

Name of Director	Mrs. Anuradha Sikka	Mr. Parasuramachetty Jayapal	Mr. Sushil Chander Khanna
Director Identification Number (DIN)	00902914	10589149	01419591
Date of Birth	January 25, 1955	May 31, 1959	November 28, 1956
Age	69	65	67
Date of First Appointment on the Board	September 30, 2021	September 20, 2024*	September 20, 2024*
Qualification	Graduate	Master degree in Aero Engineering	Chartered Accountant
Brief Profile	Experience in Administration, Management, Corporate Relations / Communications, including with respect to conceptualising and advising on participation in domestic and international trade shows, engagement with strategic partners, etc.	Extensive experience through the entire lifecycle of numerous prestigious Indian aerospace/ aeronautical programs encompassing design, development, testing, qualification and certification, having retired as the Chief Executive (Airworthiness) of the Centre for Military Airworthiness & Certification (CEMILAC), a regulatory body under the Defence R&D Organisation (DRDO), Ministry of Defence.	Qualified Chartered Accountant and seasoned finance professional with over three decades of experience. Having worked at large companies, including the Indian units of multi-national companies, areas of expertise include business finance, risk management, internal audit, and compliance, as well as contributing to these companies' strategic financial decisions.
Nature of expertise in specific functional area/ skills and capabilities	Experience in Administration, Management, Corporate Relations / Communications	Experience in preliminary design through to certification and airworthiness clearances of aerospace systems/ platforms	Experience in business finance, internal audit, risk management, compliance and strategic finance
Directorships in other Companies	Nil	Nil	Nil
Memberships of Committees in other Companies	Nil	Nil	Nil
Number of Board meetings of the Company attended during FY 2023-24	4	NA	NA
Remuneration sought to be paid	Sitting fees	Please refer to the Explanatory Statement pertaining to Item No. 8 of the Notice	Please refer to the Explanatory Statement pertaining to Item No. 9 of the Notice
Last drawn remuneration	NA	NA	NA
Listed entities from which director has resigned as Director in past 3 years	Nil	Nil	Nil
No. of Shares held in the Company, including shareholding as a beneficial owner	Nil	Nil	Nil
Disclosure of inter-se relationships between Directors and Key Managerial Personnel	Mrs. Anuradha Sikka is wife of Mr. Rajeev Sikka (Executive Chairman) and mother of Mr. Kunal Sikka (Managing Director & CEO)	NA	NA

S.no	Particular	Mr. Rajeev Sikka	Mr. Kunal Sikka
V.	Background details	Mr. Rajeev Sikka is a Graduate with Joint Honours in Engineering and Management Sciences from the University of Strathclyde, Glasgow, UK and has been the Managing Director of the Company from 1986 up to 2020-21 and its chairman from 2005.	Mr. Kunal Sikka is a BBA with a specialization in Finance and Management from the University of Wisconsin-Madison, USA. Prior to joining the Company in 2011, he worked with Goldman Sachs for nearly 6 years in their New York, London and Singapore offices, with experience across capital markets, financing, foreign exchange and real estate investing. He has been a Whole Time Director of the Company since 2014 and CFO from 2011-21 up to 2020-21.
VI.	Past remuneration:	As stated in the Directors' Report annexed hereto.	As stated in the Directors' Report annexed hereto.
VII.	Recognition or awards	Under Mr. Rajeev Sikka's leadership, the Company has received awards from the Defence Research & Development Organisation (Ministry of Defence, Government of India), the Naval Physical & Oceanographic Laboratory (Ministry of Defence, Government of India), the Society of Indian Aerospace Technologies and Industries and SAP Media Worldwide Ltd; has continuously held design approval from the Center for Military Airworthiness and Certification (Ministry of Defence, Government of India) from 1999 (until 2020 when such approvals were discontinued); obtained approval as a recognised R&D Centre from the Council of Scientific and Industrial Research, Department of Science & Technology, Government of India and approval from the Directorate General of Aeronautical Quality Assurance (Ministry of Defence, Government of India); and been recognised by the Financial Times/Statista in the 2018, 2021, 2022 and 2023 editions of its 'High-Growth Companies Asia-Pacific' and as one of Economic Times/Statista's India's Growth Champions in 2021 and 2023.	Under Mr. Kunal Sikka's leadership, the Company has received awards from the Naval Physical & Oceanographic Laboratory (Ministry of Defence, Government of India) and SAP Media Worldwide Ltd; has maintained its design approval from the Center for Military Airworthiness and Certification (Ministry of Defence, Government of India) until 2020 when such approvals were discontinued; obtained approval as a recognised R&D Centre from the Council of Scientific and Industrial Research, Department of Science & Technology, Government of India and approval from the Directorate General of Aeronautical Quality Assurance (Ministry of Defence, Government of India); and been recognised by the Financial Times/Statista in the 2018, 2021, 2022 and 2023 editions of its 'High-Growth Companies Asia-Pacific' and as one of Economic Times/Statista's India's Growth Champions in 2021 and 2023.
VIII.	Job profile and his suitability:	Your Company has grown organically into an established engineering industry that is focused on advanced technology projects and services for the Aerospace, Defence and Automotive sectors, and Mr. Rajeev Sikka has played a pivotal role in the Company's successes. Thus, as stated in the Explanatory Statement, the Board strongly recommends his re-appointment as Executive Chairman.	As stated in the Explanatory Statement, the Board strongly recommends his appointment as Managing Director and CEO considering the involvement of Mr. Kunal Sikka in the Company's overall management and business development.
IX.	Remuneration proposed:	As stated in the Explanatory Statement	As stated in the Explanatory Statement
X.	Comparative remuneration profile with respect to industry, size of the	The remuneration package proposed for Mr. Rajeev Sikka is commensurate with respect to the industry, size of the company,	The remuneration package proposed for Mr. Kunal Sikka is commensurate with respect to the industry, size of the company, profile

	Country of his origin		
XI.	Pecuniary relationship directly or indirectly with the Company, or relationship with the Managerial Personnel, if any:	Mr. Rajeev Sikka belongs to the Promoter group and is related to Mr. Kunal Sikka and Mrs. Anuradha Sikka	Mr. Kunal Sikka belongs to the Promoter group and is related to Mr. Rajeev Sikka and Mrs. Anuradha Sikka

ANNEXURE TO NOTICE

Pursuant to Regulation 36(3) of SEBI (LODR) Regulations 2015, following are details of Directors seeking appointment / re-appointment at the Annual General Meeting.

Particulars	Mr. Rajeev Sikka	Mrs. Anuradha Sikka	Mr. Kunal Sikka
Name	Mr. Rajeev Sikka	Mrs. Anuradha Sikka	Mr. Kunal Sikka
DIN	00902887	00902914	05240807
Date of Birth	12-06-1948	25-01-1955	25-08-1984
Date of Appointment	20-12-1985	Effective from the date of passing of the resolution	01-10-2014
Qualifications	Graduate with Joint Honors in Engineering and Management Science from the University of Strathclyde, Glasgow, UK.	Graduate	Bachelor's degree in business administration from the University of Wisconsin-Madison, USA
Expertise in specific functional areas	Experience in Engineering, Finance, Management and Business Development	Experience in Administration, Management, Corporate Relations / Communications	Experience in Finance, Management and Business Development
Disclosure of relationships between Directors inter-se	Mr. Rajeev Sikka is the Husband of Mrs. Anuradha Sikka (Director) and father of Mr. Kunal Sikka (Managing Director & CEO)	Mrs. Anuradha Sikka is wife of Mr. Rajeev Sikka (Executive Chairman) and mother of Mr. Kunal Sikka (Managing Director & CEO)	Mr. Kunal Sikka is the son of Mr. Rajeev Sikka (Executive Chairman) and son of Mrs. Anuradha Sikka (Director)
Directorships held in other public listed companies (excluding foreign companies and Section 8 companies)	Nil	Nil	Nil
Memberships / Chairmanships of committees of other public listed companies	Nil	Nil	Nil
Number of shares held in the Company	3,933	Nil	Nil

Particulars	Mr. Garimella Bhaskar Venkata Satya
DIN	08181557
Date of Birth	18-09-1960
Date of Appointment	1 st October 2022
Qualifications	Please refer to the Explanatory Statement pertaining to Resolution No.4 of the Notice
Expertise in specific functional areas	
Disclosure of relationships between Directors inter-se	Not Related
Directorships held in other public listed companies (excluding foreign companies and Section 8 companies)	Nil
Memberships / Chairmanships of committees of other public listed companies	Nil
Number of shares held in the Company	Nil

Item No.4:

Mr. Garimella Bhaskar Venkata Satya (DIN: 08181557) is holds a B.Tech from the Regional Engineering College, Warangal and holds a M.E. (Mechanical Engg) from the Indian Institute of Science, Bangalore. Mr. GVS Bhaskar is a former CEO, Helicopter Complex of India's largest defence public sector undertaking Hindustan Aeronautics Limited. He has strong technical and managerial experience with over 36 years in the domain of helicopters across a wide spectrum of functional areas comprising – design, ground testing, helicopter prototype manufacturing & testing, production planning, project management, production & delivery, customer support, and maintenance, repair & overhaul (MRO). Among his various achievements, Mr. GVS Bhaskar has been closely associated with the indigenous development and production of Advanced Light Helicopter (ALH) and Light Combat Helicopter (LCH).

The Board at its meeting held on 12th August 2022, based on the recommendations of the Nomination and Remuneration Committee and subject to approval of the Members, approved the appointment of Mr.GVS Bhaskar as an Independent Director of the Company, not liable to retire by rotation, for a period of 5 years commencing from 1st October 2022 to 30th September 2027, in accordance with the provisions of Section 149 read with Schedule IV of the Act.. The Board of Directors state that the appointment of Mr. GVS Bhaskar would be in the interest of the Company and its Members.

Mr. GVS Bhaskar is not disqualified from being appointed as a Director in terms of Section 164 of the Act and has consented to act as an Independent Director of the Company. The Company has also received declarations from Mr. GVS Bhaskar that he meets the criteria of independence as prescribed under Section 149 of the Act and the LODR Regulations. Details of Mr. GVS Bhaskar whose appointment as an Independent Director is proposed at Resolution No. 4 is provided in the Annexure to this Notice.

None of the Directors or Key Managerial Personnel of the Company or their respective relatives is concerned or interested in the Resolution at Item No.4 of the Notice.

In compliance with the provisions of Section 149 read with Schedule IV to the Act and Regulation 17 of SEBI Listing Regulations and other applicable Regulations, the re-appointment of Mr. GVS Bhaskar as Independent Director is now being placed before the Members for their approval by way of Special Resolution.