

Familiarization Programme for Independent Directors

An important aspect of board of directors of the Company (“Board”) effectiveness is the appropriate attention to development and training of non-executive directors on the lines of management development and training. The Company sees director induction as a first step of the Board’s continuing improvement. It is the Company’s firm belief that investment in Board development strengthens the Board as well as the individual directors. Directors are regularly updated on changes in policies and programmes, laws and the general business environment.

The Company ensures that non-executive directors are familiarized with the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates and the business model of the Company, through various programmes and at regular intervals.

At the time of induction and subsequently on a sustained and regular basis, the independent directors are provided an overview of:

- Introduction, Company history and genesis.
- Criteria of independence applicable to Independent Directors as per Regulation 17 of the SEBI Listing Regulations and Section 149(6) of the Companies Act, 2013;
- Overview of Company operations comprising details of the Company’s service business units and business model, clientele and functional service offerings.
- Key financial highlights
- Details of the group (comprising the subsidiaries, joint ventures and associate companies).
- Board and committees of the Board, their operations, charter and functioning.
- Key management personnel details
- Highlights of the HR, Quality and Innovation functions
- Corporate governance practices, processes and procedures, including Board and committee functioning.
- Corporate social responsibility initiatives
- Business responsibility initiatives of the Company
- Risk management systems & framework;
- Vigil mechanism/whistle blower policy including policy formulation, disclosures, code of conduct for independent directors, code of conduct for directors etc.
- Financial controls, financial management, corporate social responsibility, Board effectiveness, meetings and performance assessment;
- Roles, functions, duties, responsibilities and liabilities of independent directors;
- Directors responsibility statement forming part of Boards’ report;

Continual Familiarization Modules

To understand and remain updated on the business, operations of the Company and changes in the regulatory regime on a regular basis, the independent and non-executive directors at the ***Board meetings and relevant committee meetings*** are provided inter alia with the following:

- Updates on operations, industry position, strategies, competitiveness and financial performance of the Company.
- Updates regarding budgets, working capital management and fund flows.
- Review of internal & statutory audit.
- Updates on significant developments in the Company and business performance of the Company.
- Updates regarding business strategies and policies of the Company on social responsibility, nomination and remuneration criteria, vigil mechanism/whistle blower, risk management etc.
- Safety, health and environment and sustainability issue
- Update on significant amendments in corporate and other laws and its impact on the Company.

The Directors are also encouraged to visit various Company's hospitals. Independent directors have the freedom to interact with the Company's management and senior leadership team of the Company.

DETAILS OF PROGRAMS* ATTENDED BY THE INDEPENDENT DIRECTOR

Name of the Independent Director	FY 2021-22		FY 2022-23 (From 01.04.2022 till 30.06.2022)		Total Cumulative hours attended by Directors till date
	Number of programs* conducted by the Director during the year	Number of hours spent by independent directors in such programs	Number of programs conducted by the Director during the year	Number of hours spent by independent directors in such programs	
Mr. G. Rajeswara Rao	16	32 hours	7	14 hours	46 hours
Mr. Saumen Chakraborty	16	32 hours	5	10 hours	42 hours
Mr. Pankaj Vaish	14	28 hours	7	14 hours	42 hours
Mr. Venkata Ramudu Jasthi	9	18 hours	5	10 hours	28 hours
Mr. Kaza Ratna Kishore	9	18 hours	4	8 hours	26 hours
Mrs. Y. Prameela Rani (Appointed w.e.f. 19 th May, 2022)	NA	NA	1	2 hours	2 hours

***The word "Programs" include all Board Meetings and relevant Committee meetings (including voluntary committees constituted by the Company)**