

Training of Board members - Fiscal 2024

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 an annual 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 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 and interact closely with the senior leadership of the Company.

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

Generative Artificial Intelligence (AI) & Risk management:

This session covered topics such as i) Emerging AI technologies; ii) Corporate strategies to tackle AI; iii) Market needs and global macro trends; iv) Understanding neural and deep neural networks; v) Regulatory landscape and examples across jurisdictions.

Governance and Crisis Management:

This session covered topics such as crisis management and related regulatory landscape. It covered practical challenges and learnings from other corporates and showcased the impact of effective and ineffective management of crisis. The significance of crisis preparedness, reviewing risks and subsequent challenge management were the highlights.

Environmental, Social and Governance:

This course covered 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, etc.

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, one of the Independent Directors attended the National Association of Corporate Directors (NACD) Cybersecurity event. The training focused on strategies necessary to effectively oversee cybersecurity, protect sensitive data, and ensure the resilience of their businesses in the face of cyber threats.

The details of the training programs attended by the Board members in fiscal 2024 and cumulatively as end of March 31, 2024, are as follows:

Name of the director	FY 2024	Cumulative till FY 2024	Duration (In Hrs)
			Period
Nandan M. Nilekani	5.5	44.5	24-08-2017 to 31-03-2024
Salil Parekh	7.0	35.0	02-01-2018 to 31-03-2024
D. Sundaram	7.0	46.0	14-07-2017 to 31-03-2024
Michael Gibbs	7.0	35.0	13-07-2018 to 31-03-2024
Uri Levine	1.5	14.0	20-04-2020 to 19-04-2023
Bobby Parikh	7.0	19.5	15-07-2020 to 31-03-2024
Chitra Nayak	10.0	18.5	25-03-2021 to 31-03-2024
Govind Iyer	7.0	11.0	12-01-2023 to 31-03-2024
Helene Auriel Potier	5.5	5.5	26-05-2023 to 31-03-2024
Nitin Paranjpe	5.5	5.5	01-01-2024 to 31-03-2024
Total hours	63	234.5	