

This is to certify that

Kimaya Pande

has successfully completed the EMMERSIVE NOV 2016 Test
conducted by Emmersive Infotech from 08 Nov 2016 to 08 Nov 2016
covering HR POLICIES Section
He is now a Certified Emmersive Infotech

Anubhav Kapoor
Head, General Counsel
Corp. Sustainability
Tata Technologies

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