FAMILIARISATION PROGRAMME FOR DIRECTORS OF THE BANK

In terms of Regulation 25 (7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations), the Bank is required to familiarize its Independent Directors through various programme regarding:

i. Nature of the industry in which the Bank operates;
ii. Business model of the Bank;
iii. Roles, rights, responsibilities of independent directors; and
iv. Other relevant information

Further, the details of the familiarization programme is also required to be hosted on the website of the Bank, in terms of Regulation 46(2)(i) of the Listing Regulations.

The details of the familiarization programme conducted by the Bank, during the year are as under:-

- **Induction programme for new Directors:**

The Company conducts induction program/presentation when a new Independent Director joins the Board of the Bank, on various aspects including overall corporate and business overview, its vision and mission, enterprise risk management processes, investor relations and human resources.

A Welcome Kit containing Memorandum and Articles of Association, Annual Report, list of Directors & their profile, list of Board Committees with details of Committee composition, Organization Structure, list of senior management personnel with their profiles and designation is provided to every Director inducted on the Board. The directors are also briefed on their obligations under the various policies/ Corporate Governance code and on the Terms of Reference of the various Committees of the Board.

A detailed letter informing the terms and conditions of appointment stating the roles, rights and responsibility in line with the requirements of the Companies Act, 2013 and RBI guidelines are provided to the Independent Directors.

Quarterly presentations on operations are made to the Board which includes updates on performance review, strategy and key regulatory developments.

- **Training & Development:**

Majority of the Directors have longstanding association with the Bank and have in depth understanding of the business model, business processes and business environment of the Bank. Each director has special knowledge and practical experience in various areas as required in terms of provisions of Section 10-A (2)(a) of the Banking Regulation Act, 1949.

During the year, all the Directors of the Bank had attended the following sessions:

- Directors & Officers Liability Insurance
- Technology architecture diagnostic and future state design
- Outlook on Indian Banking Sector
- Awareness session on Digital Personal Data Protection Act

During the year, members of IT & Ops Committee, attended a session on Cyber Security Awareness.

During the year, all the Independent Directors had attended a training session on 'Prevention of Sexual Harassment'. The session covered in detail the legal aspects of the Prevention of Sexual Harassment (POSH).

During the year, presentations were made to the Board on various areas including Service Quality Dashboard, Brand Refresh, Digital Personal Data Protection (DPDP) Act implementation & Road to Compliance, Lending to Related Parties - key changes and action Items etc.

Committee specific presentations as per the Terms of Reference of the Committee are also routinely held- such as updates /presentation on ICAAP and Risk Dashboard, ESG Dashboard and Annual rating transition and default study in the Risk Management Committee, presentation on Digital Banking in the Customer Service Committee etc. Further, presentations on Statutory and Regulatory changes are also routinely provided to the Directors so as to update them on the changes in the regulatory environment.

- **Briefing/ Discussion at the Board Meeting:**

The agenda for the Board meetings include, inter alia, the financial results and operational performance of the Bank; review of the Bank's risk profile; matters relating to compliance and governance; findings of internal audit; evaluation of business strategy; organisational structure and succession planning; impact of regulatory changes; and initiatives undertaken by the Bank in the areas of risk management, stressed assets management, fraud management, customer and investor grievances, corporate social responsibility, cyber security, macroeconomic developments, Board governance, and human resources, in compliance with applicable corporate and securities laws.

On an annual basis, a Strategy Meeting of the Board is dedicated exclusively for strategic matters of the Bank which provides the Independent Directors an opportunity to understand the strategic roadmap and to contribute to strategy development by sharing their experience. In the strategy meeting respective Group Heads of the Bank update the Board regarding the Indian and global economy, future plans, opportunities and challenges in their respective fields.

Further, on an annual basis, a Budget Board Meeting is convened to review and approve the Bank's budget for the next Financial Year. The meeting deliberates on key assumptions, performance targets, resource allocation, and alignment with strategic objectives, while considering capital, risk, and regulatory aspects.

During the financial year 2025-26, 14 hours 30 minutes of man hours were spent for various familiarization programs for the Directors. Cumulatively, 293 hours and 05 minutes of man hours were spent for familiarization programs to the Directors till date.

The Independent Directors also routinely engage in one-on-one discussion with the Senior Management of the Bank on their matters of interest for a better understanding of the various aspects of the Bank's business and functioning.