

## **FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS**

In terms of Regulations 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 {SEBI (LODR) Regulations, 2015}, the Company continues to familiarize the Independent Directors by explaining their roles, rights, responsibilities in the company, nature of the industry in which the company operates, business model of the company, etc., through various programmes

Such programmes/presentations provide an opportunity to the Independent Directors to interact with the Senior Management of the Company and help them to understand the Company's strategy, business model, organization structure, finance, human resources, technology, quality, facilities and risk management and such other areas as may arise from time to time.

The present Independent Directors of the Company have been on the Board of the Company since November 11, 2020. The Company facilitates the continual education to its directors regarding the working/new initiatives of the Company.

Familiarisation is an ongoing process and the existing Independent Directors are briefed on the developments interalia including the resolution process of all the entities within the group in detail at all Board Meetings. The Independent Directors are also briefed on the regulatory and legal developments impacting the Company and also their role as Independent Directors as and when the need arises.

In the event of an induction of an Independent Director on the Board of Directors in future, the Chief Executive Officer (CEO) of the Company will brief the new director on the industry, the operations, organisation structure, business model of the company and also about his role, rights and responsibilities as an Independent Director as per the requirement of applicable provisions of Companies Act, 2013 and Securities Exchange Board of India (Listing Obligation and Disclosure Requirement), Regulations, 2015.

The Independent Directors at their meeting held on March 29, 2022 have confirmed that they been briefed by the management at the meetings on the development taking place pertaining resolution process and approvals sought from time to time. In view thereof the Independent Directors expressed that there requirement for any separate briefing sessions for familiarization with the business of the Company.

Details of attendance of Independent Directors in Familiarization Sessions are as follows:

Sr. No.	Names of Independent Directors	Financial Year	No. of Sessions attended		No. of hours spent in the Sessions attended (Hours: Minutes)	
			During the year	On Cumulative basis	During the year	On Cumulative basis
1	Mr. Deepak Dasgupta	2015-16	7	7	26:15	26:15
		2016-17	5	12	12:30	38:45
		2017-18	5	17	45:00	83:45
		2018-19	15	32	34:10	117:55

2	Mr. R. C. Sinha	2015-16	7	7	26:15	26:15
		2016-17	4	11	10:00	36:15
		2017-18	5	16	45:00	81:15
		2018-19	19	35	37:25	118:40
3	Mr. H. P. Jamdar	2015-16	4	4	8:00	8:00
		2016-17	4	8	10:00	18:00
		2017-18	4	12	33:00	51:00
		2018-19	15	27	31:40	82:40
4	Ms. Neeru Singh	2015-16	6	6	19:30	19:30
		2016-17	3	9	02:15	21:45
		2017-18	4	13	33:00	54:45
		2018-19	8	21	17:40	72:25
5	Mr. Subrato Mitra	2020-21	4	4	5:25	5:25
		2021-22	9	13	12.05	17.30
		2022-23	6	19	6.13	23.43
6	Dr. J N Singh	2020-21	4	4	5:25	5:25
		2021-22	9	13	12.05	17.30
		2022-23	6	19	6.13	23.43

Note:- Post this cessation of the Earst while Independent Directors at Serial No 1 to 4 by March 31, 2019, there were no Independent Directors appointed on the Board of the Company till November 10, 2020.

The Independent Directors at Serial No 5 & 6 were appointed effective November 11, 2020.