



FAMILIARISATION PROGRAMME CONDUCTED FOR INDEPENDENT DIRECTORS FY 2025-26

The new non-executive directors inducted to the Board are introduced to our Company culture through orientation sessions. Executive directors and senior management provide an overview of operations and familiarize the new non-executive directors on matters related to our values and commitments. They are also introduced to the organization structure, services, constitution, Board procedures, matters reserved for the Board, major risks and risk management strategy.

Independent directors of the Board are familiarized through engagements such as:

Strategy retreat: We organize periodic management strategy retreat with the Board to deliberate on various topics related to strategic planning, progress of ongoing strategic initiatives, risks to strategy execution and the need for new strategic programs to achieve the Company's long-term objectives. This provides the Board members a platform to bring their expertise to various strategic initiatives, while also giving an opportunity for them to understand detailed aspects of execution and challenges relating to the specific theme.

Through this process, members of the Board can interact closely with the senior leadership of the Company and get a comprehensive and balanced perspective on the strategic issues facing the Company, the competitive differentiation being pursued by the Company, an overview of the execution plan.

During the year, Details of the Details of attendance and number of hours spent in the familiarisation programmes attended by the Board members in FY 2025-2026 and cumulatively as end of March 31, 2026, are as follows:

Name	No. of Programmes Attended		No. of Hours Spent		Period
	2025-26	Cumulative	2025-26	Cumulative	
Mr. Venkateswaran Sambamurthy	2	17	3	31	27-09-2018 to 31-03-2026
Mrs. Sridhar Bharathi	2	13	3	19	12-11-2021 to 31-03-2026
Mr. Subramaniam Muthiah Balaji*	1	5	2	8	30-08-2023 to 22-10-2025
Mrs. Nidavanur Subbarama Naidu Prema§	1	3	1	6	14-02-2024 to 14-05-2025
Mr. Subramanian Sivakumar	2	5	3	7	14-10-2024 to 31-03-2026
Mr. Pechimuthu Udayakumar	4	4	6	6	18-10-2025 to 31-03-2026
Mr. Krishna Singh Balaji Singh	4	4	6	6	18-10-2025 to 31-03-2026

*Mrs. Nidavanur Subbarama Naidu Prema (DIN: 10198873) has resigned as an Independent Director of the Company, with effect from May 14, 2025.

§Mr. Subramaniam Muthiah Balaji (DIN: 02478761) has resigned as an Independent Director of the Company, with effect from October 22, 2025.