

FAMILIARIZATION PROGRAMMES FOR FY 2025-26

The Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“the SEBI Listing Regulations”) mandates a listed entity to familiarize the Independent Directors with their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc., through various training discussions, sessions and programmes.

To provide insights into the Company to enable the Independent Directors to understand the Company’s business in depth that would facilitate their active participation in various Board and Committee Meetings, the Company provides information, presents information, content on the business, conducts sessions/briefing/programs for the Independent Directors.

The training sessions/ presentations/ programmes provide an opportunity to the Independent directors to interact with the senior management of the Company and help them understand the Company’s business strategies, business models, organisation structure, Board evaluation process and procedures, group structure, operations, services and products, human resources, finance, technology facilities, and governance policies.

THE DETAILS AS REQUIRED UNDER REGULATION 46(2) OF THE SEBI LISTING REGULATIONS ARE MENTIONED AS UNDER:

Name of Independent Directors	No. of Programmes				Hours spent			
	FY 2026	FY 2025	FY 2024	Cumulative Basis	FY 2026	FY 2025	FY 2024	Cumulative Basis
Nalini Padmanabhan	9	9	5	23	6.5	5	6	17.5
Rajiv V Mehta	9	9	5	23	4.5	5	6	15.5
T. T. Srinivasaraghavan	10	9	5	24	8.5	5	6	19.5
Sunil Sethy*	10	9	5	24	6.5	5	6	17.5

*Sunil Sethy (DIN: 00244104) ceased to hold office as an Independent Director of the Company on March 26, 2026 on account of attaining the age of retirement.

DETAILS OF FAMILIARISATION PROGRAMMES HELD DURING FY 2025-26:

The Company has organised the following programmes/discussions during the financial year 2025-26

Sr No.	Particulars	No. of Programmes attended by ID’s	Time spent in the sessions by ID’s
1	An understanding of AI and how it’s being used today with specific reference to our Business and Organisation	1	2 Hours (By T. T. Srinivasaraghavan & Sunil Sethy only)
2	Update on the recent amendments to Related Party Transactions and PIT Regulations	1	30 minutes (Board Members)
3	Business & Industry Insights	4	3 Hours (Board Members) 1 Hour Audit Committee members

4	Regulatory & Compliances	4	1 Hour (Board Members) 1 Hour (Audit committee members)
	Total	10	8.5 Hours

DETAILS OF FAMILIARISATION PROGRAMMES HELD DURING FY 2024-25:

The Company has organised the following programmes/discussions during the financial year 2024-25

Sr No.	Particulars	No. of Programmes attended by ID's	Time spent in the sessions by ID's
1	SEBI Prohibition of Insider Trading Regulations	1	1 Hour
2	Business & Industry Insights	4	3 Hours
3	Regulatory & Compliances	4	1 Hour
	Total	9	5 Hours

DETAILS OF FAMILIARISATION PROGRAMS HELD DURING FY 2023-24:

The Company has organised the following programmes/discussions during the financial year 2023-24

Sr No.	Particulars	No. of Programmes attended by ID's	Time spent in the sessions by ID's
1	Walk around with the Group CEO & CFO by the Independent Directors across the office of the Company	1	1 Hours
2	Visit to material subsidiaries of Hansa Research Group and Hansa Customer Equity, walk around and introduction with the Senior Management, Operations team	1	1 hour
3	The Business & Functional Heads of the different Verticals gave presentation to the Independent Directors on the Business & operations of the Company and its subsidiaries Insights were provided to enable the Independent Directors to understand the Company's business in depth that would facilitate their active participation in various Board and Committee Meetings.	1	3 hour
4	The Board of Directors from time to time were shown the projects /work done by the Company and briefed about the details of work by the Group CEO	2	1 Hours
	Total	5	6 Hours

In addition to the above the Independent Directors got an in depth orientation and explanation as part of the IPO process, which included several meetings with management, merchant bankers, auditors, review discussions and deliberations on the Offer documents, whilst approving the same at various stages throughout the IPO process.

Some Programmes were discussions as part of the Board/Committee Meetings held during the financial year include:

1. Briefing on the industry in which the Company operates, Company's operations, Strategy and Annual Budget of the Company;
2. Presentation of unique work /services rendered for Client including videos, booklets, presentations etc.
3. Statutory Compliance and filings done with the Stock Exchanges
4. Regulatory updates at Board and Audit Committee Meetings;
5. Review and discuss the Risk Matrix of Companies and its material subsidiaries with the management.