



DETAILS OF FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS FOR FINANCIAL YEAR (FY) 2024-25

All new directors inducted to the Board are introduced to the operations and culture of the Company through orientation sessions. Current executive directors and senior management provide an overview of operations and familiarize the new directors on matters related to our vision and values.

The Company also has a practice of sharing a handbook with the directors at the time of induction containing informative documents like Annual Report, Memorandum & Articles of Association, Organization Structure, contact details of the Senior Management, Composition of Board and Committees, Duties and terms of reference of the Committees of the Board, Code of Ethics & Business Conduct, Code for prevention of Insider Trading, Directors & Officers Insurance policy, etc.

The Company regularly conducts various familiarization programs for the Independent Directors as a part of the quarterly board and committee meetings. Various business cluster heads made presentations to the Board periodically pertaining to Company's performance and future strategy for their respective cluster. The Board also convenes strategy meetings from time to time to review long term growth/plans of the Company. The Board is regularly apprised on all regulatory and policy changes relevant to the business by the Senior Management and the Auditors of the Company.

During the year, the Board members were regularly apprised with the overview of the Company and its operations including finance, human resources, marketing, operations, etc. by the Management team.

The Board of Directors have access to the information within the Company. Independent Directors have freedom to interact with the Company Management. Apart from this, they also have independent interaction with the Statutory Auditors and Internal Auditors.

Details of Programs organized for the Independent Directors during the FY 2024-25 are as below:

Sl. No	Date of Program	Details of Program	Nature of Program
1	May 28, 2024	Strategic Overview	Overview of the people & Service excellence, Brand equity, Awards Recognitions, Carbon emission and Aster Volunteers
2		Key Strategic Initiatives	Update on the segregation, capacity expansion and Restructuring Aster Pharmacy
3	July 31, 2024	Overview of Strategy & Performance	Overview of the people & Service excellence, Technology, Digital Health, Brand equity, Sustainability & Community connect and Business Performance. Update on the key Senior Management Hires and Exits.
4		Major Strategic Projects	Update on Aster Digital Health, Capacity Expansion, Restructuring Aster Pharmacy, Project Unity Transaction Overview and Proposed Governance.
5	January 31, 2025	Strategic and Key Developments	Overview of the people & Service excellence, Technology, Digital Health, Brand equity and Sustainability & Community connect. Update on the key Senior Management Hires and Exits.
6		Growth & Restructuring Plans	Update on Project Unity transaction Overview and Public Relations and Media Coverage, Investor and Analyst Engagement, Application & Notification to the Stock Exchanges, CCI Application and W&I Insurance

Sl. No	Name of the Independent Director	No of Programs attended for FY 2024-25	No of Hours spent for FY 2024-25	Previous years (No of Programs attended)	Previous years (Hours)	Total No of Programs attended (Cumulative till FY 2024-25)	No of Hours Spent (Cumulative till FY 2024-25)
1	Mr. CJ George	4	2.67	4	3.83	8	6.5
2	Mr. James Mathew	6	4	4	3.83	10	7.83
3	Mr. Wayne Earl Keathley ¹	0	0	3	1.67	3	1.67
4	Mr. Emmanuel David Gootam	4	2.67	4	3.83	8	6.5
5	Ms. Purana Housdurgamvijaya Deepti	6	6	4	3.83	10	9.83



6	Mr. Maniedath Madhavan Nambiar ²	2	1.33	0	0	2	1.33
7	Mr. Sunil Theckath ³	2	1.33	0	0	2	1.33

- Note:
1. Mr. Wayne Earl Keathley resigned as an Independent Director with effect from April 03, 2024
 2. Mr. Maniedath Madhavan Nambiar appointed as an Independent Director with effect from July 31, 2024
 3. Mr. Sunil Theckath appointed as an Independent Director with effect from July 31, 2024
