

FAMILIARIZATION PROGRAMS AND INDEPENDENT DIRECTORS
(Disclosure under Regulation 25 & 46 of SEBI (LODR) Regulations, 2015)

The Company has in place a familiarization program for its Independent Directors ([Familiarisation-Programme-for-ID](#)). The objective of the program is to familiarize Independent Directors on our Board with the business of the Company, industry in which the Company operates, business model, challenges etc. through various programs which largely around interaction with subject matter experts within the Company, meetings with our business leads and functional heads on a regular basis.

The Company has four Independent Directors:

Ms. Anita Ramachandran

Mr. Rajendra Kumar Srivastava

Ms. Shuba Rao Mayya and

Mr. Seshashayee Sampathiyengar Sridhara (aka Mr. Mittu Sridhara)

Ms. Anita Ramachandran, Mr. Rajendra Kumar Srivastava and Ms. Shuba Rao Mayya were appointed on our Board with effect from June 4, 2020. Mr. Mittu Sridhara was appointed on our Board with effect from August 5, 2024. The Company has issued letters of appointment to each of the Independent Directors detailing his/her role, responsibilities, and liabilities. As part of their induction onto the Board, the Company through its Executive Directors and Senior Management conducted a detailed familiarization program for the three Independent Directors appointed in 2020, on June 29, 2020, and June 30, 2020. The induction program for Mr. Mittu Sridhara was conducted on August 5, 2024. All the induction programs extended for more than 3 hours on each day.

The above induction program had detailed presentations covering the corporate overview, Company's vision, mission and values, the culture we seek to build, technology landscape, business structure, business units and their operations, HR practices and policies.

Further, as part of continuous familiarization with our business, people and processes, the Company schedules meetings between business/functional heads and Independent Directors, which are generally held prior to the quarterly Board and Committee meetings.

During these meetings, detailed presentations and discussion are held on different aspects of the business including but not limited to financial and operational performance review, customer feedback, strategies, objectives, business plans, budgets, targets, outlook, key performance indicators, competitive landscape, technology trends, new initiatives and offerings, account development plans, M&A initiatives, succession plan, tracking of open action items, compensation of employees, working capital management, changes in senior management, reviewing major litigation, changes in the regulatory regime and compliances, risk management etc.



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Ms. Shuba Rao Mayya, who is the Chairperson of the Audit Committee, also has a separate session every quarter with the Chief Financial Officer of the Company on the financials, internal audit reports, policies and procedures followed by the Company.

Details of familiarization programs attended by our Independent Directors as of March 31, 2025:

Name of the Independent Director	DIN	Total # of hours attended (During FY 24-25)	Total # of hours attended (During FY 23-24)	Total # of programs attended (During FY 24-25)	Cumulative # of programs attended till date	Cumulative # of hours attended till date
Anita Ramachandran	00118188	7.75	9.50	8	31	60.75
Rajendra Kumar Srivastava	07500741	7.75	9.50	8	32	64.50
Shubha Rao Mayya	08193276	9.75	11.50	12	51	76.50
Mittu Sridhara	09247644	6.25	NA	5	5	6.25
