

FAMILIARISATION PROGRAMMES FOR INDEPENDENT DIRECTORS

(In terms of Regulation 46(2)(i) of Securities and Exchange Board of India (Listing obligations and Disclosure Requirements) Regulations, 2015)

Firstsource Solutions Limited conducts Familiarisation Programmes for its Independent Directors to enable them to gain a comprehensive understanding of the Company's business, industry environment, operational structure, strategic direction, governance framework and regulatory requirements. Upon appointment, Independent Directors are provided with an induction and orientation, which includes interactions with senior management and familiarisation with the Company's culture, values and key policies. Independent Directors are also provided with relevant documents such as the Annual Report, Codes of Conduct and a detailed appointment letter outlining their roles, responsibilities and duties.

During the financial year 2025-26, Independent Directors of Company's were periodically familiarised through presentations and discussions at Board and Committee Meetings on various aspects including business and financial performance, annual budgets, business strategy, operations, risk management framework, internal controls, statutory and regulatory developments, CSR initiatives and ESG matters. These sessions also enabled Independent Directors to keep themselves abreast of industry trends, key challenges and future plans of the Company. The details of Familiarisation Programmes attended by the Independent Directors during the year and on a cumulative basis are provided in the table below, in compliance with Regulation 46(2)(i) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

DETAILS OF FAMILIARISATION PROGRAMMES ATTENDED BY INDEPENDENT DIRECTORS

Name of Independent Director	Date of Appointment	Number of Programmes Attended		Number of Hours Spent		Other Details
		During the Year 2026-27	Till Date	During the Year 2026-27	Till Date	
Mr Utsav Parekh	02.11.2022	6	40	5.45	28.15	NA
Ms Vanita Uppal	05.05.2022	2	18	2	18.30	NA
Ms Rekha Sethi	01.09.2023	3	16	3	14.45	NA
Mr T C Suseel Kumar	01.09.2023	6	29	6	20.55	NA
Dr Rajiv Kumar	03.05.2024	2	11	2	10.40	NA
Mr Paras Kumar Chowdhary	05.03.2026	3	3	3	3.30	NA

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