

Training of Board members - Fiscal 2025

All new non-executive directors inducted to the Board are introduced to our Company culture through orientation sessions. Executive directors and senior management provide an overview of operations and familiarize the new non-executive directors on matters related to our values and commitments. They are also introduced to the organization structure, services, Group structure and subsidiaries, constitution, Board procedures, matters reserved for the Board, major risks and risk management strategy.

Non-executive and independent directors of the Board are familiarized through engagements such as

Strategy retreat: We organize periodic management strategy retreat with the Board to deliberate on various topics related to strategic planning, progress of ongoing strategic initiatives, risks to strategy execution and the need for new strategic programs to achieve the Company's long-term objectives. This provides the Board members a platform to bring their expertise to various strategic initiatives, while also giving an opportunity for them to understand detailed aspects of execution and challenges relating to the specific theme.

Through this process, members of the Board can interact closely with the senior leadership of the Company and get a comprehensive and balanced perspective on the strategic issues facing the Company, the competitive differentiation being pursued by the Company, an overview of the execution plan.

During the year, the following trainings were organized for the Board

Geo-politics impact and preparedness

Board members were given insights on geo-political variables such as foreign trade policy, technical / AI competition, immigration, and international relations, that may impact the business. The Management team also briefed the Board members on the Company's preparedness to deal with the evolving situations.

Evolving Environmental, Social and Governance (ESG) Landscape

The session emphasized on the aspects of global sustainability trends, policies, regulatory environment topics on India: Net Zero 2070, EU- Climate Neutral 2050, US-Net Zero 2050 and Climate Negotiations – COP29 etc. The session also highlighted the underlying focus areas of ESG, the impact through energy efficiency, e-waste management, and carbon footprint reduction, environmental dependencies, social dependencies, and governance dependencies relating to IT sector and integrating the sustainability into organizational strategy.

Additionally, the Company continued to provide an online ESG training module for the Board covering topics such as global outlook on ESG risks and opportunities, global ESG (reporting) frameworks and regulatory landscape, potential focus areas for future, and insights into leading ESG practices.

We also facilitate the continual educational requirements of our directors. Each director is entitled to a training fee of US\$5,000 per year. Support is provided for independent directors if they choose to attend educational programs in the areas of Board / corporate governance.

During the year, two of the independent directors attended the National Association of Corporate Directors (NACD) Cybersecurity event. The event which was held over three days focused on strategies necessary to effectively oversee cybersecurity, protect sensitive data, and ensure the resilience of businesses in the face of cyber threats.

The details of the training programs attended by the Board members (excluding the NACD event referred above) in fiscal 2025 and cumulatively as end of March 31, 2025, are as follows:

Name of the director	Duration (In Hrs)		
	FY 2025	Cumulative till FY 2025	Period
Nandan Nilekani	7.5	52	24-08-2017 to 31-03-2025
Salil Parekh	7.5	42.5	02-01-2018 to 31-03-2025
Sundaram D	7.5	53.5	14-07-2017 to 31-03-2025
Michael Gibbs	7.5	42.5	13-07-2018 to 31-03-2025
Bobby Parikh	7.5	27.0	15-07-2020 to 31-03-2025
Chitra Nayak	7.5	26.0	25-03-2021 to 31-03-2025
Govind Iyer	7.5	18.5	12-01-2023 to 31-03-2025
Helene Auriol Potier	7.5	13.0	26-05-2023 to 31-03-2025
Nitin Parnjpe	7.5	13.0	01-01-2024 to 31-03-2025
Total	67.5	288.0	67.5