Training of Board members - Fiscal 2026

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 them an opportunity 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 and an overview of the execution plan.

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

Geopolitical impact and preparedness

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

Evolving Environmental, Social and Governance (ESG) Landscape

The Board noted the evolving global ESG landscape and its implications for the IT sector. Key trends highlighted included AI-driven emissions growth, increasing exposure to extreme weather risks, the expansion of green technology markets, and rapid shifts in workforce skill requirements. The training also covered the highlights of peer practices across sustainability solutions, inclusive hiring, employee development, and governance disclosures, emphasizing rising stakeholder expectations for transparent ESG reporting and demonstrable, verified outcomes. The training also covered updates on significant regulatory developments relevant for readiness planning, including the EU's simplified CSRD requirements, emerging climate disclosure regulations in California and New York, India's phased climate finance taxonomy, and SEBI's revised timelines for BRSR value chain reporting.

The training underscored the Board's expanding role in ESG oversight, highlighting the need to strengthen governance structures, enhance ESG competencies, improve the flow of ESG-related information, integrate sustainability into strategy and enterprise risk management, and align leadership remuneration with ESG performance metrics.

During the year, an Independent Director attended the NACD "AI in Action" event, which focused on the impact of artificial intelligence on board decision making. Another Independent Director participated in the Master Class® on Technology & Innovation Oversight – an AI Tools workshop, gaining practical insights and frameworks to help boards navigate a tech driven future and use AI to improve operations, strategy, and governance.

The details of the training programs attended by the Board members (excluding the NACD event and AI Tools workshop mentioned above) in fiscal 2026 and cumulatively as end of March 31, 2026, are as follows:

Duration (In Hrs)

Name of the director	FY 2026	Cumulative till FY 2026	Period
Nandan Nilekani	6.0	58.0	24-08-2017 to 31-03-2026
Salil Parekh	6.0	48.5	02-01-2018 to 31-03-2026
Sundaram D	6.0	59.5	14-07-2017 to 31-03-2026
Michael Gibbs	6.0	48.5	13-07-2018 to 31-03-2026
Bobby Parikh	6.0	33.0	15-07-2020 to 31-03-2026
Chitra Nayak	6.0	32.0	25-03-2021 to 31-03-2026
Govind Iyer	6.0	24.5	12-01-2023 to 31-03-2026
Helene Auriol Potier	6.0	19.0	26-05-2023 to 31-03-2026
Nitin Paranjpe	6.0	19.0	01-01-2024 to 31-03-2026
Total	**54.0**	**342.0**	