



Familiarisation Programme for Directors

[Pursuant to Regulations 25 and 46 of the
SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

The Company believes that a Board which is well informed / familiarised with the Company and its affairs, can contribute significantly to effectively discharge its role of trusteeship in a manner that fulfils stakeholders' aspirations and societal expectations. In pursuit of this, the Directors of the Company are updated on changes / developments in the domestic / global corporate and industry scenario including those pertaining to statutes / legislation & economic environment and on matters affecting the Company, to enable them to take well informed and timely decisions.

The Independent Directors are apprised through appointment letters, on their roles, duties and responsibilities, time commitment required, remuneration, and also the process for evaluation of the performance of the Board, Board Committees & individual Directors. Further the Directors, on appointment, are provided with induction kits which, inter alia, include the Company's Memorandum and Articles of Association, Corporate Governance Policy, ITHL Code of Conduct, ITHL Code of Conduct for Prevention of Insider Trading, Terms of reference of Board Committees and Annual Report & Accounts for last 2 years. These Directors are also provided with an overview of the Company's businesses.

To enable the Directors to familiarize themselves, the industry scenario, competitive environment, operation and financial position of the Company, regulatory framework and such other topics of interest are periodically shared with the Directors at the Board Meetings. Amongst others, risk assessment & minimization procedures and Corporate Social Responsibility are also presented to the Board and/or Board Committees, as appropriate.

Familiarisation Programmes organised by the Company during the financial year 2024-25 and cumulative up to 31st March, 2025

Particulars	During the financial year 2024-25	Cumulative up to 31st March, 2025
Number of familiarisation programmes organised by the Company	5	39
Time spent by the Independent Directors in such programmes in aggregate	4.70 man hours	60.865 man hours