

**FAMILIARIZATION PROGRAM FOR 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.

Independent Directors also engage in dedicated sessions with members of the management to discuss specific areas, including financials, internal audit reports and related policies and procedures with the Chief Financial Officer and the senior leaders of the Finance team; human resources matters and policies with the Chief Human Resources Officer; and strategic initiatives, business performance, key operational matters, as well as the risk management framework, key enterprise risks and mitigation measures with the Chief Executive Officers of the Business Units.

Details of familiarization programs attended by our Independent Directors as of March 31, 2026:

Name of the Independent Director	DIN	Total # of hours attended (During FY 25-26)	Total # of hours attended (During FY 24-25)	Total # of programs attended (During FY 25-26)	Cumulative # of programs attended till date	Cumulative # of hours attended till date
Anita Ramachandran	00118188	13.3	7.75	11	42	74.05
Rajendra Kumar Srivastava	07500741	13.3	7.75	11	43	77.8
Shuba Rao Mayya	08193276	13.3	9.75	11	62	89.8
Mittu Sridhara	09247644	13.3	6.25	11	16	19.55

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