

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS PURPOSE AND OBJECTIVE OF THE PROGRAMMES

To provide insights into the Company to enable the Independent Directors to understand the Company's business in depth that would facilitate their active participation in managing the Company.

FAMILIARIZATION AND CONTINUING EDUCATION PROCESS

The Company through its Managing Director / Chief Executive Officer / Executive Director / Key Managerial Personnel conducts programmes / presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company.

Such programmes / presentations provide an opportunity to the Independent Directors to interact with the Senior Management of the Company and help them to understand the Company's strategy, business model, operations, service and product offerings, markets, organization structure, finance, human resources, technology, quality, facilities and risk management and such other areas as may arise from time to time.

The programmes/presentations also familiarises the Independent Directors with their roles, rights and responsibilities.

When a new Independent Director comes on the Board of the Company, a meeting is arranged with the Chairperson, Managing Director / Chief Executive Officer / Executive Director, Chief Financial Officer to discuss the functioning of the Board and the nature of the operation of the Company's business activities.

New Independent Directors are provided with copy of latest Annual Report, the ACGL Code of Conduct, the ACGL Code of Conduct for Prevention of Insider Trading and ACGL Code of Corporate Disclosure Practices, Schedule of upcoming Board and Committee meetings. The Company provides the Directors with the tours of company's facilities from time to time.

A detailed Appointment Letter incorporating the role, duties and responsibilities, remuneration and performance evaluation process, insurance cover, ACGL Code of Conduct and obligations on disclosures, is issued for the acceptance of the Independent Directors.

OTHER INITIATIVES TO UPDATE THE DIRECTORS ON A CONTINUING BASIS

The Directors get an opportunity to visit Company's plants, where plant heads appraise them of the operational and sustainability aspects of the plants to enable them to have full understanding on the activities of the Company and initiatives taken on safety, quality, CSR, Sustainability etc.

At various Board meetings during the year, presentations are made to the Board on safety, health and environment and sustainability issue, risk management, company policies, changes in the regulatory environment applicable to the corporate sector and to the industry in which it operates business excellence under the Tata Business Excellence Model with areas of improvement and other relevant issue.

Quarterly presentations on operations made to the Board include information on business performance, operations, market share, financial parameters, working capital management, fund flows, senior management change, major litigation, compliances, CSR, regulatory scenario etc. Quarterly results of the Company are sent to the Directors.

DETAILS OF FAMILIARISATION PROGRAMMES TO INDEPENDENT DIRECTORS

[Pursuant to Regulation 46 the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations")]

Sr. No.	Name of the Independent Director	Subject Matter of the Programme	No. of Programmes attended by Independent Directors		No. of Hours spent by Independent Director	
			FY 20-21	Cumulative [from FY 2015-16 to FY 2020-21]	FY 20-21	Cumulative [From FY 2015-16 to FY 2020-21]
1	¹ Mr. Steven A Pinto	Operations, Strategy, plant visits.	Nil	5	NA	5:00
2	² Mr. P F X D'lima	Operations, Strategy, plant visits.	Nil	2	NA	2:00
3	³ Mr. S V Salgaocar	Operations, Strategy, plant visits.	Nil	1	NA	1:00
4	Dr. Vaijayanti Pandit	Operations, Strategy, Updates on CSR and SEBI amendments, Risk Analysis, plant visits.	1	6	1:15	6:15
5	⁴ Mr. Shrinivas V Dempo	Operations, Strategy, Updates on CSR and SEBI amendments, Risk Analysis, plant visits.	1	5	1:15	5:15
6	⁵ Yatin Kakodkar	Operations, Strategy, Updates on CSR and SEBI amendments, Risk Analysis, plant visits.	1	4	1:15	4:15
7	⁶ Mr. Nagesh Pingre	Operations, Strategy, Updates on CSR and SEBI amendments, Risk Analysis.	1	1	1:15	1:15

¹Retired as an Independent Director with effect from 29th November, 2020.

²Retired as an Independent Director with effect from 7th December, 2016.

³Resigned as an Independent Director with effect from 29th October, 2015.

⁴Appointed as an Independent Director with effect from 29th October, 2015.

⁵Appointed as an Independent Director with effect from 7th December, 2016.

⁶Appointed as an Independent Director with effect from 22nd January, 2021.