



20 November 2021

TO WHO IT MAY CONCERN

Letter of Appreciation: Manam Foundation

Tata Steel Mining Ltd (TSML) is committed to ensuring Safety and Health of all our employees has initiated a program called "**Mind Matters**" to focus on developing awareness and support mechanisms for mental wellbeing.

Manam Foundation actively supported the Mind Matters program with 15 sessions over the last 6 months covering most of our employees and family members. The online sessions covered range of relevant mental, emotional and psychological issues with interactive engagement. The sessions largely focused on the following:

- Awareness related to integrated health and well-being strategy including prevention, early identification, support and rehabilitation.
- Identification and seeking help, managing stress, enabling better work life balance, communication, creating peer support groups.
- Activities to enhance Emotional Intelligence by managing various emotions of fear, anger, sorrow etc

I am happy to place on record our sincere appreciations to the professional team of Manam Foundation lead by its founder Ms Anuradha Mahapatra. I am sure TSML and Manam will work closely to take the mind matters project further.

Yours sincerely

Managing Director
Tata Steel Mining Limited

20/11/21

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