



Familiarisation Program for Directors

Version	Review Date	Policy Owner	Change Description
1.1.	09.07.2024	Corporate Secretarial Department	Amendment
1.2.	12.10.2024	Corporate Secretarial Department	Amendment
1.3.	15.07.2025	Corporate Secretarial Department	Annual Review (No Change)

Table of Contents

Sr. No	Particulars	Page Nos.
1.	Title	3
2.	Applicability	3
2(a)	Briefing at the Board Meeting	3
2(b)	Induction program for new Directors	4
2(c)	Continuous Education and Learning Program	4
2(d)	The details of other program conducted for the Directors of the Company	5

FAMILIARISATION PROGRAM FOR DIRECTORS

1. Title

This policy shall be called the 'Familiarisation Program for Directors'.

2. Applicability

In terms of Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('the Listing Regulations'), the Company is required to familiarize its Independent Directors through various program regarding the nature of the industry in which the Company operates, its business model and their roles, rights, responsibilities and on any other relevant information relating to the finances / operations of the Company.

Further, the details of the familiarization program is also required to be hosted on the website of the Company, in terms of the regulation 62(1A) of the Listing Regulations.

The details of the familiarization program conducted by the Company are as under:

a. Briefing at the Board Meeting

The agenda for the meeting of the Board of Directors of the Company covers the role, duties and responsibilities under applicable corporate and securities laws, financial results of the Company, operations of the Company, review of the risk profile of the Company, issues relating to compliance and governance, findings of internal audit, review of business strategy, organization structure, succession planning, impact of regulatory changes and initiatives taken by the Company in the areas of risk management, stressed assets management, fraud management, customer services, investor services, corporate social responsibility, disruptive technologies, cyber fraud, general economics, Board governance and human resources in compliance with applicable corporate and securities laws.

b. Induction program for new Directors

The Company conducts induction programme for its new directors covering areas relating to board governance, finance and accounts, compliance, internal audit, human resource and operations. They are also briefed on their obligations under the various policies / code and on the terms of reference of the various Committees of the Board of Directors of the Company.

Further, the new director also meets the Chairman of the Board, the Managing Director & CEO, the Whole-time Directors and Members of the Senior Management of the Company to get a first-hand account of business and regulatory environment and other issues concerning the operations of the Company.

An appointment letter shall be issued in which his/her role, duties and responsibilities shall be mentioned.

c. Continuous Education and Learning Program (CELP)

The Company should encourage participation by its Directors in programs conducted by reputed institution in India and abroad taking into account the nature of the Industry in which the Company operates, the business model of the Company, the roles, rights, responsibilities of Directors and the desire of the Director to upgrade his skill and knowledge. The overall object whilst drawing up of a CELP shall to conduct training programs/session, involving reputed global consulting firms/top ranked institutes with in-depth expertise in various areas:

- a) The Company shall draw a Continuous Education and Learning Program (CELP) for the Directors of the Company.

- b) The CELP for the subsequent financial year, shall be finalized by Head – Human Resources in consultation with the Chairperson of the Nomination & Remuneration Committee and the Board of the subsidiary. The CELP shall be reviewed and finalised by the Board within 90 days from end of the financial year.
- c) The Company while finalizing the subject matter of the training shall, *inter alia*, take into account the business requirement of the Company, the existing skill sets available with the Board, recommendations, if any, of the members of the Board and the Policy on Board Diversity.
- d) The Directors shall attend the training programs as may be prescribed by their respective regulators from time to time.

The efforts shall be made to ensure that the Directors state current on the state of the Company's affairs and the industry in which it operates.

The familiarization program for the new and continuing Directors of the Company shall ensure valuable participation and inputs from them which will help in bringing forth the best practices into the Company and help in making informed decisions at the Board Level.

The Company should ensure that initial familiarization program and continuous familiarization program should be noted in the next Board Meeting and shall be recorded appropriately.

d. The details of other program conducted for the Directors of the Company is as follows:

Date of program	Details of program			
FY 2025–26				
June 16, 2025	Session on TU-CIBIL			
June 16, 2025	Session by Boston Consulting Group			
July 14, 2025	Session on Embedded Financing			
July 14, 2025	Session on Global Churn: 'Grand Objectives', no 'Grand Strategy'			
August 26, 2025	Session on Board Governance			
October 10, 2025	Knowledge Sharing Session - India's Real Estate Landscape			
Name of the Independent Directors	No. of programs attended		No. of hours spent in the programs attended	
	FY 2025-26	On cumulative basis till date	FY 2025-26	On cumulative basis till date
Baburao Busi	5	16	6 hours	51 hours
U B Pravin Rao	4	15	5 hours	50 hours
K. Narasimha Murthy	6	16	7 hours	41 hours
Pallavi Kanchan	5	19	6 hours	65.5 hours
N. Rajashekarana	6	11	7 hours	38 hours
