



## **FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS**

### **Preamble**

In accordance with the requirements of Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Schedule IV of the Companies Act, 2013, the Company shall familiarize the Independent Directors with the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc. through various program.

### **Purpose and Objective**

The program aims to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the Company.

### **Overview of the Familiarization Program**

The familiarization program for the Independent Directors of the Company is designed to help the Independent Directors to gain a deep understanding of the Company, its stakeholders, senior management/leadership team, operations, policies, industry perspective and issues. Details of various familiarization program for the Independent Directors are highlighted below:

#### 1. Delivery Center exposure:

The Company hosts visits of the Independent Directors to one of its Delivery Centers to give exposure of delivery capabilities and operations of the Company.

#### 2. Exposure to R&D / Innovation Laboratories (Lab):

The Independent Directors are briefed regularly on the R&D and Innovation initiatives in the Company. Additionally, visit to one of its Innovation Labs is organized for the Independent Directors.

#### 3. Ongoing programs:

The Company, on a regular basis, makes detailed presentations to the entire Board including Independent Directors on the Company's operations and business plans, the nature of industries in which the Company operates and the model of its respective businesses. Such presentations are made by the senior management/leadership team/function heads so that the Independent Directors can have direct interaction with them.

#### 4. Customer experience:

The Company hosts yearly customer summits, which bring together TCS' clients, senior business and technology leaders and expert speakers from different industries.

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## **TATA CONSULTANCY SERVICES**

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These customer summits are designed to encourage brainstorming and interaction among CXO-level delegates, leadership team from the Company and global thought leaders. Independent Directors are invited and hosted for at least one of such major customer events.

5. Exposure to senior management team:

The Company hosts an annual offsite of business leaders from the Company for its annual kick-off. The event offers a platform for the globally dispersed leadership teams of the Company to connect, engage and interact with each other. At least once, Independent Directors will be given exposure through this event.

6. The Independent Directors of the Company are made aware of their role, responsibilities, and liabilities at the time of their appointment/reappointment through a formal letter of appointment which also stipulates various terms and conditions of their engagement apart from clarifying their roles and responsibilities.

**Summary of familiarization programs imparted to Independent Directors**

<b>Financial Year</b>	<b>Total number of hours spent by Independent Directors (hours)</b>
2015-16*	11.50
2016-17	33.00
2017-18 <sup>@</sup>	45.25
2018-19 <sup>@</sup>	77.50
2019-20	42.50
2020-21	13.00
2021-22	17.00
2022-23	42.30
2023-24 <sup>@</sup>	43.42
2024-25 <sup>@</sup>	43.40
<b>Total</b>	<b>369.12</b>

\* With effect from December 1, 2015

@ Includes number of hours spent by newly appointed Independent Directors towards induction program

**Review**

The familiarization program for the Independent Directors will be reviewed from time to time and revised, as may be required.

Program updated on April 10, 2025

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