

Managing Director's New Year Message for 2024

Wishing You a Prosperous New Year!

Dear Colleagues,

As we step into the promising year of 2024, I want to take a moment to reflect on our journey and set the tone for the exciting times ahead. I extend my heartfelt gratitude to each and every one of you for your unwavering dedication, resilience, and hard work that has brought us to where we are today.

The global automotive industry continues to evolve at a rapid pace. In 2023, we witnessed significant shifts in consumer preferences, with a growing demand for electric and sustainable vehicles. As we look ahead, it's crucial for us to remain adaptable and innovative. We are on track to achieve the highest ever annual automotive sales in FY 24. Major achievements during 2023 are:

- Highest ever Monthly CAPL production of 60 KT in August'23
- Achieved Best ever CPL packing tonnage of 50.46 KT in Nov'23
- Best ever Month RCL production of 18.90 KT in July 2023

The steel industry faces both challenges and opportunities. The volatility in raw material prices, supply chain disruptions, and environmental concerns necessitate a strategic approach. We are committed to sustainable practices, minimizing our carbon footprint, and ensuring the highest quality products. India's automotive industry is undergoing a remarkable transformation. With a focus on 'Make in India' and 'Clean and Green Mobility,' our country presents immense potential. We are proud to have played a significant role in shaping this industry. However, we must continue to adapt to changing regulations, consumer expectations, and technological advancements. Our commitment to excellence and innovation will keep us at the forefront of this dynamic sector.

In the spirit of embracing technological advancements, I propose we consider appointing an AI Champion. This role would explore the potential benefits of AI, not only economically and operationally but also in its social impact, aligning with our digital transformation goals. We recognize the importance of navigating global complexities, leveraging technological advancements, and maintaining a focus on customer satisfaction and quality. Our "Quality First" target is not just a goal but a commitment to

excellence in everything we do. This year, we will intensify our efforts to ensure the highest standards of quality in our products and services.

Furthermore, we celebrate the collaborative culture that has been the cornerstone of our success. Like the Indian cricket team's journey in the World Cup, we value resilience, preparation, mental strength, and teamwork. These qualities are vital in our pursuit of excellence and will be instrumental as we continue our transformation journey.

I am pleased to share that our relentless pursuit of excellence has yielded results in the Tata Business Excellence Model (TBEM) assessment. We have achieved "good" performance. This achievement reflects your dedication and commitment to our shared vision of being a world-class organization. Let this be a testament to our unwavering commitment to continuous improvement.

In conclusion, as we embark on this exciting year, let us embrace change, innovation, and sustainability as our guiding principles. Our success will not only be measured in financial terms but also by our impact on society and the environment. Together, we can build a brighter future for ourselves, our industry, and our planet.

I look forward to another year of growth, collaboration, and excellence. Thank you for being an integral part of our JCAPCPL family.

Wishing you and your loved ones a prosperous and joyous New Year!



Executive Director's New Year Message for 2024

Happy New Year everyone!

The year 2024 is called the **Year of the Dragon** in Japan, and it is said to be the year in which we start something new and it grows like a dragon.

India is the most growing country in the world and the most promising country in the world.

We will continue to take numerous initiatives to make JCAPCPL grow this year with the participation of all of us. I look forward to seeing you all take on various challenges to grow yourselves and make your families happier. I wish you all a year in which you will grow like dragons.

JCAPCPL Participated in the 14th CII National HR Excellence Assessment



JCAPCPL participated in the 14th CII National HR Excellence Assessment from December 19 to 21. The company's participation in this event underscores its commitment to fostering a robust and progressive work environment. The assessment, conducted by the Confederation of Indian Industry (CII), delved into various aspects of human resources, evaluating policies, practices, and overall organizational culture.

During the three-day affair, JCAPCPL showcased its dedication to excellence in HR management, emphasizing employee engagement, talent development, and innovative HR strategies. The assessment provided a platform for the company to demonstrate its alignment with industry best practices and its continuous efforts to enhance the employee experience.

JCAPCPL's involvement in the CII HR Excellence assessment signifies a proactive approach to stay abreast of the evolving HR landscape and reinforces its commitment to creating a workplace that nurtures talent and encourages professional growth.

Union Election was Conducted in JCAPCPL After Three Years

JCAPCPL conducted its union election, a triennial event that plays a crucial role in shaping the company's employee representation. Held every three years, the election serves as a democratic process through which employees choose their representatives to voice concerns, negotiate terms, and foster collaboration between the workforce and management.

This triennial ritual underscores JCAPCPL's dedication to maintaining a harmonious and communicative relationship between the management and its workforce. By ensuring regular elections, the company supports a system where employee voices are heard, fostering a sense of inclusivity and shared responsibility in shaping the future of the organization.

The election process in JCAPCPL is a testament to the organization's commitment to transparency and employee participation. It provides an opportunity for employees to actively engage in the decision-making processes that directly impact their working conditions, benefits, and overall workplace environment.



Christmas Celebration at JCAPCPL

JCAPCPL embraced the festive spirit by celebrating Christmas in the office, spreading joy and camaraderie among employees. The event featured a vibrant atmosphere with face painting and a poster-making competition, adding a creative flair to the festivities. Employees showcased their artistic talents, contributing to the lively and festive ambiance.

The highlight of the celebration was the cake cutting ceremony, symbolizing unity and shared joy. As part of recognizing creativity and participation, a prize distribution ceremony added an element of friendly competition to the event, acknowledging the efforts of those who contributed to the festive activities.

Adding a touch of whimsy, Santa Claus made a special appearance, delighting employees and distributing chocolates to spread sweetness and cheer. The Christmas celebration at JCAPCPL not only marked the holiday season but also reinforced a sense of community and shared joy among the team.



Monthly Birthday Celebration of JCAPCPL Employees



Annual Health Check-up of Employees was conducted in December

Annual Eye Check-up of Employees was conducted in December



JCAPCPL participated in the Annual Flower Show organized from 23rd to 26th December 2023 at Gopal Maidan, Bistupur



Disability Awareness Workshop for JCAPCPL employees in collaboration with Tata Steel Foundation

JCAPCPL, in collaboration with Tata Steel Foundation's SABAL program, recently organized a Disability Awareness Workshop for its employees. This initiative aimed to foster a more inclusive workplace by raising awareness about disabilities and promoting understanding among the workforce.

The workshop, conducted as part of the SABAL program, provided valuable insights into the challenges faced by Persons with Disabilities (PwDs) and focused on creating an inclusive and supportive environment within the organization. Employees gained knowledge about various types of disabilities, understanding the importance of empathy, and learning how to contribute to a workplace that accommodates diverse needs.

By actively participating in this workshop, JCAPCPL employees not only expanded their awareness but also contributed to creating a workplace culture that values diversity and inclusion. This collaborative effort with Tata Steel Foundation's SABAL program reinforces JCAPCPL's commitment to social responsibility and underscores the significance of empowering and integrating Persons with Disabilities into the workforce.



Eye operation Camp Organized by JCAPCPL under CSR

JCAPCPL demonstrated its commitment to corporate social responsibility (CSR) by organizing an eye operation camp in collaboration with the Indian Red Cross and Ram Manohar Lohiya Seva Sansthan from 23rd to 25th December. This philanthropic initiative aimed at providing essential eye care services to those in need, aligning with JCAPCPL's dedication to community well-being.

The eye operation camp, a collaborative effort between JCAPCPL, Indian Red Cross and Ram Manohar Lohiya Seva Sansthan, exemplifies the company's dedication to making a positive impact on society. The camp facilitated crucial eye surgeries for individuals who may not have had access to such services, thereby addressing a critical aspect of healthcare in the community.

This initiative not only highlights JCAPCPL's commitment to social welfare but also exemplifies the power of partnerships in creating meaningful change. By aligning with reputable organizations like Indian Red Cross and Ram Manohar Lohiya Seva Sansthan, JCAPCPL ensured the success and impact of the eye operation camp, leaving a lasting impression on the community it serves.





JCAPCPL Participated in the Asian Kids Sport Climbing Championship 2023 and Inauguration of International bouldering wall. JCAPCPL Supports Tata Steel Adventure Foundation under its CSR.



Food Distribution: JCAPCPL distributed food on December 28, 2023 at MGM Hospital in association with Roti Bank.

Sports

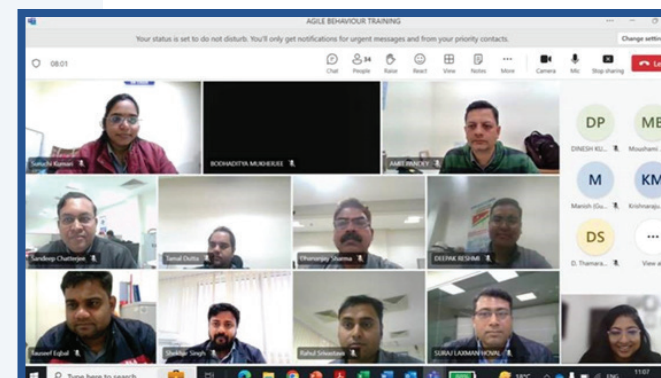
1. JCAPCPL Union Committee Members participated in Volleyball Tournament
2. JCAPCPL Union Committee Members participated in the Gopeshwar Lal Das Inter Union Volleyball tournament organized by Tata Motors
3. A team from JCAPCPL participated in the Inter Divisional Athletics tournament
4. JCAPCPL team participated in the Inter Divisional Volleyball tournament
5. JCAPCPL team participated in the S K Nanavati Cricket tournament. The team has won 1 match and the remaining match will be played in January 2024.



1. Session on Quality Conference was Conducted by ISQ on November 30th and December 1st and 2nd with four participants.



4. Session on Knowledge Training on Six Directional Hazard was conducted by Mr.Surojit Roy on December 12th with seventeen participants.



7. Session on Agile Behaviours was conducted by Ms. Abhilasha Malviya on December 22nd with fifty participants.



2. Session on Critical Thinking was conducted by XLRI on December 4th, 5th & 6th with two participants.



3. Session on Spare Management was conducted by Mr. Sayan Mukherjee on December 7th with 15 participants.



5. Session on Training on Preparing for Artificial Intelligence Transition was conducted by TNF West on December 12th with eight participants.

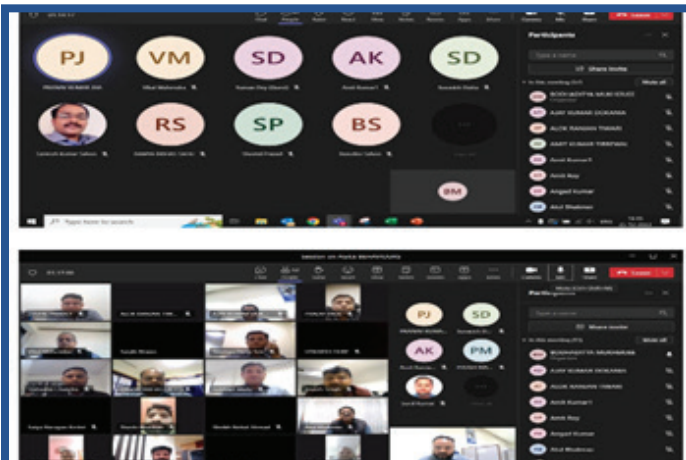
6. Session on Safety Symoaium was conducted by TNF West on December 22nd with two participants.



8. Session on Defect Management was conducted by Ms. V S Deepika on December 13th with five participants.



9. Session on Pre MSD Safety & Frisking Management was conducted by Mr Surojit Roy on December 14th with twenty-four participants.



10. Session on Agile Behaviours was conducted by Mr. Pranav Jha on December 25th with fifty-nine participants.



11. Session on Gyan Kokan - Procurement was conducted by Mr. Amit Pandey on December 28th with thirty-four participants.

New Joiners



Name - Ramya Bibhas Sahu
Department - PPSD
Designation - Senior Manager
Location - Jamshedpur
Date of Joining - 01st Dec 2023



Name - Taposh Halder
Department - EI&A
Designation - Officer
Location - Jamshedpur
Date of Joining - 08th Dec 2023

Customer Inputs



JCAPCPL Visited KIA Motors

JCAPCPL QA AGM visited KIA Motors. The discussion mainly revolved around new product development, grade approvals, material performance in end use application.

Hiratomu Takano, MD- RPSC (Vendor Honda Cars) visited JCAPCPL

Mr. Hiratomu Takano, MD- RPSC (Vendor Honda Cars) visited JCAPCPL in Dec'23. Major discussion revolved around Indian PV outlook in next 5 years, Honda cars growth plan in Electric vehicle and ICE models. Development of DP 780 grade for Honda cars was also discussed.



West Zone

1. Dec. West Zone Sales - 9203 MT against ABP of 8727 MT (Consistent 9th Month in FY24 Achieving over than ABP)
2. Achieved 105% Sales Target against ABP
3. Crossed 1 Lakh MT in Dec Month
4. High Tensile and Skin panel sales is 31% of total Sales.

North Zone

1. **Grade : TSK FHCR- JCAPCPL (Status)**
 - MSIL-P8 Approval- 2 Grades- JSC270DU & JSC590RN (TSK - Reference/Oil samples submitted to Gurgaon office).
 - HCIL-780Y (TSK-FHCR)- Sealant Samples submitted to HGID Team.
2. **New Biz Development and component approvals**
 - New sizes for MSIL Inhouse received for supplying trial lot (T1 TRIAL- Trunk Lid Inner-YED NB, T2 TRIAL BDI-YOM)
 - MSIL (Ancillaries)- 8 Sizes (Potential: 150 TPM)
3. **VAVE / Improvement Initiatives - Quality & Safety**
 - 4 size change in MSIL Ancillaries (3 in VeeGee & 1 in Caparo) was done. Three are trapezoidal size change & one is CTL form, length change.
 - RPSC one size width optimisation done, earlier width 1365 mm → 1345 mm
Monthly consumption - 40 MT
4. **Customer Engagement Activity**
 - Quality Workshop for Allied Unit was jointly conducted along with Tata Steel Team. (Tech Talks /Quizzes Conducted)
 - KSS was done for Prithala Yard Team for new Packaging Change done in MSIL.