

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

OBJECTIVES:

- To adopt a structured programme for orientation and training of 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.
- To update the Directors on a continuing basis on any significant changes therein so as to be in a position to take well-informed and timely decisions.

ORIENTATION PROGRAMME UPON INDUCTION OF NEW DIRECTORS:

- A familiarisation pack is handed over to the new inductee, which include the Company's Corporate Profile, its Mission, Vision and Values Statement, Organisational structure, the Company's history and milestones, latest Annual Report, Code of Conduct applicable to Directors / employees of the Company, the 'Tata Code of Conduct for Prevention of Insider Trading and Tata Code of Corporate Disclosure Practices' alongwith a summary on do's and don'ts pertaining to prevention of Insider Trading issues and the latest Annual Reports on CSR and Sustainability.

In case the inductee is also inducted on the Audit Committee, he is also handed the Audit Committee Charter, the Internal Audit Charter and the Whistle Blower Policy.

- A detailed Appointment Letter incorporating the role, duties and responsibilities, remuneration and performance evaluation process, insurance cover, Tata Code of Conduct and obligations on disclosures, is issued for his acceptance.
- A full day site visit to the Company's Plants and the Engineering Research Centers is arranged wherein the inductee is introduced to the Plant Heads and various important functional heads. Further, on a separate day, meeting with Business Unit Heads and Corporate functional heads is also arranged each comprising of 30 to 45 minutes' sessions. Relevant Business Strategy presentations are also being made.
- A brief introduction to the Company and its subsidiaries is also made.

OTHER INITIATIVES TO UPDATE THE DIRECTORS ON A CONTINUING BASIS:

- A Board meeting is held at the Plant location, wherein the Directors are introduced to the Company's product plans and initiatives on safety, quality, CSR, Sustainability, etc.
- Presentation on Business Excellence by external assessors under the Tata Business Excellence Model are also made to the Board, wherein various measurable parameters and areas of improvement are presented.
- Meetings with Company Executives are also arranged to better understand the business and operations of the Company.
- The presentations at Board meetings include updates on regulatory, business environment, risk management, Company policies and other relevant issues. Quarterly Operations Report which includes information on business performance, operations, market share, financial parameters, working capital management, senior management changes, litigations, compliances, fund-flows, subsidiary data is presented to the Board.
- The Directors are encouraged to visit the Company's website which include the latest press releases and data. Queries posed by them are responded.

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]

Sr. No.	Name of Independent Director	Subject Matter of the Programme	No. of programmes attended by Independent Directors		No. of Hours spent by Independent Director	
			FY 24-25	Cumulative (From FY 15-16 to FY 24-25)	FY 24-25	Cumulative (From FY 15-16 to FY 24-25)
1.	Mr Om Prakash Bhatt	Operations, Strategy, Tata Business Excellence Model (TBEM), Initiatives on Cost/Quality etc., Product Familiarization, Corporate Social Responsibility (CSR), Safety, Health and Sustainability (SHS), Employee Remuneration, Surveys and Welfare Schemes, Succession Planning, SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015 (LODR), Enterprise Risk Management (ERM), Internal Control over Financial Reporting (ICFR), Internal Financial Controls (IFC), Indian Accounting Standards (IND AS), Related Party Transactions (RPTs), SEBI (Prohibition of Insider Trading) Regulations, 2015 (PIT) and Subsidiary Oversight	23	188	48:10	336:10
2.	Ms Hanne Sorensen	Operations, Strategy, TBEM, Initiatives on Cost/Quality etc., Product Familiarization, Technological advancement, Employee Remuneration, Surveys and Welfare Schemes, Succession Planning, ERM, LODR, ICFR, IFC, IND AS, RPTs, PIT and Subsidiary Oversight	23	177	47:15	327:55
3	Ms Vedika Bhandarkar	Operations, Strategy, TBEM, Initiatives on Cost/Quality etc., Product Familiarization, Stakeholder Relationship (SRC), CSR, LODR, ICFR, IFC, IND AS, RPTs, PIT, Plant Visit and Subsidiary Oversight	15	119	39:15	235:55
4.	Mr K V Chowdary	Operations, Strategy, TBEM, Initiatives on Cost/Quality etc., Product Familiarization, CSR, SHS, LODR, ICFR, IFC, IND AS, RPTs , PIT and Subsidiary Oversight	20	87	44:55	186:80
5.	Mr Al-Noor Ramji	Operations, Strategy, TBEM, Initiatives on Cost/Quality etc., Product Familiarization, Technological advancement, LODR, ERM, ICFR, IFC, IND AS, RPTs, PIT and Subsidiary Oversight	20	60	47:20	128:45

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			FY 24-25	Cumulative (From FY 15-16 to FY 24-25)	FY 24-25	Cumulative (From FY 15-16 to FY 24-25)
6.	Mrs Usha Sangwan	Operations, Strategy, TBEM, Initiatives on Cost/Quality etc., Product Familiarization, SRC, LODR, ICFR, IFC, IND AS, RPTs, PIT and Subsidiary Oversight	15	37	39:15	78:25
7.	Mr Bharat Puri	Operations, Strategy, TBEM, Initiatives on Cost/Quality etc., Product Familiarization, Plant Visit, LODR, ERM, ICFR, IFC, IND AS, RPTs, PIT and Subsidiary Oversight	11	11	32:50	32:50