

Details of Familiarisation & Training Programmes Attended by Directors:

At the time of induction of a new Director(s), a welcome letter is addressed to him along with details of duties and responsibilities required to be performed as a Director in addition to the compliances required from him under the Companies Act, 2013, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and other applicable regulations. Relevant Disclosures are taken from the Directors and the management of the Company familiarises the new Directors about the Company, its operations, various policies and processes of the Company, various divisions of the Company and their role and responsibilities, the governance and internal control processes and other relevant important information concerning the Company. Directors are also regularly encouraged and sponsored for attending important training programmes relating to Board related practises and orientation programmes etc. conducted by various institutes of repute.

Details of training imparted to Directors during 2015-16:

- i. Mr. Vikram Srivastava, Independent Director, attended program on "Master Class for Directors" organized by Institute of Directors at New Delhi from 21 August to 23 August, 2015.
- ii. Lt. Gen. V K Mehta, Independent Director, attended program on "Master Class for Directors" organized by Institute of Directors at New Delhi from 21 August to 23 August, 2015.
- iii. Mr. Shanmukh M L, Director (HR), attended Program on "Leveraging Digital Innovation for Business Transformation – Linking Digital Innovations in Human Resource Development" at Hyderabad. The Program was organized by ISB, Hyderabad on 25 February & 26 February, 2016.
- iv. Ms. Usha Mathur, Independent Director, attended training on Capacity Building of Non-official & Government Directors of CPSEs on 29 March & 30 March, 2016, at Mumbai. The program was organized by Department of Public Enterprises.

Details of training imparted to Directors during 2016-17:

- i. Mr. Girish Kumar, Director (Bangalore Complex), attended "Gold Certification Programme-Enhancing Board Effectiveness" at Goa. The Program was organized by CII from 3rd to 5th March 2017.

- ii. Mr R N Bagdalkar, director (HR), attended "Gold Certification Programme-Enhancing Board Effectiveness" at Goa. The Program was organized by CII from 3rd to 5th March 2017.

Details of training imparted to Directors during 2017-18:

- i. Mr Koshy Alexander, Director (Finance), attended the Program on Corporate Governance held on 16th to 17th November, 2017 at SCOPE Convention Centre, New Delhi and the ICAI Regional Conference of SIRC-SRESTATHA held on 22nd to 23rd December, 2017 at Bengaluru.
- ii. Dr Vijay S Madan, Mr Surendra Singh Sirohi, Mr Mukka Harish Babu, Independent Directors, attended the Orientation Programme for capacity building held on 5th to 6th October, 2017 at Gangtok.

Details of training imparted to Directors during 2018-19:

- i. Mr Nataraj Krishnappa, Director (Other Units) and Mr R N Bagdalkar, Director (Human Resources) attended the Program on Retirement Planning on 13 July 2019 at BEL Academy for Excellence.
- ii. Mr Mahesh V Director (Research and Development) attended the Inner Engineering program held on 15th to 16th December, 2018 at Bangalore International Exhibition Centre.