

Details of Familiarisation & Training Programmes Attended by Directors:

At the time of induction of a Director(s), a welcome letter is addressed to Director(s) along with details of duties and responsibilities required to be performed as a Director in addition to the compliances required from him/her under the Companies Act, 2013, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and other applicable regulations. The management of the Company familiarises the newly Director(s) 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 & 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 3 to 5 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 3 to 5 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 22 to 23 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 5 to 6 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.

Details of training imparted to Directors during 2019-20:

- i. Mr. M V Gowtama, Chairman & Managing Director attended the following programs:
 - a. "Gender Sensitization & POSH Act" and "Financial Planning" held on 14 July, 2019.
 - b. "Enterprise Risk Management" held on 15 July, 2019.
 - c. "RTI ACT & Role of Appellate Authority" held on 11 October, 2019.
- ii. Mrs. Anandi Ramalingam, Director (Marketing) attended the following programs:
 - a. "Enterprise Risk Management" held on 15 July, 2019.
 - b. "Masterclass for Directors" held from 22 to 24 November, 2019.
- iii. Mr. Sunil Kumar Kohli, Independent Director attended the training program on "Masterclass for Directors" held from 22 to 24 November, 2019.

- iv. Mr. Vinay Kumar Katyal, Director (Bangalore Complex) attended the following programs:
 - a. "Master Class for Board Effectiveness Program" held from 10 to 12 May, 2019.
 - b. "Gender Sensitization & POSH Act" and "Financial Planning" held on 14 July, 2019.
 - c. "Enterprise Risk Management" held on 15 July, 2019.

- v. Mr. Shivakumaran K M, Director (Human Resource) attended the following programs:
 - a. Annual HR Conference held from 09 to 10 May, 2019.
 - b. "Enterprise Risk Management" held on 15 July, 2019.
 - c. Leadership Master Class with Soumitra Du held from 23 to 25 August, 2019.
 - d. "RTI ACT & Role of Appellate Authority" held on 11 October, 2019.
 - e. "Creating a Culture of Innovation" held from 25 to 26 November, 2019.
 - f. 18th Program on Human Resource Management - An International Perspective in association with RMIT University, Australia held from 03 to 15 February, 2020.

- vi. Mr. Dinesh Kumar Batra, Director (Finance) & CFO attended the following programs:
 - a. "CFO Leadership Session" held on 01 April, 2019.
 - b. "Gender Sensitization & POSH Act" and "Financial Planning" held on 14 July, 2019.
 - c. "RTI ACT & Role of Appellate Authority" held on 11 October, 2019.
 - d. National Workshop on "The Board Interview" held from 07 to 08 November, 2019.

- vii. Mr. M V Rajasekhar, Director (Research & Development) attended the following programs:
 - a. "Gender Sensitization & POSH Act" and "Financial Planning" held on 14 July, 2019.
 - b. "Enterprise Risk Management" held on 15 July, 2019.
 - c. National Workshop on "The Board Interview" held from 07 to 08 November, 2019.

- viii. Mr. Surendra Singh Sirohi, Independent Director attended "Masterclass for Directors & Boardroom Effectiveness Training Programme" on 10 to 12 May, 2019.

- ix. Mr. Koshy Alexander, Director (Finance)& CFO attended "Masterclass for Directors & Boardroom Effectiveness Training Programme" on 10 to 12 May, 2019.
- x. Mr. Mukka Harish Babu, Independent Director attended "Masterclass for Directors & Boardroom Effectiveness Training Programme" on 10 to 12 May, 2019.
- xi. Mr. Mahesh V, Director (Research and Development) attended "Masterclass for Directors & Boardroom Effectiveness Training Programme" held on 10 to 12 May, 2019.
- xii. Mr. R N Bagdalkar, Director (Human Resource) attended the "Annual HR Conference" held from 09th to 10 May, 2019.
- xiii. Mrs. Shikha Gupta, Director (Other Units) attended the following programs:
 - a. "Gender Sensitization & POSH Act" and "Financial Planning" held on 14 July, 2019.
 - b. "Enterprise Risk Management" held on 15 July, 2019.
 - c. "RTI ACT & Role of Appellate Authority" held on 11 October, 2019.
 - d. Workshop on "Women Leadership" held from 04th to 05 November, 2019.

Details of training imparted to Directors during 2020-21:

- i. Mr. Dinesh Kumar Batra, Director (Finance) & CFO attended the following programs:
 - a. Virtual Symposium on "CPSEs Strategies" held on 01 April, 2020.
 - b. Webinar on "Financial Planning Liquidity" held on 04 May, 2020.
 - c. "Virtual Masterclass for Directors" held from 29th to 30 August, 2020.
 - d. Program for "Finance Executives" held from 07th to 11 December, 2020.
- ii. Mrs. Anandi Ramalingam, Director (Marketing) attended the program on "Public Procurement Order" held on 13 October, 2020.
- iii. Mrs. Shikha Gupta, Director (Other Units) attended "Masterclass for Directors Virtual Training Programme" on 29 & 30 August, 2020 and 5/6 September, 2020 through Virtual participation.