

Tata

Network Forums



GLOBAL
UPDATES

APRIL 2023 - MARCH 2024

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Reflections on the Tapestry of Connections through Tata Network Forums



Sanjeev Singh

Vice President & Head,
Tata Business Excellence Group (TBExG)

In the intricate tapestry of corporate existence, Tata Network Forums (TNFs) emerge as threads that weave together the diverse experiences of Tata employees across continents. These forums transcend mere business interactions; they become conduits for shared wisdom, collaborative spirit, and the quest for deeper meaning.

1. **The Labyrinth of Connection:** As Tata employees connect through the TNFs, they experience a maze of ideas, perspectives, and aspirations. Each path represents a company, a voice, a unique hue in the grand design. They connect not merely through power-point slides or transactions, but through the invisible threads of empathy, curiosity, and shared purpose.
2. **The Alchemy of Best Practices:** Best

practices—those alchemical formulas that transform ordinary endeavours into extraordinary achievements—are often exchanged in TNFs, enabling Tata companies to learn not just from success stories, but also from the failure of experiences. Through these sessions, Tata companies and employees are able to turn challenges into stepping stones.

3. **The Ethical Warp and Weft:** Ethics, like the warp and weft of a loom, underpins every interaction within the Tata group. TNFs across the world bring companies together to ponder over questions beyond the immediate: How do our actions ripple through communities? What legacy do we weave for generations to come? Sustainability, CSR, and climate change—these are not mere buzzwords but the very fibres that bind Tata companies together.
4. **The Symphony of Connection:** TNFs also help Tata employees to connect beyond power-points and spreadsheets through sporting events and volunteering endeavours. These notes resonate across continents, bridging gaps and forging bonds.

Each TNF provides Tata employees a unique way to connect and learn from other Tata companies. Tata companies can leverage TNFs to share best practices in areas that are important to the Tata group, including areas like AI, sustainability, supply chain and talent. As we continue this collective journey, I am excited about the potential for further connections, collaboration, and co-partnerships through the useful avenue of TNFs.

TNF Chairmen, Conveners and TBExG coordinators

TNF North America

CHAIRMAN
Michael McCabe, Tata Sons
CONVENER
Dharna Dhamija, Tata Sons

TNF Europe

CHAIRMAN
Tim Jones, Tata Limited
CONVENER
Martin Shaw, Tata Limited
Clare Meek, TBExG

TNF MENA

CHAIRMAN
A R Suresh Kumar, Voltas
CONVENER
Rejil Kumar, Voltas

TNF India - West

CHAIRMAN
R Mukundan, Tata Chemicals
CONVENER
Uttam Soni, Tata Capital
COORDINATOR
Siddharth Bhatt, TBExG

TNF India - North

CHAIRMAN
Rohit Khosla, IHCL
CONVENER
Uma Gupta, Tata Services
COORDINATOR
Deepak Deshpande, TBExG

TNF India - South

CHAIRMAN
Sunil Bhaskaran, Air Asia
CONVENER
Sabharatnam Narayanan, Titan
COORDINATOR
Deepak Deshpande, TBExG

TNF China

CHAIRMAN
James Zhan, Tata Sons
CONVENER
Aaron Du, Tata Sons

TNF ASEAN

CHAIRMAN
K V Rao, Tata Sons
CONVENER
Harshad Sardeshmukh, Tata Sons

TNF India - East

CHAIRMAN
T V Narendran, Tata Steel
CONVENER
Tripti Srivastava, Tata Steel
COORDINATOR
Loveleen Mishra, TBExG

TNF INDIA

The Indian chapter of TNF is comprised of TNF India - East, TNF India - West, TNF India - North and TNF India - South.

TNF India - East

T V Narendran from Tata Steel is the Chairman of TNF India - East, and Tripti Srivastava from Tata Steel is the Convener. The TBExG Coordinator is Loveleen Mishra.

Activities, events and programmes: April 2023 to March 2024

A SESSION ON CUSTOMER CENTRICITY

On January 19, 2024, a session on Customer Centricity was curated and hosted online by the Customer Centricity sub-council. The session was attended by 183 Tata employees and safety professionals from 18 Tata companies including Tata Steel group companies. This event was organised with a purpose to delve into the strategies implemented by some of the leading companies and the innovative techniques used by them, to ensure that the customer experience remains the central focus in their overall business approach.

R N Murthy, Chairperson, Customer Centricity sub-council and EIC of Tata Steel Tinplate Division, opened the proceedings focusing on Customer Centricity. He stressed on its vital role, increasing importance amid evolving customer preferences, technological advancements and global competition. He focused on embedding this ethos throughout the organisation, from strategy to operations, for enhanced loyalty, growth, and resilience in the market.

Sushant Dash, CEO of Tata Starbucks, emphasised elevating customer experiences

through innovative strategies in his talk 'Elevating experiences: The heart of Customer Centricity.' He highlighted the importance of leveraging digital advancements and customer insights for innovation. He detailed how Tata Starbucks personalises orders, fosters personal connections, and caters to local tastes with region-specific offerings, underlining the brand's deep commitment to Customer Centricity and personalisation to enhance loyalty and engagement.

Prashant Tandon, CEO and Co-Founder of Tata 1mg, shared insights into his company's journey, which has emerged as a patient-centric healthcare service provider. He detailed the approach for offering personalised healthcare management services. He elaborated on how Tata 1mg has successfully implemented an integrated omni-channel access system, ensuring that quality healthcare is more accessible to a wider range of customers.

Harit Nagpal, MD & CEO, Tata Play, discussed the company's focus on Customer Centricity, highlighting its success in creating sustainable differentiators for an enhanced customer experience. He emphasised Tata Play's efficient service connectivity and responsive

An online session on Customer Centricity hosted by the Customer Centricity sub-council, on January 19, 2024.



solutions as two key success factors in showcasing commitment to satisfaction. He explored the theme of 'Useful and inspiring innovation', detailing the transition from a traditional DTH service to a comprehensive OTT platform.

SAFETY SYMPOSIUM

The Safety, Health and Sustainability sub-council conducted a safety symposium on December 22, 2023, at Beldih Club, Jamshedpur. The session was organised to foster cross-learning, encourage sharing of diverse industry-agnostic best practices and to provide a platform where organisations will work together and collaborate to further strengthen their strategies towards achieving zero harm. The symposium was attended by 85 Tata employees and safety professionals from 20 Tata companies including Tata Steel group companies.

Rajiv Mangal, Chairperson - Safety, Health & Sustainability sub-council TNF India - East & VP SH&S, Tata Steel, set the context of

the symposium and shared key insights from the safety workshop led by the Group Chairperson. Neeraj Sinha, Chief - Safety, Tata Steel, addressed the participants on the topic 'The art of influencing safe behaviour at the shop floor'. He emphasised that creating a safety-conscious culture begins with clear communication of guidelines and expectations, ensuring that every worker understands the importance of adhering to safety protocols. Dr. O B Krishna, Distinguished Professor, IIT Kharagpur, addressed the participants on the topic 'An analytical approach to safety'. He highlighted the importance of leveraging data, statistics, and systematic evaluation to identify, assess, and mitigate risks in various operational contexts. Rama Shankar Pandey, CEO, Tata Green Batteries, through his session on 'Modern approaches towards road safety' shared an approach to combine advanced technology, behavioural insights, and comprehensive policies to address the complex challenges of ensuring safe transportation.



The safety symposium conducted by the Safety, Health and Sustainability sub-council on December 22, 2023.

The panel discussion on 'Improving the risk perception of the workforce' was led by Vilas N Gaikwad, Chief - Safety, Tata Steel, and included panellists from Tata Power, Tata Motors, and erstwhile Tata Metaliks. The discussion focused on enhancing employees' awareness and understanding potential hazards in the workplace.

Vivek Harshanshul, Global HSSE&C Advisor, British Petroleum, emphasised aspects of contractor safety management and its criticality in maintaining a safe working environment in manufacturing or construction industries.

Jayanta Banerjee, CIO, Tata Steel, shared how digital prowess can be leveraged for proactive risk mitigation through 'Safety digital twin'. He deliberated on the role of advanced technologies to create a dynamic and data-

driven representation of safety, promoting a holistic and proactive approach to safety management.

RECONSTITUTION OF SUB-COUNCILS

TNF India - East has been promoting nine key strategic themes through its sub-councils, chaired by senior leaders of Tata companies. These sub-councils contribute significantly towards cross-learning and best practices sharing through various platforms and events hosted across the year. In view of the recent organisational changes in the Tata companies, the TNF India - East sub-council was reconstituted as follows:

- **Chairperson, TNF India - East:** T V Narendran, CEO & Managing Director, Tata Steel
- **Safety, Health and Sustainability:** Rajiv Mangal, VP - Safety, Health &

Sustainability, Tata Steel

- **Digitalisation:** Dr Arpan Pal, Distinguished Chief Scientist and Research Area Head, Embedded Devices and Intelligent Systems, Tata Consultancy Services (TCS) Research
- **Ethics:** Soni, Chief Ethics Counsellor, Tata Steel
- **Human Resources:** Vijayant Ranjan, CEO, Maithon Power and Chief ER - Generation, Tata Power
- **Strategy:** Debojyoti Roy, Chief - Corporate Strategy & Planning, Tata Steel
- **Customer Centricity:** R N Murthy, EIC,

Tata Steel Tinplate Division

- **Finance:** Sandeep Bhattacharya, Chief Financial Operations & Business Finance, Tata Steel
- **Convenor:** Tripti Srivastava, Chief - TQM & CQA, Tata Steel
- **Coordinator:** Loveleen Mishra, TBExG

N K Sharan, Chairperson, Business Excellence sub-council, superannuated on October 31, 2023. Over these years, he has contributed significantly and this TNF has gained immensely through his relentless endeavours and able leadership. ■



TNF India - West

R Mukundan from Tata Chemicals is the Chairman of TNF India - West. Uttam Soni from Tata Capital is the Convener. The TBExG Coordinator is Siddharth Bhatt.

Activities, events, and programmes: April 2023 to March 2024

ARTIFICIAL INTELLIGENCE EVENT

The recent advances in artificial intelligence (AI) have made it a strategic imperative for businesses. AI is expected to have profound impact across diverse sectors such as manufacturing, retail, financial services and e-commerce to name a few. In light of this, TNF India - West held an event titled 'Preparing for the artificial intelligence transition' at Bombay House Auditorium, in Mumbai, on December 12, 2023, along with Aarthi Subramanian, Group Chief Digital Officer, and her team at Tata Sons.

The event witnessed one of the largest turnouts as it was attended by around 90 participants in-person and close to 1,000 virtually across Tata companies.

In this session, the spotlight was on AI transition for enterprises, and the session began with a global perspective on 'State of AI' by guest speaker Aiham Al-Akhras from Gartner Research Board, Dubai. This was followed by sessions from four CEOs from diverse sectors, who shared their perspectives on this important transition. These four CEOs were T V Narendran (MD & CEO, Tata Steel), Rajiv Sabharwal (MD & CEO, Tata Capital), R Mukundan (MD & CEO, Tata Chemicals) and Girish Wagh (ED, Tata Motors). Next up was a session on 'Opportunities provided by GenAI' that can be harnessed', and an engrossing panel discussion with technology leaders from four Tata companies. The event concluded with a



Panel discussion with four technology leaders at the artificial intelligence event on December 12, 2023.



Participants at the 'Peoplehood' session at TMTc Pune, on April 5, 2023

demo of some GenAI projects showcased by select Tata companies.

The event envisaged to bring together diverse perspectives on this very topical subject that is now increasingly becoming the centre of focus in every company.

SESSION ON 'PEOPLEHOOD'

The Tata group currently comprises 9,35,000+ employees and operates in more than 100 locations across six continents. To catalyse this incredible mix of talent, the Group HR had planned to embed people vitality, sustainability & inclusion, at the very heart of the Group's business strategy. For this, TNF India - West organised an event titled 'Peoplehood' at Tata Management Training Centre (TMTc), Pune on April 5, 2023, in collaboration with Nupur Mallick, Group CHRO, Tata Sons, and her team.

The event was organised in a hybrid format (both, in-person and virtually), with 50+ Tata

employees attending in-person and 300+ virtual participation.

A panel discussion was held with four CEOs of Tata companies, namely Rajiv Sabharwal (MD & CEO, Tata Capital), Warren Harris (MD & CEO, Tata Technologies), Vinayak Pai (MD & CEO, Tata Projects) and Anand Sen (MD, Tata International), who brainstormed on four themes — purpose, wellbeing, growth and connectedness/belonging — and shared how they are driving these areas in their organisations with real life examples, insights and challenges. The panel discussion was moderated by Anand Shankar (Director, TMTc). This was followed by a TEDx style session where selected Blue Minters (people who have undergone the leadership flagship programme for early-career leaders across the Tata group) spoke on the theme of 'Sustainable workplaces'. The event ended with the launch of a digital art gallery with the theme of 'Inclusive mindsets'. ■

TNF India - North

Rohit Khosla from Indian Hotels is the Chairman of TNF India - North. Uma Gupta from Tata Services is the Convener. The TBExG Coordinator is Deepak Deshpande.

Activities, events, and programmes: April 2023 to March 2024

LEADERSHIP TALK AND NETWORKING SESSION

On March 19, 2024, Tata Motors hosted an inspiring leadership talk and networking session on 'Invest in Women: Accelerate Progress' on the TNF India - North platform at the Gurgaon Zonal Office. The event brought together women leaders from various Tata companies.

Pushpendra Singh Indolia, RSM - CV Passenger North, Tata Motors, initiated the session and set the context. Up next, Rashi Gupta, Zonal HR - North, Tata Motors, welcomed the esteemed keynote speakers Kanika Hasrat from IHCL, Payal Mehta from Vistara and Divya Gupta from IHCL. The speakers shared their inspirational career journeys, providing valuable insights and messages. The key takeaways for the team were: know your

strengths, strategic thinking, allyship matters, alignment with business goals and confidence in communication.

A heartfelt gratitude to Tata Motors, IHCL and Vistara for their significant contribution in the group initiative.

ETHICS BEST PRACTICES SESSION

TNF India - North organised a session on 'Best Practices on Ethics' on February 27, 2024, at the Tata Play office, in New Delhi, to share challenges, learnings and evolving trends in the area of business ethics along with recognising and celebrating team and individual efforts and commitments towards strengthening the ethical environment within the Tata group. Esteemed speakers at the session were Jagdeep Singh, Partner, EY Leader, Forensic & Integrity Services; Ajay



Tata employees at the session on 'Invest in Women: Accelerate Progress' on March 19, 2024.



Participants at the 'Best Practices on Ethics' session on February 27, 2024, in New Delhi.

Dutta, Vice President - HR North, Indian Hotel (IHCL); Ajoy Jauhar, Head - Ethics, Air India; and Manick Sharma, Head - Ethics, Tata Play. Topics included governance, regulations and technology trends; eco-system of ethical leadership and reporting mechanism; and ethics survey, among many others.

The session concluded with a vote of thanks from Rohit Khosla, Chairman, TNF India - North, and EVP - Operations, IHCL, who summarised the session and felicitated all the speakers with a gift hamper from Tata Consumer Products (TCPL) and Titan.

WORKSHOP ON MITIGATING CLIMATE CHANGE

In a continued commitment to fostering the spirit of business excellence and knowledge sharing across Tata companies, TNF India - North conducted an insightful workshop on 'Mitigating climate change'. The workshop, held at the Tata Motors office in Gurgaon on October 25, 2023, brought together senior officials from various Tata companies to

engage in discussions, gain knowledge and collectively work towards a sustainable and responsible future. The workshop exemplified the Tata Group's unwavering commitment to addressing one of the most critical global challenges.

The speakers were Ganesh Srinivasan, CEO of Tata Power Delhi Distribution (Tata Power-DDL) and Abhishek Goyal, General Manager, Environment Services at Tata Sustainability Group (TSG).

The workshop, chaired by Rohit proved to be a remarkable gathering of like-minded professionals passionate about addressing the pressing issue of climate change.

The session was concluded by a quiz to reinforce the key takeaways from the workshop.

LAUNCH OF THE TATA INNOVATION EXCELLENCE FRAMEWORK

On September 27, 2023, the Tata Innovation Excellence Framework (TIEF) was formally



Participants at the workshop on mitigating climate change on October 25, 2023.

rolled out to group companies by TBExG and Group Innovation at an event organised at the Beldih Club in Jamshedpur. The session was attended by 25 employees from 13 Tata companies. The session was graced by Dr Nikhil Tambe, CEO of the Energy Consortium at IIT Madras. Since then, four more sessions on the subject have been facilitated in Pune, Mumbai, Bengaluru and Delhi to sensitise over 120 Tata employees from 40 companies on the TIEF.

During these sessions, the TBExG leadership team shared salient features of the framework and emphasised the significance of incorporating this framework within the broader business excellence model. As a next step, TBExG and Group Innovation will encourage group companies to undergo self evaluation to identify strengths and opportunities for improvement and to organise Deep Dives using TIEF to introduce/adapt global best practices in innovation management to achieve the desired impact on business.

SESSION ON ENTREPRENEURS' CONTRIBUTION TO COMMUNITIES

TNF India - North organised a session on 'Contribution of entrepreneurs in building

communities' by Shantanu Naidu, General Manager at the office of Ratan Tata, Chairman Emeritus, Tata Sons, on July 26, 2023, at the Ambassador, New Delhi - IHCL SeleQtions. An engineer, a social entrepreneur and an author, Shantanu has been closely associated with Ratan Tata in driving various social endeavours. The event witnessed the participation of over 60 Tata employees from various companies.

The afternoon commenced with a welcome by Uma Gupta, Convener, TNF India - North, encapsulating the highlights of the forum, the purpose of its existing and past programmes. The opening address was then delivered by Rohit setting the context and introducing the guest speaker.

During the session, Shantanu spoke about 'Nurturing entrepreneurship with empathy' and shared the journey of launching his first startup - 'Motopaws'.

The session was followed by a fun-filled quiz centred around IHCL's impressive portfolio of palaces, hotels, resorts, safaris and homestays. While IHCL sponsored the event, winners were felicitated with gifts sponsored by Titan and Vistara. ■

TNF EUROPE

Tim Jones from Tata Limited is the Chairman of TNF Europe and Martin Shaw from Tata Limited and Clare Meek from TBExG are the Conveners.

Activities, events, and programmes: April 2023 to March 2024

BUSINESS EXCELLENCE TNF SESSION

The Business Excellence TNF session was held on January 11, 2024, at Tata Motors Design Tech Centre (TMDTC), National Automotive Innovation Centre, in Coventry, UK, with 10 employees from 12 Tata companies – Jaguar Land Rover (JLR), Tata Business Excellence Group (TBExG), TMDTC, Tata Chemicals, Tata Steel Netherlands (TSN), Tata Steel UK (TSUK), TCS, Tata Limited, Tata Technologies (TTL) and Tata Consulting Engineers (TCE). Sanjeev Singh, Vice President & Head, TBExG, joined the session from India. He shared an overview of the Business Excellence Convention that took place in December 2023. James Billingham, General Manager - Quality and Facilities, TMDTC, facilitated a site tour of TMDTC.

CORPORATE SOCIAL RESPONSIBILITY SESSION

The Corporate Social Responsibility (CSR) meeting, held on December 6, 2023 at the TCS London offices saw 21 employees from 10 Tata companies share updates on their CSR initiatives. TCS in Ireland emphasised on community engagement, education, and STEM programmes, collaborating with organisations like the Irish Red Cross. JLR highlighted global citizenship, promoting sustainability and partnerships for responsible business, including the Journey for Vision programme and the School's Partnership Programme. TCPL showcased its transition to a broader FMCG business with a CSR focus on volunteering, fundraising, and supporting food redistribution charities.



21 employees from 10 Tata companies attended the Corporate Social Responsibility meeting held on December 6, 2023.

IHCL outlined ESG+ initiatives, promoting sustainability and women leadership development. Air India discussed its CSR strategy formulation, and Vistara presented CSR efforts in education, employability skills, and environmental sustainability. TTL, Tata Chemicals Europe, Tata Elxsi, and TSG, also shared their CSR activities. The meeting concluded with discussions on collaboration opportunities, shared resources, and future plans, highlighting the group's commitment to purpose-driven CSR efforts.

TATA BRAND AND COMMUNICATORS' TNF MEETING

The Tata Brand and Communicators' meeting took place on November 22, 2023, at Tata Motors' European Design Tech Centre (TMEDTC), National Automotive Innovation Centre, Coventry, UK, with participation from 19 employees representing 11 Tata companies. Updates from various companies were shared, including TSUK's emphasis on transitioning to green steel production and the introduction of Agratas, the new battery business, which plans to address the global battery challenge. Tata Motors, TCPL, Tata Chemicals Europe, Air India, IHCL, Tata Elxsi,

JLR, and TCL highlighted recent developments and initiatives. Notable achievements discussed included Tata Motors' leadership in the Indian EV market, the establishment of a pharmaceutical salt plant by Tata Chemicals Europe, and JLR's robust sales performance. The meeting also covered sponsorship details for India Inc/India Global Forum. The group expressed gratitude to Tim Jones, Executive Director, Tata Limited, for his contributions as he retires, extending best wishes for his future endeavours.

HEADS OF COMPANIES MEETING

The Tata Heads of Companies meeting, held at TTL in Leamington Spa, UK, on November 8, 2023, featured significant updates and insights by 20 employees from 10 Tata companies. Banmali Agrawala, President - Infrastructure, Defence & Aerospace, Tata Sons, spoke about the thriving Indian economy, emphasising a 15-20% growth in corporate performance and strong financial results across Tata businesses. Agratas presented a groundbreaking UK project in battery technologies. TSUK shared its ambitious decarbonisation journey, including a £1.25 billion investment proposal for state-of-the-art electric arc



Participants at the Tata Brand and Communicators' meeting on November 22, 2023.



Participants at the Tata Heads of Companies meeting, held at Tata Technologies in UK, on November 8, 2023.

furnace steelmaking at Port Talbot. Updates from TTL, TCL, JLR, TMETC, Tata Elxsi, and TCPL underscored growth, innovation, and collaborative efforts within the Tata network. Philip Collins, Founder, The Draft Writers, provided a compelling political insight, suggesting a strong likelihood of the Labour Party winning the next UK election. Tim discussed Tata's CBI membership and potential changes in sponsorship with the India Global Forum. The meeting concluded with plans for a Tata Innovation Showcase in 2024 and ongoing efforts to study the Group's economic impact in the UK.

HEALTH, SAFETY & WELLBEING TNF IN JLR

The meeting on July 5, 2023, was hosted by Dr Steve Iley, Chief Medical Officer, JLR. There were 12 employees from 8 Tata companies. Topics included creating a culture of wellbeing, mindful leadership and encouraging engagement in safety leadership. Employees

were also taken on a site tour of JLR's new health safety and wellbeing room.

ONLINE BUSINESS EXCELLENCE TNF SESSIONS

The Business Excellence TNF session was held on June 28, 2023, with 8 employees from 8 Tata companies – JLR, TBExG, TMDTC, Tata Chemicals, TSN, TCS, Tata Limited and TCE. On September 27, 2023, the second Business Excellence TNF session was organised with 6 employees from 6 Tata companies – JLR, TBExG, TMDTC, TSN, TSU and Tata Limited. Both sessions were hosted by Nigel Blenkinsop, Chair of the Business Excellence TNF and Executive Director, Company Quality and Customer Satisfaction, JLR. Topics included business updates from the companies, an update on capability building in Europe and the TBEM external assessment cycle, support requirements for business, data, digital and cyber excellence. The September session also talked about Data Excellence. ■

TNF CHINA

James Zhan from Tata Sons is the Chairman of TNF China and Aaron Du from Tata Sons is the Convener.

Activities, events, and programmes: April 2023 to March 2024

TNF CHINA HR SESSION IN SHANGHAI

A TNF-HR session was conducted on November 17, 2023, and hosted by TCS China in Shanghai. This forum resumed after a three-year hiatus with all the participants excited to finally meet again in person.

James Zhan, President, Tata Sons China, and Chairman, TNF China, and Suneet Puri, Country Head, TCS China, gave the welcome speech to the participants. HR best practices, data driven practices in recruitment and the TCS career management ecosystem were the highlights of the session. Other HR topics

actively explored during the free discussion session were how to attract and retain talent post pandemic, how to cooperate with enterprises to reduce costs and increase efficiency from an HR perspective. These practical issues sparked an interest and HR employees shared respective practices to address these common challenges.

COMPANY UPDATE MEETING IN SHANGHAI

On September 6, 2023, Tata Sons Beijing office organised a TNF meeting in Shanghai. 16 employees from 10 Tata companies (Tata Sons Beijing, JLR China, TCS China, Tata Steel,



16 employees from 10 Tata companies attended the Company Update meeting in Shanghai on September 6, 2023,



Participants at the TNF meeting in Shanghai on April 21, 2023.

Tata Motors, TTL, Tata AutoComp, TKM, Tata International and Tata Projects) attended the event. Ether Yin, Partner of Trivium China, as an invited guest, also joined the event.

The meeting commenced with opening remarks by James followed by attendees' self-introductions. He briefed the overall performance of Tata companies in China in 2022, both in terms of sales in China and procurement from China. Rob Smith, GM of TTL Shanghai, shared the amazing journey about Vinfast (a Vietnam-based EV producer), which is one of TTL's key customer.

Ether delivered a speech about China's policy changes in the recent month, especially focusing on the changes related to foreign investment in China, and its implications for future operations.

The session was very well received by all the participants, providing them with a 'One Tata' platform to get to know each other, learn and share knowledge/best practices.

IMPACT OF COVID ON TATA COMPANIES IN CHINA

The Tata Sons Beijing office organised a TNF meeting in Shanghai on April 21, 2023. This was the largest physical gathering of Tata

employees in China in the last three years, due to COVID cases across China and travel and meeting restrictions.

18 employees from Tata Sons Beijing, JLR China, TCS China, Tata Steel, Tata Motors, TTL, Tata AutoComp, TKM, Tata International, and Tata Projects, attended the event. Dr. N. Nandakumar, Consul General of India, Shanghai, as an invited guest, also joined the event.

The meeting commenced with opening remarks by James followed by attendees' self-introduction. Nick Wells, EVP Procurement of JLR China delivered a presentation about JLR's supply chain management under the current situation. He discussed how to maintain a stable and safe supply chain and how it has become an important task for OMEs globally, especially due to COVID-related issues in China. Suneet shared latest information about TCS operations. Although the market was stagnant due to the pandemic, TCS China still achieved growth in 2022. Rob shared his company's growth story in China.

James also shared the overall Tata companies' operations in China in 2022. Dr Nandakumar concluded the event and emphasised that the Consulate will always support Tata companies' operations in China and India. ■

TNF ASEAN

K V Rao from Tata Sons is the Chairman of TNF ASEAN. Harshad Sardeshmukh from the same company is the Convener.

Activities, events, and programmes: April 2023 to March 2024

FAREWELL LUNCH SESSION

K V Rao, Resident Director, Tata Sons ASEAN and Chairman of TNF ASEAN superannuated from service on March 31, 2024. The Tata family in Singapore hosted a farewell lunch for him, to commemorate his service and long association with the Tata group. The event was attended by 35 colleagues from various Tata companies. It was also the first TNF event to be held in IHCL's brand new restaurant in Singapore, Bombay Brasserie. Former senior leaders of the Tata group such as R. Gopalkrishnan and S. Ramakrishnan, sent messages for K V Rao. Various colleagues expressed their gratitude towards him, for his guidance and mentorship.

TNF REGIONAL MEETS: Q4 FY2023-24

K V Rao, Resident Director, ASEAN, Tata Sons, is superannuating at the end of March 2024. He is the current Chairman for TNF ASEAN. Rahul Shah, who will take over from Rao as the Resident Director, will also be assuming the duties of the Chairman of TNF ASEAN. Rahul has been travelling around the region in Q4 FY2023-24, meeting with the group company head in Singapore, Thailand, Indonesia, Malaysia and Philippines. He has held discussions with senior leaders from the region on their requirements and suggestions for the TNF meets in the region, and the way forward for FY2024-25.



The Tata family in Singapore hosted a farewell lunch for K V Rao on March 31, 2024.



Harish Bhat, Brand Custodian, Tata Sons, addressed a group of leaders on May 22, 2023, in Singapore.

TNF MEETING IN PHILIPPINES

K V Rao hosted the TCS Philippines leadership team for a dinner during his visit to Manila, Philippines, on September 13, 2023. He shared information about the group, its performance, focus areas and opportunities in the region.

FAREWELL DINNER FOR INDIAN HIGH COMMISSIONER TO SINGAPORE

Tata companies in Singapore hosted a farewell dinner for HE P. Kumaran and his wife Ritu Kumaran, on July 11, 2023. The Indian High Commission has been a close partner for all group companies in Singapore, assisting in various issues and helping growing businesses. The High Commissioner and his team were of great assistance during the testing times of Covid lockdowns, helping in the movement of colleagues during emergencies and on numerous other critical issues. As a token of appreciation for the association over the past three years, Tata Leaders and their spouses came together to host a dinner for the High Commissioner and thank him for his support.

TATA STORIES BY HARISH BHAT

The TNF ASEAN forum was privileged to welcome Harish Bhat, Brand Custodian, Tata Sons, to Singapore, on May 22, 2023. He addressed a group of leaders from the regional companies who were present in person. Close to 40 employees from companies such as TCS, Tata Steel, TCL, JLR and more attended the session. This session was made available to all employees across ASEAN countries through Teams, and over 600 people joined online.

Harish engaged the audience with an overview of the group and group companies, and achievements in the recent years. He enthralled the audience with stories about the Tata group and Tata companies, giving a largely non-Indian audience a flavour of what the group stands for, and its notable achievements in the 150+ years of its existence. The stories instilled a sense of pride amongst the entire audience. ■

TNF NORTH AMERICA

Michael McCabe from Tata Sons is the Chairman of TNF North America. Dharna Dhamija from the same company is the Convener.

Activities, events, and programmes: April 2023 to March 2024

PUBLIC AFFAIRS WORKING GROUP MEETINGS

- On January 16, 2024, a public affairs strategy planning meeting was held with all the Tata companies in the region. 8 public policy leads from 7 Tata companies including TCS, Tata Chemicals, Tata Steel, TCPL, IHCL, JLR, and TCL attended the meeting.
- On November 30, 2023, a public affairs virtual meeting was organised with Jordan Crenshaw, Senior Vice President of the Chamber Technology Engagement Center at the Chamber of Commerce on AI with participation from 5 Tata companies including TCS, TCL, IHCL, JLR and Tata Steel.
- On October 11, 2023, a public affairs virtual session was hosted with the Cohen Group and Tata companies about the political scenario in Washington and its impact on key policy and global trade issues. This meeting had 7 employees from 5 Tata companies including Tata Chemicals, TCPL, TCL, TCS and Tata Steel.
- On July 10, 2023, the group met with Jordan at the US Chamber of Commerce to discuss current data privacy policy issues. This meeting had 9 employees from 7 Tata companies including TCL, TCPL, Tata Chemicals, TCS, JLR and Tata Steel.
- On June 7, 2023, the public affairs working group came together to discuss various policy-related priorities under the new administration. The discussions and meetings were attended by public policy leads from Tata companies and 6 companies participated including TCS, TCL, IHCL, JLR, Tata Steel, and TCPL. Speakers from The Cohen Group, Global Business Alliance were invited along with Ambassador Atul Keshap, President, US-India Business Council (USIBC). The

Participants at the Public Affairs Working Group meeting in 2023.



attendees also met with Senator Bob Menendez, staffers from the Office of Senator Marc Warner and Zach Isakowitz, Legislative Director to Congressman Michael McCaul, Chairman of the House Foreign Affairs Committee.

- On May 22, 2023, the public affairs working group met with Matthew Eggers, Vice President of Cybersecurity Policy at the US Chamber of Commerce to discuss cybersecurity policy issues in the current Congress and administration, as well as the impact on the business community.
- On April 10, 2023, the Group met with speakers from the Cohen Group to discuss President Biden's trade agenda for 2023 and its impact on relations with the EU, UK, and India. The discussion also included insights on IRA guidance from the Treasury Department, the EU Green Package and Critical Minerals Act, prospects for the EU-US deal on critical minerals and US legislation on these topics. This meeting had 8 employees from 7 Tata companies including TCS, JLR, Tata Chemicals, TCL, TCPL, Tata Steel and IHCL.

FIRST BOOK EVENTS

Volunteers from multiple Tata companies come together to read to students over virtual volunteering events and book reading celebrations, in partnership with First Book. Since 2008, Tata Sons has donated over 574,000 books to students and communities in need. This year, the following reading celebration events have been conducted:

- On February 8, 2024, the team hosted a reading celebration event at PS 130 in New York, where 20 volunteers from TCS and TCPL participated, and the group distributed books to 575 students.
- On December 12, 2023, a reading celebration was organised with Mifflin Thomas school in Philadelphia where 23 volunteers from TCS and Tata Elxsi participated.
- On December 12, 2023, a reading celebration event was held at FLK Stanton School in Atlanta, where 16 volunteers from TCS participated.
- On October 26, 2023, a reading celebration event was hosted at Euclid School, Chicago, with volunteer



Tata volunteers at the First Book event on September 22, 2023, in Toronto.

participation from Tata Steel, TCS, Tata International and TTL.

- On September 22, 2023, a reading celebration was organised at Grenoble Public School in Toronto. The event had participation from 23 volunteers from TCS, TCPL, TCL and Tata Elxsi.
- On June 19, 2023, a reading celebration was held at Thunderbird Elementary, Vancouver, British Columbia. The event had participation from 5 volunteers from TCS.
- From June 9-10, 2023, a Truck of Books event was held at the JLR North America headquarters in Mahwah, New Jersey. As part of the event the team successfully distributed 37,000 books including 2000 STEM titles, to Title 1 schools in New Jersey and New York. With nearly 200 educators in attendance, there was participation from 130 volunteers from several Tata companies helping to organise and distribute the books.

OTHER EVENTS

- Congressman Shri Thanedar visited the TTL US headquarters in Detroit on February 27, 2024. He represents the

district where the office is located, met with leadership, toured the office space, and participated in a townhall with TTL employees. He discussed his priorities for the technology industry, workforce, startup ecosystem and STEM education space followed by a Q&A with employees. TTL also shared its work and investments in the US and Detroit area with the Congressman.

- On February 6, 2024, an in-person leadership meeting for all Tata companies in Washington DC was held. The meeting involved briefings and discussions on key geopolitical issues, economic outlook, domestic policy, trade, and meetings with key government officials in the region.
- On December 6, 2023, a Tata Table was hosted at the Annual Global Business Alliance dinner in Washington DC. Senior employees from TCS, TCPL, IHCL, Tata Steel and TCL along with Tata Sons participated in the event.
- On September 9, 2023, TCPL and representatives from Tata Sons hosted Maryland Lt. Governor Aruna Miller and her team, as well as, members of the Maryland Department of Commerce, at



Senior Tata employees at the Annual Global Business Alliance dinner in Washington DC, on December 6, 2023.



Tata Sons partnered with Tata Steel to support SOS Children's Village Illinois through a volunteering initiative, on August 10, 2023.

the company's Eight O'Clock Coffee Plant in Landover, Maryland. The participants toured the plant, met the teams and discussed the history of Eight O'Clock Coffee and the Tata group in North America.

- On August 10, 2023, Tata Sons partnered with Tata Steel to support SOS Children's Village Illinois through a volunteering initiative. This group consisting of 36 foster children, caretakers, parents and staff, gathered for a football game along with volunteers from Tata Steel, TCS, Tata International and Tata Sons.
- On August 10, 2023, Dharna Dhamija from Tata Sons hosted a group of 8 Tata employees for a networking evening in Chicago. The group had representation from senior colleagues from TCS, Tata International and Tata Steel.
- On July 12, 2023, N K Sharan was a speaker at a conference titled 'Diversity & inclusion for sustainable growth' held at the Consulate General of India in New York. Tata employees from TCS, TCPL and Tata Sons were present at the event.
- Various Tata employees and companies participated in the USIBC's India Ideas Summit from June 12-13, 2023. From Tata Sons, Michael and Vikrum Mathur were in attendance. The event highlighted key aspects of the US-India bilateral relationship and featured insights from a number of government and business leaders. Employees from Tata Cleantech Capital and TCS participated in panel discussions about the energy transition and Indian companies investing across the US respectively.
- Michael, along with CII, the Canada India Business Council and government representatives from both countries, launched the inaugural report 'From India to Canada: Economic Impact and Engagement' in Toronto, Canada, in May 2023.
- On April 18, 2023, New York City Mayor, Eric Adams, hosted a business roundtable at the Indian Consulate with CEOs of leading Indian companies. Michael represented the Tata group and highlighted the tremendous value companies bring to the US & New York. ■

TNF MENA

A R Suresh Kumar from Voltas is the Chairman of TNF MENA. Rejil Kumar from the same company is the Convener.

Activities, events, and programmes: April 2023 to March 2024

TNF KSA MEET

On February 26, 2024, the TNF KSA Meet was attended by 16 Heads and extended leadership team of 9 Tata companies operating in Saudi Arabia in person and virtually. The session started with introductions by Sudhir Sreedharan, Regional Director - TCS Saudi Arabia & Bahrain, and Convener - TNF KSA, followed by brief updates on Tata MENA by Ankur Gupta, Head - Corporate Affairs & Growth, Tata Sons MENA. Next, Sumanta Roy, Head - MEA, TCS, opened the discussion among all participants mainly on the current footprint of Tata companies, sector-wise growth opportunities to expand the footprint and challenges faced in doing business in the region as well as regional headquarter

mandates by the government. In this meeting, Ashok Krish, Head of AI.Cloud & Digital Workplace at TCS delivered an interesting session about 'Harnessing the power of gen AI' and impact of AI on businesses in the coming years and interacted with participants. The meeting ended with a vote of thanks by Sudhir.

TATA SPORTS MEET 2024

Tata Sons MENA organised the Tata Sports Meet 2024, on February 24-25, 2024, which witnessed the phenomenal and enthusiastic participation of employees from all group companies in the UAE. During these two days, 435+ employees from 14 Tata companies — Voltas, TCS, TCL, ISL, IHCL, Tata Steel, Tata



Tata employees cheering and watching the badminton match at the Tata Sports Meet 2024.



Tata employees celebrating their win at the Tata Sports Meet 2024, from February 24-25, 2024.

International, Titan, Air India, Tata Sons — come together to compete in Cricket, Table Tennis and Badminton. Apart from being a fun event, it was a great opportunity for all the Tata employees in the region to come together on a common platform and share a few happy and highly energised sporting moments with each other. The Tata Sons MENA office endeavours to continue this practice and enhance this event further to increase employee participation and include other sports activities in the coming years.

HR & ADMIN HEADS MEETING

Under the aegis of TNF MENA, a closed networking group of 12 HR and Admin Heads from 7 Tata companies operating in the Middle East was held on January 12, 2024, at the Tata JLT office to foster collaboration and knowledge exchange. It was attended by HR Heads and Admin teams from TCS, TCL, Titan, Voltas, Tata Steel, IHCL and Tata Sons.

This initiative seeks to create a platform where group companies can leverage expertise, share, and identify best practices, and collectively address challenges unique to their operations in the Middle East. This meeting helped articulate goals, list out common issues and concerns, and identify potential risks.

QUARTERLY TNF MENA MEET

The quarterly TNF MENA meet was arranged on November 24, 2023, and was attended by 40+ senior Tata employees and extended leadership from 19 companies operating in the region, at Taj Exotica Dubai Palm. The session started with a welcome message followed by the introduction of new TNF MENA Chairman, A R Suresh Kumar, Head - Voltas IOBG, and thanking the outgoing Chairman, Bruce Robertson, MD - MENAP, JLR. Suresh shared his opening remarks and updates on TNF MENA. The highlight of the meeting was the



Participants at the quarterly TNF MENA meet on November 24, 2023, in Dubai.

presence of Consul General of India to Dubai & Northern Emirates, His Excellency Satish Kumar Sivan, who addressed the audience and interacted with them. In this meeting Sossy Ingirkochian, MD and Head of Global Subsidiaries, shared her views on current

developments in GCC especially about Saudi Arabia. Rejil Kumar, Convener - TNF MENA & General Manager, Weathermaker Limited (Voltas) extended the vote of thanks and the meeting ended with a networking opportunity. ■





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