



## FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

- The familiarization program may include:
  - Roles, rights and responsibilities of directors.
  - Mechanisms to build working relationship among the Board members.
  - Core values, ethics and corporate governance practices of the Tata companies.
  - Industry/ sectorial overview, company's vision, strategic direction, business model.
  - Financial matters, management team and business operations.
  - Meetings with stakeholders, visit to business locations and meetings with senior and middle management.
- Directors are expected to make and implement their own plan for refreshing their knowledge.
- The NRC will support the directors, as may be required, to continually update their skills and knowledge and their familiarity with the company and its business.
- Training can be conducted by the company's experts from relevant fields, or by an external agency at Tata Management Training Center ("TMTC") or at appropriate institutions.
- The company will fund/arrange for training on all matters which are common to the Board.