

IRIS GLOBAL SERVICES LIMITED



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FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS

CIN: U72900DL2009PLC189527

Registered Address: 1, Bypass Road, Mahipalpur, 110037, New Delhi, India

FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS

The role of Independent Directors has been of paramount importance to the corporate world, its investors, stakeholders, regulators as these directors are required to uphold ethical standards of integrity and exercise independent judgement to assist in implementing the best corporate governance practices, while fulfilling the strict criteria of being independent of the management and the Company. Hence, it becomes imperative on the part of the Company to adequately familiarize independent directors with the Company, its operations, management, and regulatory framework governing the organization.

As per Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligation and Disclosure Requirements) Regulations, 2015, as amended ("SEBI (LODR) Regulations"), every listed entity shall familiarize the Independent Directors about their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc., through various programmes.

As per Regulation 46(2) of the SEBI (LODR) Regulations, the listed entity shall disseminate the details of familiarization programmes imparted to Independent Directors under a separate section on its website.

As per 'Schedule IV' of the Companies Act, 2013, i.e., 'Code for Independent Directors', the Independent Directors shall undertake appropriate induction and regularly update and refresh their skills, knowledge and familiarity with the company.

1. SCOPE

In view of the same, this "**Familiarization Program for Independent Directors**" of [Iris Global Services Limited] ("**the Company**") has been framed to provide insights into the Company and to enable the Independent Directors to understand the Company's business in depth that would facilitate their active participation in managing the Company as also the regulatory requirements in compliance with Regulation 25(7) of the SEBI (LODR) Regulations and 'Schedule IV' of the Companies Act, 2013.

2. OBJECTIVES

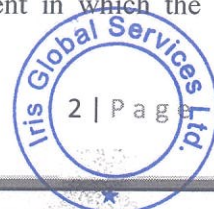
Through the Programme, the Company aims to achieve the following objectives:

- (a) Familiarize the Independent Directors with the Company, its business model; nature of the industry in which the Company operates; roles, rights, and responsibilities of Independent Directors in the Company.
- (b) To inform them of all the laws, rules, regulations and guidelines applicable to the Company.
- (c) To inform them of all the laws, rules, regulations and guidelines applicable to the Company.
- (d) To generate and obtain valuable and informed decisions from the directors on the matters to be brought or discussed at the Board Meetings.

3. FAMILIARIZATION PROCESS

3.1 AT THE TIME OF APPOINTMENT

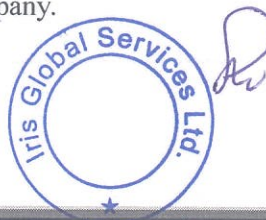
- A familiarisation pack will be handed over to the newly inducted Independent Director, which will include the Company's corporate profile, its vision, mission and value statement, the Company's organisational structure, the Company's history and milestone, latest annual report, Code of Conduct for directors and senior management and Code of Conduct for prevention of insider trading along with a summary on do's and don'ts pertaining to Insider Training. It will also include the details of nature of industry and the external environment in which the Company operates.



- A detailed appointment letter incorporating the role, duties and responsibilities will be issued to the independent director for his/her acceptance.
- They will also be introduced to the Secretarial Head for understanding the shareholding pattern, board structure , board committees the board committees and their functions, policies applicable to the independent director, their roles, responsibilities, duties, rights as an independent director and the laws applicable to the company, their monitoring and compliance process and the finance head for understanding the financial and other related aspects of the company.

3.2 REGULAR FAMILIARIZATION

- The Company through its managing director / executive director / key managerial personnel will conduct programmes / presentations periodically to familiarize the independent directors with the strategy, operations and functions of the Company.
- Such programmes /presentations provide an opportunity to the Independent Directors to interact with the senior management of the Company and help them to understand the Company's strategy, business model, operations, services, markets, organization structure, finance, human resources, technology, quality, facilities and risk management and such other areas as may arise from time to time.
- The programmes/presentations also familiarise the Independent Directors with their roles, rights and responsibilities. The Company may include such other details and information, as required, during the introductory familiarization programme / presentation, when a new independent director comes on the Board of the Company.
- When a new independent director comes on the board of the company, a meeting will be arranged with the managing director & group CEO, chief financial officer to discuss the functioning of the Board and the nature of the operation of the Company's business activities.
- The programmes essentially have two broad components – technical and behavioural. The technical component shall enable the participants to understand Company business, strategies, industry dynamics and its growth plans and prepare them for an active role in the Company. The behavioural component shall empower the participants to understand board procedures and help them to be effective in board activities. The Programmes also aims to offer a conceptual framework based upon current expectations which require the Independent Directors to adhere to a code of conduct for fulfilment of their responsibilities in a such manner so as to promote confidence of the investor community particularly minority shareholders, regulatory authorities and the stakeholders at large.
- The programme shall be conducted in such manner as to facilitate and convenience the Independent Directors and enable them to attend the same in view of their busy schedules.
- The Company may circulate news and articles related to the Industry on a regular basis and may provide specific regulatory updates from time to time.
- The Company may conduct an introductory familiarization program / presentation, when a new Independent Director comes on the Board of the Company.



4. DISCLOSURE

This Policy shall be uploaded on the Company's website for public information, and a web link for the same shall also be provided in the Corporate Governance Section in the Annual Report of the Company.

Details of familiarization programmes imparted to Independent Directors, including the following details, shall also be disclosed under a separate section website of the Company:

- (a) Number of programmes attended by Independent Directors (during the year and on a cumulative basis till date);
- (b) Number of hours spent by Independent Directors in such programmes (during the year and on a cumulative basis till date); and
- (c) Other relevant details.

5. AMENDMENT

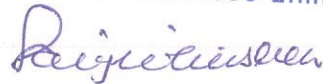
The provisions of this Policy can be amended/ modified by the Board from time to time and all such amendments/ modifications shall take effect from the date stated therein. all directors and senior management personnel shall be duly informed of such amendments and modifications.

5. REVIEW OF THE PROGRAMME

The Board may from time to time review the Familiarization Policy and may revise the same as and when required to adopt the best practices in the industry. The modifications, if any, made to the Policy shall be disclosed on the website of the Company.

Date: 20.09.2026
Place: New Delhi

For Iris Global Services Limited



Director

Note: Approved in the meeting dated May 11, 2026