

FAMILIARISATION PROGRAMME FOR THE NON-EXECUTIVE DIRECTORS OF THE COMPANY

Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 requires the Company to provide suitable training to its Independent Directors to familiarize them *inter alia* with the Company, their roles, rights, responsibilities in the Company, nature of industry in which the Company operates and the business model of the Company. The Company has accordingly adopted a Familiarization Programme for its non-executive directors including Independent Directors.

The Company shall provide its directors with a reference manual *inter alia* covering a brief about the Company, products and services offered, the roles, functions, powers and duties of the directors, the detailed charter of various committees, the disclosures/declarations to be submitted by directors and list of various policies/codes adopted by the Company. The said manual is to be updated on an annual basis.

STRUCTURE OF THE PROGRAMME

The Familiarization Programme adopted by the Company comprises two segments –

1. Familiarization upon induction of new Independent Directors

- The newly appointed director shall be provided with a copy of all the applicable codes and policies formulated and adopted by the Company.
- An orientation on the corporate profile, product and functions shall be provided.
- The newly appointed director shall also be introduced to certain key members of the senior management of the Company.
- A detailed briefing on the roles and responsibilities of Independent Directors shall also be provided to the inductee.

2. Ongoing Familiarization Programme

The Company shall on regular basis brief its Directors *inter alia* about the following:

- Financial Position
- Business Update
- Portfolio Performance
- Business Projections
- Digital Update

The Board shall also be periodically briefed on the various changes in the regulations governing the role, responsibility and conduct of independent directors.
