

Familiarisation Programme for Independent Directors

Background and Objective

The Familiarisation Programme for Independent Directors of Cyber Media (India) Limited (“the Company”) has been formulated pursuant to the provisions of the Listing Agreement with Stock Exchanges under SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”). The Programme aims to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the Company.

Familiarization Process

The Company through its Executive Directors/Senior Managerial Personnel conduct programmes/presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company.

All Directors on their appointment are taken through a detailed induction and familiarisation programme when they join the Board of the Company. The induction programme is an exhaustive one that covers the history, culture and background of the Company and its growth over the last several decades, various milestones in the Company’s existence since its incorporation, the present structure and an overview of the businesses and functions.

Such programmes provide an opportunity to the Independent Directors to interact with the senior leadership team of the Company and help them to understand the Company’s strategy, business model, operations, service and product offerings, markets, organization structure, finance, human resources, technology, quality, facilities and risk management and such other areas as may arise from time to time. Presentations, inter alia, cover quarterly and annual results, budgets, treasury policy, review of Internal Audit, risk management framework and operations of subsidiaries, etc.

The programmes also familiarize the Independent Directors with their roles, and responsibilities including those specified in the Companies Act, 2013 as well as in Listing Regulations;

The details of training programme attended by Independent Directors forms part of the document as Annexure.

Annexure

Sr. No.	Particulars	No. of hours spent by Independent Directors	
		FY 2024-25	Cumulative till date (from October 2015 to March 2025)
1	Briefing on their role, responsibilities, duties, and obligations as a member of the Board	1 hour	6:00 hours
2	Nature of the industry in which the Company operates	2 hours	6:00 hours
3	Nature of business and business model of the Company, Company's strategic and operating plans	2 hours	11:00 hours
4	Matters relating to corporate governance, code of business conduct, risk management, compliance programs, internal audit, etc.	3 hours	8:00 hours
5	Roles, rights, and responsibilities of the Independent Directors	1 hour	9:00 hours
6	Interaction with the Senior Management of the Company	2 hours	11:00 hours
7	Cognizance with the Company's strategy, business model, operations, service and product offerings	3 hours	14:00 hours
8	Update on markets, organization structure, finance	1 hour	15:00 hours
9	Apprised on human resources, technology, quality, facilities, risk management and such other areas as may arise from time to time	1 hour	16:00 hours

Besides the above, the Independent Directors are on a continual basis familiarized with the functioning of the overall performance and functioning of the Company, risk management process, human resource processes and people development initiatives, IT processes, safety, sustainability and governance initiatives of the Company.