

1 OBJECTIVE

The Companies Act, 2013 (“**the Act**”) read with Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, place increased responsibilities on Independent Directors of the Company. In order to enable the Independent Directors to fulfill their responsibilities efficiently and effectively, a Familiarization Program has been put in place by the Company to assist them understand details about the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company etc.

2 FAMILIARIZATION PROCESS

The Company conducts orientation programs/ presentations/ training sessions, periodically at regular intervals, to familiarize the Independent Directors with the strategy, operations and functions of the Company.

Such orientation programs / presentations / training sessions provide an opportunity to the Independent Directors to interact with the senior leadership team of the Company and help them to understand the Company’s strategy, business model, group structure, operations, service offerings, markets, organization structure, finance, human resources, technology, quality, facilities, risk management strategy, governance policies, designated channels for flow of information and such other areas as deemed necessary.

The programs / presentations also familiarize the Independent Directors with their roles, rights and responsibilities.

The Company may include such other details and information, as required, during the introductory familiarization program / presentation, when a new Independent Director comes on the Board of the Company.

3 REVIEW OF THE PROGRAM

The Company may periodically review this Program and make suitable revisions, as may be necessary, from time to time.

FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS



DETAILS OF FAMILIARIZATION PROGRAMS ATTENDED BY INDEPENDENT DIRECTORS DURING FY 2024-25:

A total of seven familiarization programs for Independent Directors were conducted during the year as under:

Sr. No.	Name of Director	Number of Programs attended in the FY 2024-25	Number of Programs attended during his/her tenure	Number of hours spent in such Programs in the FY 2024-25	Number of hours spent in such programs during his/her tenure
1	Mr. Srinivasan Varadarajan	7	14	7 hours	14 hours
2	Mr. Krishnamurthy Vaidyanathan	7	14	7 hours	14 hours
3	Ms. Huzan Mistry	7	14	7 hours	14 hours

Note: ARCL has conducted Familiarization Program for the first time in FY 2023-24.