

FAMILIARISATION PROGRAMME IMPARTED TO THE INDEPENDENT DIRECTORS

Preamble:

In accordance with Regulation 25(7) read with Regulation 46(2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company shall familiarize its independent directors regarding their roles, rights and responsibilities in the Company, nature of the industry in which the Company operates, the business model of the Company etc. through various programmes.

Objectives:

The familiarization programme helps the independent directors to have greater insight into the Company's business and also contributes effectively in decision making at Board / Committee meetings.

Overview of the Familiarisation Programme:

1. Familiarisation upon induction of new Independent Directors ("IDs")

- At the time of appointment, a formal letter of appointment inter-alia incorporating the requisite details of roles, functions and responsibilities, duties, remuneration and fees (if applicable), code of conduct, disclosures obligations, D&O insurance policy and performance appraisal / evaluation process, is issued for acceptance by the IDs.
- New IDs are provided, amongst other documents, with copy of constitutional documents of the Company, latest annual report, Company's code of conduct, policy for prevention of insider trading, whistle blower policy and schedule of upcoming Board and Committee meetings etc.
- An induction kit by way of a presentation including details about the Company, its subsidiaries, its governance mechanism, composition of Board, categories of Directors, brief profile of Directors, composition of various committees of Board and its charter(s), shareholding structure, shareholding pattern, duties, general requirements for Directors and indemnification under the Companies Act, 2013 ("the Act"), contact details of senior management team, key policies/ documents including code of conduct, nomination, remuneration and board diversity policy, risk management policy, whistle blower policy, policy on prevention of sexual harassment, CSR policy, code of conduct for prevention of insider trading, board evaluation framework and schedule of delegation of authority etc. is shared with new IDs.
- The Company conducts online induction meetings/ programmes for orientation and training of directors, as and when feasible.

2. Continual Familiarisation Programme

- The Company has provided a platform to IDs through various meetings to interact with the senior management team of the Company and help them to understand the Company's strategy, business model, operations, organization structure, finance, human resources, technology, quality and risk management and such other areas as may arise from time to time.
- Quarterly Comprehensive Business update is presented to the Board inter-alia update on business, operational and financial highlights/ performance of the Company, clinical, research and academic update, speciality profile, channel mix, hospital metrics by region, working capital management, fund flows including foreign exchange exposures, material information of subsidiaries etc.
- Further, at various Board meetings during the year, presentations are made to the Board on Company's policies, key changes in the regulatory environment and the industry in which it operates and other relevant issues.
- Active communication channel between the Directors and senior management team and IDs is ensured, this allows the IDs to raise a query, seek clarifications for enabling a better understanding of the Company and its various operations.
- Visit to Company's hospitals are organized from time to time, as and when feasible.

Details of attendance of Independent Directors in Familiarisation Programs are as follows:

S. No	Name of Independent Director	No. of the sessions/ meetings attended		No. of hours spent in the sessions/ meetings attended	
		FY 2021-22	Cumulative till date (from the date of listing of securities of the Company on the Stock Exchanges i.e. August 21, 2020)	FY 2021-22	Cumulative till date (from the date of listing of securities of the Company on the Stock Exchanges i.e. August 21, 2020)
1	Mr. Narasimha Murthy Kummamuri (DIN - 00023046)	3	6	3.20	11.55
2	Mr. Mahendra Gumanmalji Lodha (DIN - 00012920)	4	7	4.20	12.55
3	Mr. Michael Thomas Neeb (DIN - 08522685)	4	7	4.20	12.55
4	Mr. Upendra Kumar Sinha [#] (DIN - 00010336)	-	3	-	8.35
5	Ms. Harmeen Mehta* (DIN - 02274379)	3	3	3.20	3.20

[#] Mr. Upendra Kumar Sinha resigned from the Board of the Company w.e.f. May 20, 2021

* Ms. Harmeen Mehta was appointed on the Board as Woman Independent Director w.e.f May 24, 2021