

XCHANGING SOLUTIONS LIMITED

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

1. Preamble:

This Familiarization Programme ("the Programme") for Independent Directors of Xchanging Solutions Limited ("the Company") has been designed in compliance with the provisions of the Listing Agreement with the Stock Exchanges.

2. Purpose & Objective

The Programme aims to provide insights into the Company to enable the Independent Directors to understand their roles, rights, responsibilities in the Company and understand its business & operations.

3. Familiarization Process

3.1. The Company shall through its Senior Managerial Personnel conduct programmes to familiarize the Independent Directors with the Company's strategy, risk management, business and operating models.

3.3. The programmes shall also include familiarizing the Independent Directors with their roles, rights and responsibilities;

3.4. The Company may conduct an introductory familiarization programme, when a new Independent Director comes on the Board of the Company.

3.5. The Nomination and Remuneration Committee of the Company will review this Programme and make revisions as may be required.
