2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

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Need for familiarisation is also identified through Directors' performance evaluation process. Familiarisation is achieved through broad-based engagement, under which various business heads and functional heads are invited for one-on-one interaction with the Independent Directors.

During the financial year 2025-26, the following familiarization programmes for Independent Directors were conducted.

No. of Independent Directors	No. of Programme attended		No. of Hours Attended	
	F.Y 2025-26	Cumulative	F.Y 2025-26	Cumulative
Three	2 Programmes conducted during the financial year	23 Programmes conducted cumulatively	1 Hour	16 Hours