Details of Familiarization Programme to independent directors

(Pursuant to Regulation 25 and Regulation 46 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

1. Familiarization programmes for Independent Directors generally forms part of the Board process. The Independent Directors are updated on an on-going basis at the Board / Committee meetings, *inter-alia,* on the following*:*

    - Nature of the industry in which the Company operates;
    - Business environment and operational model of various business divisions of the Company including important developments thereon;
    - Roles, rights and responsibilities of directors;
    - Important changes in regulatory framework having impact on the Company;
    - Bosch Group business and
    - The manufacturing facilities of the Company at various location

FAMILIARIZATION PROGRAMME FOR FINANCIAL YEAR 2015-16

1. Number of programmes attended by independent directors (during the financial year 2015-16 and on a cumulative basis till date)	:	The programmes were part of the Board / Committee meetings scheduled for the FY 2015-16.
2. Number of hours spent by independent directors in such programmes (during the year 2015-16)	:	Approximately 7 hours were devoted for familiarizing the Independent Directors which included plant visits, changes in regulatory framework, general business, safety initiatives, Bosch group business, general industry development etc.

FAMILIARIZATION PROGRAMME FOR FINANCIAL YEAR 2016-17

1. Number of programmes attended by independent directors (during the financial year 2016-17 and on a cumulative basis till date) : The programmes were part of the Board / Committee meetings.

2. Number of hours spent by independent directors in such programmes (during the year 2016-17 and on cumulative basis till date) :

During the Financial Year 2016-17	Approximately 9 hour and 30 minutes
Cumulative till date	Approximately 16 hours and 30 minutes

FAMILIARIZATION PROGRAMME FOR FINANCIAL YEAR 2017-18

1. Number of programmes attended by independent directors (during the financial year 2017-18 and on a cumulative basis till date) : The programmes were part of the Board / Committee meetings.

2. Number of hours spent by independent directors in such programmes (during the year 2017-18 and on cumulative basis till date) :

During the Financial Year 2017-18	Approximately 8 hour and 45 minutes
Cumulative till date	Approximately 25 hours and 15 minutes

FAMILIARIZATION PROGRAMME FOR FINANCIAL YEAR 2018-19

1. Number of programmes attended by independent directors (during the financial year 2018-19 and on a cumulative basis till date) : The programmes were part of the Board / Committee meetings.

2. Number of hours spent by independent directors in such programmes (during the year 2018-19 and on cumulative basis till date) :

During the Financial Year 2018-19	Approximately 25 hour and 20 minutes
Cumulative till date	Approximately 50 hours and 35 minutes

FAMILIARIZATION PROGRAMME FOR FINANCIAL YEAR 2019-20

1. Number of programmes attended by independent directors (during the financial year 2019-20 and on a cumulative basis till date) : The programmes were part of the Board / Committee meetings.

2. Number of hours spent by independent directors in such programmes (during the year 2019-20 and on cumulative basis till date) :

During the Financial Year 2019-20	Approximately 14 hours 10 minutes
Cumulative till date	Approximately 64 hours and 45 minutes

3. Other relevant details: The familiarization programmes included regulatory changes and its impact on the Company, general business, safety and quality initiatives, challenges and opportunities, Bosch group business, general industry development, discussion on the state of economy, readiness for BS6, locational planning, induction for new director covering overview of the Bosch group and business divisions, etc.

FAMILIARIZATION PROGRAMME FOR FINANCIAL YEAR 2020-21

1. Number of programmes attended by independent directors (during the financial year 2020-21 and on a cumulative basis till date) : The programmes were part of the Board / Committee meetings.

2. Number of hours spent by independent directors in such programmes (during the year 2020-21 and on cumulative basis till date) :

During the Financial Year 2020-21	Approximately 22 hours 25 minutes
Cumulative till date	Approximately 87 hours and 10 minutes

3. Other relevant details: The familiarization programmes included regulatory changes and its impact on the Company, general business, safety and quality initiatives, challenges and opportunities, Bosch group business, general industry development, discussion on the state of economy, impact on industry and company due to current situation etc.

FAMILIARIZATION PROGRAMME FOR FINANCIAL YEAR 2021-22

1. Number of programmes attended by independent directors (during the financial year 2021-22 and on a cumulative basis till date) : The programmes were part of the Strategy/ Board / Committee meetings.

2. Number of hours spent by independent directors in such programmes (during the year 2021-22 and on cumulative basis till date) :

During the Financial Year 2021-22	Approximately 20 hours 40 minutes
Cumulative till date	Approximately 107 hours 50 min

3. Other relevant details: The familiarization programmes included regulatory changes and its impact on the Company, general business, safety and quality initiatives, challenges and opportunities, Bosch group business, general industry development, discussion on the state of economy, impact on industry and company due to current situation etc.

FAMILIARIZATION PROGRAMME FOR FINANCIAL YEAR 2022-23

1. Number of programmes attended by independent directors (during the financial year 2022-23 and on a cumulative basis till date) : The programmes were part of the Strategy/ Board / Committee meetings. All the Independent Directors attended the programmes.

2. Number of hours spent by independent directors in such programmes (during the year 2022-23 and on cumulative basis till date) :

During the Financial Year 2022-23	Approximately 31 hours 25 minutes
HR related	11 hrs
CSR Impact Programmes	30 mins
Risk management	2.15 hrs
Auto Industry	6.35 hrs
Bosch group updates	55 mins
Business model	3.65 hrs
ESG	30 mins
Plant visit	4 hrs
Business Plan	1 hr
Director's training	1.15 hrs
Cumulative till date	Approximately 139 hours 15 min

3. Other relevant details: The familiarization programmes included regulatory changes and its impact on the Company, general business, safety and quality initiatives, challenges and opportunities, Bosch group business, general industry development, discussion on the state of economy, impact on industry and company due to current situation etc.

FAMILIARIZATION PROGRAMME FOR FINANCIAL YEAR 2023-24

1. Number of programmes attended by independent directors (during the Financial Year 2023-24 and on a cumulative basis till date) : The programmes were part of the Strategy/ Board / Committee meetings. All the Independent Directors attended the programmes.

2. Number of hours spent by independent directors in such programmes (during the Financial Year 2023-24 and on cumulative basis till date) :

During the Financial Year 2023-24	Approximately 20 hours 5 minutes
Business Update	8. 58 hrs
Bosch Group updates	50 mins
Risk Management	1.75 hrs
Market Trends	2.50 hrs
Directors Training	6 hrs
ESG	30 mins
Cumulative till date	Approximately 159 hours and 20 minutes

3. Other relevant details: The familiarization programmes included regulatory changes and its impact on the Company, general business, safety and quality initiatives, challenges and opportunities, Bosch group business, general industry development, discussion on the state of economy, impact on industry and company due to current situation etc.

FAMILIARIZATION PROGRAMME FOR FINANCIAL YEAR 2024-25

1. Number of programmes attended by independent directors (during the Financial Year 2024-25 and on a cumulative basis till date) : The programmes were part of the Strategy/ Board / Committee meetings. All the Independent Directors attended the programmes.

2. Number of hours spent by independent directors in such programmes (during the Financial Year 2024-25 and on cumulative basis till date) :

During the Financial Year 2024-25	Approximately 12 hours 10 minutes
Business Update	5 hrs 40 mins
Bosch Group updates	1 hr 15 mins
Risk Management	1 hr 30 mins
Market Trends	1 hr 50 mins
Directors Training	1 hr 25 mins
ESG	30 mins
Cumulative till date	Approximately 171 hours 30 minutes

3. Other relevant details: The familiarization programmes included regulatory changes and its impact on the Company, general business, safety and quality initiatives, challenges and opportunities, Bosch group business, general industry development, discussion on the state of economy, impact on industry and company due to current situation etc.

FAMILIARIZATION PROGRAMME FOR FINANCIAL YEAR 2025-26

1. Number of programmes attended by independent directors (during the Financial Year 2025-26 and on a cumulative basis till date) : The programmes were part of the Strategy/ Board / Committee meetings. All the Independent Directors attended the programmes.

2. Number of hours spent by independent directors in such programmes (during the Financial Year 2025-26 and on cumulative basis till date) :

During the Financial Year 2025-26	Approximately 17 hours
Business Update	4 hrs. 52 mins
Bosch Group updates	1 hrs. 50 mins
Risk Management	2 hrs. 45 mins
Market Trends	1 hrs. 30 mins
Directors Training	2 hrs. 20 mins
Others	30 mins
Cumulative till date	Approximately 185 hours

3. Other relevant details:

The familiarization programmes included regulatory changes and its impact on the Company, general business, safety and quality initiatives, challenges and opportunities, Bosch group business, general industry development, discussion on the state of economy, impact on industry and company due to current situation etc.

FAMILIARIZATION PROGRAMME FOR FINANCIAL YEAR 2026-27

1. Number of programmes attended by Independent Directors (during the Financial Year 2026-27 and on a cumulative basis till date) : The programmes were part of the Strategy/ Board / Committee meetings. All the Independent Directors attended the programmes.

2. Number of hours spent by independent directors in such programmes (during the Financial Year 2026-27 and on cumulative basis till date) :

During the Financial Year 2026-27	Approximately 3 hours
Business Update	30 mins
Bosch Group updates	15 mins
Risk Management	40 mins
Market Trends	1 hr 10 mins
Directors Training	10 mins
Others	-
Cumulative till date	Approximately 188 hours

3. Other relevant details: The familiarization programmes included regulatory changes and its impact on the Company, general business, safety and quality initiatives, challenges and opportunities, Bosch group business, general industry development, discussion on the state of economy, impact on industry and company due to current situation etc.