

Notice of Annual General Meeting

Notice is hereby given that the 62nd Annual General Meeting of the Members of Akzo Nobel India Limited will be held on Tuesday, 26 July 2016 at 1400 hours at Hotel Hyatt Regency, JA-1, Sector III, Salt Lake City, Kolkata-700098, to transact the following business:

Ordinary Business

1. To consider and adopt the audited financial statements for the year ended 31 March 2016 and the Reports of the Directors and Auditors thereon.
2. To declare a Dividend on equity shares for the year ended 31 March 2016.
3. To appoint a Director in place of Mr Arabinda Ghosh who retires by rotation. Being eligible, he has offered himself for re-appointment as a Director of the Company. Accordingly, to consider and, if thought fit, pass the following resolution as an ordinary resolution:

“Resolved that Mr Arabinda Ghosh (DIN 07194797) be and is hereby re-appointed a Director of the Company.”

Special Business

4. To appoint Auditors for the year 2016-17 and to fix their remuneration and for this purpose to consider and, if thought fit, pass the following resolution as an ordinary resolution:

“Resolved that M/s Price Waterhouse Chartered Accountants LLP, (ICAI FRN 012754N/ N500016), be and are hereby appointed as Auditors of the Company to hold office from the conclusion of this Annual General Meeting until the conclusion of the next Annual General Meeting of the Company at the remuneration as given below:

Statutory audit	₹ 5.0 million
Statutory certification	₹ 1.5 million

In addition, reasonable out-of-pocket expenses and service taxes as applicable may also be reimbursed to

the Auditors. Any other fees for certification and other permissible services may be billed by the Auditors at such rates as may be agreed between the Auditors and the Company.”

5. To approve the appointment of Mr Pradip Kumar Menon as a Wholetime Director of the Company and fix his remuneration:

The Board, vide its resolution dated 29 January 2016, has appointed Mr Pradip Kumar Menon as a Wholetime Director of the Company for a period of five years with effect from 1 February 2016, subject to the approval of the members at the next general meeting of the Company.

A notice under Section 160 of the Companies Act, 2013 has been received from a Member along with the requisite fees, proposing Mr Pradip Kumar Menon's name for being appointed as a Director of the Company.

Accordingly, the members may consider and, if thought fit, pass the following resolution as an ordinary resolution:

Resolved that this Meeting hereby approves the appointment of Mr Pradip Kumar Menon (DIN 07417530) as a Wholetime Director of the Company, in terms of sections 196, 197, 203 and other applicable provisions, read with Schedule V of the Companies Act, 2013, for a period of five years with effect from 01 February 2016 and payment of such remuneration to Mr Pradip Kumar Menon during the tenure of his appointment as set out in the agreement dated 01 February 2016 entered into between him and the Company, a copy of which was placed before the Meeting.”

6. To ratify payment of remuneration to Cost Auditors:

To consider and if thought fit, pass the following resolution as an ordinary resolution:

“Resolved that the remuneration of ₹ 0.75 million, in addition to reimbursement of travel and out-of-pocket expenses, to M/s Chandra Wadhwa & Co., Practicing Cost Accountants, holding registration number 00239 allotted by The Institute of Cost Accountants of India, appointed as the Cost Auditors of the Company for the year 2016-17 by the Board of Directors, be and is hereby ratified.”

Gurgaon
13 May 2016

By order of the Board
R Guha
Company Secretary

Notes

- i) **A member entitled to attend and vote at the meeting is entitled to appoint a Proxy to attend and vote instead of him but the Proxy shall not have any right to speak at the meeting. A Proxy need not be a member of the Company.**

The Proxy form, in order to be effective, should be received at the registered office of the Company or at the office of its Registrar and Share Transfer Agent M/s C B Management Services (P) Ltd, (the 'RTA'), P-22, Bondel Road, Kolkata 700 019 not later than 48 hours before the commencement of the Meeting.

- ii) The Register of Members and Share Transfer books of the Company will remain closed from 21 July 2016 to 26 July 2016 both days inclusive.
- iii) Dividend, if approved at the Meeting, will be paid on or around 8 August 2016 by means of direct bank credit (ECS) or dividend warrants;
- a. In respect of shares held in electronic form, to the beneficial owners of shares as on 20 July 2016 as per the downloads furnished to the Company by the depositories for this purpose;
- b. In respect of shares held in physical form, to those members whose names appear on the Company's Register of Members after giving effect to all valid stock transfers lodged with the Company before closing hours on 20 July 2016.
- iv) As per current SEBI Regulations, dividend is required to be credited to shareholders through Electronic Clearing Service (ECS) wherever the facility is available and the requisite details/mandates have been provided by the Members. Members who are yet to provide their bank details are requested to send the details of their bank account details (account number, bank name, bank address, MICR Code and IFSC Code) to their Depository Participants (in case of

shares held in dematerialized form) or to the RTA (in case of shares held in physical form) at the earliest.

- v) Members having shares registered in the same name or in the same order of names but in several folios, may please write to the RTA for consolidation of the folios.
- vi) Members holding shares in physical form and are desirous of making nomination in terms of Section 72 of the Companies Act, 2013, may write to the RTA for the prescribed form.
- vii) Members/Proxy holders must bring the Attendance Slip to the Meeting and hand it over at the entrance, duly signed. A blank format is appended to the Annual Report.
- viii) Members who wish to obtain any information on the Company or the Accounts may visit the Company's website: www.akzonobel.co.in or may send their queries at least 10 days before the date of the Meeting to the Company Secretary at the Company's Corporate Office at DLF Epitome, Tower A, 20th Floor, Cyber City, DLF Phase III, Gurgaon 122 002.
- ix) Pursuant to the provisions of Section 124 of the Companies Act, 2013, dividends which remain unpaid or unclaimed for a period of 7 years will be transferred to the Investor Education and Protection Fund (the 'Fund') of the Central Government. Shareholders who have not encashed the dividend warrants so far, for the financial year ended 31st March 2009 or any subsequent financial years, are requested to send un-encashed dividend warrants, to the RTA for necessary action. Separate intimations have been sent to those Members whose dividend cheques remain outstanding as on 31 March 2016. All unclaimed dividends in respect of Financial Year 2008-09 onwards are due for transfer to the Fund on expiry of seven years from the date they fell due. Pursuant to the provisions of Section 125 of the Companies Act,

2013, any claim in respect of unclaimed Dividend after the said transfer, shall be made to the relevant authority nominated by the Central Government for administration of the Fund.

- x) Pursuant to section 108 of the Companies Act 2013, read with the Companies (Management and Administration) Rules 2014, the Company is pleased to offer e voting facility to the members to cast their votes electronically on all resolutions set forth in this Notice. The Company has engaged the services of National Securities Depository Limited (NSDL) to provide the e voting facility.

Complete details of e-voting are annexed to this notice.

Brief profile of Directors to be appointed/ re-appointed and explanatory statement pursuant to Section 102 of the Companies Act, 2013

Item No. 3

Mr Arabinda Ghosh

Mr. Arabinda Ghosh is a non executive Director since May 2015. He was appointed in the casual vacancy caused by the resignation of Mr Rob Molenaar, who was appointed as a Director at the AGM held on 11 August 2014. In terms of section 152 of the Act, Mr Ghosh will retire by rotation at this AGM and is eligible for re-appointment.

Mr Ghosh is a member of the Audit, and Nomination & Remuneration Committees of the Board. He does not hold any shares in the Company.

Apart from Akzo Nobel India Limited, Mr AB Ghosh is not a member in the Board of any other company.

Mr Arabinda Ghosh is currently the Managing Director of AkzoNobel Surface Chemistry business. He brings considerable experience with him from his current role and also previous roles in Finance and General Management in the global business units of Powder

Coatings, Automotive and Aerospace Coatings, Marine & Protective Coatings and Metal Coatings Divisions.

Mr Ghosh was born in New Delhi, India in 1962, and had spent his youth in Thailand after which he moved to the UK to complete his schooling. Mr Ghosh qualified as a Chartered Accountant while working at Deloitte in Bristol, UK.

The Board recommends the resolution. Except Mr Arabinda Ghosh, no other Director has any interest or concern in this resolution.

Special Business

Item No. 4

Appointment of Statutory Auditors

M/s BSR & Associates LLP, Chartered Accountants, the retiring Auditors have advised that they will not be offering themselves for re-appointment at the forthcoming Annual General Meeting. Their present appointment, approved by the shareholders at the Annual General Meeting held on 14 August 2015 will be valid upto the forthcoming AGM to be held on 26 July 2016.

In light of the above, the Company evaluated the options available to replace the Auditors and have shortlisted M/s Price WaterHouse Chartered Accountants ('PW') to be considered for appointment as the Auditors of the Company at the forthcoming AGM. PW have conveyed their eligibility and consent to be appointed as the Auditors of the Company in terms of section 139 of the Companies Act 2013 at such remuneration as specified in the resolution.

The Board recommends the resolution. None of the Directors has any interest or concern in this resolution.

Item No. 5

Appointment of Mr Pradip Kumar Menon as Wholetime Director

Born in 1968, Mr Pradip Kumar Menon ('Mr Pradip Menon/ Mr Menon') is a Chartered Accountant and a Cost & Management Accountant by qualification, with over 23 years of excellent track record and diverse experience in Finance across geographies within and outside India.

He was most recently the Vice President Finance, Global Procurement of Unilever and a member of Global Procurement Leadership team based out of Switzerland before which he was the CFO for the Unilever Gulf business during 2009-2012. He has also worked in Singapore as the Unilever Regional lead for the Sarbanes Oxley implementation across Asia and Africa as well as setting up the first Information Management office for Unilever in Bangalore. He joined Hindustan Unilever as a Management Trainee in 1992 and has moved across various roles in finance function before his expatriation.

The remuneration and other terms relating to Mr Menon's appointment as a Wholetime Director of the Company are contained in the agreement dated 1 February 2016 between Mr Menon and the Company (the 'Agreement'). The key terms of Mr Menon's appointment are set out below:

1. Term

Five years with effect from 1 February 2016, subject to the rules of the Company.

2. Emoluments

Mr Pradip Menon shall be entitled to receive from the Company the following remuneration, subject to the overall limits specified herein and as laid down in

sections 197 and 198 of the Companies Act, 2013 (the "Act"):

a) Base Salary

Basic Salary: ₹ 432,000 per month

Allowances including Leave Travel Allowance: ₹ 216,000 per month

Sign-on Bonus

Mr Pradip Menon will be a paid once off lump sum amount of ₹ 4,000,000 within first month of his joining the Company, which shall be recoverable in full in the event of his leaving the services of the company within two years.

b) Commission/ Annual Bonus and Deferred Performance Pay (Long Term Incentive Plan)

As may be approved by the Board for each financial year based on the net profit of the Company for that year, computed in the manner laid down in section 198 of the Act and after taking into account all relevant circumstances.

c) Perquisites

The following perquisites would be provided by the Company, subject to tax as applicable:

- i) Accommodation: Provision of residential accommodation subject to the Rules of the Company.
- ii) Car and Telephone: Provision of car for use on Company's business and telephone at residence. These will not be considered as perquisites. However, personal long distance calls on telephone shall be billed by the Company.

- iii) Contribution to Retiral Benefit Funds
- a) Mr Pradip Menon will become a member of the Alkali & Chemical Corporation of India Provident Fund with the Company's contribution not exceeding the limit permissible under law (currently 12% of the salary).
- b) Mr Pradip Menon will be entitled to pension benefits in accordance with the Pension Fund Rules applicable to the Company's Management Staff under the Defined Contribution Scheme. The Company's contribution will be 15% of his Basic Salary.
- Provided however that the contributions to the Pension Fund shall not, together with the Company's contribution to the Provident Fund, exceed the maximum limit permissible under law.
- c) Mr Pradip Menon will be entitled to Gratuity in accordance with the Gratuity Fund Rules applicable to the Company's Management Staff not exceeding half a month's salary for each completed year of service.
- iv) **Club Fees:** Fees of a maximum of one club.
- v) **Leave:** Leave on full pay and allowances, as per rules of the Company, but not exceeding 22 days leave for every 12 months of service.
- vi) **Encashment of Leave:** In accordance with the Company's rules.
- vii) **Medical Benefits:** Reimbursement of expenses actually incurred for self and family.
- viii) **Personal Accident/Medical Insurance:** As per Company policy.
- For calculating the monetary value of the perquisites, they shall be valued as per Income Tax Rules wherever applicable and in the absence thereof, at cost.
- Mr Pradip Menon shall have the option to forego any of the perquisites as above and opt for an allowance in lieu thereof, as per rules of the Company and as approved by the Board.
- The Board may review and determine from time to time any revision and/or modification in the above perquisites during the tenure of his appointment.
- The aforesaid remuneration shall be subject to the limit of ₹ 1.2 million per month plus perquisites and Commission/ Annual Bonus/ Deferred Performance Pay, which taken together shall not exceed 250% of the aforesaid limit, as specified in the resolution approved by the shareholders at the Annual General Meeting held on 22 July 2011.
- For the purpose of calculating the ceiling as above, encashment of leave at the end of tenure, expenses on account of car and telephone for official duties, Company's contribution to Retiral Benefit Funds to the extent not taxable under the Income Tax Act, shall not be taken into account.
- 3.** The Board while approving any change in the remuneration of Mr Pradip Menon in his Base Salary, Commission/ Annual Bonus and Deferred Performance Pay (Long Term Incentive Plan) and Perquisites, may take into account the recommendations of the Nomination & Remuneration Committee.
- 4. Minimum Remuneration**
- In the event of absence or inadequacy of profit of the Company in any financial year, Mr Pradip Menon will be entitled to receive such minimum remuneration as is permissible under the provisions of the Act.
- 5. Termination**
- The Agreement provides that either party may terminate the appointment by giving to the other three months' previous notice in writing or such other shorter period as may be mutually agreed between the Board and Mr Pradip Menon.
- 6. Duties and Obligations**
- The Agreement also sets out the duties and obligations of Mr Pradip Menon.
- 7. Sitting Fees**
- Mr Pradip Menon will not be entitled to receive Sitting Fees from the Company for attending Meetings of the Board of Directors or any Committee thereof.
- 8. Approval of the Company in General Meeting**
- Mr Pradip Menon's appointment as a Wholetime Director and the remuneration payable to him, as aforesaid, is subject to the approval of the Members in General Meeting and to the extent any of the

provisions herein are inconsistent with or contrary to the terms of such approval, the latter shall prevail.

If and when this Agreement expires or is terminated for any reason whatsoever, Mr Menon will cease to be the Wholetime Director and also cease to be Director of the Company. If at any time, Mr Menon ceases to be Director of the Company for any reason whatsoever, he will cease to be the Wholetime Director and this agreement will forthwith terminate. If at any time, Mr Menon ceases to be in the employment of the Company for any reason whatsoever, he will cease to be Director and Wholetime Director of the Company.

The appointment of Mr Pradip Kumar Menon as a Wholetime Director and the remuneration payable to him as aforesaid are required to be approved by the shareholders at this Annual General Meeting in terms of sections 196 and 197 of the Act. This resolution is intended for the purpose.

The terms of Mr Pradip Menon's appointment are more fully set out in the said Agreement dated 1 February 2016, which will be available for inspection by any member at the registered office of the Company between 10 am to 12 noon on any working day (excluding Saturdays) prior to the date of the Annual General Meeting as well as at the Meeting.

The Board recommends the resolution. Except Mr Pradip Kumar Menon, no other Director has any interest or concern in the resolution.

Item No. 6

Payment of Remuneration to Cost Auditors

The Board, at its meeting held on 13 May 2016, appointed M/s Chandra Wadhwa & Co., practicing cost accountants, holding registration number 00239 allotted by The Institute of Cost Accountants of India, as cost auditors of the Company, in terms of section 148 of the Companies Act 2013 and fixed a sum of ₹ 0.75 million as remuneration payable, for the financial year 2016-17.

The remuneration, as recommended above is required to be ratified by the shareholders of the Company, as per the requirements of the Companies (Audit and Auditors) Rules 2014, read with Section 148(3) of the Companies Act, 2013.

The Board recommends the ordinary resolution for ratification by the shareholders of the Company. None of the Director has any concern or interest in the resolution.