

संक्षिप्त/Brief:

सेबी के विनियमों के अनुसार, निदेशकों को कंपनी अधिनियम और सेबी के विनियमों के तहत उल्लिखित उनके कर्तव्यों के संबंध में प्रशिक्षण प्राप्त करने की आवश्यकता होती है।

As per SEBI Regulations, Directors are required to undergo training with respect to their duties mentioned under Companies Act and SEBI regulations

बीईएल के निदेशकों की प्रशिक्षण नीति / BEL's policy for Training of Directors:

इसके अलावा, बीईएल के निदेशकों की प्रशिक्षण नीति के खंड 6.3 "बाह्य प्रशिक्षण" इस प्रकार हैं,

Further, clause 6.3 "**External Training**" of BEL's policy for Training of Directors states as follows,

अंशकालिक गैर-सरकारी निदेशकों, सरकारी नामिती और कार्यकारी निदेशकों की सुविधा पर, उन्हें कॉर्पोरेट गवर्नेंस, व्यावसायिक सिद्धांत और आचरण की आदर्श संहिता, निदेशक के रूप में उनकी जिम्मेदारियां और उनका निर्वहन करने के सर्वोत्तम तरीके आदि पर उनके ज्ञान को बढ़ाने के लिए संबंधित क्षेत्रों में प्रतिष्ठित संस्थानों द्वारा आयोजित ऐसे प्रशिक्षणों, संगोष्ठियों, सम्मेलनों, परिसंवादों आदि के लिए नामित किया जाएगा और ऐसे प्रशिक्षण के लिए नामांकन उनके कार्यकाल के दौरान अधिकतम दो (2) प्रशिक्षण कार्यक्रमों तक सीमित रहेगा।

At the convenience of the part-time non-official Directors, Government Nominee and Functional Directors, they shall be nominated for such trainings, seminars, conferences, conventions etc. conducted by Institutions of repute in relevant areas for enhancing their knowledge on Corporate Governance, model code of business ethics and conduct, their responsibilities as directors, and the best ways to discharge them etc. and nomination for such training will be restricted to maximum of two (2) training programs during their tenure.

उक्त नीति के अनुसार, निम्नलिखित प्रशिक्षण कार्यक्रमों में निदेशकों ने भाग लिया।

In accordance with the said policy, the following Training programmes were attended by Directors:

FY: 2021-2022

प्रशिक्षण कार्यक्रम Training Programme	दिनांक Date	कार्यक्रम में उपस्थित निदेशकों के नाम Name of Directors attended the programme
डीपीई द्वारा स्वतंत्र निदेशकों के लिए ओरिएंटेशन कार्यक्रम Orientation Program for Independent Directors by DPE	15.03.2022	<ol style="list-style-type: none"> श्री प्रफुल्ला कुमार चौधरी / Mr. Prafulla Kumar Choudhury डॉ संतोषकुमार एन / Dr. Santhosh Kumar N

FY: 2022-2023

प्रशिक्षण कार्यक्रम Training Programme	दिनांक Date	कार्यक्रम में उपस्थित निदेशकों के नाम Name of Directors attended the programme
आईआईसीए द्वारा परिचय कार्यक्रम Familiarization Programme by IICA	26.05.2022 to 28.05.2022	<ol style="list-style-type: none"> श्री प्रफुल्ला कुमार चौधरी / Mr. Prafulla Kumar Choudhury श्री पोडाला वेंकटा पार्थसारथी / Mr. Podala Venkata Parthasarathi डॉ संतोषकुमार एन / Dr. Santhosh Kumar N श्रीमती श्यमा सिंह / Mrs Shyama Singh श्री प्रफुल्ला कुमार चौधरी / Mr. Prafulla Kumar Choudhury श्री भानु प्रकाश श्रीवास्तव / Mr. Bhanu Prakash Srivastava
डीपीई द्वारा स्वतंत्र निदेशकों के लिए ओरिएंटेशन कार्यक्रम Orientation Program for Independent Directors by DPE	21.09.2022 to 22.09.2022	<ol style="list-style-type: none"> श्री प्रफुल्ला कुमार चौधरी / Mr. Prafulla Kumar Choudhury श्री पोडाला वेंकटा पार्थसारथी / Mr. Podala Venkata Parthasarathi डॉ संतोषकुमार एन / Dr. Santhosh Kumar N श्रीमती श्यमा सिंह / Mrs Shyama

		Singh 5. श्री प्रफुल्ला कुमार चौधरी / Mr. Prafulla Kumar Choudhury 6. डॉ शिवनाथ यादव / Dr Shivnath Yadav
आईआईसीए द्वारा बेहतर बोर्ड बनाने पर मास्टर क्लास Master class on Building Better Boards by IICA	23.01.2023 to 25.01.2023	1. श्री मनोज जैन Mr Manoj Jain

FY: 2023-2024

आईआईसीए द्वारा बेहतर बोर्ड बनाने पर मास्टर क्लास Master class on Building Better Boards by IICA	24.04.2023 to 26.04.2023	1. श्री दामोदर एस भट्टाड Mr Damodar S Bhattad
आईआईसीए द्वारा परिचय कार्यक्रम Familiarization Programme by IICA	27.11.2023 to 28.11.2023	1. श्री विक्रमन एन Mr Vikraman N 2. श्री के. वी. सुरेशकुमार Mr K V Sureshkumar

कृपया ध्यान दें: उपरोक्त प्रशिक्षण डेटा उन निदेशकों के लिए है जो वर्तमान में बीईएल के बोर्ड में हैं।

Kindly Note: The above training data is for the Directors who are presently on the Board of BEL.

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.