

## Familiarization Program for Independent Directors of Sasken

The familiarization program for Independent Directors which also extends to other Non-Executive Directors aims to familiarize them with the Company, their roles, rights, responsibilities in the Company, nature of the IT industry, Engineering R&D, etc.

The Board of Directors has complete access to the information within the Company. Presentations are regularly made to the Board of Directors and other Committees on various related matters where Directors get an opportunity to interact with Senior Managers. The Presentations inter alia cover the Company's strategy, business model, operations, market, organization structure, product offering, finance, risk management framework, quarterly and annual results, human resources, technology, quality, important changes in the legislation and such other areas as may arise from time to time. The website contains adequate information of the Company as well. The Independent Directors have freedom to interact with the Company's management. The Company provides an orientation to any new Director upon joining so as to enable him / her to understand, inter alia, the business of the Company.

The Company also issues an appointment letter to the Independent Directors which incorporates their role, functions, duties and responsibilities.

