

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

[Pursuant to Regulation 25(7) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015]

Preamble

Pursuant to Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company shall familiarize the Independent Directors (IDs) 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.

OBJECTIVES

- To adopt a structured programme for orientation and training of Independent Directors at the time of their joining so as to enable them to understand the Company – its operations, business, industry and environment in which it functions.
- To update the Directors on a continuing basis on any significant changes therein in order to be in a position to take well-informed and timely decisions.

OVERVIEW OF THE FAMILIARISATION PROGRAMME

The Board of Directors of the Company are updated as and when required, of their role, responsibilities and liabilities under applicable provisions of the Companies Act, 2013 and Listing Regulation. The appointment letter issued to Independent Directors inter alia includes the responsibilities, duties, liabilities, terms and conditions of their appointment.

Independent Directors are provided with necessary documents/brochures, reports and internal policies to enable them to familiarize with the Company's procedures and practices.

Periodic presentations are made at the meeting of the Board and the Committee of the Board, by the Senior Management in relation to the performance of the Company, quarterly and annual results, global business environment, business strategies and risks involved, various policies, review of internal audit, risk management framework, operations, business model and amendment of applicable laws to the Company. All the relevant developments relating the Company are informed to the Board including to the Independent Directors, as and when deemed necessary.

Each Director of the Company has complete access to any information relating to the Company. Independent Directors have freedom to interact with the Company's management. The Company extends all support and assistance required in order to facilitate the Independent Directors to meet/ interact with the Business Heads/ members of the Senior Management team as and when desired by them.

All efforts are made to ensure that the Directors are fully aware of the current state of affairs of the Company and the industry in which it operates.

WSFx Global Pay Limited

Registered Office: 6th Floor, C Wing, Corporate Avenue, Chakala, Andheri (East), Mumbai – 400 093
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Details of programmes during financial year 2024-25 (April 1, 2024 to March 31, 2025)

Sr. No.	Name of Independent Directors	No. of Programme Attended	No. of approx. hours spent in such programme
1	Asha Shah	2	3 Hours
2	Ravinder Singh Amar	2	3 Hours

Details of familiarization programmes on cumulative basis till March 31, 2025 (April 1, 2016 to March 31, 2025)

Sr. No.	Name of Independent Directors	No. of Programme Attended	No. of approx. hours spent in such programme
1	Asha Shah (Appointed w.e.f. May 19, 2018)	22	33 Hours
2	Ravinder Singh Amar	2	3 Hours
3	Brij Gopal Daga (Retired w.e.f. September 23, 2024)	27	40 Hours

Review of the Program:

The familiarization programmes for Independent Directors will be reviewed from time to time and revisions would be made, as and when required.

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