

Details of the familiarization programs imparted to independent directors are as follows:																		
Sr. No.	Particulars	Mr. Sanjay Bhattacharyya**	Mr. Prakash Telang**	Mr. Kiran Unroorkar#	Ms. Roshini Bakshi	Mr. Pradeep Bhargava	Mr. Guy Effernan	Dr. Anant Jhingran	Mr. Thomas Kendra*	Prof. Deepak Phatak	Mr. Praveen Kadie	Ms. Avani Dawda*	Mr. Arvind Goyal*	Dr. Ambuj Goyal*	Mr. Dan'l Lewis*	Prof. Ajit Ranade*	Ms. Anjali Joshi*	
1.	Presentation on the list of Applicable Sections of the Companies Act, 2013 and identification of action items on the Management	Whether attended (Y / N / NA / AVC)	AVC	Y	Y	NA	Y	NA	AVC	NA	NA	NA	NA	NA	NA	NA	NA	
		Hours spent	1	1	1	----	1	----	1	----	----	----	----	----	----	----	----	----
2.	E-mail sent to the Board of Directors of the Company informing them about the benefits of the e-voting mechanism brought in by the revised	Whether attended (Y / N / NA / AVC)	Y	Y	Y	NA	Y	NA	Y	NA	NA	NA	NA	NA	NA	NA	NA	
		Hours spent	1	1	1	----	1	----	1	----	----	----	----	----	----	----	----	----
3.	Presentation on the implications of the Union Budget on the Investment Policy of the Company	Whether attended (Y / N / NA / AVC)	Y	NA	Y	NA	Y	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
		Hours spent	1	----	1	----	1	----	----	----	----	----	----	----	----	----	----	----
4.	Presentation on the Directors' Roles and Responsibilities under the Companies Act, 2013 and the revised Clause 49 of the Listing Agreement	Whether attended (Y / N / NA / AVC)	Y	Y	Y	Y	Y	NA	AVC	NA	NA	NA	NA	NA	NA	NA	NA	
		Hours spent	1	1	1	1	1	----	1	----	----	----	----	----	----	----	----	----
5.	Presentation on highlights of the newly introduced Companies Act, 2013	Whether attended (Y / N / NA / AVC)	N	Y	Y	NA	Y	NA	N	NA	NA	NA	NA	NA	NA	NA	NA	
		Hours spent	----	1	1	1	----	1	----	----	----	----	----	----	----	----	----	----
6.	Presentation on the Executive Summary of the changes brought in by SEBI (Prohibition of Insider Trading) Regulations, 2015	Whether attended (Y / N / NA / AVC)	Y	Y	Y	Y	Y	NA	AVC	NA	NA	NA	NA	NA	NA	NA	NA	
		Hours spent	1	1	1	1	1	----	1	----	----	----	----	----	----	----	----	----
7.	Presentation on the changes brought in by SEBI (Share Based Employee Benefits) Regulations, 2014	Whether attended (Y / N / NA / AVC)	Y	Y	Y	N	Y	NA	AVC	NA	NA	NA	NA	NA	NA	NA	NA	
		Hours spent	1	1	1	----	1	----	1	----	----	----	----	----	----	----	----	----
8.	Presentation by Dr. Anand Deshpande, Chairman and Managing Director in a Board Meeting held in July 2016 on the following: i. Working for the Company, ii. Technology up-gradation, iii. changing customer expectations, and the plan to revise delivery patterns of the Company iv. Indian and global business industry scenario	Whether attended (Y / N / NA / AVC)	Y	Y	Y	N	Y	NA	N	Y	NA	NA	NA	NA	NA	NA	NA	
		Hours spent	1	1	1	----	1	----	----	1	----	----	----	----	----	----	----	----
		Whether attended (Y / N / NA / AVC)	Y	AVC	Y	N	Y	NA	NA	N	NA	NA	NA	NA	NA	NA	NA	NA
9.	Presentation on Goods and Services Tax, 2017 and its impact on the Company in the Board Meeting held in April 2017 in the following manner: i. Tax structure under GST ii. GST Registration status across the Company's all-India locations iii. Impact of GST on Sales, iv. Expenses, Compliances, and Timing impact on cash flows v. Utilization of Input credit vi. Preparations for GST migration vii. Clarifications awaited from Central Government with respect to SEZ exemptions, Excise exemptions, Break-up of taxes	Whether attended (Y / N / NA / AVC)	Y	Y	Y	N	Y	NA	NA	N	NA	NA	NA	NA	NA	NA	NA	
		Hours spent	1	1	1	----	1	----	----	----	----	----	----	----	----	----	----	----
10.	Presentation by Mr. Sunil Sapre, in the Board Meeting held in January 2018 on the following: i. The Companies (Amendment) Act 2017, ii. Recent changes in the requirements in certain parts of the US and the approach to handle its impact iii. Restriction on Layers of Subsidiaries introduced through a SEBI notification dated September 20, 2017.	Whether attended (Y / N / NA / AVC)	N	N	Y	Y	Y	NA	Y	Y	Y	NA	NA	NA	NA	NA	NA	
		Hours spent	----	----	1	1	1	----	1	1	----	----	----	----	----	----	----	----
11.	Presentation in the Board Meeting held in April 2018 on the Global Data Protection Regulation (GDPR) which will be effective from May 25, 2018	Whether attended (Y / N / NA / AVC)	Y	Y	Y	N	Y	#	N	N	#	NA	NA	NA	NA	NA	NA	
		Hours spent	1	1	1	---	1	1	---	---	1	---	---	---	---	---	---	---
12.	Presentation in the Board Meeting held in July 2018 on the following: i. MCA circular on Directors' KYC ii. Amendment in the SEBI (Listing Obligations and Disclosures Requirements) Regulations, 2015 after recommendations incorporated from Kotak Committee iii. FEMA – Foreign Direct Investment and Single Master Form iv. SEBI circulars on PAN update of shareholders and dematerialization of shares	Whether attended (Y / N / NA / AVC)	N	Y	Y	Y	Y	N	Y	Y	Y	NA	NA	NA	NA	NA	NA	
		Hours spent	----	1	1	1	1	1	----	1	1	1	1	----	----	----	----	----
13.	Presentation in the Board Meeting held in October 2018 on Anti-Harassment Policy of Persistent Group in light of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013	Whether attended (Y / N / NA / AVC)	N	Y	Y	N	Y	Y	N	N	Y	NA	NA	NA	NA	NA	NA	
		Hours spent	----	1	1	----	1	1	----	----	1	----	----	----	----	----	----	----
14.	Presentation in the Board Meeting held in January 2019 on the amendments introduced by SEBI (Prohibition of Insider Trading) (Amendment) Regulations, 2018	Whether attended (Y / N / NA / AVC)	AVC	Y	Y	Y	Y	Y	N	Y	NA	NA	NA	NA	NA	NA	NA	
		Hours spent	1	1	1	1	1	1	----	1	Y	----	----	----	----	----	----	----
15.	Presentation in the Board Meeting held in April 2019 on the compliances introduced by the Ministry of Corporate Affairs	Whether attended (Y / N / NA / AVC)	NA	Y	Y	Y	Y	Y	Y	Y	Y	NA	NA	NA	NA	NA	NA	
		Hours spent	----	1	1	1	1	1	1	1	1	----	----	----	----	----	----	----
16.	Presentation in the Board Meeting held in July 2019 on the compliances introduced by the Ministry of Corporate Affairs such as DPT 3, MISME 1, NFRA 1 and Form DIR 3 KYC	Whether attended (Y / N / NA / AVC)	Y	Y	Y	Y	Y	Y	Y	Y	NA	NA	NA	NA	NA	NA	NA	
		Hours spent	----	1	1	1	1	1	1	1	1	----	----	----	----	----	----	----
17.	Update provided in the November 2019 Board Meeting on the following: i. Amendment in the Companies Act, 2013 pertaining to maintenance of data bank of Independent Directors ii. The compliances required by a person eligible and fit to be associated as an Independent Director	Whether attended (Y / N / NA / AVC)	NA	Y	Y	Y	Y	Y	Y	Y	Y	NA	NA	NA	NA	NA	NA	
		Hours spent	----	1	1	1	1	1	1	1	1	----	----	----	----	----	----	----

Details of the familiarization programs imparted to independent directors are as follows:																		
Sr. No.	Particulars		Mr. Sanjay Bhattacharya ¹	Mr. Prakash Telang ²	Mr. Kiran Unmootkar ³	Ms. Rashini Bakshi	Mr. Pradeep Bhargava	Mr. Guy Efferman	Dr. Anant Jhingran	Mr. Thomas Kendra ⁴	Prof. Deepak Phatak	Mr. Praveen Kade	Ms. Avani Davda ⁵	Mr. Arvind Goel ⁶	Dr. Ambuj Goyal ⁷	Mr. Dan'l Lewin ⁸	Prof. Ajit Ranade ⁹	Ms. Anjali Joshi ¹⁰
	ii. The disclosure in the Board Report w.r.t. a statement regarding the opinion of the Board about the integrity, expertise, and experience (including the proficiency) of the Independent Directors appointed during the year.	Hours spent	----	1	1	1	1	1	1	1	1	----	----	----	----	----	----	----
18.	Update Provided in June 2020 Board Meeting on the following: i. Conducting Annual General Meeting of the Company through Video Conferencing facility and setting up of Video conferencing arrangements. ii. Setting up of e-voting process for the ensuing Annual General Meeting of the Company	Whether attended (Y / N / NA / AVC)	NA	NA	NA	Y	Y	Y	Y	Y	Y	Y	NA	NA	NA	NA	NA	NA
		Hours spent	----	----	----	1	1	1	1	1	1	1	----	----	----	----	----	----
19.	Update Provided in October 2020 Board Meeting on the following: Highlights of the amendments to the Companies Act, 2013 due to the introduction of the Companies (Amendment) Act, 2020 and its impact on the Company.	Whether attended (Y / N / NA / AVC)	NA	NA	NA	Y	Y	Y	Y	Y	Y	Y	NA	NA	NA	NA	NA	NA
		Hours spent	----	----	----	1	1	1	1	1	1	1	----	----	----	----	----	----
20.	Update provided in October 2021 Board Meeting on the following: a. Recent amendments in the SEBI Listing Obligations and Disclosure Requirements (LODR) pertaining to regulatory provisions related to the Independent Directors and FAQs issued by the MCA on CSR (Amendment) Rules, 2020.	Whether attended (Y / N / NA / AVC)	NA	NA	NA	Y	Y	Y	Y	Y	Y	Y	NA ¹¹	NA	NA	NA	NA	NA
		Hours spent	----	----	----	1	1	1	1	1	1	1	----	----	----	----	----	----
21.	Q3 FY 22 Board Meeting held in January 2022: A detailed update was provided on the ESG implementation of the Company. The framework and ESG mechanism of the Company.	Whether attended (Y / N / NA / AVC)	NA	NA	NA	Y	Y	Y	Y	Y	Y	Y	Y	NA	NA	NA	NA	NA
		Hours spent	----	----	----	1	1	1	1	1	1	1	1	----	----	----	----	----
22.	Update provided in June 2022 Board Meeting on the following: Circular issued by the SEBI pertaining to Simplification of procedure and standardization of formats of documents for issuance of duplicate securities certificates.	Whether attended (Y / N / NA / AVC)	NA	NA	NA	Y	Y	Y	Y	Y	Y	Y	Y	NA	NA	NA	NA	NA
		Hours spent	----	----	----	1	1	1	1	1	1	1	1	----	----	----	----	----
23.	Update provided in October 2022 Board Meeting on the following: Update on the Culture transformation initiatives	Whether attended (Y / N / NA / AVC)	NA	NA	NA	Y	NA	NA	Y	NA	Y	Y	Y	Y	Y	Y	Y	NA
		Hours spent	----	----	----	1	----	----	1	----	1	1	1	1	1	1	NA	----
24.	Update provided in January 2023 Board Meeting on the following: The recent amendments in the regulatory framework with respect to conducting the Annual General Meeting through VC mechanism.	Whether attended (Y / N / NA / AVC)	NA	NA	NA	Y	NA	NA	NA	NA	Y	Y	Y	Y	Y	Y	Y	NA
		Hours spent	----	----	----	1	----	----	----	----	1	1	1	1	1	1	NA	----
25.	Update provided in April 2023 Board Meeting on the following: An update was provided on the consequences of Generative AI and Large Language models and its impact on the Company's business.	Whether attended (Y / N / NA / AVC)	NA	NA	NA	Y	NA	NA	NA	NA	NA	Y	Y	Y	Y	Y	NA	NA
		Hours spent	----	----	----	1	----	----	----	----	----	1	1	1	1	1	----	----
26.	Updates provided in June 2023 Board Meeting on the following: i. The recent amendments in the regulations pertaining to related party transactions under regulation 2(p) of the SEBI (Listing Obligations and Disclosure Requirement) Regulations, 2015 ii. Circular for Regulation 23(2)	Whether attended (Y / N / NA / AVC)	NA	NA	NA	VC	NA	NA	NA	NA	NA	VC	VC	VC	VC	VC	VC	NA
		Hours spent	----	----	----	1	----	----	----	----	----	1	1	1	1	1	1	----
27.	Updates in July 2023 Board Meeting on the following: i. An update was given regarding materiality of an event in accordance with Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) amended by notification number SEBI/LAD-NRO/GN/2023/131 ii. An Update was given regarding the Framework of BRSR Core assurance and ESG disclosures for value chain.	Whether attended (Y / N / NA / AVC)	NA	NA	NA	Y	NA	NA	NA	NA	NA	Y	Y	Y	VC	VC	Y	NA
		Hours spent	----	----	----	1	----	----	----	----	----	1	1	1	1	1	1	----
28.	Update in October 2023 Board Meeting on the following: An informative session was held by an Independent director for the rest of the board and senior management on the overall market scenario and guidance on navigating through the same.	Whether attended (Y / N / NA / AVC)	NA	NA	NA	Y	NA	NA	NA	NA	NA	Y	Y	Y	Y	VC	Y	NA
		Hours spent	----	----	----	1	----	----	----	----	----	1	1	1	1	1	1	----
29.	Updates provided in June 2023 Board Meeting on the following: i. A session was conducted regarding impact of The Digital Personal Data Protection Act, 2023 (DPDPA Act 2013) on the Company. ii. An update was provided regarding the Geopolitical Risk Monitoring and its implications on the Company.	Whether attended (Y / N / NA / AVC)	NA	NA	NA	VC	NA	NA	NA	NA	NA	Y	Y	Y	VC	VC	Y	NA
		Hours spent	----	----	----	1	----	----	----	----	----	1	1	1	1	1	1	----
30.	Update provided in April 2024 Board Meeting: The recent amendments in the Secretarial Standards (SS-1) (Secretarial Standards (SS-2)) and timelines for verification of market rumours by listed entities.	Whether attended (Y / N / NA / AVC)	NA	NA	NA	Y	NA	NA	NA	NA	NA	VC	Y	Y	Y	Y	Y	NA
		Hours spent	----	----	----	1	----	----	----	----	----	1	1	1	1	1	1	----

Details of the familiarization programs imparted to independent directors are as follows:																		
Sr. No.	Particulars		Mr. Sanjay Bhattacharyya ^(*)	Mr. Prakash Telang ^(**)	Mr. Kiran Umroolkar ^(***)	Ms. Roshini Bakshi ^(*)	Mr. Pradeep Bhargava ^(*)	Mr. Guy Efferman ^(*)	Dr. Anant Jhingran ^(*)	Mr. Thomas Kendra ^(*)	Prof. Deepak Phatak ^(*)	Mr. Praveen Kadle ^(*)	Ms. Avani Davda ^(*)	Mr. Arvind Goel ^(*)	Dr. Ambuj Goyal ^(*)	Mr. Dan'l Lewin ^(*)	Prof. Ajit Ranade ^(*)	Ms. Anjali Joshi ^(*)
31.	Update provided in July 2024 Board Meeting: An update was provided regarding the Geopolitical Risk Monitoring and its implications on the Company by an expert in geopolitical matters	Whether attended (Y / N / NA / AVC)	NA	NA	NA	NA	NA	NA	NA	NA	NA	Y	VC	Y	VC	VC	Y	Y
	Hours spent		----	----	----	----	----	----	----	----	----	1	1	1	1	1	1	1
32.	Update provided in October 2024 Board Meeting: An update was provided to the board regarding the Industry Standards issued by SEBI related to Determination of the Materiality of an Event/Information which included an overview of market rumor verification	Whether attended (Y / N / NA / AVC)	NA	NA	NA	NA	NA	NA	NA	NA	NA	Y	Y	Y	Y	VC	Y	Y
	Hours spent		----	----	----	----	----	----	----	----	----	1	1	1	1	1	1	1
33.	Update provided in January 2025 Board Meeting: i. The Board was provided the recent updates in the definition of 'Deemed Connected Persons', ii. Requirement to display the salient features of the Company's ESGP policies on the website of the Company etc.	Whether attended (Y / N / NA / AVC)	NA	NA	NA	NA	NA	NA	NA	NA	NA	Y	Y	Y	VC	VC	Y	Y
	Hours spent		----	----	----	----	----	----	----	----	----	1	1	1	1	1	1	1
Total Hours Spent:			10	15	17	21	22	11	15	12	13	16	13	11	11	11	8	7

(*) – The designation of Mr. Thomas Kendra changed from Independent Director to Non-Executive Non-Independent Director with effect from April 1, 2017. However, keeping in view the knowledge-sharing programs conducted under the Familiarization Programs by the Company, he continues to be a part of such Programs.

(**) – Mr. Guy Efferman and Prof. Deepak Phatak were appointed as Additional Directors (Independent Members) in the Board Meeting held on April 23 and concluded on April 24, 2018. The directors attended the Program as observers and thereafter they were appointed as directors of the Company.

(***) – Mr. Sanjay Bhattacharyya resigned from his directorship w.e.f. July 1, 2019

(***) – Mr. Prakash Telang and Mr. Kiran Umroolkar retired from their directorship w.e.f. July 24, 2020

(***) – Ms. Avani Davda has been appointed as an Additional Director (Independent Member) with effect from December 28, 2022; Mr. Arvind Goel and Dr. Ambuj Goyal has been appointed as an Additional Director with effect from June 7, 2022 and Mr. Dan'l Lewin has been appointed as an Additional Director with effect from June 10, 2022. (S) – Prof. Ajit Ranade has been appointed as Additional Director (Independent Member) with effect from June 6, 2023.

(***) Ms. Roshini Bakshi retired as an Independent Director of the Company with effect from July 16, 2024

(***) Ms. Anjali Joshi has been appointed as Independent Director w.e.f. June 12, 2024