



TATA CHEMICALS LIMITED

Registered Office: Bombay House, 24 Homi Mody Street, Fort, Mumbai – 400 001

CIN: L24239MH1939PLC002893

**DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS
[Pursuant to SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]**

The Company has a familiarization programme for Independent Directors, the objective of which is to provide orientation and training to Independent Directors at the time of their joining so as to enable them to understand the Company - its operations, business, industry and environment in which it functions and the regulatory environment applicable to it. It also aims to update the Independent Directors on a continuing basis on any significant changes in any of the above, to enable them to be in a position to take well informed and timely decisions.

The Directors from time to time get an opportunity to visit Company's plants, where plant heads apprise 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. Business Heads of the Company and CEOs of Indian and overseas operating subsidiaries also present their plans and priorities to the Board. This enables the Directors to get a deeper insight in the operations of the Company and its subsidiaries. Visits to Company's Innovation Centre are arranged to familiarize the Independent Directors in research and development activities of the Company.

During the financial year 2024-25, the following familiarization programmes for Independent Directors were conducted -

Sr. No.	Subject matter of the Programmes	No. of programmes attended by Independent Directors	No. of hours spent by Independent Directors
1.	Directors strategy workshop along with interaction with business/functional heads including review of strategy of overseas operating subsidiaries	1	6 hours
2.	Visits made by Independent Director(s) to various plants and Innovation Centre (Pune)	3	30 hours
3.	Discussion with leadership team	1	8 hours
4.	Update on Business, Projects & Operations, including Overseas Operations	4	2 hours
5.	Presentation on CSR Updates, Impact Assessment and Annual Plan	3	3 hours
6.	Presentation on Global Safety, Health and Environment Performance	3	3 hours
7.	Presentation on Sustainability Updates of the Company including its subsidiaries	3	3 hours
8.	Presentation on Risk Management Framework and its mitigation strategies	3	2 hours
9.	Presentation on key issues and amendments in regulatory, risks, legal, compliance and audit areas	1	1 hour
10.	Revised Policy on Determination of Materiality for Disclosure of Events or Information & Related Party Transactions amendment in Committee Charters / Terms of Reference	2	1 hour
11.	Presentation on Investor/Analyst update covering details of share price movement, analysis, benchmarking with peers, interaction with analysts, etc.	3	1.5 hours
12.	Presentation on People Strategy and Talent Landscape	1	1.5 hours
TOTAL			62 hours



Some of the Independent Directors of the Company are also on the Boards of certain overseas subsidiaries. They provide their inputs and guidance to the leadership teams during the course of the Board and Committee Meetings of these subsidiaries. The Independent Directors on the Board of subsidiaries brief the Board Members on the updates regarding the subsidiaries. The Chairpersons of respective Committees brief the Board every quarter on the matters discussed at the Committee Meetings.

Monthly / periodic newsletters are also made available to the Directors which include matters such as key business highlights, developments in the industry, sustainability initiatives, customer centric initiatives, etc.

Summary of Familiarization programme of Independent Directors:

Total no. of hours spent on familiarization programme in the financial year 2024-25	Approximately 62 hours
Cumulative hours spent on familiarization till date (from 1 st April, 2015)	Approximately 340 hours
