

Familiarization Programme for Independent Directors

(Pursuant to Regulation 25(7) Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015)

The familiarisation programme for the Independent Directors aims to provide insight into the Company to enable Independent Directors to understand their role, duties, responsibilities in the Company, nature of industry in which the Company operates, business model of the Company etc., through various programmes that would facilitate their active participation in managing the Company.

As per Regulation 25(7) of Securities and Exchange Board of India, (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations"), the Company shall familiarize the independent directors through various programmes about the Company, including the following:

- (a) nature of the industry in which the listed entity operates;
- (b) business model of the listed entity;
- (c) roles, rights, responsibilities of independent directors; and
- (d) any other relevant information

Further as per regulation 62(1A)(i), of Listing Regulations, the Companies to whom regulations 15 to regulation 27 are applicable shall also make the following additional disclosures of familiarization programmes imparted to independent directors on their website:

- (i) Number of programmes attended by the independent directors (during the year and on a cumulative basis till date),
- (ii) Number of hours spent by the independent directors in such programmes (during the year and on cumulative basis till date), and
- (iii) Other relevant details.

In compliance of the above provisions, details of familiarization programmes imparted to independent directors by the Company are as under:

| Sr. No. | Name of the Independent Director | Number of programmes attended by the independent directors | | Cumulative number of hours spent by the independent directors in such programmes | |
|---------|----------------------------------|--|----------------------------|--|----------------------------|
| | | 2024-25 | Cumulative basis till date | 2024-25 | Cumulative basis till date |
| 1. | Mr. K. M. Kuriakose | 0 | 2 | 0 | 1.5 |
| 2. | Mr. Abraham Thariyan | 1 | 2 | 3.5 | 4 |
| 3. | Mr. Joseph Paul Menacherry | 1 | 2 | 3.5 | 4 |
| 4. | Mr. Issac Jacob* | NA | 1 | NA | 1 |

**Vacated from office with effect from November 08, 2023.*