

Details of Familiarization Programmes imparted to Independent Directors (FY 2022-23)

In order to familiarise the independent directors with their roles, rights, responsibilities, business model, nature of the industry in which the Company operates, etc., the Company has conducted various familiarization programmes. As part of Familiarization Programme, various presentations were made to the directors highlighting the in-depth insight into the Company's Strategy, Performance, Details of Products, Business Model, Operations, Markets/ Customers, Organization Structure, Finance, Technology, Quality, Facilities and Risk Management and other relevant areas related to the Company.

Independent Directors are provided with necessary documents/ brochures and internal policies to enable them to familiarize with the Company's policies and practices, role and responsibilities of Independent Directors. As a part of induction programme, newly appointed directors are taken to various Divisions/ Production Units/ Complexes to familiarize them with the products, production process, technology and facilities available there and so as to enable them to contribute significantly to the Company.

The details of the familiarization program are given below:

Sl. No	Name of Independent Director	Name & Date of Programme	No. of Programme attended	No. of Hours spent in Programmes	No. of Programme attended on cumulative basis	No. of Hours spent in Programmes on cumulative basis
1	Dr Divya Gupta	a. Plant visit to HAL LCA Division & Helicopter Division Bangalore 05 th January, 2022	1	4 Hrs	1	4 Hrs
		b. Orientation Programme for Capacity building of newly appointed Non Official Director of CPSE's in association with DPE & ICAI 28 th January, 2022	1	8 Hrs	2	12 Hrs

		c. Plant visit to HAL Avionics Division, Hyderabad 23 rd March, 2022	1	4 Hrs	3	16 Hrs
		d. Orientation programme for Non Official Director of CPSE organized by DPE at New Delhi 13 th July, 2022 to 15 th July, 2022	1	24 Hrs	4	40 Hrs
2	Shri Deepak Abasaheb Shinde	a. Plant visit to Helicopter Division, Bengaluru 13 th May, 2022	1	4 Hrs	1	4 Hrs
		b. Plant visit to LCA Division & Aerospace Division, Bengaluru 31 st May, 2022	1	4 Hrs	2	8 Hrs
		c. Visited HATSOFF Helicopter Training Pvt Ltd (JV Company of HAL), Bengaluru 16 th June, 2022	1	4 Hrs	3	12 Hrs
		d. Plant visit to MiG Complex, Nasik 11 th July, 2022	1	4 Hrs	4	16 Hrs
		e. Orientation programme for Non Official Director of CPSE organized by DPE at New Delhi 13 th July, 2022 to 15 th July, 2022	1	24 Hrs	5	40 Hrs