SUSTAINABILITY REPORT

FY 2024-25

TATA AUTOCOMP SYSTEMS LIMITED

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About the
Report

This Sustainability Report (referred herewith as "The Report"), presents a comprehensive overview of our environmental, social, and governance (ESG) performance and initiatives for the reporting period FY 2024-25 for Tata AutoComp Systems Limited (referred henceforth as "Tata AutoComp"/ "we" or "our" or "us" / "The Company"). It reflects our ongoing commitment to transparency, accountability, and sustainable development.

Reporting Period, Scope and Boundary

This Sustainability Report presents the Environmental, Social, and Governance (ESG) performance of Tata AutoComp Systems Limited for the period 1st April 2024 to 31st March 2025.

The scope of this report includes the following divisions of Tata AutoComp Systems Limited:

1) Tata AutoComp Systems Interiors and Plastics Division (IPD)

2) Tata AutoComp Gotion (Gotion TLE)

3) Tata AutoComp Systems Composites Division (CD)

4) Tata AutoComp Systems Supply Chain Solutions (TSS)

5) Tata AutoComp Systems Technical Centre (TCC)

6) Independent Aftermarket (IAM)

7) Group Office

Reporting Framework

This Sustainability Report has been prepared <u>with reference to the GRI Standards</u> issued by the Global Reporting Initiative, and is aligned with globally recognized sustainability frameworks including the United Nations Sustainable Development Goals (UN SDGs).

Responsibility Statement

Our aim is to provide stakeholders, including customers, employees, investors, partners, and the broader community with clear insights into our sustainability strategy, progress, and future goals. This report also serves as a platform to highlight the challenges we face and the innovative solutions, we are implementing to build a more resilient and responsible organization.

We affirm that the data and disclosures contained in this Report are true to the best of our knowledge and have been compiled in accordance with applicable reporting standards and internal governance protocols. The Report reflects our commitment to transparency and continuous improvement in our sustainability performance.

Any queries regarding this report, kindly reach out to:

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Website: www.tataautocomp.com

Vice Chairman's
Message

Mr. Arvind Goel
Vice Chairman
Tata AutoComp Systems Ltd.

Dear Stakeholders,

At Tata AutoComp, sustainability is not a standalone initiative; it is a reflection of our values, our governance philosophy, and our commitment to building a resilient and inclusive future. As Vice Chairman, I am proud to see how our sustainability journey continues to evolve, deeply rooted in the Tata Group's Aalingana Vision and the Tata Code of Conduct.

The Board remains actively engaged in steering our sustainability strategy, ensuring that environmental stewardship, ethical governance, and social responsibility are embedded across all levels of decision-making. Our alignment with Aalingana has helped us prioritize climate action, resource circularity, and community well-being, while our adherence to the Tata Code of Conduct reinforces our commitment to transparency, integrity, and stakeholder trust.

We have also strengthened our social impact through the Tata Affirmative Action Programme (TAAP), which guides our efforts to foster inclusive development and equitable opportunities. Our engagement with national and international platforms, including our representation at the ILO (International Labour Organization), reflects our dedication to collaborative progress and responsible business conduct.

The two Deming Prizes we won in FY 2024–25 for two of our Business Units is a testament to our unwavering commitment to quality, continuous improvement, and excellence in organizational practices.

As we look ahead, the Board remains committed to enabling a sustainability roadmap that is ambitious, accountable, and aligned with global expectations. I extend my appreciation to our leadership, employees, and partners for their continued dedication and invite all stakeholders to join us in shaping a future that is both sustainable and inclusive.

Warm Regards,
Arvind Goel,
Vice Chairman,
Tata AutoComp Systems Ltd.

Mr. Manoj Kolhatkar
Managing Director &
Chief Executive Officer
Tata AutoComp Systems Ltd.

MD & CEO's
Message

Dear Stakeholders,

As sustainability continues to shape the future of business, Tata AutoComp remains committed to evolving with purpose and responsibility. We have focused on strengthening systems that support long-term resilience, inclusivity, and innovation—aiming to translate our commitments into meaningful outcomes across operations, partnerships, and stakeholder engagement.

Our journey to Net Zero is now in motion, backed by clear targets and a robust implementation framework. We expanded our use of renewable electricity, conducted Life Cycle Assessments for key products, and strengthened our internal systems to monitor and improve environmental performance.

Through supply chain sustainability assessments, we engaged with suppliers to align on climate action, resource efficiency, and ethical practices. Our collaboration with the Employee Federation of India (EFI) and the International Labour Organization (ILO)—including our representation of Indian EBMOs at the Tokyo meet—reinforced our commitment to global standards and inclusive dialogue.

Our environmental actions are guided by the Tata Group's Aalingana framework for Enviornmental Sustainability, which inspires us to pursue Climate Action, Circularity, and Product Stewardship. Our ethical practices are anchored in the Tata Code of Conduct, shaping a culture of integrity and transparency. And our social impact is driven by the Tata Affirmative Action Programme (TAAP), which helps us build inclusive workplaces and uplift communities.

Through the '7S' theme of culture within the organization; in which one of the 'S' is for 'Sustainability; and one 'S' for Safety; we are able to embed long-term thinking into our daily operations, foster responsible growth, and ensure that our business practices positively impact society and the environment."

These achievements reflect the dedication of our teams and the strength of our partnerships. I am proud of the progress we've made and energized by the possibilities ahead. Together, we are building a future where sustainability is not just a responsibility—but a driver of innovation, growth, and shared prosperity.

Warm Regards,
Manoj Kolhatkar
Managing Director & Chief Executive Officer
Tata AutoComp Systems Ltd.

Watch the Video:
Walk & Talk with Manoj Kolhatkar, MD & CEO, Tata AutoComp: Green Choices for a Sustainable Tomorrow
Click here - or - Scan the QR

FY 2024-25
Key Sustainability Highlights

Governance Highlights

100%
of Employees trained on the Tata Code of Conduct (TCoC)

81.25%
Significant Suppliers Assessed for Sustainability

1st in India
in Dow Jones Sustainability Indices in Automotive Components category for 2nd consecutive year.

0
Information Security Breaches Recorded

0
Code of Conduct Violations

0
Ethical Violations Reported

2
Women Directors on the Board

Environment Highlights

5.8 MU
Renewable Electricity Consumed

418 kWp
added to existing solar capacity

18 Sites
assessed for Climate Risks

18 Sites
screened for Water Stress Risks

100%
Critical Products Covered with Life Cycle Assessment

4190 tCO2e
Saved with Renewable Energy

6 Sites
with directly managed rain water harvesting

100%
Critical Waste Recycled/Reused

Social Highlights

0
Lost Time Injuries

1.20 Lakh +
Lives impacted through 16 CSR projects.

35,000+
Hours of Employee volunteering

90%
Employee Satisfaction Score

100%
Sites covered for Human Rights Due Diligence

40+
Learning hours per Employee

26%
Diversity Mix

10%
Improvement in Talent Retention

Dow Jones Sustainability Indices

Participations :
3 years in a row
FY 2022-23
FY 2023-24
FY 2024-25

EcoVadis

Participation in EcoVadis Assessment

Action starts with disclosure.

CDP Discloser 2025

CDP Disclosure 2025

Tata AutoComp's Participation in Global and National bodies for Industry level interventions

International Labour Organization (ILO)

Tata AutoComp is an official partner of the ILO's Global Coalition for Social Justice.
Tata AutoComp Participates in Regional & International Dialogues organized by ILO.

Tata AutoComp CHRO, Mr. Sudipta Marjit is a member of Governing Council of ILO (International Labour Organization) and IOE (International Organization of Employers)

Confederation of Indian Industry

Tata AutoComp's Vice Chairman, Mr. Arvind Goel is the Co-Chairman of CII National Committee and Chairman of CII Maharashtra, India.
Tata AutoComp's CHRO, Mr. Sudipta Marjit is Chairperson on CII, Maharashtra, India's HR & IR (Human Resource and Industrial Relations) Panel

Employees Federation of India (EFI)

Tata AutoComp's Vice Chairman, Mr. Arvind Goel is the President of The Employers' Federation of India, advocating for an inclusive workforce with new Labour codes.

Automotive Component Manufacturers Association of India

Tata AutoComp is a member of ACMA and frequently participates in ACMA organized interventions.
One of the recent interventions has been a benchmarking study at Tata AutoComp on DEI Best Practices to create a Playbook for Automotive Industry to enhance Gender Diversity. This was led and facilitated at Bill and Melinda Gates Foundation
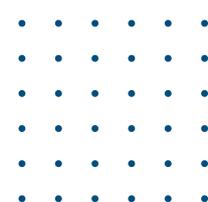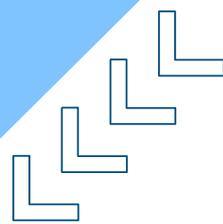
Corporate Overview

About
Tata AutoComp

Tata AutoComp Systems Limited:

Founded in 1995, Tata AutoComp Systems Ltd. was established with the goal of bringing advanced automotive component technologies to the rapidly growing Indian automotive industry. We focus on the design, development, manufacturing, and supply of a wide variety of auto-component products and services. These offerings serve automotive OEMs, including those in the passenger vehicle, commercial vehicle, two and three-wheeler, tractor, off-road vehicle, allied industrial sectors, and the aftermarket.
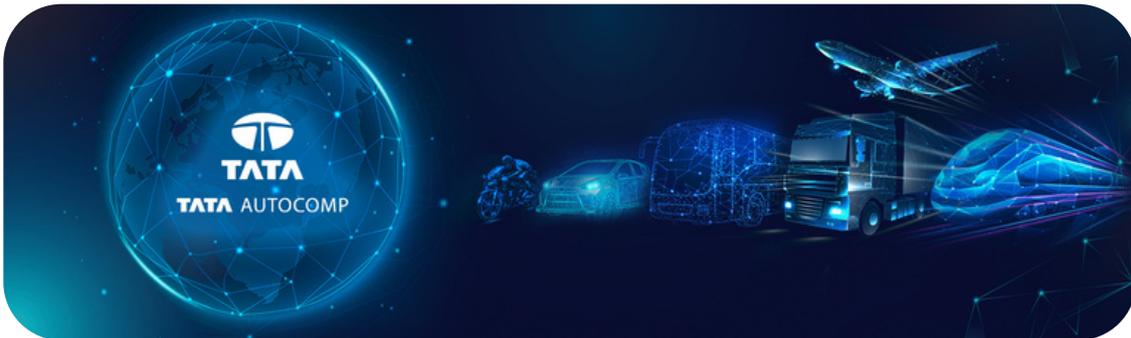
Vision

To be the most trusted mobility components and systems partner.

Mission

Deliver value to all stakeholders by differentiation through safety, quality and constant innovation.

Values

Integrity   Pioneering   Excellence   Unity   Responsibility

Tata AutoComp (Standalone)
India Presence
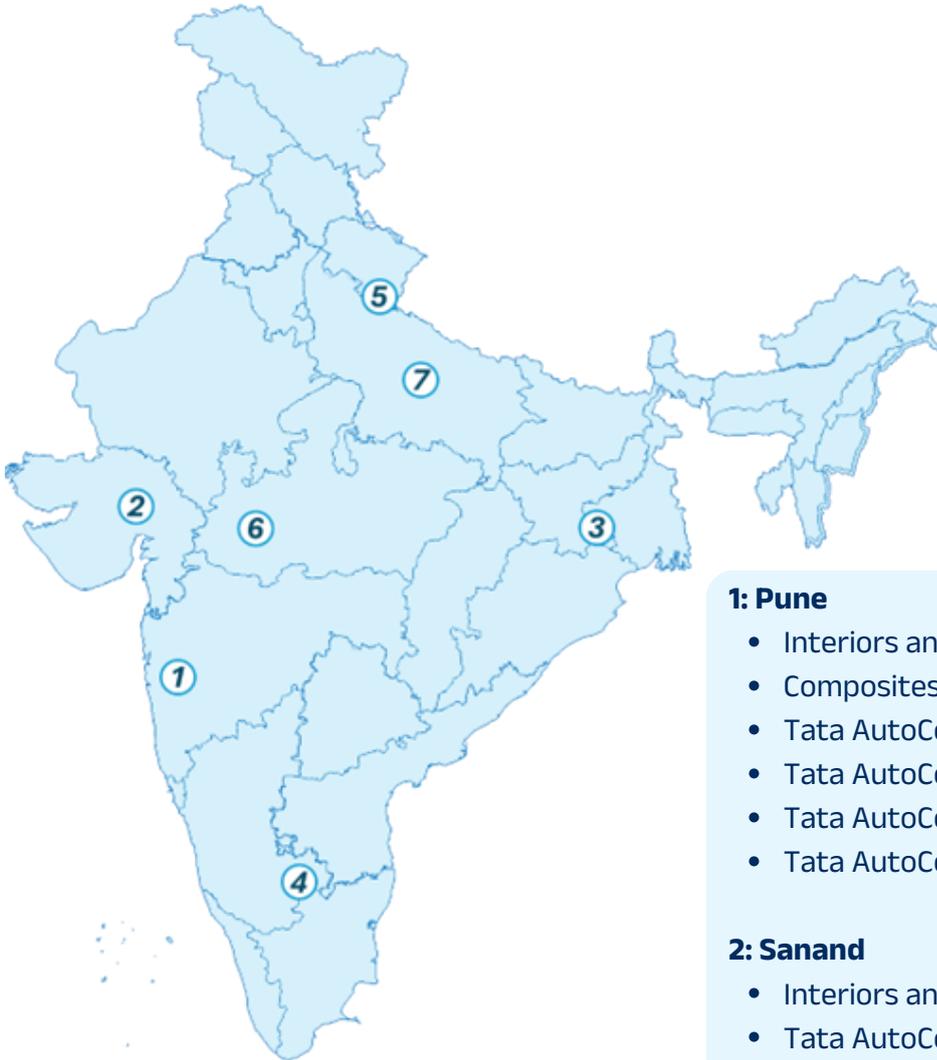
6 **Business Units**

30 **Manufacturing Plants**

2 **Offices**

1: Pune
- Interiors and Plastics Division
- Composites Division
- Tata AutoComp Gotion
- Tata AutoComp Supply chain Services
- Tata AutoComp Technical Center
- Tata AutoComp Independent Aftermarket

2: Sanand
- Interiors and Plastics Division
- Tata AutoComp Gotion

3: Jamshedpur
- Interiors and Plastics Division
- Composites Division

4: Bengaluru
- Interiors and Plastics Division

5: Pantnagar
- Composites Division

6: Pithampur
- Composites Division

7: Lucknow
- Interiors and Plastics Division

Our sustainability
Strategy & Aspirations

Our sustainability journey is built on a commitment to creating long-term value for all stakeholders by protecting the environment, empowering communities, and enabling responsible growth.

Our sustainability strategy is built on three foundational pillars

Strong Governance

We integrate ESG considerations into our business decisions, product design, and supply chain management. By aligning profitability with purpose, we aim to deliver solutions that are not only economically viable but also socially and environmentally responsible.

Environmental Stewardship

We are committed to holistic environmental stewardship across our operations. Alongside accelerating our transition to low-carbon energy through renewable investments and energy efficiency, we are strengthening circular economy practices, enhancing water conservation, and advancing biodiversity management. These efforts align with our goal to reduce environmental impact and contribute meaningfully to the Group's net zero ambition.

Social Commitment

We are nurturing a responsible workforce by embedding sustainability into our culture, training programs, and leadership development. Our employees are key enablers of change, and we are equipping them with the tools and knowledge to drive sustainable innovation.

This reflects our balanced and integrated approach to social, environmental, and governance priorities. Guided by the Tata Group's core values and the Tata Code of Conduct, our strategy aligns with the Group's environmental vision through Project Aalingana. This initiative focuses on building planetary resilience by advancing decarbonization, promoting circular economy practices, and restoring natural ecosystems, while setting a long-term goal of achieving Net Zero by 2045. We are equally committed to governing responsibly, with a focus on people, planet, and shared prosperity.

Tata AutoComp
ESG Goals

Governance Goals

- 100% Employees coverage on **Code of Conduct** Training
- **Customer Satisfaction Score** > 85% YOY
- 2% of **R&D Spend** on improving environmental and social impacts of product by 2028
- 100% **critical Suppliers Assessed** on ESG parameters by 2025
- **Zero Data Breach incidents** (IT, Privacy, cybersecurity, etc.) YoY

Environment Goals

Driving Net Zero

- Achieve **Net Zero by 2040**
- 25% reduction in absolute **Carbon Emissions** by 2030

Preserving Nature & Biodiversity

- Create an **action plan for net positive impact** by 2024
- Invest In **Nature-Based Solutions** (NBS) Products In India by 2025
- Group is an **NBS leader** and has supported NBS market in India

Pioneering Circular Economies

- **More than double the content of Renewable or Recycled resources** in products by 2025
- **Replenish Freshwater** and **Zero Waste to Landfill** by 2030
- **Replenish more freshwater than consumed** at source by 2040

Base Year 2020

Social Goals

- 25% **Gender Diversity** by 2030
- **Voluntary Attrition Rate** < 10% YoY
- **Employee Satisfaction Score** > 90
- 5 days of **Training per Employee** YoY
- 13 **Per Capita Volunteering Hours** by 2026

Our ESG monitoring methodology - Dashboard

Parameter	Material issue	UOM	Criteria	Score
Scope 1 emissions	Net Zero	tCO2e	5% Reduction	5
Scope 2 emissions	Net Zero	tCO2e	5% Reduction	2.5
GHG intensity	Net Zero	tCO2e/ sales (INR Crs.)	5% Reduction	2.5
Energy intensity	Net Zero	GJ / Sales in INR Crs.	5% Reduction	5
Renewable energy consumption	Net Zero	GJ	>5% RE	5
Domestic water consumption (liters/person/day)	Circularity	Liters	< 30 L /P/M	5
Water intensity	Circularity	(kL/sales in INR Cr.)	0	5
% of waste water discharged	Circularity	%	0	2.5
Waste to Landfill (%)	Circularity	%	5% Reduction	2.5
Waste Intensity	Circularity	(ton / sales in INR Cr.)	5% Reduction	2.5
Waste to Recycling of all recyclable products/parts(%)	Circularity	%	5% Reduction	2.5
% LCA done for critical products	Circularity	%	1 product	2.5
% of sites that have Biodiversity management plans (BM plan sites/ Total sites)	Biodiversity	%	Group Level Target	2.5
No. of biodiversity related non-compliances / orders received (Nos.)	Biodiversity	Number	0	2.5
Annual Volunteering hours per staff employees (hours) CSR	Social	Hours	4	2.5
LTIFR	Social	Number	zero	5
Ensure Zero Human Rights Violations YoY	Social	Number	0	5
Female employees overall (%) (Direct + Indirect)	Social	%	22%	5
Ensure 100% Employees receive Human Rights, DEI training Annually	Social	Number	100%	2.5
% of Attrition of Hi-Pot	Social	%	<9%	2.5
% employee satisfaction score	Social	%	>75%	5
% customer satisfaction score	Social	%	>75%	5
% employees receiving Code of conduct and ESG training	Corporate Governance	%	100%	2.5
TAT for POSH complaints (days)	Corporate Governance	Days	<90	2
TAT for Customer complaints (days)	Corporate Governance	Days	<30	2
Data breaches	Corporate Governance	Number	0	1
R&D and innovation spends (%)	Corporate Governance	%	Meet Annual Target	5
% of Tier I suppliers assessed on sustainability parameters	Corporate Governance	%	100% for Critical Suppliers	5

Stakeholder Engagement

Building strong relationships and open communication with our stakeholders is essential to achieving our goals and driving long-term success. At Tata AutoComp, we focus on regular engagement and transparent disclosures to understand stakeholder expectations, address concerns, and create lasting value through meaningful partnerships.

Stakeholder Group	Mode of Engagement	Frequency	Agenda
Employees	Emails, Meetings, Notices, Intranet, Website, Review Meetings, Performance Appraisal Processes	Ongoing or Need Basis	Employee Health, Safety and Wellbeing, Employee Career Management, Learning Growth and Development, Policies, Processes and Performance
Board	Emails, Meetings, Notices, Intranet, Website, Review Meetings, Performance Appraisal Processes	Regular board meetings	Business performance
Customers	Emails, Websites, Customer Satisfaction Survey, ESG Disclosures, Meetings	Ongoing or need basis	Customer satisfaction and opportunities for improvement
Investors	Annual reports, Quarterly Presentations, Investor Meets, Emails, One-on one interactions, Website	Ongoing or need basis	Customer satisfaction and opportunities for improvement
Suppliers	Emails, Website, Interactions, Supplier Meets, Vendor Satisfaction Survey	Ongoing or need basis	Vendor satisfaction and opportunities for improvements, Business growth
Communities	In-Person Interactions, CSR Field Visits, Group Discussions	Ongoing or need basis	Community needs and expectations, opportunity for improvement
Government and regulatory authorities	Interactions with State Authorities, Pollution Control Boards, Tax, Officials, Seminars, Media Reports	Continuous/ Frequently	Statutory and Regulatory Compliance
Trade association	Trade meets	Trade meets	Industry growth

Materiality Assessment

At Tata AutoComp, we believe that strong stakeholder relationships and open communication are essential to achieving our sustainability goals and long-term success. We are committed to transparent disclosures that reflect stakeholder expectations and help build trust, create value, and sustain meaningful partnerships.

To stay aligned with stakeholder priorities, we conduct a comprehensive materiality assessment every two years or as needed. This process involves engaging with internal and external stakeholders to identify and prioritize key Sustainability topics. We use a materiality matrix, considering both how these issues affect our business and their broader impact on society and the environment. The outcomes are integrated into our Enterprise Risk Management framework, reviewed by senior leadership, and approved by the Board of Directors, reinforcing our strategic approach to sustainability and stakeholder engagement.

1 Stakeholder Identification
Stakeholder groups – Peers, investors, suppliers, customers, and employees were selected.

2 Evaluation of Standards
Review of standards like SASB, BRSR, DJSI, MSCI was undertaken.

3 Online Surveys
Online Surveys with identified stakeholder materiality preference was undertaken.

4 Diagnostic Assessments
Assessment of the material issues of stakeholders was considered and a score was arrived at.

5 Mapping
The final scores were mapped for Tata AutoComp, and other stakeholders and a matrix of the issues was derived. On the x-axis was importance to Tata AutoComp while importance to stakeholders was mapped on the y-axis.

6 Final Materiality Matrix
The materiality matrix has been finalized in consultation with Tata AutoComp's senior management.

Our Material Issues

Very High Risk

1. Climate Action — E
2. Employee Health Safety and wellbeing — S
3. Talent Management — S
4. Circular Economy — E
5. Product Stewardship — E

High Risk

6. Business Ethics — G
7. Human Rights and Labor Practices — S
8. Sustainable Innovations — G
9. Responsible supply chain — G

Medium Risk

10. Environmental Protection — E
11. Community Relations — S
12. Data Privacy — G

Materiality Matrix

Medium Risk   High Risk   Very High Risk

Importance to stakeholders

Importance to Tata AutoComp

Governance
Environment
Social

Corporate Governance   Transparent Disclosures   Policy Advocacy

Material Topics - Strategic Relevance

Building on the outcomes of our materiality assessment, we have undertaken a high-level risk and opportunity analysis for each material topic. These topics span across Environment, Social, and Governance (ESG) dimensions and are categorized by their significance as Very High, High, or Medium risk in relation to our Company.

For each topic, we have mapped the Impact, Risk, Opportunity, and Effect, linking them with the Global Reporting Initiative (GRI) Standards, the Business Responsibility and Sustainability Report (BRSR) Principles, and the United Nations Sustainable Development Goals (SDGs). This integrated approach ensures that our sustainability agenda not only addresses compliance and stakeholder expectations but also contributes meaningfully to broader global and national priorities.

The following section summarizes each material topic in detail, highlighting the associated risks and opportunities, their business relevance, and the key actions we are taking to embed sustainability into our operations.

1. Climate Action

Category:

Very high-risk material topic E

Impact, Risk, Opportunity and Effect:

Risk: Climate action can pose a risk to due to potential regulatory changes and increased costs for compliance and sustainable practices.

Opportunity: Offers an opportunity to innovate, develop eco-friendly products, and gain a competitive edge in a growing market for sustainable solutions.

In FY 2024–25, Tata AutoComp continued to strengthen its climate action efforts by refining Scope 1, 2, and 3 emission calculations and improving the quality of GHG inventorization across all business units. These efforts are part of the operationalization of our Decarbonization Roadmap, reinforcing our commitment to achieving Net Zero emissions.

By embedding sustainability, innovation, and resilience into core operations, we contribute meaningfully to SDG 13: Climate Action. In parallel, our focus on energy efficiency and the deployment of low-carbon technologies supports SDG 7: Affordable and Clean Energy, promoting access to reliable and sustainable energy solutions throughout our value chain.

Mapping:
GRI: 302,305
BRSR: P6, P9

2. Employee Health, Safety and Wellbeing

Category: Very high-risk material topic S

Impact, Risk, Opportunity and Effect:

Risk: Neglecting employee health, safety, and wellbeing can lead to increased operational costs, regulatory penalties, and unplanned investments in corrective infrastructure and compliance measures.

Opportunity: Prioritizing employee wellbeing enhances productivity, reduces absenteeism, and fosters a positive workplace culture ultimately strengthening Company's performance and resilience.

At Tata AutoComp, we believe that employee health and wellbeing are vital to driving productivity and long-term business success. When individuals feel physically and mentally supported, secure, and valued, they are more engaged, loyal, and committed to comapny goals. In FY 2024–25, we carried out Human Rights Due Diligence across our operations to identify improvement areas and align with global best practices. This initiative reflects our dedication to building a safe, inclusive, and empowering workplace. These efforts contribute to SDG 3 (Good Health and Well-being) and SDG 8 (Decent Work and Economic Growth), reinforcing our commitment to a resilient and motivated workforce.

Mapping:
GRI: 401, 403, 404
BRSR: P3, P5

3. Talent Management

Category: Very high-risk material topic S

Impact, Risk, Opportunity and Effect:

Risk: Ineffective talent management can result in high employee turnover, skill shortages, and reduced productivity, ultimately impacting business continuity and growth.

Opportunity: Strategic talent management enables us to attract, develop, and retain top talent driving innovation, improving performance, and sustaining a competitive advantage.

While specific roles demand defined skill sets, continuous development of both technical and soft skills is essential for long-term career progression. In FY 2024–25, Tata AutoComp conducted Human Rights Due Diligence to assess current capabilities and identify gaps in employee education and skill development. This initiative ensures that we not only create employment opportunities but also foster a culture of learning, adaptability, and growth. These efforts align with SDG 4 (Quality Education) and SDG 8 (Decent Work and Economic Growth), reinforcing our commitment to inclusive and sustainable talent development.

Mapping:
GRI: 401, 404
BRSR: P3, P8

4. Circular Economy

Category: Very high-risk material topic E

Impact, Risk, Opportunity and Effect:

Risk: Shifting toward a circular economy requires a fundamental transformation in how products are designed and how processes are structured. This transition can involve considerable capital investment, operational disruption, and the need for new capabilities across the value chain, making it a complex and resource-intensive endeavor.

Opportunity: Despite the challenges, adopting circular economy practices opens up valuable opportunities to optimize resource use, significantly reduce waste, and lower long-term material costs. It also enables the creation of innovative business models through recycling, re-manufacturing, and product life extension contributing to both environmental sustainability and economic resilience.

IIn FY 2024–25, Tata AutoComp reaffirmed its commitment to delivering operational excellence while upholding environmental responsibility. Operating in a resource-intensive industry, we recognize the environmental impact of material consumption and waste generation. To address this, we advanced our Net Zero strategy by integrating principles of resource optimization, waste minimization, and sustainable operations across our processes. Through Life Cycle Assessments of three core products, we identified opportunities to reduce environmental footprint and enhance product efficiency. These efforts align with SDG 14 (Life Below Water) and SDG 15 (Life on Land), reflecting our commitment to ecosystem protection, biodiversity conservation, and long-term ecological balance.

Mapping:
GRI: 101, 304
BRSR: P6, P8

5. Product Stewardship

Category: Very high-risk material topic E

Impact, Risk, Opportunity and Effect:

Risk: Environmental initiatives may increase operational costs and regulatory complexity. Failure to meet expectations could impact brand reputation and stakeholder trust. Expanding focus on SDG 14 and 15 demands greater transparency and accountability.

Opportunity: Environmental stewardship supports biodiversity and ecosystem conservation. Life Cycle Assessments and efficiency measures enhance sustainability performance. Aligning with SDG 14 and 15 attracts eco-conscious consumers and builds brand value.

IIn FY 2024–25, Tata AutoComp reinforced its commitment to product stewardship by focusing on minimizing environmental impacts without compromising product excellence. As high-quality products with larger environmental footprints face increasing regulatory scrutiny and evolving customer expectations, adopting a stewardship approach allows us to proactively manage these risks. Aligned with SDG 9 (Industry, Innovation and Infrastructure) and SDG 12 (Responsible Consumption and Production), our efforts promote innovation in sustainable design and responsible manufacturing practices. This approach not only improves operational efficiency but also strengthens our brand's environmental credibility.

Mapping:
GRI: 301, 416, 417
BRSR: P2, P8

6. Business Ethics

Category: High-risk material topic (G)

Impact, Risk, Opportunity and Effect:

Risk: Weak ethical practices can expose the company to legal action, financial losses, and long-term reputational harm. Such issues can erode stakeholder confidence and disrupt business continuity.

Opportunity: Maintaining strong ethical standards builds stakeholder trust, nurtures a transparent and accountable culture, and supports long-term resilience and sustainable growth.

Business ethics, like human rights, form the foundation of responsible and sustainable corporate conduct. They shape how companies operate, grow, and engage with stakeholders, ensuring that all activities remain free from corruption, exploitation, and unethical practices. At Tata AutoComp, we uphold ethical excellence through rigorous compliance, continuous training and awareness programs, and a values-driven culture that prioritizes integrity over shortcuts. Our approach supports SDG 16, which advocates for transparent institutions, justice, and strong governance. By embedding ethical principles into every layer of our operations, we aim to build trust, foster accountability, and contribute to a fair and resilient business environment.

Mapping:
GRI: 102, 205, 206
BRSR: P1

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

7. Human Rights and Labor Practices

Category: High-risk material topic (S)

Impact, Risk, Opportunity and Effect:

Risk: Failure to uphold human rights and fair labor practices can result in legal consequences, reputational harm, and erosion of stakeholder trust.

Opportunity: A strong commitment to human rights and fair labor standards enhances our reputation, attracts socially responsible stakeholders, and builds a loyal, motivated workforce.

Human rights are universal and non-negotiable, and this principle must extend into the workplace, where operational demands should never compromise individual dignity or fairness. In FY 2024–25, Tata AutoComp conducted Human Rights Due Diligence to ensure that all employees and workers are treated with respect and receive what they rightfully deserve. This initiative has helped us foster a safer, healthier, and more inclusive work environment, contributing directly to SDG 3 (Good Health and Well-being) by promoting employee wellness, and to SDG 8 (Decent Work and Economic Growth) by supporting fair treatment and equitable growth across our operations.

Mapping:
GRI: 401, 403, 404
BRSR: P3, P5

4 QUALITY EDUCATION

8 DECENT WORK AND ECONOMIC GROWTH

8. Sustainable Innovations

Category: High-risk material issue **G**

Impact, Risk, Opportunity and Effect:

Risk: Investing in sustainable innovation often requires substantial financial resources and intensive R&D efforts, which may pose short-term economic risks and uncertainty in returns.

Opportunity: Pursuing sustainable innovation enables us to create advanced, eco-friendly solutions that reduce environmental impact and meet rising market demand—positioning us for long-term growth and competitive advantage.

At Tata AutoComp, innovation is the cornerstone of our sustainability journey. We recognize that without continuous investment in research and development (R&D), our ability to deliver high-performing, environmentally responsible products would be compromised. A lack of innovation not only limits market competitiveness but also restricts our ability to meet evolving customer needs and reduce environmental impact. In FY 2022–23 and FY 2023–24, we made strategic investments in R&D to improve product quality, streamline delivery systems, and lower our ecological footprint. These efforts are being further advanced in FY 2024–25, reinforcing our commitment to SDG 9 (Industry, Innovation and Infrastructure), SDG 12 (Responsible Consumption and Production), and SDG 13 (Climate Action). Our focus remains on developing solutions that are future-ready and aligned with global sustainability goals.

Mapping:
GRI: 301, 302, 305
BRSR: P2, P6, 23

9. Responsible Supply Chain

Category: High-risk material topic **G**

Impact, Risk, Opportunity and Effect:

Risk: Managing a responsible supply chain in the auto component industry presents challenges such as complex oversight, adherence to ethical standards, and increased operational costs. These factors can strain resources and impact efficiency if not carefully managed.

Opportunity: Building a responsible supply chain strengthens brand reputation, fosters trust with stakeholders, and supports long-term sustainability. Ethical sourcing and reduced environmental impact align with global expectations and position us as a forward-thinking industry leader.

Tata AutoComp recognizes that a sustainable supply chain is essential to ensuring product quality, ethical practices, and environmental responsibility. In FY 2024–25, we conducted a detailed assessment of our critical suppliers to identify improvement areas, strengthen partnerships, and promote ethical sourcing. These efforts support SDG 8 (Decent Work and Economic Growth) by encouraging fair labor practices, SDG 12 (Responsible Consumption and Production) through responsible manufacturing, and SDG 17 (Partnerships for the Goals) by fostering transparent and collaborative supplier relationships.

Mapping:
GRI: 308, 414
BRSR: P2, P5, P6

10. Environment Protection

Category: Medium-risk material topic **E**

Impact, Risk, Opportunity and Effect:

Risk: Environmental protection efforts can lead to increased operational costs and regulatory compliance challenges, as well as damage to reputation among consumers and communities.

Opportunity: Prioritizing environmental protection enables contribution to biodiversity conservation, improvement of ecosystem services, and attraction of environmentally conscious consumers.

In FY 2025, Tata AutoComp advanced its environmental protection efforts by moving from assessment to action. Building on the biodiversity risk screening conducted across all operational locations, the company developed and began implementing a high-level Biodiversity Management Plan. This included targeted initiatives such as species management, and the initiation of feasible Nature-Based Solutions (NBS) projects. These actions reflect a strategic shift from reactive compliance to proactive stewardship, reinforcing Tata AutoComp's commitment to preserving ecosystem services and supporting local communities. By embedding biodiversity considerations into site-level planning and aligning with national and global sustainability frameworks, the company continues to mitigate environmental risks while enhancing its reputation among stakeholders.

Mapping:
GRI: 101, 304
BRSR: P6, P8

11. Community Relations

Category: Medium-risk material topic **S**

Impact, Risk, Opportunity and Effect:

Risk: Failing to prioritize CSR can weaken public perception and reduce stakeholder confidence. It may also increase exposure to compliance risks and social backlash.

Opportunity: Integrating CSR into our strategy fosters brand loyalty and social credibility. It opens doors to purpose-driven partnerships and sustainable market growth.

During FY 2024–25, Tata AutoComp strengthened its commitment to inclusive and sustainable community engagement. We focused on generating employment for local populations, ensuring fair access to natural resources, and supporting initiatives that improve health, education, and infrastructure. These actions contribute directly to SDG 8 (Decent Work and Economic Growth) by promoting fair employment, and to SDG 10 (Reduced Inequalities) through targeted efforts in our operational areas.

Our approach goes beyond compliance—community involvement is embedded in our values. By investing in long-term development and fostering resilient local partnerships, we also support SDG 11 (Sustainable Cities and Communities), ensuring our presence leads to shared progress and lasting impact.

Mapping:
GRI: 102, 203, 413
BRSR: P8, P9

12. Data Privacy

Category: Medium risk materiality topic (G)

Impact, Risk, Opportunity and Effect:

Risk: Data privacy breaches can result in severe legal consequences, financial losses, and long-term reputational harm, undermining stakeholder confidence.

Opportunity: Prioritizing data privacy strengthens customer trust, ensures compliance with evolving regulations, and offers a strategic edge in a data-conscious market.

Data privacy remains a cornerstone of trust and integrity in our operations. At Tata AutoComp, we understand that safeguarding sensitive information—whether customer data or internal records—is essential for maintaining stakeholder confidence and complying with evolving regulatory frameworks. Neglecting data privacy can lead to security breaches, legal consequences, and reputational harm.

In FY 2024–25, we continued to strengthen our data protection framework through advanced IT infrastructure, robust software systems, and regular privacy audits. These efforts reinforce our commitment to secure and ethical data handling, while supporting SDG 9 (Industry, Innovation and Infrastructure) through resilient digital systems, and SDG 16 (Peace, Justice and Strong Institutions) by promoting transparency and accountability.

Mapping:
GRI: 103, 418
BRSR: P1, P9

Double Materiality Assessment (DMA)

Our Materiality Assessment is being reviewed on Double Materiality principles, which will enable us to identify and prioritize sustainability issues based on their financial implications for our business as well as our impact on society and the planet. We are currently refreshing this assessment to ensure its continued alignment with leading global standards like ESRS, GRI, BRSR, SASB, and TCFD. This periodic refinement builds upon our established sustainability framework and is a key part of how we integrate sustainability into our core strategy and disclosures.

Tata AutoComp's Culture of 7S ; 'Sustainability' is a core Pillar

Our Governance Related Commitments in Sustainability Policy

Building Enduring Business:

- **Integrating Sustainability:** Integrate sustainability practices to mitigate climate change risks across our businesses, embedding environmental and social considerations into our business decisions and goals.

- **Risk Assessment and Management:** Conduct thorough risk assessments to identify and mitigate potential environmental, biodiversity, health, safety, and sustainability risks associated with our operations, products, and services, extending this diligence throughout our value chain.

- **Sustainable Value Chain:** Build a sustainable value chain by encouraging and supporting our supplier and dealer partners to adopt sustainability practices.

- **Green Revenue Growth:** Grow green revenue by developing new products and enhancing existing ones to consistently improve value propositions for our customers while considering environmental impacts throughout the product lifecycle.

- **Governance and Reporting:** Establish a governance structure to oversee our sustainability commitments, undertake natural and social capital valuation to assess business risks, and report in line with TATA Group reporting frameworks.

Promoting Ethical Business Practices:

- **Ethical Behavior:** Uphold the highest standards of integrity and transparency, maintaining a policy of "zero tolerance" towards any violation of existing laws. Implement robust anti-corruption measures to prevent fraud and misconduct.

- **Compliance and Fair Practices:** Ensure compliance with all relevant laws, regulations, and industry standards, fostering a culture of ethical behavior and decision-making across the organization.

- **Continuous Improvement:** Dedicate ourselves to the continuous improvement of our environmental performance, occupational health and safety practices, and sustainability initiatives by setting targets and objectives, monitoring progress, and implementing best practices across our value chain.

Governance Related Ambitions and Progress

Material issues	Target	Year	Progress as of FY 2024-25	SDG mapping
Business ethics	Ensure 100% employees receive code of conduct and ESG training annually	2024	Achieved	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
	Reduce TAT to <45 days for TCoC complaints	YoY	NA	
	Reduce TAT to <10 days for customer complaints	2027	On Track	
	Maintain customer satisfaction score of greater than 85% (YoY)	2024	Achieved	
Sustainable innovations	Target 2% of R&D spend on improving environmental and social impacts of product	2025	On Track	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION
Responsible supply chain	Assess 100% critical suppliers on ESG parameters	2025	On Track	8 DECENT WORK AND ECONOMIC GROWTH; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 17 PARTNERSHIPS FOR THE GOALS
Data privacy	Ensure Zero data breach incidents (IT, Privacy, cybersecurity, etc.)	YOY	Maintained	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Our Environmental Commitments in Sustainability Policy

Nurturing the Environment:

- **Climate Action:** Actively participate in global climate action by achieving ambitious emission reduction targets across our entire value chain, in alignment with The Paris Agreement on climate change. We are committed to significantly reducing our greenhouse gas (GHG) emissions through the adoption of renewable energy sources and implementing comprehensive decarbonization strategies. This includes setting science-based targets, increasing energy efficiency, and investing in innovative technologies to ensure a sustainable and resilient future.

- **Resource Efficiency and Conservation:** Strive to optimize resource use, minimize waste generation, and promote the efficient use of energy, water, and raw materials throughout our operations and value chain.

- **Pollution Prevention:** Prevent pollution by minimizing emissions, discharges, and waste generation through cleaner production technologies and processes. Additionally, we are committed to reducing noise pollution by implementing effective noise control measures and technologies to ensure a healthier environment for our communities and ecosystems.

- **Biodiversity Conservation:** Commit to biodiversity conservation and ecosystem protection by minimizing impacts on natural habitats and species diversity, ending deforestation, conducting reforestation drives, and promoting a net positive impact (NPI) approach. Additionally, we are dedicated to preserving and enhancing soil quality through sustainable land management practices, recognizing its vital role in supporting healthy ecosystems and biodiversity.

- **Compliance with Laws and Regulations:** Comply with all relevant environmental, health, safety, and sustainability laws, regulations, and standards across all locations and throughout our value chain.

Environmental Ambitions and Progress

Material issues	Target	Year	Progress as of FY 2024-25	SDG mapping
Climate Action	Active net zero	2045	On track	
	Reduce Scope 1+ 2 emissions by 25% (2020 baseline)	2030	On Track, as per Decarbonization Roadmap	
	Increase Renewable Electricity to 20%	2026	75% target achieved	
	Achieve 100% RE	2030	15% RE as on date	
Circular Economy	Achieve Domestic water consumption of less than 30 litre/person/day	2024	Achieved	
	Achieve water neutrality at all sites	2030	On track	
	Become water positive	2040	On track	
	Ensure 2x of recycled material in the total input material as compared to 2020	2025	Achieved	
	Achieve zero liquid discharge (ZLD) at all sites	2030	On track	
	Ensure zero waste to landfill	2030	On track	
Product Stewardship	Conduct LCA cradle to grave, for 100% critical products	2025	Achieved	
Environmental Protection	Assess 100% site for Biodiversity impact	2026	Achieved	
	Ensure 100% sites have Biodiversity Management Plans	2027	On track	
	Ensure Zero biodiversity related non-compliance YoY	YoY	Continuous	

Our Social Commitments in Sustainability Policy

Enabling Stakeholders to Rise:

- **Employee Health and Safety:** Prioritize the health and safety of our employees and stakeholders by providing a safe working environment, implementing effective safety training programs, and fostering a culture of safety awareness and participation. Arvind Goel Chairman

- **Equality and Diversity:** Foster an inclusive workplace culture that values every employee, ensures equal opportunities, and promotes diversity in all interactions with stakeholders throughout our value chain.

- **Human Rights:** Safeguard human rights in all aspects of our business operations and collaborations, upholding and actively contributing to their protection.

- **Social Responsibility:** Recognize our social responsibility by contributing positively to the communities in which we operate, supporting local initiatives, respecting human rights, and promoting social welfare in line with our CSR Policy.

- **Stakeholder Engagement and Collaboration:** Engage with and collaborate with stakeholders, including employees, customers, suppliers, communities, and regulatory bodies, to effectively address environmental, health, safety, and sustainability concerns

CSR Project : Cafe 'DIL' (Dignity In Life) for students with Autism

Social Ambitions and Progress

Material issues	Target	Year	Progress as of FY 2024-25	SDG mapping
Employee health, safety and well being	Achieve zero LTIFR	YoY	0 Maintained	
	Maintain zero fatalities (YoY)	YoY	0 Maintained	
	Cover 100% of employees for health checkup and health index (YoY)	YoY	100% Maintained	
Talent Management	Achieve attrition of Hi-pot of 0%	YoY	On Track	
	Maintain voluntary attrition rate<10% (YoY)	YoY	On Track	
	Ensure 25% female employees in workforce	2030	15.7% On Track	
	Achieve 5 Dyas (40 Hours) of training for each employee (YoY)	2026	39 Hours On Track	
	Maintain employee satisfaction score of greater than 90% (YoY)	2024	90% Achieved	
	Ensure 100% of employees receive regular performance and career development reviews (YoY)	YoY	100% Maintained	
Human rights and labor practices	Ensure Zero Human rights violations	YoY	0 Maintained	
	Ensure 100% employees receive human rights, Diversity & Inclusion training annually (YoY)	YoY	100% Maintained	
	Reduce TAT to <60 days for POSH complaints	2024	NA	
Community relations	Accelerate annual volunteering hours for staff employee to 8 hours	2026	10.19 Hours Achieved	
	Impact 5 Lakh lives (direct beneficiaries) positively through CSR activities	2030	1.20 Lac On Track	
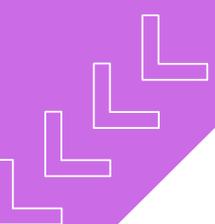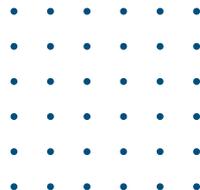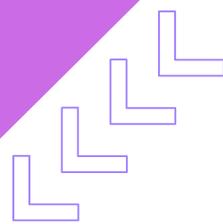
GOVERNANCE

Tata AutoComp - Shareholding Pattern

Shareholder	No. of Shares Held	Percentage
Tata Sons Private Limited	76,982,931	38.25
Tata Industries Limited	69,244,953	34.40
Tata Motors Limited	52,333,170	26.00
Tata Investment Corporation	2,720,054	1.35
Tata Industries Limited j/w Meenakshi Kaundal	50	0.00
Tata Industries Limited j/w Sneha Nirmallal Valeja	50	0.00
Tata Industries Limited j/w Chetan Upadhyay	50	0.00
Tata Industries Limited j/w Jash D Gadhvi	50	0.00
Tata Industries Limited j/w Sagar Jayesh Chikani	50	0.00
Total	201,281,358	100.00

Tata Investment Corporation; 1.35%

Tata Motors Limited, 26.00%

Tata Sons Private Limited, 38.25%

Tata Industries Limited, 34.40%
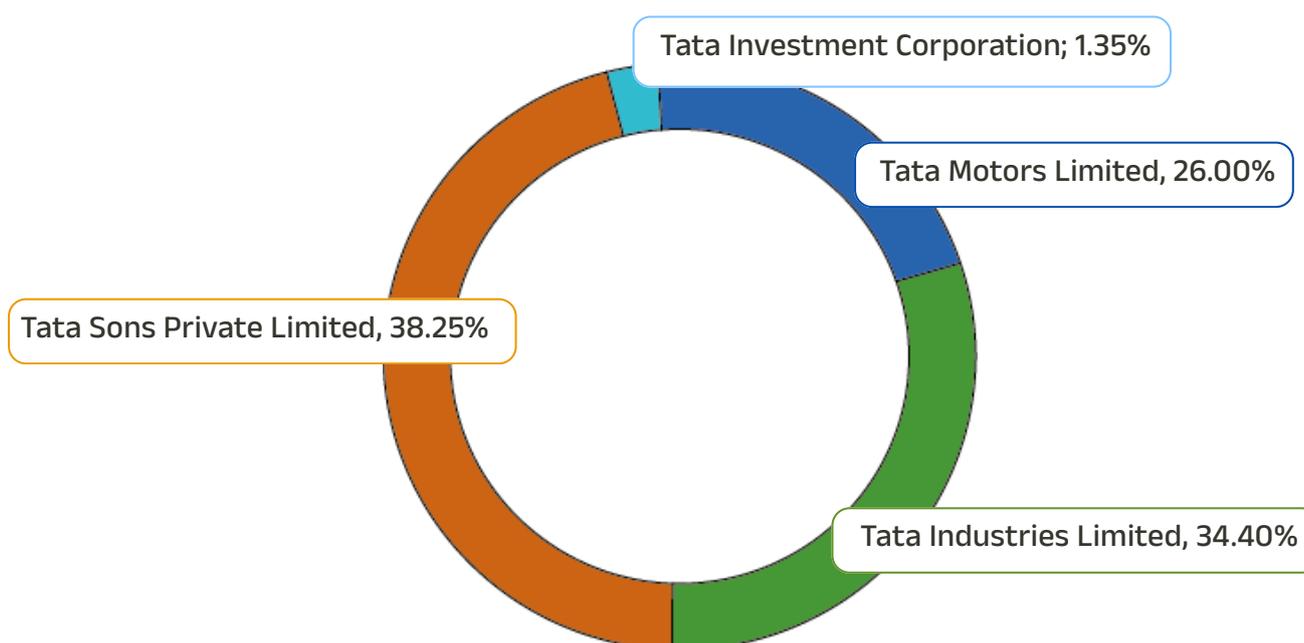
Shareholding Pattern as on 31st March 2025

CORPORATE GOVERNANCE

Our Focus: Transparent Oversight Through Structured Governance

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At Tata AutoComp, our approach to corporate governance is deeply rooted in the Tata Group's enduring philosophy of financial responsibility, ethical behavior, and fairness to all stakeholders. This guiding framework shapes our leadership and decision-making, ensuring that transparency, accountability, and integrity remain central to our operations. We are committed to upholding the highest standards of governance, aligning our practices with evolving industry norms and regulatory expectations. This steadfast dedication not only reinforces stakeholder trust but also strengthens the foundation for sustainable, long-term value creation.

Board Composition

Tata AutoComp's Board of Directors is composed of a balanced mix of Executive, Non-Executive, Non-Independent, and Independent professionals, each bringing deep expertise and diverse perspectives to the Company. Together, they provide strategic oversight, uphold strong governance standards, and guide the company's long-term direction. Every board member contributes meaningfully to advancing our mission and values, encouraging innovation, and ensuring accountability to our stakeholders. Their collective leadership continues to be a driving force behind Tata AutoComp's sustainable progress and enduring success.

Board of Directors

Board Committees

- Audit Committee
- Nomination Remuneration Committee
- Corporate Social Responsibility Committee
- ESG Committee
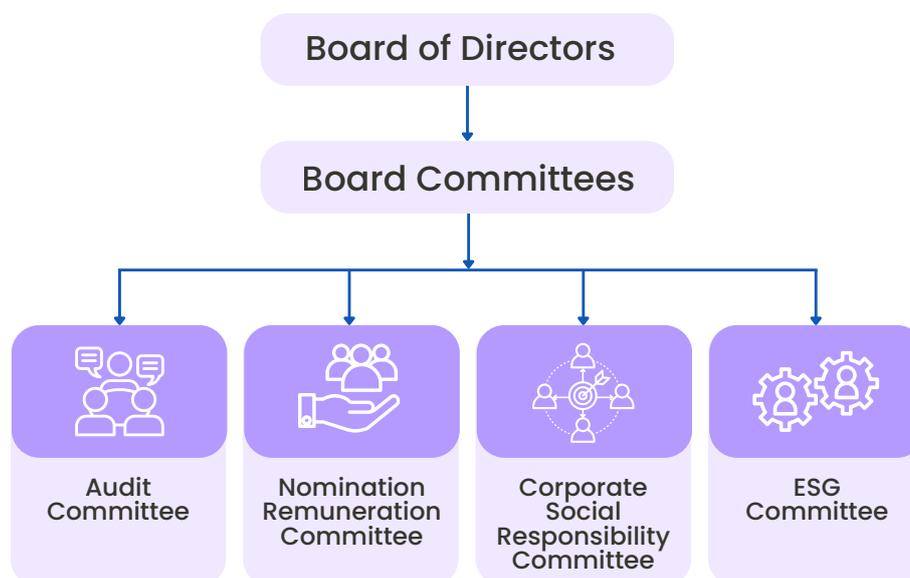
Board Diversity Policy:

Our Board Diversity Policy enables us in promoting a more inclusive and well-rounded decision-making process. Having a diverse board is crucial for us to ensure varied experiences, skills and backgrounds of individuals are brought to the table to enhance effectiveness. Read our Board Diversity Policy here.

Other board related policies:

- Code of Conduct
- Nomination and Remuneration Policy

Board Composition

Mr. Thierry Bollore
Chairman,
Non-Executive,
Non-Independent Director

Mr. Arvind Goel
Vice- Chairman,
Non-Executive,
Non-Independent Director

Mr. Manoj Kolhatkar
Managing Director &
CEO

Mr. Ankur Verma
Non-Executive,
Non-Independent
Director

Ms. Sonali Kulkarni
Non-Executive,
Woman Independent
Director

Ms. Varsha Purandare
Non-Executive,
Independent Director

Mr. Thomas Flack
Non-Executive,
Non-Independent
Director

Mr. Milind Shahane
Non-Executive,
Non-Independent
Director

Board composition as on 31st March 2025

Board Composition Details

Sr.	Name of the Director	Designation	Number of Directorships held in companies other than Tata AutoComp	Experience	No. of Board Meetings attended during FY 2024-25
1	Mr. Thierry Yves Henri Bollore	Non-Executive Chairman	-	He has over 30 years of international business experience, across Europe & Asia.	3
2	Mr. Arvind Goel	Non-Executive Vice Chairman	13	More than 40 years of experience in the automotive industry	6
3	Mr. Manoj Kolhatkar	Managing Director and CEO	6	More than 36 years of experience in the automotive industry	3
4	Mr. Ankur Verma	Non-Executive Non-Independent Director	10	More than 25 years of experience in Investment Banking, Capital Markets and Corporate Strategy	6
5	Ms. Sonali Kulkarni	Non-Executive Independent Director	-	More than 30 years of experience in various domains including finance, legal and management	6
6	Ms. Varsha Purandare	Non-Executive Independent Director	10	Accomplished banking professional with 36 years' experience in credit, forex, treasury, capital markets, investment banking, and private equity at SBI and its subsidiaries.	4
7	Mr. Thomas Flack	Non-Executive Non-Independent Director	1	More than 30 years of experience in the automotive industry	5
8	Mr. Milind Shahane	Non-Executive Non-Independent Director	8	More than 30 years of experience in Sales, Marketing, Strategy, HR / IR, Administration and General Management.	5

Board details as on 31st March 2025

EXPERTISE OF BOARD OF DIRECTORS

Name of the Director	Strategy	Finance	Leadership	Technical/ manufacturing	HR	Governance
Mr. Thierry Yves Henri Bollore	✓	✓	✓	✓	✓	✓
Mr. Arvind Goel	✓	✓	✓	✓	✓	✓
Mr. Manoj Kolhatkar	✓	-	✓	✓	✓	✓
Mr. Ankur Verma	✓	✓	✓	-	✓	✓
Ms. Sonali Kulkarni	✓	✓	✓	✓	✓	✓
Ms. Varsha Purandare	-	✓	-	-	-	✓
Mr. Thomas Flack	✓	✓	✓	✓	✓	✓
Mr. Milind Shahane	✓	✓	✓	✓	✓	✓

Board composition as on 31st March 2025

Board Nomination and Appointment Process

Tata AutoComp's Board Nomination and Appointment Process is guided by the Companies Act, 2013 and other applicable regulations, ensuring a transparent and collaborative approach involving the Nomination and Remuneration Committee (NRC), the Board of Directors, and Shareholders. The process begins with the NRC identifying potential candidates who possess the required competencies, leadership qualities, and alignment with the Company's values. Resumes are carefully reviewed, and for Independent Director roles, the NRC conducts a thorough evaluation of any financial relationships with Tata AutoComp or its affiliates to confirm compliance with independence criteria.

Once all relevant details are verified, the NRC formally recommends the candidate to the Board. The Board then deliberates and approves the appointment, which is subsequently presented to Shareholders for ratification during the Company's General Meeting. This multi-step process ensures that appointments are made with due diligence, fairness, and in full compliance with legal and regulatory standards. It also reflects Tata AutoComp's commitment to maintaining a balanced, skilled, and diverse Board that can effectively guide the Company's strategic direction.

Board Performance Review

Tata AutoComp continues to uphold a structured and transparent approach to evaluating Board performance. Building on the framework established in previous years, the Board undergoes an annual review using a defined questionnaire template. This template assesses key areas such as the fulfilment of responsibilities, clarity in committee roles, effectiveness of Board processes, quality of information flow, Board culture, and engagement with management and stakeholders.

The feedback is consolidated by the Company Secretary and Group Human Resources and presented to the NRC Chairman. An annual review meeting is held to discuss the findings, followed by a summary report to the Chairman of the Board. Insights from this process are used to identify opportunities for improvement and guide to action planning. This ongoing evaluation reinforces our commitment to governance excellence, continuous learning, and alignment with evolving stakeholder expectations.

Business Continuity Planning

To strengthen resilience against unforeseen disruptions, Tata AutoComp has developed and implemented robust business continuity plans. These plans are carefully structured to ensure the continuity of critical operations and are clearly communicated across employees, stakeholders, and customers. A key aspect of this initiative is its integration into the Enterprise Risk Management (ERM) framework, which is reviewed by the Board of Directors at least twice annually. This regular review process ensures that the plans remain responsive to emerging risks and evolving business conditions, reinforcing our commitment to operational stability and proactive risk management.

Board Committees

Our Board plays a key role in shaping the Company's vision, strategy, and goals. To support effective delegation, we've formed committees in line with the Companies Act, 2013, comprising members with diverse expertise. Regular self and independent assessments help enhance board performance, promoting accountability and transparency. ESG topics are consistently addressed in Board meetings, with monthly flash reports ensuring ongoing focus on sustainability initiatives.

Audit Committee

The Audit Committee upholds corporate governance by recommending auditor appointments and overseeing their performance. It reviews financial statements, related party transactions, inter-corporate loans, and evaluates internal controls and risk management systems. The Committee monitors fund utilization from public offers, oversees the CFO appointment, and ensures the Whistle Blower mechanism is effective. It also examines management discussions, internal control reports, and legal compliance, including adherence to the Tata Code of Conduct, extending its oversight to material subsidiaries.

Nomination and Remuneration Committee

The NRC plays a vital role in shaping the Board's structure and composition, recommending criteria for director qualifications, independence, and diversity. It ensures the Board maintains a balanced mix of skills, experience, and perspectives. The Committee supports director appointments, performance evaluations, and formulates policies on Board diversity and remuneration for directors, KMPs, and employees. It also oversees HR strategy, familiarization programs, and advises on resolutions related to appointments and compensation across material subsidiaries, as outlined in its charter.

Corporate Social Responsibility Committee

The CSR Committee is responsible for drafting and recommending the Company's CSR Policy, including planned initiatives and budget allocations. It oversees the implementation of these activities, ensuring alignment with corporate and societal responsibilities. By promoting ethical practices and good corporate citizenship, the Committee supports initiatives that enhance stakeholder well-being. It also monitors CSR efforts and spending across significant subsidiaries, reinforcing Tata AutoComp's commitment to inclusive and responsible growth.

ESG Committee

The ESG Committee plays a central role in aligning group-level sustainability efforts with the ESG Ambition and Project Aalingana objectives. It oversees the planning, execution, and monitoring of sustainability initiatives, while regularly reporting to the Board and advising on ESG strategy. The Committee ensures compliance with national and international standards, tracks entity-level ESG performance, and promotes awareness through training and capacity-building programs. It also engages with stakeholders and data owners, formulates action plans, and monitors progress to ensure targets are met in a structured and sustainable manner.

Strategic ESG Initiatives

In FY 2024–25, the Board concentrated on strategic initiatives aimed at driving growth and diversification. Key focus areas included mergers and acquisitions, financial compliance, and expansion into emerging sectors such as aviation, defence, energy, railways, and electronics. These efforts are designed to position Tata AutoComp for long-term success while reducing dependency on any single market or industry.

ESG remains a central pillar of our strategy, with active oversight from the Board. ESG matters are discussed in detail during quarterly Board meetings, supported by comprehensive reports and third-party audits that provide objective evaluations of our ESG activities. Two Board members with specialized ESG training ensure informed decision-making. Internal assessments are conducted regularly and reported to the Audit Committee, reinforcing transparency, accountability, and continuous improvement in our sustainability performance.

Training and Development

At Tata AutoComp, we recognize that continuous learning is essential to effective governance. To this end, we are committed to enhancing the capabilities of our Board members through structured training and development initiatives. These include regular in-house sessions that cover emerging governance practices, evolving industry trends, and strategic insights relevant to the Company's operations. These sessions are designed not only to build knowledge but also to encourage active engagement and dialogue among Board members.

In addition to formal training, Board members receive timely updates via email on regulatory changes, compliance requirements, and other critical developments. This ensures they remain informed and prepared to make decisions that align with both the Company's strategic objectives and governance standards.

Our approach to training is dynamic and responsive, incorporating feedback from previous sessions and adapting to the changing business environment. By fostering a culture of continuous improvement and learning, we ensure that our Board remains agile, informed, and equipped to provide effective oversight and strategic direction.

"Leap Vault" Leadership Development Programme by Warwick University FY 2024-25

Sustainability Governance Structure

Tata AutoComp's sustainability governance is built on a robust three-tier framework designed to ensure strategic alignment, operational effectiveness, and accountability across all levels of the Company. At the top tier, Sustainability Navigators are responsible for aligning initiatives with the Group's ESG Ambition. They monitor overall sustainability performance, report findings to the Board of Directors, and provide strategic recommendations to enhance ESG outcomes.

The second tier, Sustainability Drivers, leads the design, planning, and execution of sustainability initiatives in line with Project Aalingana. They oversee entity-level ESG compliance, ensure adherence to national and international standards, and promote consistent capacity building and ESG awareness across all business units.

At the operational level, Sustainability Beacons focus on technical implementation. They develop and execute Standard Operating Procedures (SOPs), engage with stakeholders and data owners, conduct training programs, and create action plans to track progress and meet defined targets.

This integrated structure ensures that sustainability efforts are well-coordinated, strategically guided, and effectively implemented throughout the Company

MD & CEO

Sustainability Navigators

ESG Committee

External Advisors

Functional Heads for key pillars

Sustainability Drivers

Social Capital

Decarbonisation

Corporate Governance

Human Capital

Circular Economy

Biodiversity

Divisions

IPD | CD | TSS | TTC | Gotion | IAM

Sustainability Beacons

Working Groups for each division
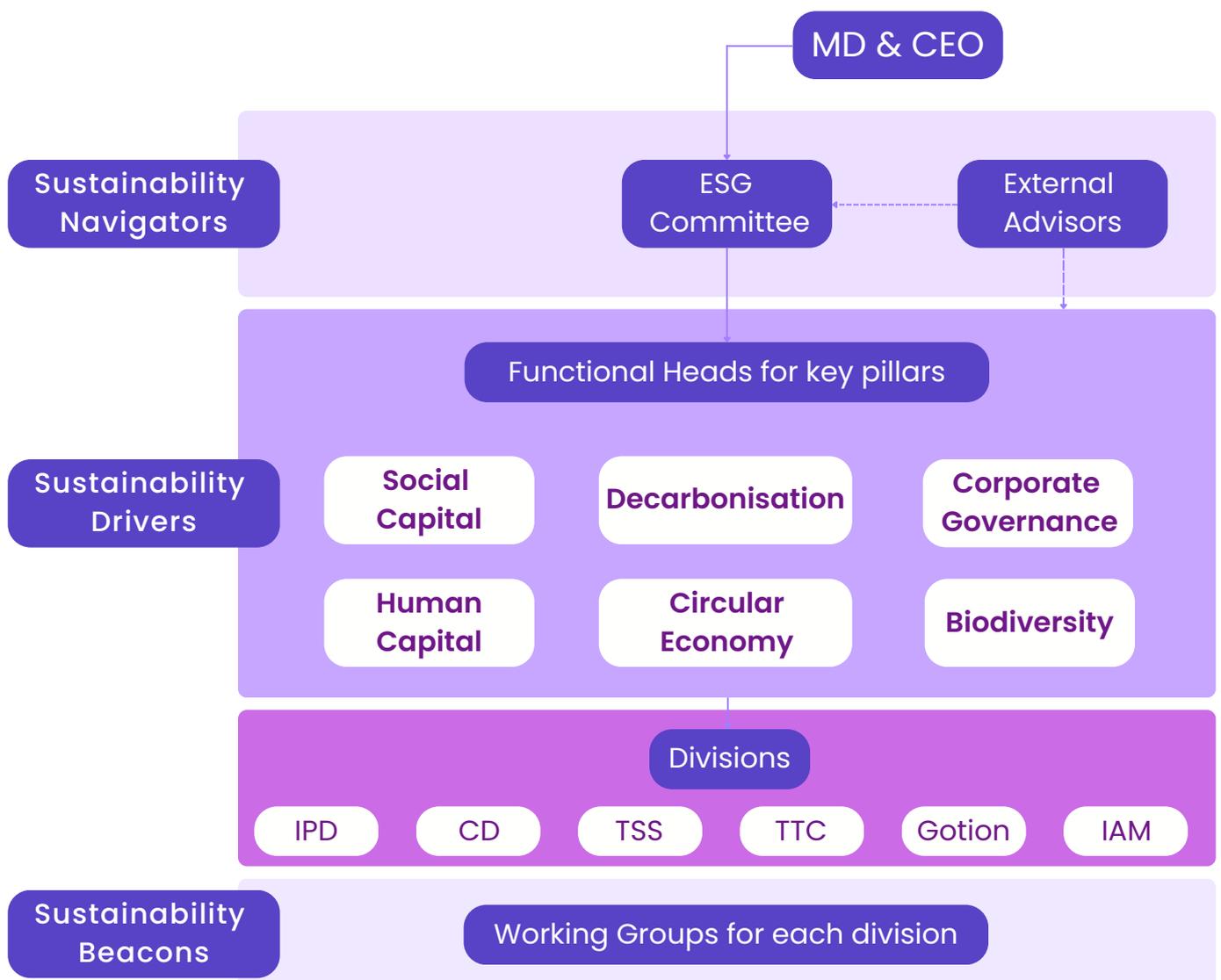
RISK MANAGEMENT

Our Commitment: Identify and Mitigate Sustainability Risks Across Our Value Chain

At Tata AutoComp, we continue to recognize that effective risk management is fundamental to achieving our strategic objectives and sustaining long-term growth. In FY 2024–25, we have further strengthened our risk management framework to ensure it remains agile, comprehensive, and aligned with our evolving business landscape.

Our risk register remains a cornerstone of this framework. It is meticulously maintained and regularly updated to reflect the dynamic nature of our operations across geographies. The register captures and monitors a broad spectrum of risks, including strategic, market, operational, external, and emerging risks. Each risk event is clearly documented, with sources identified and responsibilities assigned to relevant departments based on the nature and complexity of the risk.

We continue to assess risks based on their likelihood and potential impact, and develop detailed mitigation plans with defined timelines. These plans are actively tracked and reviewed to ensure timely execution and effective risk containment.

To uphold governance and oversight, our Board Level Audit Committee at the Board level remains actively engaged in risk-related matters. Risk issues are consistently addressed during committee meetings, ensuring that all concerns are escalated and resolved promptly. The independence of our risk management function from business operations ensures objectivity and comprehensive oversight.

In FY 2024–25, we completed both internal and external audits of our risk management processes, reaffirming our commitment to transparency and continuous improvement. We also expanded our focus on employee and leadership engagement through structured workshops and training sessions. These initiatives foster a culture of vigilance and adaptability, enabling teams to contribute insights and stay informed about evolving risk practices.

Risk management is now deeply embedded in our product development and approval processes, with risk criteria integrated throughout the product lifecycle. This ensures that potential risks are identified and mitigated early, enhancing product performance and reliability. Our warranty protocols are also aligned with risk assessments, reinforcing our commitment to quality and customer satisfaction.

As we move forward, Tata AutoComp remains dedicated to evolving its risk management practices, ensuring resilience, responsiveness, and reliability across all facets of our business.

First Line of Defense

Operational risk management at Tata AutoComp begins with those on the front lines. This includes employees, risk managers, and heads of business units who are directly involved in day-to-day operations. These individuals are responsible for identifying, assessing, and managing risks as they arise, ensuring that potential issues are addressed promptly and effectively at the operational level.

Second Line of Defense

The second line is composed of senior management, who provide oversight and guidance on risk and compliance matters. Their role is to establish and enforce control standards, monitor adherence, and support the first line in managing risks. This layer ensures that risk management practices are consistent, structured, and aligned with the organization's strategic goals.

Third Line of Defense

The final layer of assurance is provided by the Board Level Audit Committee. This committee is tasked with independently reviewing and evaluating the effectiveness of the risk management and compliance framework. By maintaining a high level of oversight, the Audit Committee ensures that all risk-related processes are functioning as intended and that any gaps are addressed in a timely manner.

Emerging Risks

Parameter	Risk 1: ESG Regulatory compliances	Risk 2: AI in business
Description	ESG compliances and disclosures are becoming more stringent with evolving global sustainability standards. Frameworks like CSRD, EUDR, and EU Battery Regulations require adherence to emissions, labor, and governance norms. Global variability adds complexity, demanding continuous monitoring and adaptation. While Tata AutoComp complies with Indian ESG norms and GRI disclosures, aligning with international frameworks remains a challenge, creating regulatory risks. Meanwhile, US reciprocal tariffs have reshaped trade, heightening uncertainty for businesses. Recent tariffs on automobiles, parts, steel, aluminum, and copper impact automotive production and supply chains, adding significant geopolitical and operational risks.	At Tata AutoComp, AI is acknowledged as a transformative yet emerging risk that introduces both opportunities and challenges across multiple areas of the business. Strategically, AI has the potential to reshape competitive dynamics, requiring adjustments in business models and strategic investments. From a market perspective, AI influences consumer preferences, particularly increasing demand for AI-enhanced vehicle components. Operationally, the integration of AI into manufacturing processes presents challenges such as system integration, reliance on data quality, and the need for workforce transformation. Externally, AI poses regulatory and compliance challenges, alongside heightened cybersecurity threats.
Impact	Failure to comply with emerging ESG regulations could bring financial, legal, and reputational risks for Tata AutoComp. Non-compliance with environmental norms may cause fines and legal issues, while weak social practices could disrupt operations and harm brand reputation. As a key supplier to global OEMs, many linked to the US, Tata AutoComp also faces tariff-related challenges: • Cost pressure: Tariffs raise the price of Indian components, reducing competitiveness. • Margin compression: Higher tariffs squeeze profits unless prices rise, which is difficult in price-sensitive markets. • Supply chain disruption: OEMs may shift sourcing to tariff-free regions, affecting contracts.	The impact of AI on Tata AutoComp is multifaceted. Strategically, failing to effectively integrate AI could result in a loss of competitive edge. Marketwise, shifts in consumer demand towards AI-driven components necessitate innovation and adaptation to stay relevant. Operational disruptions may arise rom technological failures or integration issues, while workforce reskilling or upskilling is essential to manage new AI technologies. Externally, compliance with evolving AI-related regulations could be complex and costly, and cybersecurity threats associated with AI adoption could compromise data security and operational continuity.

Parameter	Risk 1: ESG Regulatory compliances	Risk 2: AI in business
Impact	• Strategic uncertainty: The complexity and uncertainty affects long-term planning. Governance lapses might erode investor confidence and result in financial mismanagement. Additionally, global variability in ESG standards demands adaptive strategies, increasing operational complexity. Investor and consumer pressure for robust ESG commitments further heightens the risk. Addressing these challenges is crucial for Tata AutoComp to maintain market position, investor trust, and customer loyalty while ensuring sustainable growth.	To address these impacts, AI is a critical focus within Tata AutoComp's comprehensive risk management strategy, requiring diligent risk identification, evaluation, and mitigation.
Mitigation Action	To mitigate ESG risks, TACO will strengthen compliance, monitoring, and reporting by integrating international frameworks like CSRD, EUDR, and EU Battery Regulations with existing GRI and BRSR standards. We will enhance ESG data management through systems for accurate and transparent reporting, and conduct training programs so employees understand and support ESG initiatives. Scenario planning will be used to assess risks and prepare contingency measures for potential ESG disruptions. To address evolving US tariffs, TACO plans to expand exports to tariff-neutral regions, set up local manufacturing to avoid import duties, and work with OEMs on cost-sharing and resilient sourcing models to better manage uncertainty and supply chain risks.	Tata AutoComp plans to mitigate AI-related risks through a comprehensive strategy that includes forming strategic partnerships and Investing in AI R&D to maintain competitiveness. Strategic plans will be updated to align with AI advancements. Market research will guide product diversification to meet demand for AI-driven features. Operationally, Tata AutoComp will ensure smooth AI integration through phased implementation, robust data governance, and workforce training. To address regulatory and cybersecurity concerns, a compliance framework and enhanced cybersecurity measures alongside the existing measures will be established, along with ethical AI guidelines. Continuous risk monitoring, scenario analysis, and stress testing will further prepare Tata AutoComp for potential disruptions, enabling the company to leverage AI benefits while minimizing risks.

BUSINESS ETHICS

Our Commitment: Integrity and Transparency in Every Action

Management approach

Tata AutoComp upholds business ethics as a non-negotiable foundation of its corporate identity, ensuring integrity, transparency, and accountability across all operations and stakeholder interactions. In FY 2024–25, the Company continued to adhere to its Tata Code of Conduct (TCoC), Anti-Bribery and Anti-Corruption Policy, and Whistleblower Policy, reinforcing a zero-tolerance stance toward unethical practices. All employees are trained annually on ethical behaviour, and the company maintained 100% coverage for Code of Conduct and ESG training. Tata AutoComp's governance framework includes regular leadership communication, refresher courses, and integration of ethical clauses in supplier contracts.

Governance of business ethics is overseen by the ESG Committee and the Audit Committee, with implementation supported by internal ethics counsellors and compliance teams. Suppliers are required to adhere to the Tata Code of Conduct and maintain grievance redressal mechanisms, as outlined in the Supplier Sustainability Guidelines. In FY 2024–25, Tata AutoComp enhanced its internal compliance systems, conducted periodic audits, and strengthened its LEGATRIX platform for tracking legal and ethical compliance. Ethical behaviour is also linked to performance evaluations, and violations result in disciplinary actions, including promotion ineligibility. Through continuous training, transparent disclosures, and stakeholder engagement, Tata AutoComp ensures that business ethics are not only a compliance requirement but a strategic differentiator that fosters trust, protects reputation, and drives long-term value creation.

The Tata Code of Conduct

The Tata Code of Conduct (TCoC) is a detailed document that acts as an ethical guide for Tata employees and companies, outlining the guidelines for the Group's business operations. It highlights our commitment to all stakeholders, including the communities we serve, and serves as our guiding star when faced with ethical dilemmas.

Every employee signs the Tata CoC upon joining the Company, using it as a moral compass and framework for responsible corporate behavior. To maintain awareness, periodic refresher courses are held, and leadership communications emphasize the importance of our values and the Code of Conduct. The principles of the Tata Code of Conduct are shared with customers and suppliers during contract discussions and are integrated into proposals, contracts, agreements, and codes of conduct through specific clauses.

Read the TATA Code of Conduct here.

Code of Conduct Processes

Tata AutoComp has established robust systems and procedures to ensure the effective implementation of our codes of conduct across all divisions and group companies. Responsibilities, accountabilities, and reporting lines are systematically defined, providing a clear framework for adherence to ethical standards. To support this, we have set up dedicated help desks, focal points, hotlines, and an ombudsman to offer guidance and address any concerns. While compliance is not currently linked to employee remuneration, it is under progress and expected to be integrated within the next financial year. Employee performance evaluations encompass compliance and adherence to the established code of conduct. In the event of a violation of these codes, the employee in question becomes ineligible for promotion for a period ranging from one to two years. We maintain a zero-tolerance policy towards breaches, enforcing disciplinary actions such as warnings or dismissal to uphold our commitment to integrity.

Anti-Bribery and Anti-Corruption Policy

We always uphold the highest standards of ethical conduct, which has helped us build a reputation for trust and integrity while achieving global success. Our core values strictly prohibit any form of bribery or corruption, a commitment that is fundamental to all our actions. It also outlines the responsibilities of employees and third parties and emphasizes compliance with relevant laws. Regular training and awareness programs also form a part of our policy to ensure that all our stakeholders remain updated over changing statutory requirements.

Read the Policy here

Whistleblower Policy

Tata AutoComp is committed to upholding the highest standards of ethical conduct and integrity. The Company has a well-defined Whistleblower Policy that enables employees and stakeholders to report any actual or potential violations of the Code of Conduct, or incidents that may impact the business or reputation of the company.

Management encourages all employees to promptly report concerns by contacting the Ethics Counsellor, the Chairman of the Audit Committee, or by emailing at whistle.blower@tataautocomp.com.

All concerns or instances of non-compliance are investigated and addressed through established internal procedures, ensuring fairness, confidentiality, and timely resolution.

Key Features of the Mechanism

Anonymous Reporting: Whistleblowers may choose to remain anonymous.

Confidentiality: All reports are handled with strict confidentiality.

Zero Tolerance for Retaliation: The company enforces a strong non-retaliation policy.

Training and Awareness: Employees are trained on how to use the reporting mechanism.

Defined Oversight: Ethics Counsellor and Audit Committee oversee the process.

Internal Reporting Channel: While the reporting channel is not operated by an independent third party, it is structured to ensure impartial handling of concerns.

Read the Policy here

Tata AutoComp continued to uphold the highest standards of ethical conduct throughout FY 2024–25. The company ensured full employee participation in ethics and ESG training, reinforced its zero-tolerance stance on unethical practices, and strengthened internal compliance systems through regular audits and digital tracking tools.

Ethical expectations were extended to suppliers, and violations were addressed through structured disciplinary actions. With oversight from dedicated governance bodies and integration of ethics into performance evaluations, Tata AutoComp positioned ethical conduct as a strategic enabler of trust, transparency, and long-term business resilience.

TRANSPARENT DISCLOSURES

Our Focus: Share What Matters, Transparently

At Tata AutoComp, we remain committed to strong governance and ethical business conduct. Our governance framework ensures transparency in day-to-day operations, with the Board actively engaging in regular Committee meetings to strengthen oversight and accountability.

We prioritize open communication with stakeholders, ensuring timely and accurate information sharing. Their feedback plays a vital role in shaping our continuous improvement efforts.

In taxation, we maintain full transparency responding promptly to inquiries, ensuring timely payments, and representing company matters ethically before tax authorities.

This year, we continued to reinforce our values of integrity, transparency, and stakeholder trust across all aspects of our operations.

Tax Strategy

At Tata AutoComp, our tax strategy reflects the Tata philosophy of responsible corporate citizenship—serving not just shareholders, but all stakeholders including governments, communities, employees, and consumers. We view social development as integral to our business strategy and are committed to fostering inclusive growth and reducing poverty.

We believe a fair and transparent tax system is essential to addressing socioeconomic challenges. Our approach to taxation is rooted in integrity, quality, and social responsibility.

In line with this, Tata AutoComp provides comprehensive disclosures across all tax jurisdictions where we operate. This includes details of resident entities, their core activities, employee count, revenue, profit or loss before tax, income tax accrued, and tax paid ensuring full transparency and accountability.

Policy Advocacy

Tata AutoComp actively collaborates with industry associations and regulatory bodies to engage in meaningful dialogue on emerging policies, regulations, and implementation strategies particularly in areas such as emissions, safety, and research and development. These efforts are aligned with Tata Code of Conduct and reflect our commitment to fostering a sustainable and responsible business environment.

We believe that constructive policy engagement helps shape practical and forward-thinking regulations that benefit both industry and society. Our advocacy is rooted in transparency, ethics, and a long-term view of stakeholder values.

As a privately held company, Tata AutoComp does not engage in lobbying activities. We have made no political contributions or expenditures toward campaigns, organizations, lobbyists, trade associations, or tax-exempt groups. This approach ensures our advocacy remains non-partisan and focused on shared progress.

List of Policies

Tata Code of Conduct

Anti-Bribery and Anti-Corruption Policy

Whistle Blower Policy

Nomination and Remuneration Policy

Policy to Promote Diversity on the Board of Directors

Sustainability Guidelines for Suppliers

Responsible Value Chain Partner Code of Conduct

Policy on Cybersecurity

Sustainability Policy

Corporate Social Responsibility ('CSR') Policy of TATA AutoComp

Safety and Health Policy

Human Rights Policy

Leave Rules

Environment Policy

Biodiversity Policy

Non Discrimination and Anti Harassment Policy

Tax Policy

Read our policies here or Scan the QR

INFORMATION SECURITY & DATA PRIVACY
Our Commitment: Ethical, Secure, and Compliant Data Practices

Tata AutoComp has adopted industry-leading practices to build a robust, risk-based cybersecurity framework that proactively detects and responds to threats, ensuring the protection of critical assets. Led by our Chief Information Security Officer (CISO), we conduct regular training sessions to enhance employee awareness of data privacy and security. All employees have access to our Cybersecurity Policy, which outlines key guidelines for data handling and reporting suspicious activity.

Our data privacy practices emphasize on protection of individuals' personal data, focusing on ethical collection, secure storage, and controlled use of the data. Our key Data Privacy practices include implementing "privacy by design," minimizing data collection, and using strong security measures like encryption and access controls.

To ensure operational resilience, we maintain rigorously tested business continuity and incident response plans. Regular vulnerability assessments and penetration tests help us identify and address system weaknesses, reinforcing our defenses. Our commitment to excellence is reflected in our 100% compliance with ISO 27001:2022 and annual external audits of our IT infrastructure and security systems.

Beyond internal operations, we extend our cybersecurity standards to our suppliers. We provide a comprehensive ISMS Handbook for suppliers, covering essential topics such as Information Security, Cybersecurity, Privacy Protection, anti-malware, cloud security, and cryptography. Third-party risk management practices ensure a unified and secure approach to data protection across our value chain.

Number of Information security breaches : 0

Number of clients, customers and employees affected by the breaches : 0

Total breaches resolved : 0

RESPONSIBLE SUPPLY CHAIN

Our Commitment: Build a Sustainable and Ethical Value Chain

At Tata AutoComp, our supply chain is a dynamic and diverse network designed to efficiently deliver a broad spectrum of products and services to global markets. As industries continue to evolve through digital transformation, the importance of embedding sustainability and responsible sourcing into supply chain operations has never been greater.

We recognize that long-term success hinges on our ability to integrate sustainable practices throughout our supply chain. Our commitment extends to working closely with suppliers to reduce environmental impact, manage natural resources responsibly, and uphold ethical and socially responsible standards. By embedding these principles into our procurement processes, we aim to foster positive contributions to both the environment and the communities we serve, while enhancing the resilience and growth of our operations.

Tata AutoComp's supply chain framework emphasizes efficient procurement aligned with robust ESG (Environmental, Social, and Governance) standards. The structure comprises Business Unit (BU) Purchase Teams and a Central Purchase Team. The Central Team plays a pivotal role by distributing ESG questionnaires, consolidating supplier responses, leading ESG training initiatives, setting performance targets, and overseeing policy implementation.

Each BU Purchase Head, trained in ESG principles, collaborates with the Central Team on strategic initiatives and reports to their respective BU Heads on operational matters. The Head of Central Purchase reports directly to the MD & CEO, ensuring that local execution aligns with overarching strategic goals and that ESG considerations are seamlessly integrated into supply chain decision-making.

Procurement Structure

Business Unit Purchase Team

The Business Unit (BU) Purchase Teams are responsible for managing the day-to-day procurement operations within their respective units. Their key functions include executing procurement strategies developed by the Central Purchase Team, resolving local supplier-related issues, and ensuring inventory requirements are met efficiently. These teams serve as the operational backbone of Tata AutoComp's decentralized procurement model, ensuring responsiveness and agility at the unit level.

Central Purchase Team

The Central Purchase Team oversees the strategic direction of procurement across the Company. This includes formulating and enforcing procurement policies and guidelines, managing high-value supplier relationships and contracts, establishing procurement standards and procedures, and leading strategic sourcing and negotiation efforts. The team plays a critical role in aligning procurement practices with Tata AutoComp's ESG objectives and overall business strategy.

Supplier Screening and Assessment

As part of our commitment to building a responsible and resilient supply chain, Tata AutoComp places strong emphasis on robust supplier screening and assessment processes. These practices are essential to maintaining high standards of quality, sustainability, and compliance across our diverse operations.

Our supply chain spans internal manufacturing units, production sourcing partners, original equipment manufacturers (OEMs), and general procurement vendors. This diversity necessitates a rigorous and structured approach to supplier management, ensuring that all partners align with our values and operational expectations.

The procurement journey begins with supplier identification, where potential partners are evaluated through a comprehensive screening process. A key component of this evaluation is the assessment of Environment, Health, and Safety (EHS) compliance. This initial review ensures that new suppliers meet our baseline sustainability and safety standards before entering our ecosystem.

Suppliers who meet these criteria proceed to the onboarding phase, where they are integrated into our systems and briefed on our compliance expectations. A standardized contract is executed, incorporating mandatory EHS clauses that suppliers must adhere to as a condition of doing business with Tata AutoComp. This structured onboarding process reinforces our commitment to responsible sourcing and long-term supplier accountability.

ESG Supply Chain Assessment

In FY 2024–25, Tata AutoComp conducted a focused ESG Supply Chain Assessment to evaluate supplier sustainability performance and align with the TATA Group's Aaligana goals. The process involved mapping current practices, developing a supplier criticality framework, and assessing ESG performance through self-assessments and desk-based reviews.

Business Unit Purchase Heads ensure the accuracy and completeness of submitted ESG data. Critical suppliers were identified based on procurement value, customer preference, substitutability, and proximity to Tata AutoComp facilities.

In this first phase, Tier 1 significant suppliers were prioritized, publicly listed companies underwent desk assessments, while non-listed suppliers completed ESG SAQs. Based on their ESG scores, suppliers received tailored improvement recommendations with defined timelines, fostering continuous engagement and responsible sourcing.

81.25%
Significant Suppliers Assessed for Sustainability

Tata AutoComp's Annual Supplier Meet 2024

Supplier Engagement

At Tata AutoComp, supplier engagement remains a vital pillar of our responsible supply chain strategy. We believe that meaningful engagement not only ensures compliance with our standards but also fosters long-term, mutually beneficial relationships. Through active collaboration, we aim to drive continuous improvement, encourage innovation, and promote sustainable practices that align with our corporate responsibility goals.

As a customer-centric organization, our commitment to sustainability extends beyond sourcing raw materials, products, and services. We take an active role in supporting our suppliers' ESG (Environmental, Social, and Governance) journey by providing training and guidance on relevant parameters and compliance requirements. We conducted various dedicated ESG workshops, which focused on educating suppliers about ESG criteria and equipping them to carry out effective self-assessments.

Regular engagement is essential to raise awareness and build supplier capacity around ESG issues that may impact their operations or customers. We maintain ongoing communication through emails and one-on-one discussions, addressing queries and encouraging suppliers to strengthen their ESG compliance. To support this, our internal team comprising subject matter experts and executive leaders develops specialized training modules that emphasize the importance of sustainable practices and communicate the broader objectives of our ESG initiatives.

By empowering our suppliers with the knowledge and tools they need, we are cultivating a supply chain that is not only efficient and ethical but also resilient and aligned with Tata AutoComp's values and long-term sustainability vision.

Flagship Programs

Our supplier engagement efforts are further enhanced by targeted programs that aim to elevate the capabilities and performance of our suppliers.

Utkarsh Program

A year-long engagement program developed in collaboration with the Automotive Component Manufacturers Association (ACMA).

Kaushal Program

A strategic initiative aimed at enhancing operational competencies among suppliers. Conducted in collaboration with the Academy for Innovation and Quality Management (AIQM)

Grievance Redressal

As part of Tata AutoComp's commitment to a responsible and ethical supply chain, a structured grievance redressal mechanism has been established to support Value Chain Partners in resolving concerns effectively and confidentially.

At the core of this mechanism is the Ethics Counsellor Team, led by the Chief Ethics Counsellor, which provides a secure and responsive platform for raising ethics-related issues. Suppliers may report concerns via the Whistleblower email: whistle.blower@tataautocomp.com,
or by post to:
Tata AutoComp House, Plot No. 20/B, VG Damle Path, Off Law College Road, Pune 411004, Maharashtra, India

Each grievance is reviewed individually to ensure context-sensitive and fair resolution.

For concerns specifically related to Environmental, Social, and Governance (ESG) matters, suppliers are encouraged to engage directly with the Business Unit Purchasing Teams, who are equipped to address complex ESG challenges and provide guidance aligned with Tata AutoComp's sustainability principles.

This mechanism fosters open communication and collaborative problem-solving across a range of issues including ethics, procurement, and ESG, ensuring that Value Chain Partners are supported in upholding our shared values of integrity, responsibility, and transparency.

To know more, please explore: Responsible Value Chain Partner Code of Conduct on our website.
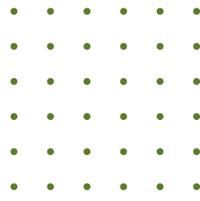
Environmental Stewardship

CLIMATE ACTION

Our Commitment: Achieving Net Zero Emissions by 2045

At Tata AutoComp, we have identified climate action as a high-priority material topic. We recognize that our long-term success is intrinsically linked to our ability to manage climate-related risks—from evolving regulations to the physical impacts of climate change—and seize the opportunities of a low-carbon economy. Our climate strategy is therefore not just a matter of compliance but a core component of our business resilience and growth, enabling us to innovate eco-friendly products, enhance operational efficiency, and strengthen our brand in a market that increasingly values sustainability.

Our commitment to environmental stewardship extends beyond greenhouse gases to include all significant air emissions. We rigorously monitor and manage pollutants such as nitrogen oxides (NOx), Sulphur oxides (SOx), volatile organic compounds (VOCs), and particulate matter (PM). This is critical for ensuring regulatory compliance, protecting community health, and minimizing our overall ecological footprint.

Our Management Approach & Governance

Our approach to climate action is guided by our Sustainability Policy and the Tata Group's Project Aalingana framework. Governance is managed at the highest level, with the ESG Committee and Board of Directors actively overseeing climate-related risks and opportunities. This ensures accountability and drives progress toward our decarbonization roadmap, which outlines a clear path to Net Zero.

Key pillars of our approach

- **Integrating Climate into Business Decisions:** We have done Climate Risk Assessment for 18 sites, embedding climate considerations into all strategic planning, from capital investments to product development.

- **Actioning our Value Chain Emissions:** We recognize that the largest portion of our carbon footprint lies within our value chain. Building on the comprehensive Scope 3 inventory completed in FY 2023-24, our focus has shifted from measurement to meaningful action. We are deepening engagement with key suppliers to improve primary data quality and are implementing targeted reduction initiatives in our most significant emissions categories.

- **Robust Monitoring and Compliance:** We have implemented real-time monitoring systems across our facilities to track pollutant levels, supported by quarterly stack assessments. .These systems are integrated into our broader ISO 14001:2015 Environment Management System, ensuring continuous improvement.

18 Sites
assessed for Climate Risks

- **Accelerating Energy Efficiency and Renewable Energy Adoption:** We are committed to reducing our operational emissions through continuous improvements in energy efficiency and the adoption of renewable energy. Our initiatives include upgrading to energy-efficient equipment, optimizing process energy use, and expanding our solar rooftop installations across facilities. These efforts are aligned with our goal of transitioning to 100% renewable electricity in the long term.

Integrating Climate into Business Decisions: Internal Carbon Pricing

To guide our sustainability decisions and evaluate low-carbon investments, we apply a non-binding internal carbon price. We have established a strategic benchmark price of INR 371.39 /tCO$_2$e (approximately USD 4.35 /tCO$_2$e as on 31st March 2025), which is applied to our Scope 1 and Scope 2 emissions.

This internal tool is based on a shadow pricing methodology. It allows us to better assess climate-related risks by assigning a hypothetical future cost to our emissions, which adds an important climate-related dimension to our project evaluations and helps steer our overall strategy towards low-carbon alternatives.

Our Decarbonization Strategy in Action

In FY 2024–25, we made tangible progress on our journey through targeted initiatives that reduce emissions and enhance efficiency.

Advancing Renewable Energy: We have significantly increased our use of renewable electricity. Our new rooftop solar installations of 418 kWp are projected to generate more than half a million units annually, resulting in an estimated more than 400 tCO$_2$e reduction in Scope 2 emissions annually and increasing the share of renewables in our electricity mix.

Operating Coal-Free: We proudly operate entirely coal-free across all manufacturing locations, using cleaner energy sources like electricity, natural gas, and LPG for all process heating and backup power generation.

Reducing Operational Emissions: We continued to transition our backup power systems from traditional diesel generator (DG) sets to cleaner hybrid configurations. This initiative has measurably reduced not only GHG emissions but also other air pollutants like PM, NOx, and SOx.
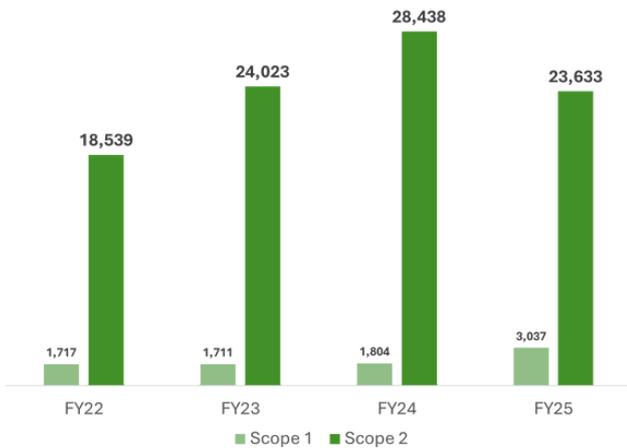
Performance Data

The following tables detail our emissions performance over the last four years.

Units are in tCO2e

Sr.	Emission Category	FY 22	FY 23	FY 24	FY 25
S1	**Scope 1: Direct Emissions**	1717	1711	1804	3073
S2	**Scope 2: Indirect Energy Related Emissions**	18539	24023	28438	23633
S3	**Scope 3: Indirect Emissions from Other Sources**	129897	236495	244470	221299
S3.C01	1: Purchased Goods and Services	47760	87329	85083	102125
S3.C02	2: Capital Goods	710	1299	1251	2130
S3.C03	3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	5527	7880	6668	7105
S3.C04	4: Upstream Transportation and Distribution	8032	15891	9726	9540
S3.C05	5: Waste Generated in Operations	3	5	5	7
S3.C06	6: Business Travel	290	530	511	668
S3.C07	7: Employee Commuting	2560	4680	4508	7349
S3.C09	9: Downstream Transportation and Distribution	0	0	5801	0
S3.C11	11: Use of Sold Products	50298	91970	108705	49976
S3.C12	12: End-of-Life Treatment of Sold Products	14717	26910	22212	42398

GHG EMISSION SCOPE 1&2 (tCO2e)

SCOPE 3 EMISSIONS (tCO2e)
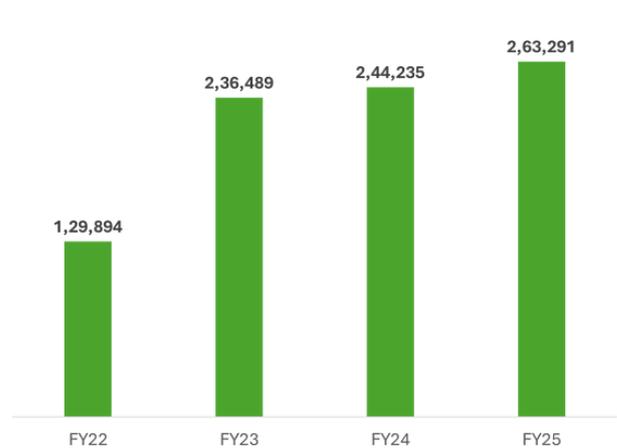
SCOPE 3 EMISSION PROFILE (tCO$_2$e) – FY25

- Other Scope 3 Categories 12%
- End-of-Life Treatment of Sold Products 19%
- Purchased Goods and Services 46%
- Use of Sold Products 23%
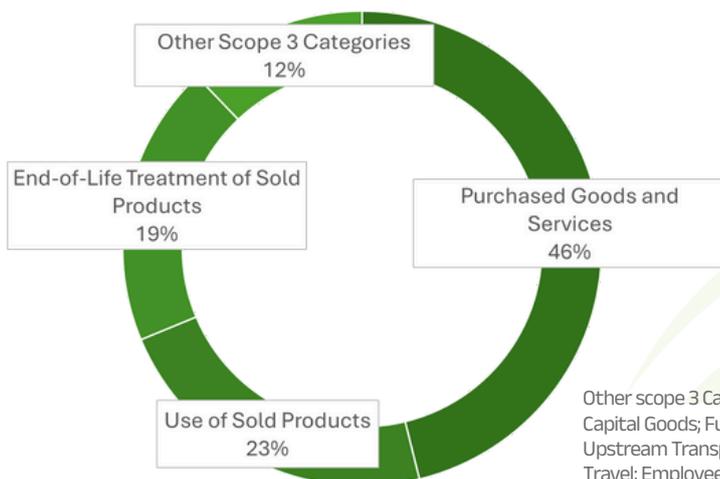
25%
GHG reduction target for Scope 1 & 2 emissions by 2030 (from 2020)

Other scope 3 Categories includes:
Capital Goods; Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2; Upstream Transportation and Distribution; Waste Generated in Operations; Business Travel; Employee Commuting; Downstream Transportation and Distribution

Case Study

Cleaner Energy Transition at Interiors & Plastics Division
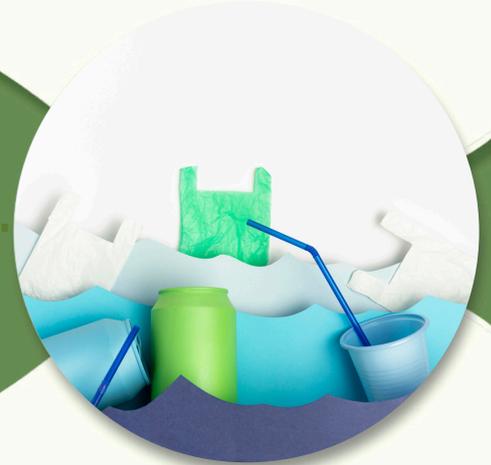
As part of Tata AutoComp's commitment to reducing direct greenhouse gas emissions, the Interiors and Plastics Division (IPD) at Hinjewadi undertook a phased transition from propane to Piped Natural Gas (PNG) across its paint shop and thermal operations. This initiative resulted in a 13.39% reduction in Scope 1 CO_2 emissions, amounting to approximately 161 metric tons annually. Phase 1 involved replacing propane in paint ovens, fluidized beds, and power wash systems, while Phase 2 introduced dual fuel kits for two 1250 KVA diesel generators, enabling continued use of existing infrastructure while aligning with updated environmental norms. The project also led to the removal of two 20 KL propane bullets and a 20 KL diesel tank, significantly improving safety and freeing up over 23,700 sq. ft. of operational space. This transition reflects Tata AutoComp's integrated approach to sustainability—balancing environmental responsibility, workplace safety, and operational efficiency—and is now being considered for replication at other manufacturing locations.

In FY 2024–25, we made tangible progress on our decarbonization journey. Our focus has now expanded from our own operations to our value chain with the launch of our Scope 3 reduction initiatives. Moving forward, we will deepen collaboration with key suppliers to drive collective action, invest in low-carbon technologies, and further refine our long-term roadmap to ensure we achieve our Net Zero ambition.

Case Study

Roof Top Solar Project

Tata AutoComp has undertaken a large-scale Solar Roof Top Project across 32 facilities, including its subsidiaries and joint ventures, as part of its strategic commitment to sustainability and renewable energy adoption. This initiative is a key enabler of the company's aspiration to transition toward 100% renewable energy (RE) and aligns closely with the Tata Group's Aalingana goals. By reducing dependence on conventional grid electricity, the project aims to enhance energy resilience, lower operational costs, and contribute meaningfully to climate action.

The project was executed in a phased manner, guided by Tata AutoComp's proprietary 6 Lenses Filter Model, which assessed the technical and commercial feasibility of solar installations across sites. The implementation began with a detailed analysis of electricity consumption patterns and rooftop readiness, followed by the selection of high-consumption plants for initial deployment. Specialized solar partners were engaged to ensure efficient installation, operation, and performance monitoring, while a centralized governance mechanism ensured consistency and quality across all locations.

As of the reporting year, the project has achieved an installed capacity of 13 MWp, with an additional 4 MWp under implementation. It has generated over 1.3 crore units of solar energy annually, resulting in an estimated reduction of approximately 10,800 tons of carbon emissions each year. Beyond emissions reduction, the rooftop installations have contributed to a 1–2°C decrease in indoor temperatures due to shading, thereby improving workplace comfort and reducing cooling loads.

The project encountered several challenges, including structural limitations of older buildings, regulatory coordination for approvals, and physical access constraints for installation and maintenance. These were proactively addressed through structural reinforcements, enhanced safety measures, and the provision of water infrastructure for regular panel cleaning. Close coordination with local authorities and timely documentation helped streamline the approval process, ensuring that project timelines were met.

While the Solar Roof Top Project spans the entire Tata AutoComp ecosystem—including subsidiaries and joint ventures—the standalone entity played a pivotal role in conceptualizing, initiating, and driving the transformation. This initiative exemplifies Tata AutoComp's integrated approach to sustainability, balancing operational efficiency with environmental responsibility and stakeholder alignment. It stands as a testament to the company's leadership in renewable energy adoption and its unwavering commitment to a low-carbon future.

ENERGY MANAGEMENT

Our Goal: 100% Renewable Electricity by 2030

Strategic energy management is fundamental to our sustainability strategy and our commitment to climate action. By improving energy efficiency and transitioning to renewable sources, we reduce our environmental footprint, mitigate climate-related risks, and lower operational costs. Our approach is guided by clear, ambitious target: 100% Renewable Electricity by 2030.

Our Management Approach

Our Strategic Approach to Energy Management

At Tata AutoComp, our approach to energy management is systematic and built on a commitment to continuous improvement. We integrate strategic goal-setting with diligent implementation and regular performance monitoring. This allows us to learn from our results and adapt our strategy to consistently enhance energy efficiency and advance our long-term sustainability objectives.

Our Strategic Vision

The foundation of our energy management is a strategic planning process that aligns with our overarching business and sustainability objectives. Our planning sets a clear direction for continuous improvement in our energy performance, with a focus on enhancing operational efficiency to reduce consumption and accelerating our transition toward cleaner, renewable sources of power. These priorities are informed by operational analysis and are integrated into our annual business planning and capital expenditure processes, ensuring that energy efficiency is a shared responsibility across the Company.

4190 tCO2e
Saved with Renewable Energy

5.8 MU
Renewable Electricity Consumed

Implementation of Notable Initiatives

We translate our strategic plans into tangible actions and high-impact projects across our operations. In FY 2024-25, our implementation focused on renewable energy expansion, technological upgrades, and process innovation.

- **Investing in Renewable Energy:** We significantly expanded our clean energy portfolio. The installation of current phase of our rooftop solar project was a key achievement, and it is expected to generate approximately half a million units annually.

- **Upgrading to Efficient Technology:** We continued to deploy energy-saving technologies, including equipping all major machinery with Variable Frequency Drive (VFD) motors, upgrading facilities with smart lighting solutions, and implementing waste-to-heat recovery systems.

- **Driving Process and Product Innovation:** Our teams are constantly innovating to reduce energy intensity. This includes transitioning from pneumatic to more efficient electric tools on the shop floor and developing low-density products that require less energy throughout their lifecycle.

- **Supporting the Clean Energy Ecosystem:** Through our joint venture, Tata AutoComp Gotion Green Energy Solutions, we established a dedicated facility to manufacture Battery Energy Storage Systems (BESS), contributing directly to the stability and growth of India's renewable energy grid.

Performance Monitoring and Review

This crucial phase involves carefully tracking our progress against our established priorities. Our review mechanisms ensure accountability and provide the data needed for informed decision-making.

- **Detailed Energy Monitoring:** We have deployed a comprehensive network of energy meters that monitor usage beyond the overall facility level, tracking consumption down to **critical equipment and individual production lines**. This real-time, detailed data allows our operational teams to identify specific areas of inefficiency, optimize machine performance, and take immediate corrective actions.

- **Regular Audits and Reviews:** We conduct regular internal energy reviews to track our performance. These are supplemented by periodic external audits, which provide an independent evaluation of our energy practices and help identify new opportunities for conservation.

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418 kWp
added to existing solar capacity

Continuous Improvement and Future Outlook

We analyze the results from our monitoring and reviews to identify learnings, share best practices, and refine our strategy for the future.

- **Strategic Refinement**: Based on the success of our rooftop solar initiatives and insights from our performance data, we are now actively exploring new, larger-scale avenues for clean power. This includes evaluating options such as **Group Captive, Renewable Power Purchase Agreements (PPAs)** to accelerate our transition to renewable energy.

- **Developing Action Plans:** Findings from our reviews and audits are used to develop action plans that are tracked to completion. The key learnings from these activities help us refine our operational practices and inform the design of future projects, ensuring that continuous improvement is embedded in our culture.

Performance Data

The following tables detail our energy performance.

Electricity Consumption Within the Company

Metric	Unit	FY 22	FY 23	FY 24	FY 25
Electricity Purchased (Grid)	MWh	27037	32194	39665	32508
Renewable Electricity	MWh	2193	2188	5027	5763
Total Electricity Consumption	MWh	29230	34382	44692	38271
% of Electricity from Renewables	%	7.50	6.36	11.25	15.06

ELECTRICITY CONSUMPTION (MWH)
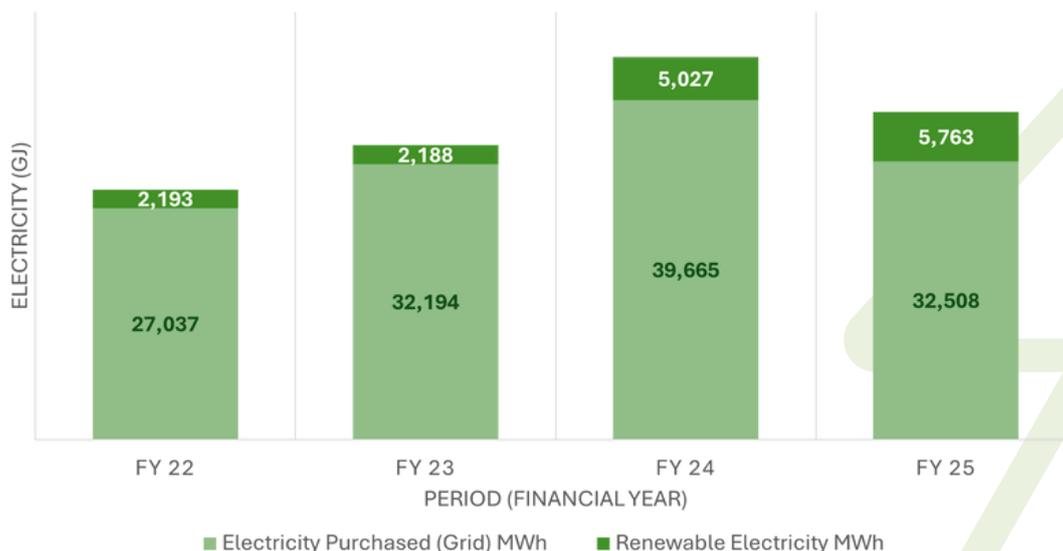
Case Study

Energy Efficiency Enhancement in Molding Press Shop

As part of Tata AutoComp's continuous improvement efforts, the Molding Press Shop at the Composites Division undertook a targeted energy optimization initiative under its Total Quality Management (TQM) framework. Through detailed analysis of power consumption patterns across seven hydraulic presses ranging from 150T to 3000T, the team identified key contributors to energy inefficiency—primarily main pump motors and cooling systems. By implementing SCADA-based motor selection logic, pressure interlocks, and automated temperature-controlled cooling circuits, the plant achieved a 28% reduction in power consumption during FY 2023–24. This translated to an annual energy saving of over 19,000 kWh in the mold shop and 11,000 kWh in the SMC shop. The success of this initiative has enabled horizontal deployment at the Pantnagar plant, reinforcing Tata AutoComp's commitment to sustainable manufacturing through data-driven engineering and process innovation.

Summary and Forward Look

In FY 2024-25, we made significant strides in our energy management program, increasing our renewable energy share to 15% and improving our energy intensity. Our focus on technological upgrades and process efficiency has delivered tangible results. Moving forward, we are actively exploring new avenues for clean energy, to accelerate our journey towards 100% renewable electricity at critical locations by 2030.

CIRCULAR ECONOMY

Our Goal: Replenish 100% Freshwater & achieve Zero Waste to Landfill by 2030

At Tata AutoComp, we are moving beyond the traditional "take-make-dispose" model. We envision a regenerative system where resources are kept in use for as long as possible, extracting maximum value before being recovered and regenerated. This transition to a circular economy is not merely an environmental initiative; it is a strategic imperative that drives innovation, enhances resource security, builds supply chain resilience, and unlocks long-term economic value. Our commitment is central to our Net Zero ambition and our journey to becoming a truly sustainable enterprise.

Sustainable Material Mangement

A core pillar of our circular economy strategy is the responsible stewardship of the materials we consume. Our focus is to progressively decouple our growth from the consumption of virgin, non-renewable resources. By increasing the share of recycled, renewable, and responsibly sourced inputs, we not only aim to conserve precious natural ecosystems but also reduce the embodied carbon in our products and mitigate supply chain volatility.

Waste Management

As a leader in a resource-intensive industry, embedding circular economy principles into our operations is a strategic imperative. While the transition requires significant investment and operational change, it presents a powerful opportunity to optimize resource use, reduce waste, and lower long-term material costs. Our commitment to circularity is central to our Net Zero strategy and our vision for a resilient, sustainable business

Our Management Approach

At Tata AutoComp, our waste management strategy is designed to be both operationally sound and circularity-driven, aligned with the Tata Group's Project Aalingana, our Corporate Environment Policy, and Sustainability Policy. We aim to minimize waste generation and maximize resource recovery across our operations and value chain.:

100%
Critical Waste
Recycled/Reused

Our Management Approach

Operational Waste Management:
- We maintain a robust system for managing waste at all our facilities:
  - **Categorization:** Waste is classified into Hazardous and Non-Hazardous streams, with handling protocols tailored to each category.
  - **Compliance & Disposal:** All hazardous waste is managed in accordance with applicable environmental regulations. We have initiated third-party verification for hazardous waste streams to ensure transparency and accountability.
  - **Zero Waste to Landfill (ZWL):** As part of our long-term vision, we are working toward achieving Zero Waste to Landfill by 2030, with site-level assessments identifying Zero Waste to Landfill ready units and implementation plans underway.
  - **Waste Reduction & Audits:** Regular waste audits help identify reduction opportunities and improve operational efficiency.

Circularity-Driven Innovation:
- We embed circular economy principles to extend the lifecycle of materials and reduce environmental impact:
  - **Design for Circularity:** We conduct Life Cycle Assessments (LCAs) to identify environmental hotspots and engineer products for durability, reparability, and recyclability.
  - **Resource Optimization:** Initiatives such as waste-to-heat recovery and effluent recycling help convert waste into usable resources.
  - **Value Chain Engagement:** Through our Supplier Sustainability Guidelines, targeted workshops, and ESG assessments, we promote responsible waste practices across our supply chain.

Governance & Oversight:
- Waste management is embedded within our broader sustainability governance framework:
  - The ESG Committee, supported by Sustainability Navigators and Drivers in each business unit, ensures oversight and alignment with our strategic goals.
  - Progress is monitored through internal assessments and cross-functional reviews, ensuring continuous improvement and accountability.

Our Target:
Zero Waste to Landfill by 2030

Performance Data

The following tables detail our waste management performance, a key indicator of our circularity efforts.

Waste Management

Waste Category (in MT)	FY 22	FY 23	FY 24	FY 25
Total Waste Generated	**3504**	**5799**	**6280**	**3598**
Total Waste Recycled/Reused	**1525**	**3601**	**2704**	**3227**
Total Waste Disposed	1979	2198	3576	371
Waste Landfilled	73	231	0	0
Waste incinerated with energy recovery	185	100	100	0
Waste incinerated without energy recovery	797	924	280	371
Waste otherwise disposed (Authorized External Partners)	924	943	3196	0
Waste with unknown disposal method	0	0	0	0

Case Study

Waste Reduction in Molding Press Shop at Composites Division

Tata AutoComp successfully reduced hazardous waste in its SBC/BMC compounding process by 38% through simple yet effective process improvements. Earlier, around 4.5 MT of waste was generated monthly due to slurry from cleaning operations and the use of polyethylene tubes. The team identified that direct slurry contact with PVC pipes was a major contributor. To address this, polyethylene tubes were inserted into stainless steel pipes during flushing, and recovered slurry from cleaning was reused in production. These changes led to a reduction from 54 MT to 34 MT annually, demonstrating Tata AutoComp's commitment to sustainability through innovation and operational efficiency.

We will continue to innovate and collaborate across our value chain to build a truly regenerative business model and achieve our target of Zero Waste to Landfill by 2030.

Water Management

As a responsible corporate citizen, we recognize that water is a precious and shared resource. Effective water management is essential for the well-being of the communities we serve, the resilience of our operations, and the health of local ecosystems. Our strategy is guided by the ambitious long-term goal of replenishing more water than we consume by 2040, ensuring we contribute positively to the water security of our operational areas.

Our Management Approach

Our water management program is built on the principles of reducing freshwater consumption, maximizing recycling and reuse, and replenishing water sources. We employ a systematic approach that includes:

- **Comprehensive Audits:** We conduct regular water efficiency audits across all facilities to identify areas of high consumption and potential for improvement.
- **Targeted Goals:** We set specific, measurable water reduction targets for our plants, with clear responsibilities assigned to ensure accountability and track progress.
- **Zero Liquid Discharge (ZLD):** We are steadfast in our commitment to achieving ZLD across our operations, a key component of our environmental policy.

Performance Data

The following tables detail our water withdrawal and consumption performance.

Water Withdrawal

Water (in Million m³)	FY 22	FY 23	FY 24	FY 25
Total Water Withdrawal	0.136	0.169	0.165	0.155
Total Water Discharge	0.016	0.020	0.021	0.038

Total Water Withdrawal (Million m³)

	FY22	FY23	FY24	FY25
	0.136	0.169	0.165	0.155
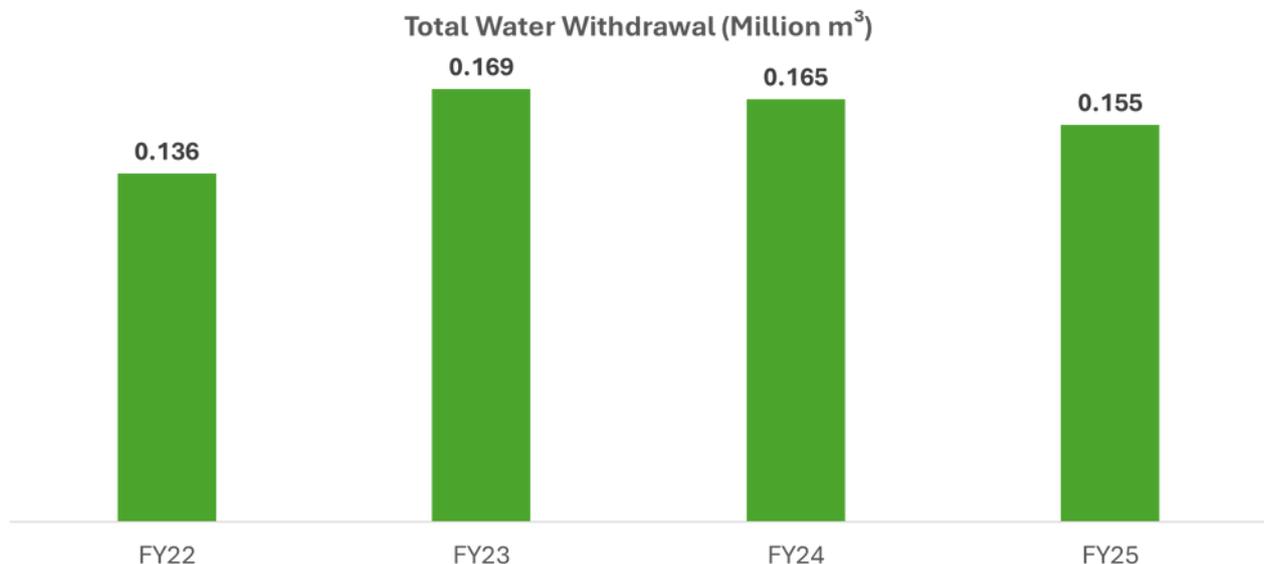
Key Initiatives & Performance in FY 2024-25

This year, we implemented several key initiatives to advance our water stewardship goals:

- **Advanced Water Recycling:** Our on-site Sewage Treatment Plants (STPs) were instrumental, enabling us to recycle most of our wastewater. This treated water is reused for non-potable applications like landscape irrigation and flushing systems.
- **Rainwater Harvesting:** We successfully captured and utilized rainwater for our operational needs, directly reducing our dependency on fresh water sources.
- **Smart Technology:** We introduced sensor-based water-saving technology in restrooms and other facilities to optimize consumption and prevent wastage.

In FY 2024-25, we made significant progress in our journey towards water positivity, driven by a wastewater recycling and expanded rainwater harvesting. Our initiatives have tangibly reduced our reliance on fresh water. Looking ahead, we will continue to invest in water-efficient technologies and community-based watershed management projects to accelerate our progress towards our 2030 and 2040 water replenishment goals.

Our Mid Term Target:
Replenish Freshwater by 2030

Our Long Term Target:
Replenish More Freshwater than Consumed by 2040

18 Sites
are screened for Water Stress Risks

PRODUCT STEWARDSHIP

Our Commitment: Responsibility across the Entire Product Lifecycle

At Tata AutoComp, product stewardship is an integral part of our sustainability strategy. We acknowledge our responsibility for the environmental, health, and safety impacts of our products throughout their lifecycle—from design and development to manufacturing, customer use, and end-of-life considerations. This comprehensive approach helps us systematically identify and manage risks, explore opportunities for innovation, and create sustained value for our customers and stakeholders.

Our Management Approach

Our product stewardship initiatives are guided by our Sustainability and Environment Policies and implemented through a defined governance structure.

- **Governance:** The ESG Committee, along with dedicated technical teams across our business units, provides strategic oversight and supports the integration of ESG considerations into product development.

- **Responsible Sourcing:** We communicate our expectations through our Supplier Sustainability Guidelines, which encourage environmental compliance, the reduction of hazardous substances, and the use of recycled content where feasible.

- **Data-Driven Evaluation:** We utilize Life Cycle Assessments (LCAs) as a key tool to evaluate environmental impacts. The insights from these assessments inform our strategies for material selection, energy efficiency, and design for recyclability.

Performance in Action

In FY 2024-25, we continued progress in our product stewardship efforts, highlighted by the expansion of our LCA program and a sustained focus on developing products for the future of mobility.

Expanding Our Lifecycle Assessment (LCA) Program

A key achievement in FY 2024–25 "cradle-to-grave" LCAs for three critical products, which was conducted by an external agency. The products are as follows:

1. **Tractor Hood (Composites Division)**
2. **Bumper (Interior & Plastic Division)**
3. **Battery Pack (Tata AutoComp Gotion Green Energy Solutions)**

These assessments, have provided valuable data regarding their lifecycle impacts. The insights are now being used to guide targeted improvements in our design and manufacturing processes.

Enabling Safer and More Sustainable Mobility

As a key contributor to the mobility value chain, we manufacture a diverse range of automotive components that support advancements in vehicle safety, comfort, and performance. To be clear and transparent, the final design and end-use function of these components are overwhelmingly based on the specifications provided by our OEM customers. Our critical role is to manufacture these products to the highest standards of quality, traceability, and reliability, ensuring they perform as intended.

Our portfolio, produced through our own operations, subsidiaries, and joint ventures, includes:

- Manufacturing components for Advanced Driver Assistance Systems (ADAS) and 360-degree camera modules that aid in improved situational awareness and road safety.
- Assembling Battery Management Systems (BMS) for EV batteries, contributing to thermal safety, cell longevity, and energy performance.
- Producing seating systems with provisions for airbag integration, manufactured according to strict OEM safety specifications.
- Delivering HVAC systems that enable thermal comfort, energy efficiency, and improved cabin air quality.

By meeting these stringent customer requirements, we directly support our customers' objectives related to vehicle safety, emissions, and passenger well-being. This contribution aligns with our commitment to responsible production (SDG 12) and industry collaboration for more user-centric mobility solutions.

BIODIVERSITY CONSERVATION

Our Goal: Achieving No Net Loss and Aspiring for a Net Positive Gain

At Tata AutoComp, we recognize that healthy ecosystems are fundamental to both planetary well-being and long-term business resilience. While our direct operational footprint may be localized, we understand our responsibility to protect and conserve biodiversity. Our approach is guided by a formal Biodiversity Policy and the ambitious goal of achieving No Net Loss (NNL), with an aspiration for a Net Positive Gain (NPG) across our operations.

Our Management Approach

We have adopted a proactive and science-based approach to manage our relationship with nature. In line with global frameworks, our strategy involves:

- **Systematic Risk Assessment:** We have conducted a comprehensive Biodiversity Risk Assessment across our operational sites. This assessment utilized leading global tools, including the Integrated Biodiversity Assessment Tool (IBAT), ENCORE, and the WWF Risk Filter, to understand our impacts and dependencies on nature.
- **Impact Mitigation:** The insights from our risk assessment are now being used to develop site-specific Biodiversity Management Plans (BMPs) for our priority locations. These plans outline concrete actions to mitigate risks and enhance local ecosystems.
- **Exploring Nature-Based Solutions:** In alignment with Project Aalingana, we are actively exploring nature-based solutions to contribute to ecological restoration and meet our goal of becoming a leader in nature-based strategies by 2030.

Key Initiatives & Performance in FY 2024-25

Tata AutoComp recognizes the critical role biodiversity plays in sustaining ecological balance and enhancing community resilience. In FY 2025, we completed biodiversity risk screening across all operational locations and developed a high-level biodiversity management plan. Our approach includes targeted actions such as invasive species eradication, capacity building for horticulture teams on native species conservation, and the implementation of feasible Nature-Based Solutions (NBS) to enhance site-level ecological value. These efforts are aligned with our long-term vision to integrate biodiversity into business decision-making and contribute meaningfully to ecosystem restoration. Future initiatives will focus on expanding NBS projects, monitoring biodiversity indicators, and collaborating with local stakeholders to promote habitat preservation.

CSR Project : Green Canopy : Butterfly Garden Khed, Pune

The following tables provide disclosure on our operational footprint in relation to biodiversity.

Significant Impacts on Biodiversity

Metric	Description of Impacts and Actions Taken
Significant Negative Impacts	No significant negative impacts on biodiversity were identified during the reporting period. Our risk assessment confirmed that our operational controls are effective in preventing pollution and habitat disturbance.
Significant Positive Impacts	Our Green Canopy tree plantation initiative has contributed to the restoration of barren land, creating habitat for native bird and insect species. This is a direct, positive contribution to enhancing local biodiversity.

In FY 2024-25, we established a robust, data-driven foundation for our biodiversity strategy by completing a comprehensive risk assessment. Our focus now shifts to the diligent implementation of the site-specific Biodiversity Management Plans at our priority locations. We will continue to invest in on-the-ground conservation efforts and explore innovative nature-based solutions to progress towards our goal of achieving a Net Positive Gain.
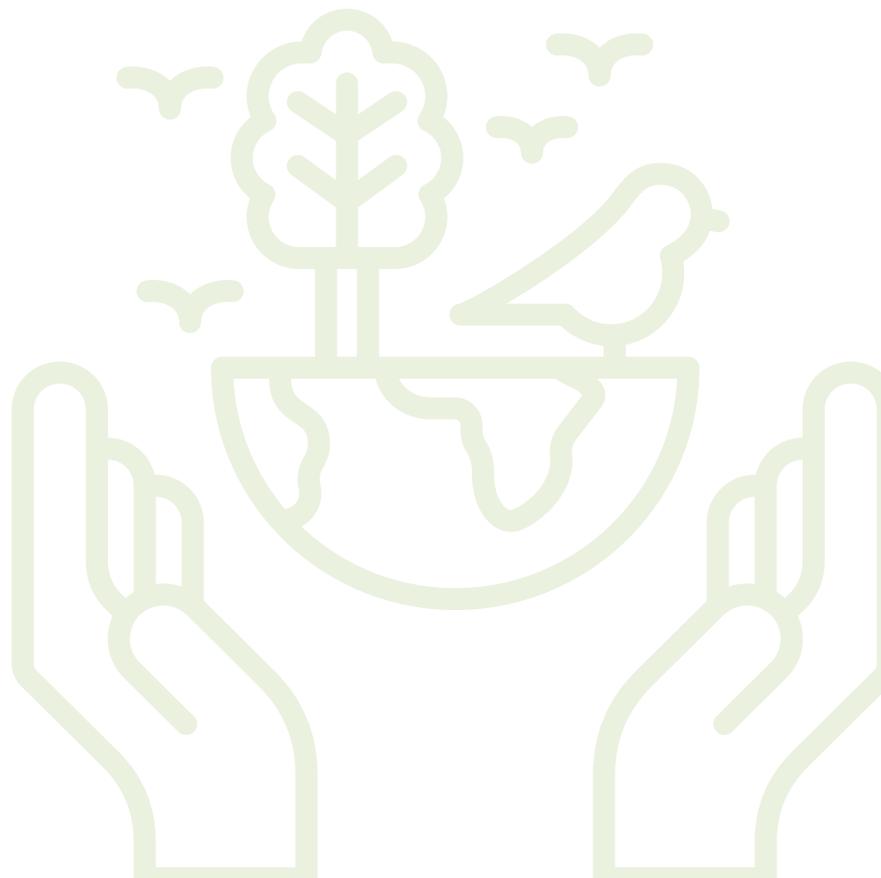
SUSTAINABLE INNOVATION

Our Vision : Supporting future of Mobility

At Tata AutoComp, innovation is a key driver of our efforts to build sustainable and resilient automotive components. Our R&D and engineering activities are focused on developing solutions that improve efficiency and minimize environmental impact, from product design to end-of-life. We believe that by integrating sustainability into our innovation process, we can help address key challenges in the mobility sector and contribute to a safer and more efficient future.

Our Management Approach

Our approach to sustainable innovation is systematic and aligned with our Sustainability and Environment Policies.

- **Management and Leadership:** Strategic oversight for innovation is provided at the management level, with implementation led by our dedicated technical teams and the Tata AutoComp Technical Centre (TTC). The TTC is a key centre for engineering, R&D, and technology solutions across the product development lifecycle.

- **Strategic Investment:** We work to ensure our innovation agenda is adequately resourced. In FY 2024–25, we allocated significant portion of R&D spend toward projects aimed at enhancing the sustainability profile of our products and processes.

- **Capabilities:** This focus is reflected in our core engineering capabilities, including Concept Design, Rapid Prototyping, Product Development & Validation, and Tooling Design & Development.

Pillars of Our Innovation Strategy

In FY 2024–25, our innovation efforts were focused on three main areas:

1. Supporting Decarbonization and Clean Mobility

We are focused on supporting the transition to clean energy. Our initiatives include the expansion of our dedicated facility for battery energy storage systems and investments in low-carbon technologies and lightweight materials to reduce the environmental footprint of our products. Our recent patents reflect this focus, including one for an integrated on-board charger and DC-DC converter for electric vehicles.

2. Advancing Circularity and Resource Efficiency

We are working to promote circular economy principles in our product design. Through design simplification projects, we have worked to reduce material usage while improving performance. We also use Life Cycle Assessments (LCAs) to evaluate our products' impacts and engage our suppliers to increase the use of recycled content.

3. Developing Smart, Sustainable Factories

Innovation also extends to our manufacturing operations. At our Lithium-ion battery pack assembly unit, Virtual Reality (VR)–based hands-on training is an integral part of operator development. This immersive approach allows operators to practice complex assembly and safety-critical scenarios in a controlled environment. By leveraging VR, we enhance training effectiveness and workplace safety while reducing the need for physical resources, contributing to both operational excellence and our sustainability goals.

Collaboration in Innovation

We believe that collaboration is important for our innovation process and engage with a network of partners to foster knowledge exchange.

- **Internal Innovation Culture:** Our internal innovation culture is fostered through programs like Tata InnoVista. This "One Tata" program provides a platform for our business units to showcase their best work and encourages a spirit of collaboration.

- **Academic and Research Partnerships:** We collaborate with institutions such as the Indian Institutes of Technology (IITs), Vellore Institute of Technology (VIT), the Automotive Research Association of India (ARAI), and the International Centre for Automotive Technology (ICAT) to leverage specialized research.

- **Industry Engagement:** We participate in key industry platforms like the Bharat Mobility Global Expo and ACMA Forums. These events allow us to engage with industry leaders and better understand evolving market needs.

Case Study

TATA InnoVista

As part of its ongoing commitment to fostering a culture of innovation, Tata AutoComp Systems Limited (Tata AutoComp) has been an active participant in the TATA Sons' flagship innovation program – TATA InnoVista. This prestigious initiative is organized annually at two levels. The first level, known as Tata AutoComp InnoVista, is conducted at the company level where employees from all Business Units (BUs) across Tata AutoComp submit their innovative ideas and projects. The best-performing entries from this stage then advance to the TATA InnoVista – Group Level, where they compete with top innovations from other TATA Group companies across the globe.

In the current year, over 200 remarkable innovation projects were submitted by Tata AutoComp employees at the company level. These entries reflected the creativity, technical excellence, and problem-solving mindset of Tata AutoComp's workforce across diverse business domains. Each submission underwent a detailed evaluation at the respective BU level, following which 56 outstanding entries were shortlisted for presentation before a panel comprising BU Heads and senior leadership. From these, the top 25 entries were further selected to represent Tata AutoComp at the TATA InnoVista Group level.

The innovations submitted at Tata AutoComp InnoVista demonstrated a wide technological spectrum ranging from development of lightweight EV battery trays and solar composite frames, to advancements in EV charging guns, lighting air vents, and smart dielectric testing machines. Several projects also focused on reducing carbon emissions, improving process efficiency, and eliminating downtime or assembly errors. Collectively, these initiatives highlight Tata AutoComp's strong innovation culture and its continued drive towards sustainability, operational excellence, and next-generation automotive technologies.
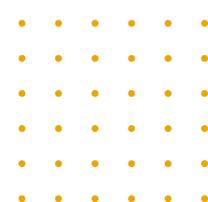
SOCIAL COMMITMENT

Our Commitment to People and Communities

At Tata AutoComp, we believe our success is built by our people. Our journey towards sustainable growth is powered by their talent, dedication, and diverse perspectives. For us, social responsibility is not a separate initiative; it is central to who we are. It begins with an unwavering commitment to fostering a workplace where every individual can thrive.

We are dedicated to creating an environment that supports professional development and personal well-being. This means ensuring a safe and healthy workplace, promoting fair labor practices, and providing meaningful opportunities for continuous learning and growth. Our goal is to empower every member of our team to reach their full potential.

Central to this vision is our deep commitment to Diversity Equity & Inclusion (DEI). We know that a rich tapestry of backgrounds, skills, and experiences makes us stronger, more innovative, and more resilient. Guided by the Tata Code of Conduct and our Policies on Business & Human Rights & Tata Affirmative Action Programme we ensure our hiring, development, and promotion processes are fair, transparent, and based on merit. We actively work to build a culture of equity and respect, where every voice is heard, valued, and celebrated.

Our responsibility also extends beyond our walls and into the communities we call home. We strive to be a catalyst for positive change, engaging in meaningful partnerships and initiatives that build stronger, more prosperous communities for everyone.

In this section, we detail the programs and policies that bring these commitments to life.

TALENT MANAGEMENT

Our Committment: Foster a Performance Driven ,future ready & Inclusive Culture

Strategic Context

At Tata AutoComp, we are dedicated to cultivating a workforce that thrives through professional development and personal growth. Our people are our greatest asset and the driving force behind our sustainability journey. In a rapidly transforming auto component industry, our ability to innovate and grow depends entirely on our capacity to attract, develop, and retain a skilled and motivated workforce. We therefore consider Talent Management a strategic priority, essential for ensuring our long-term resilience and competitive advantage.

Our Management Approach

Our approach to talent management is structured and holistic, overseen by our ESG Committee and implemented by HR leadership across all business units. It is designed to empower employees at every stage of their careers by creating an environment that embraces diversity, fosters inclusion, and provides clear paths for growth.

Tata AutoComp has a process of identifying Talent Pool through a 9 Box Matrix (Performance Vs Potential) and Profiles of identified by Talent are reviewed by Talent Council, consisting of members from Senior Leadership Team across functions.

At the Shop floor, a Skill Matrix is maintained and regularly evaluated to identify and upgrade roles of workforce.

Total Manpower

Employee Category	UoM	FY 22	FY 23	FY 24	FY 25
Total Manpower	Number	5677	6390	6760	7437
Full Time Employees	Number	2888	2880	3591	3438
Contractual Employees	Number	2789	3510	3169	3999

New Employee Hires and Employee Turnover

Employee Category	UoM	FY 22	FY 23	FY 24	FY 25
Total New Hires	Number	1495	1464	1668	1421
Total Employee Turnover Rate	%	14%	26%	22%	11%

22% of Open Positions are closed through Internal Hiring

Fostering a Culture of Diversity, Equity & Inclusion (DEI)

At Tata AutoComp, we are deeply committed to fostering a culture of Diversity, Equity, and Inclusion, where every individual feels valued, respected, and empowered to contribute their unique perspectives. We believe that our diversity is a vital component of our success, bringing a range of talents and ideas that fuel innovation and growth. Our unwavering dedication to this principle is embedded in every stage of the employee lifecycle, from recruitment to career development. Our commitment to equal opportunity is embedded in all our practices, aligned with the Tata Code of Conduct, Tata Affirmative Action Policy and Business & Human Rights Policy. We strive to create a workplace free from discrimination and harassment by ensuring recruitment and promotion are based solely on performance, merit, and potential. We actively recruit diverse candidates through women-centric , PwD centric (Persons with Disability) and Marginalized community centric (Scheduled Caste / Scheduled Tribes) hiring drives and the use of varied job platforms.

Our DEI strategy is built on the following key pillars

Equitable and Fair Practices:
Our policies are aligned with the Tata Code of Conduct, ensuring a workplace free from discrimination and harassment. All decisions related to recruitment, development, and promotion are based solely on performance, merit, competence, and potential, guaranteeing fairness and equal opportunity for all.

Inclusive Recruitment:
We have implemented strategic initiatives to attract and hire talent from varied backgrounds. This includes conducting women-centric, PwD (People with Disability) centric (Persons with Disability) and Marginalized community centric (Scheduled Caste / Scheduled Tribes) recruitment drives, leveraging diverse job portals and social platforms, and collaborating with our Business Unit Heads to create diversified roles across all our functions.

Governance and Accountability:
To ensure we are making measurable progress, we maintain a monthly internal review of headcount statistics. This data-driven approach allows us to monitor diversity metrics, hold ourselves accountable for our goals, and continuously strengthen our inclusive hiring practices.

Capability Building for All:
Beyond hiring, we have a comprehensive strategy focused on engaging and developing our diverse talent. We provide equal access to learning and growth opportunities, ensuring every employee has the support they need to build their skills and advance their career within the Company

Policies and Process:
Policies on Maternity Benefits, Leave Policy, Facilities like Crèche, transportation, canteen etc., and process like 'WE Network' for Women, Academy of Linguistic and Cross Cultural Engagement, 'FuroFit' for Wellbeing. Infinity Cadre Development Program etc. enable in meeting DEI goals.

To drive its Diversity, Equity and Inclusion Strategy , Tata AutoComp has a Dedicated DEI Team and a DEI Core Committee (of 10 members) which has representation from different functions

Diversity of Employees

Diversity Category	UoM	FY 22	FY 23	FY 24	FY 25
Female Employees	Number	419	440	549	541
Male Employees	Number	2469	2440	3042	2897
Total Full Time Employees	Number	2888	2880	3591	3438
% Gender Diversity	%	14.5%	15.2%	15.2%	15.7%
Employees under 30 years	Number	1652	1558	1868	1601
Employees aged 30-50 years	Number	1147	1225	1585	1672
Employees over 50 years	Number	89	97	138	165
Persons with Disability Employees	Number	0	10	30	39
Marginalized Community Employees	Number			502	475
% of Marginalized Community	%			13.6%	13.8%

Diversity Mix of Tata AutoComp is **25%** which includes **16%** Gender Diversity, **39 nos**. of Persons with Disability and **14%** Employees from Marginalized Communities..

Overall Shop Floor Gender is 18% and EV Division Gender Diversity is 35 %

Recently Tata AutoComp entered into benchmarking exercise on Pay/ Compensation based on Job/ Role and Gender.

For inclusion of Persons with Disability Tata AutoComp has partnered with an external agency for scope analysis including Job Roles and infrastructure assessments leading to mapping of job roles for specific disability types.

Case Study

Hiring of People with Special Needs at Interior & Plastics Division

Tata AutoComp's Special Abled (Speech & Hearing Impaired) Employees Recruitment Initiative under the Tata AutoComp IPD and TMPVL programs aims to provide meaningful job opportunities for differently-abled individuals, enabling them to become self-reliant while contributing to Company's productivity.

The initiative is currently implemented on the Cockpit Assembly Line for Harrier and Safari vehicles, with the objective of supporting independence for special abled employees and reducing attrition on the line to ensure consistent product quality.

Currently, 33 employees were deployed across on-job training for cockpit assembly, quality checks, and handling CPA and Firewall processes independently, with a target to expand to 50 employees by March 2026, including deployment in other functions.

The training program includes a 3-day structured induction schedule covering:

- Exercise, 5S & policy objectives, Tata AutoComp introduction, safety protocols, and communication sessions.
- Process-specific modules such as injection molding, assembly operations, quality management, defect handling, and dexterity lab practices.
- On-job training for practical skills including degating, inspection, and assembly observation, with a focus on horizontal deployment and innovation.

Key outcomes of the initiative highlight that specially-abled employees are delivering excellent results, demonstrating equal capability with other employees. Horizontal deployment has extended to Tech Cell, Cockpit Assembly Line 2, and IP Assembly Line, while this initiative has delivered positive results. This program reflects Tata AutoComp's commitment to diversity, equity & inclusion.

Affirmative Action : Fostering Inclusive Growth

At Tata AutoComp Systems, Affirmative Action is a strategic commitment to social equity and inclusive development. Aligned with the Tata Group's Affirmative Action framework, our approach integrates deeply into our Environmental, Social, and Governance (ESG), Corporate Social Responsibility (CSR), and Diversity, Equity, and Inclusion (DEI) strategies.

Our vision is to **build an inclusive society through sustained interventions that improve the quality of life for socially and economically disadvantaged communities,** with a focus on Scheduled Castes (SC), Scheduled Tribes (ST), Nomadic Tribes (NT), women, transgender persons, and persons with disabilities.

Strategic Pillars of Affirmative Action

Our Affirmative Action strategy is structured around five key pillars:

- **Education:** Enhancing access to quality education through scholarships, STEM learning, and school transformation.

- **Employability:** Equipping youth, women, and persons with disabilities with market-relevant skills for sustainable livelihoods.

- **Employment:** Promoting inclusive hiring practices and workplace accessibility across business units.

- **Entrepreneurship:** Supporting vendors and micro-entrepreneurs from Affirmative Action communities through capacity building and procurement inclusion.

- **Essential Enablers:** Providing access to health, hygiene, legal aid, and digital inclusion to strengthen community resilience.

Key Achievements in FY 2024–25

- **TAAP (Tata Affirmative Action Programme) Score Band:** 601–625, recognized as Best-in-Class for Education. Employability, Education and Essential Enablers.

- **Cumulative Lives Impacted:** Over 3.82 Lakh individuals from Affirmative Action communities.

- **Workforce Diversity Mix:** 26%, in FY 2024-25 with a target of 32% by FY 2025.

- **Procurement from Affirmative Action Vendors:** INR 111.7 crore, a significant increase from INR 47 crore in FY 2021–22.

Learning & Development : Empowering Our Workforce

At Tata AutoComp, Learning and Development are foundational to our sustainability efforts, reflecting our commitment to empowering employees and building a future-ready workforce. Our strategic approach is centred on creating an environment where continuous learning is not only encouraged but deeply embedded in our culture. By offering a wide range of programs, we aim to foster a mindset of continuous improvement that enhances both individual capabilities and organizational resilience.

We offer a wide range of programs through 4 dedicated Learning Academies, including the

1. Management and Leadership Development Academy
2. Operational Excellence Academy
3. Product and Technology Academy
4. Linguistic and Cross Cultural Engagement Academy

These are supported by strategic partnerships with prestigious institutions like Indian Institute of Management (IIM),Nagpur, Warwick University, INSEAD, Tata Management Training Centre to provide world-class learning opportunities.

Our learning and development framework is structured around dedicated academies, each designed to address specific needs and build critical capabilities across the Company. Apart from Flagship Programs designed under each academy , **Digital Learning** has been leveraged extensively since FY 2024-25 especially through partnership with LinkedIn Learning Academy, Tata Tomorrow University, various webinars, e-modules on internal platforms for employees and AR/VR based DOJO rooms (Skill Development Centers) for workers.

1. Management and Leadership Development Academy

This academy focuses on enhancing organizational efficiency and cultivating agility and adaptability among our leaders. It plays a pivotal role in building the strategic capabilities necessary to meet our business objectives and nurture the next generation of leadership talent. Key flagship programs include:

- Leap Vault Program
- Blue Mint Program
- Higher Education Initiatives
- Executive Post Graduate Diploma in Management (EPGDM/MBA)
- B.Tech in Manufacturing and Engineering
- Group Induction for new hires

2. Operational Excellence Academy

Dedicated to driving continuous improvement and efficiency, this academy emphasizes the integration of digital manufacturing technologies and lean practices. The programs are designed to strengthen technical competencies and foster a culture of excellence across our operations. Key flagship programs include:

- Toyota Supplier Development Program
- Operational Leadership
- Production Planning & Scheduling
- Lean Practitioners Program
- Digital Manufacturing
- Problem-Solving Practices
- Quality Circle Initiatives

3. Product and Technology Academy
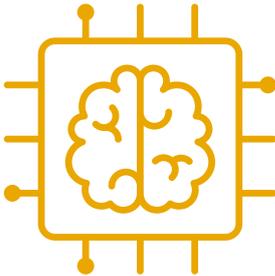
Focus of this academy is to develop competencies in Product enhancements, R&D, Engineering, innovations and new technologies. Key flagship programs include:

- EV Engineering
- AI and Machine Learning
- Advanced Driver Assistance Systems
- Plastic Material Knowledge
- Design for Six Sigma (DFSS)
- Material Engineering
- Cloud AWS/Azure Technology

4. Linguistic and Cross-Cultural Engagement Academy

To elevate the cultural values of Tata AutoComp with a view to develop inclusivity & long term associations with International stakeholders this academy aims to pave a way to better problem solving, more empathy, compassion and adoption of the global best practises in the Tata AutoComp environment

- Culture Orientation Sessions
- Foreign Language Certification Courses
- Business Etiquette Workshop

Spotlight: Developing Future Leaders

Blue Mint Program

Developed by Tata Sons in collaboration with London Business School, this immersive eight-month program is tailored for high-potential, early-career professionals. It cultivates leadership acumen and strategic thinking through a blend of academic instruction, cross-functional capstone projects, and reverse mentoring.

Leap Vault Program

This strategic initiative accelerates the growth of mid-level and emerging leaders. It focuses on building a strong foundation in strategic thinking, innovation, and cross-functional collaboration through mentorship, peer learning, and exposure to complex business scenarios.

DOJO (Skill Development) Rooms for Shop Floor Employees

For Employees on Shop Floor, each manufacturing unit has a DOJO room which is an Experential Skill Development Centre with Augmented Reality / Virtual Reality facility for simulating Shop Floor activities in the training room and hence enables an experiential training in classrooms.

Higher Education Programme

Tata AutoComp has partnered with leading Universities such as Vishwakarma University for Diploma course in Electric Vehicles , with BITS Pilani for a B.Tech course and with Indian Institute of Management (IIM), Nagpur for a Post Graduate course for a fully sponsored education programme for its employees across all categories

> **Post Graduate Executive in General Management with Indian Institute of Management (IIM , Napur)** ,**Leap Vault with Warwick University, Diploma in EV for workers with Vishwakarma University** are new Flagship Programs **launched in FY 2024-25**

Average Hours of Training Per Year Per Employee

Employee Category	UoM	FY 22	FY 23	FY 24	FY 25
Average Hours per Male Employee	Number	8.5	8.1	13.12	39.65
Average Hours per Female Employee	Number	8.0	8.0	13.47	38.15
Overall Average Hours per Employee	Number	8.3	8.0	13.22	39.00

Participation in special workshops on Sustainability Certifications across all levels including Senior Leadership through Tata Management Training Centre, Tata Sustainability Group, Cambridge CISL, Confederation of Indian Industries has built capability in Sustainability. Sensitization sessions on sustainability through induction sessions, eLearning Modules, webinars and in person sessions are conducted for all employees .

> **100% of Employees covered in training on Sustainability**

Driving Success Through Performance & Career Growth

At Tata AutoComp, our performance and career development process is a cornerstone of our talent strategy, designed to align individual goals with the broader strategic objectives of the organization. We foster a high-performance culture by ensuring every employee has a clear understanding of their role, their impact, and their path for growth. Our approach is built on a foundation of transparency, continuous dialogue, and mutual respect. Key Results Areas (KRA's) for each employees are filled in discussion with reporting manager and in alignment to Functional and Organizational Balance Score Card (BSC) We conduct half-yearly performance and career development reviews for 100% of our employees. Our process is built on a foundation of Management of Objectives (MBO) and of continuous dialogue between employees and managers, supported by Individual Development Plans (IDPs). The entire process is digitalized on SAP Success Factors and is completely transparent.

Our integrated performance and career growth framework includes several key components:

- **Structured Performance Reviews:** We conduct comprehensive performance appraisals on a half-yearly basis for all employees. This structured process utilizes a blend of methodologies, including Management by Objectives (MBO), , and agile conversations, to provide a fair and holistic assessment of contributions. To support this, we use real-time performance tracking tools and digital dashboards, giving employees constant visibility of their progress.

- **A Culture of Continuous Dialogue:** We emphasize that performance management is more than a formal review; it is an ongoing conversation. We cultivate a culture where continuous, constructive feedback between employees and managers is the norm, fostering trust and catalysing development in real-time.

- **Personalized Career Development:** We empower employees to take ownership of their professional journeys. This is supported by co-creating Individual Development Plans (IDPs), which are dynamic roadmaps tailored to an employee's aspirations and the Company's needs. We further support growth through mentorship programs, skills enhancement workshops, and robust internal mobility and job rotation opportunities.

- **Future-Ready Career Pathing:** Recognizing the importance of long-term planning, we are integrating advanced tools, including AI-driven learning recommendations and career pathing platforms. These resources help employees visualize potential growth trajectories within the Company, ensuring our workforce is not only equipped for today's challenges but is also prepared to lead in the future.

DOJO Room (Skill Development Centre) with AR/VR

TATA AUTOCOMP

Performance and Career Development Reviews

Employee Category	UoM	FY 22	FY 23	FY 24	FY 25
Employees Receiving Performance & Career Development Reviews	%	100%	100%	100%	100%

Leadership Pipeline Development:

We identify and nurture high-potential talent through flagship programs designed to build a robust, succession-ready leadership team. Top 5%, 10% and 15% Talent Pool is identified across Business Units based on 9 Box Matrix principles (Performance Vs Potential map). Talent Pool is reviewed and finalized by Talen Council comprising of Cross-Business Unit and Cross Functional Leadership. A Talent Profile is make for each Talent Pool employee which outlines her/his Strengths, areas of improvement, Development Needs, Aspirations and Future Career Paths. Succession Planning for critical positions is fulfilled through Talent Pool .

Key Initiatives & Performance

Our strategic focus on talent yielded significant positive results and demonstrated the effectiveness of our programs.

- **Enhanced Talent Retention:** Our initiatives contributed to a 44% reduction in employee turnover, showcasing a stronger, more engaged, and committed workforce.

- **Comprehensive Career Development:** We maintained 100% coverage in performance and career development reviews, ensuring every employee has a clear and actionable path for growth.

- **Progress in Gender Diversity & Persons with Disability:** Our workforce now comprises 16% Women representation and 39 Persons with Disability we continue to implement targeted programs and inclusive hiring practices to further improve this metric

Listening and Responding to Our Employees

Our commitment to creating a positive workplace is guided by directly listening to our employees. The cornerstone of our approach is the comprehensive Employee Satisfaction Survey, conducted every two years.

This confidential survey provides valuable insights into the employee experience, covering important areas such as leadership, career opportunities, and workplace culture. The true value of the survey lies in the action it inspires. Our leadership teams analyzes the feedback to develop targeted improvement plans, ensuring we are directly responding to the needs and suggestions of our people.

To maintain an ongoing dialogue, we complement this comprehensive survey with regular pulse surveys and focus groups, which help us track progress and stay connected with our workforce throughout the year.

The Employee Satisfaction Score for survey conducted in FY'24-25 is 90%

In Addition, the Hurman Rights Due Diligence Conducted in FY'24-25 which had a significant positive report by employees across all categories, the report has served as an important tool for undertaking improvement interventions especially on Grievance Redressal Mechanism for Contractual Workforce and aligning Learning and Development Interventions with Performance Review Discussions. . Initiative Like Social Compact which is an performance assessment of plants for Social Security measures (Safety , Health, Wages , Access to Entitlements & Gender Representation on Shop Floor) is playing a crucial is reducing any process gaps . HR Team members have been certified as Social Compact Champion by External Agency and are trained to carry out such assessment independently.Social Compact Awareness and assessment are also being planned at Vendors and Suppliers to cover Value Chain

No. of Social Compact Certified Champions : 30

Our Grievance Redressal Mechanism

Upholding a culture of integrity requires a clear and reliable process for addressing concerns. Our Grievance Redressal Mechanism provides a safe and confidential channel for all stakeholders, including employees and business partners, to raise issues without fear of retaliation.

Our Grievance Redressal Mechanism

Sr.	Channel	Concern Type	No. of Committee Members	Stakeholder Coverage
1	Ethics Helpline and Ethics Committee	Ethical Issues	20	All (Workforce, Vendors, Suppliers, Customers)
2	Internal Complaints Committee (ICC) for Prevention of Sexual Harassment (POSH)	Sexual Harassment Issues	30 50% Women Chairperson : External from NGO	All (Workforce, Vendors, Suppliers, Customers)
3	HR Help Desk	Any Administrative or Work Related Issues	20 1 in each Plant / site	All Workforce (Staff, Shop Floor – On rolls & Contractual)
4	Employee Resource Groups (10 Plant Committees)	Any concerns / suggestions related to specific processes / policies	250	All Workforce (Staff, Shop Floor – On rolls & Contractual) including Unionized Workforce
5	HR team	Workplace / Business Issues	50	All Workforce (Staff, Shop Floor – On rolls & Contractual)

Performance of above Channels/ Committees is reviewed monthly by CHRO; Ethical and Sexual Harassment cases are reported to the board .

Ethics Committee

Ethical Concerns: Can be reported directly and confidentially to our dedicated Ethics Counsellor Team. Tata AutoComp has a framework for Ethics– **1 Chief Ethics Officer , 1 Chief Ethics Counsellor, 7 BU-wise Ethics Counsellors and 10 Locational Ethics Counsellors .**
All Ethics Counsellors are certified and Ethics cases are resolved in max. 60 days . All Ethics cases are reported to Tata AutoComp Board. All Employees and stakeholders (Customers, Vendors , Suppliers) are trained in Tata Code of Conduct through eLearning Modules and in-Person Trainings. The Tata Code of Conduct is signed off every year by each employee on Tata AutoComp's internal portal

Tata AutoComp has a Whistle Blower Policy and an email
ID:Whistle.blower@tataautocomp.com
for reporting Ethical Concerns which allows Employees to speak up confidentially and confidently

100% Employees Trained on Tata Code of Conduct

100% Employees, Contractors, Suppliers, Vendors signed Tata Code of Conduct (TCOC) & Prevention of Sexual Harassment (POSH)

POSH Committee

Prevention of Sexual Harassment. Each Business Unit has a POSH Committee which has over 50% representation of Women employees and one External POSH Chairperson , who is a representative from an NGO (Non-Government Organization) . POSH Policy at Tata AutoComp is applicable to all employees (Women & Men) . POSH Cases are reported to Board and reviewed monthly by Tata AutoComp Group CHRO. POSH Awareness is created by POSH Committee Members regularly through eLearning Modules and in-Person Trainings.

HR Help Desk

Each Plant has a dedicated HR Helf Desk where employee including shop floor (Permanent and Contractual) can raise Concerns .

- **HR Help Desk Performance:** avg. days for resolving Complaints : 15 days
  Concerns raised in HR Help Desk are review monthly by Tata Auto Comp CHRO

Employee Resource Groups

Each plant (Manufcaturing Site) has 10 Plant Committees which has representation of employee from Various categories. These Plant committee work with a specific objective to advance a particular cause eg. Transport, Canteen, Safety , Women Employees Network etc. These plant committee together hel in enhancing the facilities in favour of employees.by representing workforce requirements to management.

Workplace or Business Issues

Can be raised with local HR partners or designated managers.

All Policies and Proccesses are available for employees to view on Tata AutoComp's Internal Portal called 'Fiori'

Our Process Guarantees

We are committed to a process that is fair, respectful, and effective.
We ensure:

- **Confidentiality:** To protect the privacy of those who come forward.

- **Impartiality:** To ensure every issue is investigated objectively.

- **No Retaliation:** A strict policy protects anyone who reports a concern in good faith.

- **Timeliness:** A commitment to addressing and resolving all issues promptly.

HUMAN RIGHTS & LABOUR PRACTICES

Our Committment : Ensure ZERO Human Rights Violation

Strategic Context

Upholding human rights and promoting fair labor practices is a cornerstone of our sustainability commitments and a non-negotiable aspect of our corporate identity. We recognize that failure to meet these fundamental standards can pose significant legal, reputational, and operational risks. Our commitment, however, extends beyond risk mitigation; it is about building a loyal, motivated workforce and earning the trust of our stakeholders by ensuring every individual across our value chain is treated with dignity, equity, and respect.

Our Management Approach

Our approach is governed by a comprehensive, Board-approved Human Rights Policy, which is overseen by our ESG Committee. This policy aligns with international frameworks, including the Universal Declaration of Human Rights and the International Labor Organization's (ILO) Fundamental Conventions. The core of our strategy is a proactive Human Rights Due Diligence (HRDD) process designed to systematically identify, prevent, mitigate, and remediate adverse human rights impacts.

This commitment extends beyond our own operations and into our value chain through our Supplier Sustainability Guidelines and Code of Conduct. These guidelines mandate that our partners adhere to all applicable labor laws and Tata Code of Conduct, explicitly prohibit child and forced labor, ensure fair wages, and respect the right to freedom of association.

Spotlight: Our Human Rights Due Diligence (HRDD) Process

We completed a formal HRDD process to move from a policy-based stance to proactive risk management. This systematic assessment allows us to:

- **Identify:** Pinpoint potential and actual human rights risks in our operations.
- **Prevent & Mitigate:** Develop targeted action plans to address identified gaps.
- **Track:** Monitor the effectiveness of our interventions.
- **Communicate:** Report transparently on our progress.

Our initial assessments focused on potentially vulnerable groups, including women, migrant workers, and third-party employees, ensuring our efforts are directed where they are needed most.

Key Initiatives & Performance

We translate our policy into concrete action through several key initiatives:

- **Formal Human Rights Due Diligence (HRDD):** We conduct HRDD assessments at select operational sites. The findings are analyzed to develop targeted mitigation and remediation plans that strengthen our existing systems and address identified risks.

- **Strengthening Workplace Safety and Respect:** We provide mandatory Prevention of Sexual Harassment (POSH) training to all employees, reinforcing our zero-tolerance stance. Alongside training, we have strengthened our grievance mechanisms to ensure all concerns are handled with confidentiality and resolved in a timely manner.

- **Promoting Equity and Inclusion across Value Chain:** We actively pursue Affirmative Action initiatives to support to marginalized communities - Scheduled Caste (SC) and Scheduled Tribe (ST) , Women and Persons with Disabilities through education and employment opportunities and Entrepreneurship, reinforcing our commitment to building an equitable and inclusive workplace.. Our Value Chain Partners are assessed based on their Affirmative Action performance

- **Upholding Freedom of Association:** We uphold the fundamental right to freedom of association and collective bargaining. Our comprehensive Collective Bargaining Agreements ensure that dialogue between management and employees is transparent, respectful, and constructive. Currently 15% of our Employees are represented by an independent trade union or covered by a collective bargaining agreement.

- **Human Rights across the Value Chain :** Tata AutoComp upholds Human Rights across its value chain through a robust Supplier Code of Conduct aligned with the Tata Code of Conduct. In FY 2024–25, Human Rights assessments were integrated into comprehensive Supplier ESG evaluations to ensure ethical sourcing and responsible practices. These assessments help identify and mitigate risks related to labor rights, workplace safety, and fair treatment. To reinforce these standards, Human Rights principles are embedded in suppliers, vendors and contractors training programs. This proactive approach fosters a culture of accountability and respect throughout the supply network

Performance Data

Our HRDD process includes a thorough assessment of risks related to labor practices across our operations and supply chain.

Metric	Operations & Suppliers	Measures Taken to Address and Prevent Risks
Operations and suppliers at significant risk for incidents of child labor	No operations or Tier 1 suppliers were identified as having a significant risk of child labor during the reporting period.	We have a strict policy prohibiting child labor, enforced through age-verification processes at the time of hiring and contractual clauses with all suppliers.
Operations and suppliers at significant risk for incidents of forced or compulsory labor	No operations or Tier 1 suppliers were identified as having a significant risk of forced or compulsory labor.	Our policies explicitly forbid forced labor. We ensure workers' freedom of movement, do not retain personal documents, and have strengthened our grievance mechanisms for all workers, including third-party employees.

100% Sites covered in HRDD & Action Planning

95% Contractors & Tier 1 Suppliers Assessed

0 Human Rights Violations reported in FY 2024-25

Summary and Forward Look

Our formal Human Rights Due Diligence process represents a significant step forward, moving our organization from a policy-based approach to one of active risk identification and mitigation. The insights gained from these assessments are instrumental in shaping stronger protection mechanisms for our workforce and supply chain partners. We remain committed to continuous improvement and transparent reporting as we work to ensure that human rights are protected and promoted across our entire ecosystem.

Case Study

'Social Compact' - an intervention at Tata AutoComp for enhancing Contractual Workers Equity & Dignity

Tata AutoComp initiated the Social Compact initiative to extend dignity, equity, and inclusion to its informal workforce — including temporary, contractual, and supply chain workers. This strengthens Tata AutoComp's commitment to equitable workplace practices across the value chain.

In **Phase 1** of Social Compact (FY 2022-23 to FY 2024-25) a refection toolkit was made on following 5 elements

1. Secure Wages	2. Foster Gender equity	3. Ensure Health and social security	4. Maximize Safety against accidents	5. Facilitate access to Entitlements	6. Enable participation in Future of Work

Social Compact Audits by an external agency are conducted across Tata AutoComp Plants to assess, access to Government Entitlements, Participation in Future of Work . Social Compact Audits by external agency were conducted across Tata AutoComp Plants to assess plants performance on the 5 Parameters mentioned . These audits are reported and gaps at various plants are closed through corrective actions. These Audits have also helped in Horizontal deployment of the observations, best Practices and solutions shared by the audit team across Tata AutoComp Plants such as Workshops for Contractors on Legal Compliances, Standard Data Templates for Contractors to report Data to Tata AutoComp, Workshops and Recognition Framework for Informal workers.

In **Phase 2** of Social Compact (FY'26-27 to FY'30) : Capability of Internal Team at Tata AutoComp is being developed for conducting audits, monitoring Data and Reports for Workers Dignity. Certified programmes by Social Compact team have been conducted and a team of 30 Tata AutoComp Social Compact Champions has been created . Also, a Digital Dashboard is being developed to Track, monitor and report the performance plant-wise on Social Compact to Leadership

Case Study

Tata AutoComp's collaboration with International Labour Organization

International Labour Organization (ILO) & Tata AutoComp

Tata AutoComp is an official partner of the ILO's Global Coalition for Social Justice.. Tata AutoComp participated in first ever Regional Dialogue on Social Justice in India in Feb 2025, where its CHRO highlighted the Company's efforts in promoting Responsible Conduct and Inclusive Workplaces.

Tata AutoComp CHRO, Mr. Sudipta Marjit has been a core member representing India at ILO's International Labour Dialogue in Geneva in May 2025 and subsequent Asia Pacific Dialogue at Colombo in September 2025 on "Living Wages" .

Mr. Sudipta Marjit is a member of Governing Council for International Labour Organization(ILO & International Organization of Employers (IOE)

Tata AutoComp also represented India at Cross-Country Bipartite Dialogue in Electronics Sector on Responsible Business Conduct and Decent Work and Employers' Workshop on Enhancing RBC capacity and ESG Readiness for SMEs in Asia 5-6 February, 2025 Tokyo, Japan organized by ILO

In March 2025, Tata AutoComp welcomed a delegation from International Labour Organization (ILO) and the Employers' Federation of India to discuss Responsible Business Conduct across the automotive value chain. The visit focused on understanding Tata AutoComp's supplier engagement practices, including capacity building, sustainability initiatives like Affirmative Action Programme and best practices in human rights and responsible sourcing. The delegation interacted with key suppliers and visited 2 of its business units, gaining insights into on-ground implementation of safety, workforce management, and operational excellence. The delegation also visited Tata AutoComp's Community Project focussed on Workers Rights and Diginity (Workers Facilitation Centre) This engagement reinforced Tata AutoComp's commitment to fostering a responsible, inclusive, and resilient supply chain through collaborative stakeholder partnerships.

EMPLOYEE HEALTH, SAFETY & WELLBEING

Our Commitment : Ensure a Safe and Healthy Work Environment

Strategic Context

At Tata AutoComp Systems Limited (Tata AutoComp), our people are our greatest asset and the foundation of our long-term success. Ensuring their health, safety, and holistic wellbeing is not just a matter of compliance but a core tenet of our corporate philosophy and a strategic business imperative. We recognize that a safe, supportive, and empowering work environment is essential for enhancing productivity, fostering innovation, and building a resilient, future-ready organization. Our commitment to being a people-first organization guides every decision we make, reinforcing a culture of care and accountability.

Our Management Approach

Our approach to employee wellbeing is comprehensive, proactive, and systematic, governed by our ESG Committee. The framework is built upon a robust Occupational Safety and Health Policy (OHS) management system that is integrated into all aspects of our operations.

- **A Strong Policy Foundation:** Our formal Safety and Health Policy guides all actions and applies to our entire workforce, including employees and contractors. This commitment is validated by the fact that all our operational sites are certified to the ISO 45001:2018 international standard.

- **Structured OHS Management:** We employ a mature OHS system that includes proactive hazard identification and risk assessments (HIRA), regular emergency preparedness drills, and frequent safety audits. Our practices are evaluated against both ISO 45001 and the internal Tata Safety & Health Management System (TSHMS), ensuring we meet and exceed rigorous benchmarks.

- **Digital Enablement for Enhanced Safety:** We leverage digital tools to create a smarter and more responsive safety culture. Our digitized safety platform, KNOWVERSE, enables real-time incident reporting, tracking, and risk management. To further embed safety knowledge, we have installed interactive Safety Training Kiosks across our plants, delivering tailored training modules to all personnel.

- **Holistic Wellbeing Initiatives:** Our commitment extends beyond physical safety to encompass mental, social, and financial wellbeing. We provide dedicated initiatives including the FUROFIT app for digital wellness, access to professional counselling services through TATA 1MG, and inclusive employee programs like Sahjeevan and Samanta that foster a sense of belonging.

- **Comprehensive Employee Benefits:** We support our employees through all life stages with a robust benefits package. This includes competitive compensation, comprehensive health insurance, flexible work options, and extensive parental leave policies.

Supporting Working Parents with our Crèche Facility

Our crèche facility at the Chakan plant is a cornerstone of our commitment to supporting working parents. This fully equipped facility provides a safe, nurturing, and professionally managed environment for the children of our employees. Featuring a Montessori-based curriculum, nutritious meals, and trained staff, it offers our working parents peace of mind and helps them better integrate their professional and personal lives.

Key Initiatives & Performance

This year, we translated our strategy into tangible outcomes that strengthened our culture of care and delivered measurable results.

- **Achieved Zero Harm Milestone:** Our most significant accomplishment was realizing our goal of zero harm. We are proud to report zero work-related fatalities and a Lost-Time Injury Frequency Rate (LTIFR) of zero. This milestone, underscores the success of our proactive safety culture and the unwavering commitment of our employees.

- **Proactive Health Monitoring:** Reinforcing our preventive approach to health, we provided comprehensive health check-ups for 100% of our employees, ensuring early detection and proactive health management.

- **Fostering an Engaged Workforce:** Our holistic efforts are reflected in our employee satisfaction, which have improved to 90%. This demonstrates a strong sense of trust, belonging, and pride among our team members.

Spotlight: Digital Wellness Through FUROFIT

To promote an active and healthy lifestyle, we partnered with Furofit, an innovative fitness and wellness app. The platform encourages physical wellbeing through engaging team challenges and personal goal tracking while also offering tools for mental wellness, such as guided meditation and journaling. By integrating Furofit into our wellbeing strategy, we empower our workforce to take charge of their health in a fun, supportive, and collaborative way.

Spotlight: Wellness for Women through "WE" Netwok

Tata AutoComp has a Women's group called "WE" network. Various engagement & development interventions are conducted for this network based on inputs and feedback from WE Network. Specific wellness workshop for women employees and workers are organized through WE Network such as Cervical Cancer awareness, Breast Cancer awareness and screening workshops , Menstrual hygiene practices workshop, Healthy diet etc.

Performance Data

Our commitment to transparency and continuous improvement is reflected in our performance metrics. The following tables detail our safety performance over the past few fiscal years.

OHS Management System Coverage

Wokrforce Covered	FY 22	FY 23	FY 24	FY 25
Percentage of Employees Covered (%)	100%	100%	100%	100%
Percentage of Other Workers Covered (Contractual) (%)	100%	100%	100%	100%

Work-related Injuries for Full Time Employees (FTEs)

Injury / Fatalities Nos. for FTEs	FY 22	FY 23	FY 24	FY 25
Work-related fatalities (Nos.)	0	0	0	0
Lost-Time Injury Frequency Rate (LTIFR)	0.16	0.13	0	0
Recordable work-related injuries (Nos.)	1	1	0	0

*Our injury rates are calculated per 1,000,000 hours worked.

Work-related Injuries for Contract Workforce

Injury / Fatalities Nos. for Contract Workforce	FY 22	FY 23	FY 24	FY 25
Work-related fatalities (Nos.)	0	0	0	0
Lost-Time Injury Frequency Rate (LTIFR)	0	0	0	0
Recordable work-related injuries (Nos.)	0	0	0	0

*Our injury rates are calculated per 1,000,000 hours worked.

Safety Training

External Assurance of Tata AutoComp's Loss Time to Injuries Frequency Rate LTIFR (4 years) : FY 2021-22 to FY 2024-25

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GST No.: 27AKCPM3214A1ZU   SAC Code: 998333

Independent Assurance Statement

To: Tata AutoComp Systems Limited

Introduction and Objective of Work

Safeone Engineering Services has been engaged by Tata AutoComp Systems Limited (Standalone legal entity) to provide independent verification of the Lost Time Injury Frequency Rate (LTIFR) and Number of Fatalities for employees[1] and contractors[2] for the reporting years FY 2021-22, FY 2022-23, FY 2023-24 and FY 2024-25.

Assurance Standard Used

We performed a limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 Revised: Assurance Engagements Other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board.

Scope of Work

The scope of assurance involves safety performance (LTIFR and Fatalities) across Tata AutoComp Systems Limited's Legal Entity Divisions (TLE):

- Interior & Plastic Division (IPD)
- Composites Division (CD)
- Tata AutoComp Gotion Green Energy Solutions (Gotion)
- Tata AutoComp Systems - Supply Chain Solutions (TSS)
- TATA AutoComp Systems Ltd- Technical Centre (TTC)
- Independent Aftermarket (IAM)
- Group Office

[1] Employees refer to Tata Autocomp Systems Limited's permanent employees
[2] Contractors refer to Tata Autocomp Systems Limited's contractual employees

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The scope of our work was limited to assurance of the following information:

- The reported Lost Time Injury Frequency Rate (LTIFR) and fatalities for FY 2021-22, FY 2022-23, FY 2023-24 and FY 2024-25;
- The methodology used to calculate LTIFR with reference to IS 3786:2022 – Method for Computation of Frequency and Severity Rates for Industrial Injuries and Classification of Industrial Accidents; and
- The completeness and relevance of the Incident/Accident Register maintained by Tata AutoComp Systems Limited for the reporting period.

This assurance does not extend to other health and safety indicators or information outside the scope described above.

Responsibilities

Management's Responsibility:
The management of Tata AutoComp Systems Limited is responsible for the preparation and presentation of the Lost Time Injury Frequency Rate (LTIFR) and Number of Fatalities data for their employees and contractors for the reporting years FY 2021-22, FY 2022-23, FY 2023-24 and FY 2024-25.

Assurer's Responsibility:
Safeone Engineering Services is responsible for conducting independent assurance procedures on the reported LTIFR and fatalities, and expressing a conclusion based on the evidence obtained.

Reporting Criteria

The Lost Time Injury Frequency Rate (LTIFR) has been assessed in accordance with IS 3786:2022 – Methods for computation of frequency and severity rates for industrial injuries and classification of industrial accidents, using the following formula:

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$$LTIFR = \frac{Number\ of\ Lost\ Time\ Injuries \times 1,000,000}{Total\ hours\ worked\ in\ accounting\ period}$$

LTIFR is calculated and reported separately for

- Employees
- Contractors

Fatalities are reported as the absolute number of work-related deaths that occurred during the reporting period, categorized separately as:

- Fatalities among Employees
- Fatalities among Contractors

Methodology

Our assurance procedures included, but were not limited to:

- Reviewing Tata AutoComp Systems Limited's LTIFR and fatalities calculation methodology and formula for both employees and contractors
- Examining the Incident/Accident Register for FY 2021-22, FY 2022-23, FY 2023-24 and FY 2024-25;
- Conducting physical & virtual site visits at respective plant locations.
- Cross-verifying register entries with supporting documentation (medical/first-aid records, absence and payroll data, statutory submissions, EHS committee minutes);
- Confirming total hours worked in accounting period worked with HR and operational records;
- Validating incident classification to ensure that only Lost Time Injuries were included; and

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- Obtaining management representation on the completeness of the reported information.

Limitations

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined scope and period;
- Any statements or claims made in relation to the reported LTIFR;
- The appropriateness of the Reporting Criteria.

This limited assurance engagement relies on a risk-based selected sample of data and the associated limitations that this entails. Accordingly, this statement should not be relied upon to detect all errors, omissions, or misstatements that may exist.

Findings

- The LTIFR methodology applied by Tata AutoComp Systems Limited is consistent with IS 3786:2022;
- The Incident/Accident and Fatality Register was found to be complete, relevant, and consistent with supporting evidence reviewed;
- The following observations were made:

FY	Lost Time Injuries		Fatalities		LTIFR	
	Employees	Contractors	Employees	Contractors	Employees	Contractors
FY 2021-22	1	0	0	0	0.16	0
FY 2022-23	1	0	0	0	0.13	0
FY 2023-24	0	0	0	0	0	0
FY 2024-25	0	0	0	0	0	0

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GST No.: 27AKCPM3214A1ZU   SAC Code: 998333

Conclusion

Based on our verification procedures and the evidence reviewed, we confirm that the LTIFR values and Fatalities values for employees and contractors reported by Tata AutoComp Systems Limited (Standalone entity) for FY 2021-22, FY 2022-23, FY 2023-24 and FY 2024–25 has been accurately and properly prepared, in all material respects, in line with the stated methodology and supporting documentation.

Independence, Integrity, and Competence

Safeone Engineering Services is an independent professional services provider, operating under well-established systems that prioritize safety assurance, ethical standards, and professional conduct. Safeone Engineering Services has no conflict of interest related to providing assurance of the safety data. We confirm that this engagement has been carried out with integrity, objectivity, professional competence, and due care.

For Safeone Engineering Services

Digitally signed by Mahesh B Mandake
Date: 2025.10.04 15:12:46 +05'30'

Mahesh B. Mandake
Competent Person F.A. 1948
MS/DISH/CPC/M-061/2023
Place- Pune, India
Date- 04/10/2025.

Page **5** of **5**

- The following observations were made:

FY	Lost Time Injuries		Fatalities		LTIFR	
	Employees	Contractors	Employees	Contractors	Employees	Contractors
FY 2021-22	1	0	0	0	0.16	0
FY 2022-23	1	0	0	0	0.13	0
FY 2023-24	0	0	0	0	0	0
FY 2024-25	0	0	0	0	0	0

Case Study

ZERO Lost Time Injury Frequency Rate (LTIFR)

In FY 2024–25, we achieved a milestone in our safety journey, marked by zero fatalities and a zero Lost-Time Injury Frequency Rate (LTIFR). This, combined with a significant reduction in overall incidents, demonstrates our holistic and unwavering commitment to our people. Some of the key interventions that have led to Zero LTIFR.

1. Every Business Unit has an independent Safety Team responsible for Safety polices, processes and systems. Safety Metrics are a part of Balance Score Card and is reviewed by Management and Board.

2.Safety Walks are conducted daily by Business Unit's Leadership team and key observations are recorded tracked and reviewed.

3. Every Manufacturing Unit has a Safety Committee with representation for various employee categories.

3. Safety Trainings as part of induction for all categories of workforce including Contractual workers, security and housekeeping personnel.

4.Safety Training and Mock Drills conducted regularly at every Business Unit

5. A Suggestion Scheme which includes Safety Suggestions and Kaizens . Suggestions are reviewed monthly, implemented and tracked. Best Suggestions are recognised encouraging and motivating employees to think 'Safety' First

6. A Safety Week is celebrated every year to promote and create awareness on importance of Safety
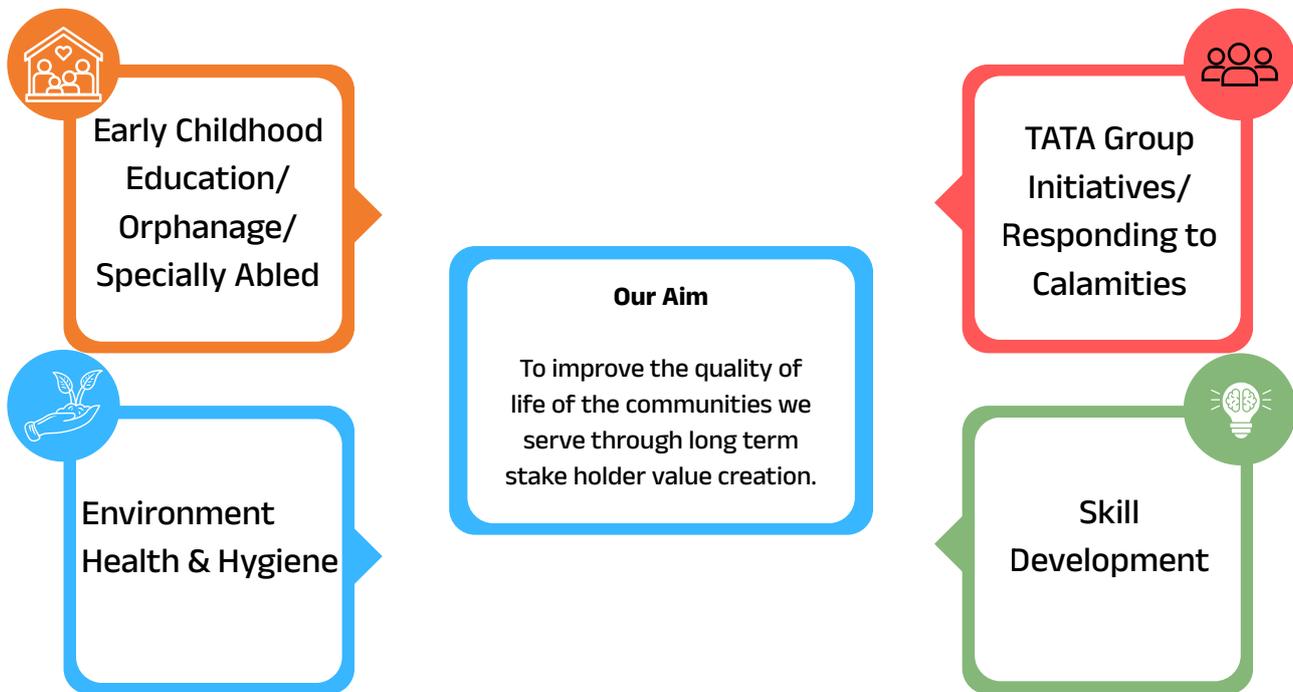
COMMUNITY RELATIONS

Our Commitment : Responsible & Inclusive Development

Tata AutoComp Systems is committed to contributing meaningfully to society through structured and impactful Corporate Social Responsibility (CSR) initiatives. Our CSR strategy is aligned with the Tata Group's Aalingana framework and reflects our purpose by fostering inclusive growth, environmental stewardship, and community resilience.

CSR at Tata AutoComp is designed to create long-term stakeholder value, particularly in regions where our operations are located. Our efforts are focused on addressing systemic challenges in education, health, skilling, and sustainability, while promoting equity, inclusion and opportunity for underserved communities.

Strategic Focus Area for Community Initiatives

Early Childhood Education/ Orphanage/ Specially Abled

Environment Health & Hygiene

Our Aim

To improve the quality of life of the communities we serve through long term stake holder value creation.

TATA Group Initiatives/ Responding to Calamities

Skill Development

Inclusive Culture

Well-being

Youth Development

Sustainability

FY 2024–25 Highlights: Community Initiatives

Lives Touched:
1,27,280
Individuals

Projects Implemented:
14
Community projects

Budget for Community Projects:
INR 1130 Lac

169.03 Million
litre of water has been conserved in 12 villages

Employee Volunteering:
35,033 Hours
contributed by Employees with over 1000+ active volunteers.
Tata AutoComp recognized for Highest Per Capita Volunteering Hours in Tata Group in FY'2024-25
10.19 Per Capita Volunteering Hours (PCVH in FY 2024-25

30K Trees
Planted and maintained so far; total 3,71,844 KgCo2 sequestrated

Affirmative Action Alignment:
75% of CSR
budget directed towards projects benefiting Women , People with Special Needs (PwDs), Transgender, Scheduled Castes, Scheduled Tribes, Nomadic Tribes,

Key CSR Initiatives

Skilling of Marginalized Youth , Women, People with Special Needs & Transgender

1. Skilling of Girls in Electric Vehicles
The Electric Vehicle Training is designed for youth from economically disadvantaged sections of the society – to train them in EV Battery and Motor repairing, make them employable & place is jobs. The focus to train Women / girls. Out of 1000 Beneficiaries trained & placed, 50% are Girls. Till Date **over 1000 Girls** have been trained and placed in jobs

2. Skilling of Girls in Manual Insertion Operations
Skill to Employability is a residential vocational training program for girls and is Implemented by Y4D Foundation. After completing the skill training program, the beneficiaries get placed, mostly in companies in vicinity of their villages. Till date **over 1000 Girls** have been trained and placed in jobs

3. SWAYAM : for People with Special Needs (Cafe 'DIL' - Dignity in Life)
Thie programme implemented by Prayatna present opportunities to challenged adults and young adults to learn livelihood skills. Students with Autism are trained in Barista Skill and run an independent café under the brand name café 'DIL' (Dignity in Life). Café DIL is also at Tata AutoComp office and plants.

4. Revive: Skilling of Transgender
Tata AutoComp has designed a project REVIVE is a Corporate Skills Training Program along with the implementing partner Periferry for Transgender persons . This is a 3 moths residential programme in Pune and trained Transpersons are placed in Jobs in IT and Service companies. Crafted Wings in another intervention which has been initiated to create and promote products made by Transpersons.

Tata AutoComp has trained **250+ Transgender Individuals** in Pune at the Ivy League House since FY 23-34 out of which 150+ have been placed until now.

Education for Girls / People with Disabilities (PwDs) :

5. Girls Scholarship Programme (Higher Schooling & Engineering)

Tata AutoComp has partnered with NGO YOJAK to support deserving Girls from economically weak families with scholarships to ensure they continue their higher schooling (8th to 12th grade). This programme is run in Khed Taluka in Pune, Maharastra and Sanand in Gujarat. Till date **5000+ Girls** have been supported to complete their Schooling

6. HoPE in Schools

Tata AutoComp supports Schools across India & orphanages in Pune with an aim of Holistic Development of Children through extracurricular activities, in additions to infrastructure support and providing resource aids. In addition to this students lagging in academics are given special training especially in Functional Literacy though Community Learning Centers Building Sustainable Schools (Solar Panels, Rainwater harvesting and Waste Management) and educating Students, Teacher and Parents on Sustainability is a key element of the project. Till Date Tata AutoComp has i**mpacted 2 Lakh+ students** through this initiative

7. Career Counselling for Students from Marginalized Communities

This initiative is taken to guide students from marginalized communities especially first generation learners in pursuing higher education and careers based on their aspirations, This is achieved by helping them connect to various Government scholarships.

8. Jaipur Foot : Artificial Limbs for People with Disabilities

Special camps are organized in communities where People with Disabilities from marginalized communities are provided with artificial limbs through consultation and guidance from prosthetists , with a permanent solution to their disability. Till date **1000+ People with Disabilities impacted**

Essential Enablers for Environment/ Women/People with Disabilities (PwDs) / Migrant Workers

9. SAMATA- Driving Inclusion through Sports along PWD's

Tata AutoComp along with Adventures Beyond Barriers Foundation (ABBF) promotes inclusivity for persons with disabilities through adventure sports, outdoor sports activities – Marathons, Tandem Cycling, Rappelling, Trekking , Camping etc. **Total Number of People with Disabilities impacted: over 5,000.** Total No. of Volunteers Sensitized for Inclusion: 800+ No of Volunteering Hours – 7000 Hours

10. Adult Literacy Programme

This progamme uses a Digital tool created by TCS to train uneducated adults in basic functional literacy and enable them to read, write and use digital medium for basic day -to-day transactions. This programme is aimed to train Women in Villages, which apart from literacy is also creating a mindset shift towards girl child education.

11. Menstrual Hygiene Management

This programme is designed along with Tata Trusts to educate men and women in villages to remove myths and unhygienic practices related to Menstruation . Till date **over 43,000 women/girls impacted**

12. Workers Facilitation Centre

This physical and mobile centre implemented along with Aajevika Bureau aims to create awareness among migrant workers on their rights and government entitlements, facilitate their documentation thereby improving their standard of living

13. Green Canopy : Tree Plantation / Urban Forestry

Every Year Tata AutoComp plants saplings (6-8 feet in height) at places with formal approval from local government / forest department . These saplings are taken care of for 3 years until they have grown to a significant height and width and can survive on themselves.

Till Date Tata AutoComp has planted 30 K + tress across locations ; Total 3,91,349.35 KgCo2 sequestrated

14. Water Conservation

This initiative is taken to repair and restore Water bodies in draught prone needy villages.Lakes, Dams , bore Wells are assessed and necessary repairs done to ensure water availability in villages increases for daily use and for farming .
Till date 169.03 Million litre of water has been conserved in 12 villages

Governance and Implementation

CSR programs are governed by a dedicated CSR Committee at the Board level, supported by an Apex Committee comprising senior leadership. Implementation is carried out through partnerships with credible non-profit organizations, local institutions, and government bodies.

Monitoring and evaluation are conducted through regular reviews, impact assessments, and stakeholder consultations. Digital platforms such as the CSR portal, volunteering app, and internal knowledge-sharing tools enhance transparency, engagement, and scalability.

Tata AutoComp's Corporate Social Responsibility (CSR) strategy is closely aligned with the ESG Strategy, DEI Strategy and Tata Affirmative Action Programme (TAAP), reinforcing the company's commitment to inclusive development and Environment conscience. This alignment ensures that CSR investments not only address broader community needs but also contribute directly to equity and opportunity for historically disadvantaged groups.

By integrating ESG, DEI and TAAP principles into CSR planning and implementation, Tata AutoComp is able to drive measurable social impact while advancing its Environmental, Social, and Governance (ESG) and Diversity, Equity, and Inclusion (DEI) goals. In FY 2024–25, over 75% of the CSR budget was directed towards projects that support TAAP objectives, reflecting a strong commitment to inclusive growth.

Workers Facilitation Centre

Jaipur Foor : Artificial Limbs for People with Disabilities

Employee Volunteering

At Tata AutoComp, volunteering is not a calendar event — it is a way of being. Guided by the Tata value of Responsibility, volunteering is woven organically into every Corporate Social Responsibility initiative, allowing employees to contribute not only their time but also their skills and compassion toward the communities they serve.

Each CSR project at Tata AutoComp is designed with an inbuilt capacity to involve employee volunteers meaningfully. Whether it is mentoring young girls in skilling programs, supporting Persons with Disabilities at Café DIL, helping build awareness in schools under Project HoPE, or leading plantation drives, employees across all levels participate in shaping social impact on the ground.

To enable this across all its manufacturing locations and offices , Tata AutoComp has a dedicated team and roles assigned to Business Unit & location SPCOs Communication for volunteering is driven through a monthly internal calendar shared across the Company.

Tata AutoComp also leverages digital platforms to record and recognize volunteering hours, making the process transparent and data driven. .

A key enabler of this movement is leadership involvement. True to the Tata spirit, leaders lead by example — from the Vice-Chairman, MD& CE) to Business Unit Heads — who regularly participate in CSR initiatives, often encouraging their teams to join in. Their visible commitment inspires Changemakers across the Company to contribute toward collective good.

In FY 2024–25, Tata AutoComp volunteers clocked an impressive 10.19 PCVH (Per Capita Volunteering Hours), This achievement earned Tata AutoComp recognition within the Tata Group for exemplary participation in volunteering and community engagement.

Through its structured yet human approach to volunteering, Tata AutoComp continues to nurture a culture of empathy and inclusion — where every employee becomes an active participant in building a sustainable, equitable future.

Per Capita Volunteering Hours (PCVH)

- FY 2022: 2.10
- FY 2023: 2.67
- FY 2024: 6.67
- FY 2025: 10.19
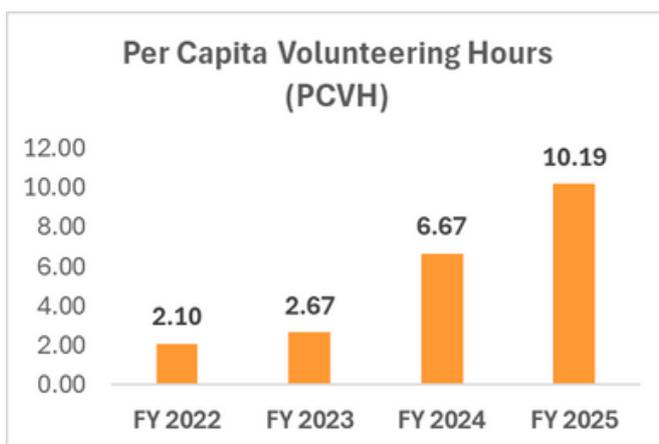
Tata AutoComp Recognized by Tata Sustainability Group for acheiving Highest Per Capita Volunteering Hours in FY 2024-25
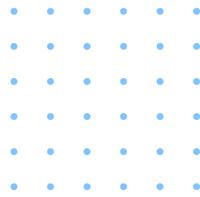
Awards and Recognitions

Gender Diversity

Tata AutoComp has been recognized as one of the Best Organizations for Women for the third consecutive year – in 2023, 2024 and now in 2025 by **Economic Times**

Inclusion of Persons with Disability

Tata AutoComp Systems Ltd – Interior and Plastics Division, and TATA Motors Passenger Vehicles Ltd were jointly honoured with the Global CSR Excellence & Leadership Award for "Promoting Employment for Physically Challenged" at the 14th Edition of World CSR Day held in Mumbai on 18th February 2025.

Deming Prize 2024

Two of our business units, Tata Ficosa Automotive Systems and Tata AutoComp's Composites Division won the prestigious Deming Prize 2024, considered one of the highest achievements in TQM (Total Quality Management) excellence worldwide. While Tata Ficosa became the First Vision Systems Manufacturer in India to win this recognition, Tata AutoComp's Composites Division became the First Composites Company globally to achieve this honour.

Employee Relations

Tata AutoComp Systems Ltd has been conferred with the prestigious "Significant Achievement in Employee Relations" award by EFI-CII National Awards for Excellence in Employee Relations – PATHWAYS TO EXCELLENCE – 2025 | 8TH EDITION

The award was presented to the Tata AutoComp HR Team by Mr. Akash Fundkar, Hon'ble Minister of Labour, Government of Maharashtra.

Affirmative Action

Annual TAAP Convention held on 13th February 2025 in Mumbai. Tata AutoComp has till date received 4 awards in the category: Significant Adoption: Company to cross 550 in the first attempt; Best in Class for Individual E's: Employability, Education, Employment, Essential Enablers (4 out of 5 Es in TAAP Criteria). The TAAP Assessment score (FY24-25) is 601-625 score band.

JRD-QV Award Presented to Tata AutoComp Systems for Business Excellence

Group CHRO Mr. Sudipta Marjit, recognised as Champion of Manufacturing 2025

"Future Ready Organisations 2024-25" by The Economic Times

Corporate Social Responsibility

Vice Chairman, Mr. Arvind Goel recognized as an **Ingenious Changemaker** in 2024 by Marksmen Network

Recognition by Hon'ble **Union Minister of State Science & Technology, Dept. of Space, Minister of State PMO – Dr.Jitendra Singh** in Jan'24

Corporate Social Responsibility

Recognition by Hon'ble Union Minister of State for Science & Technology for exemplary CSR Initiatives

Corporate Social Responsibility

Recognition by Honourable Deputy Chief Minister- Mr. Devendra Fadnavis in "India Moment Summit" in Nov'24 for exemplary CSR Initiatives

Happy Companies to Work For Award by World HRD Congress

Annexure

GRI Index

Statement of use	Tata AutoComp Syststems Limited has reported the information cited in this GRI content index for the period 1st April 2024 to 31st March 2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	11
	2-2 Entities included in the organization's sustainability reporting	4, 12
	2-3 Reporting period, frequency and contact point	4
	2-4 Restatements of information	5
	2-6 Activities, value chain and other business relationships	11, 12
	2-7 Employees	18
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	2-9 Governance structure and composition	42, 35 - 37
	2-10 Nomination and selection of the highest governance body	39
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	2-12 Role of the highest governance body in overseeing the management of impacts	42
	2-13 Delegation of responsibility for managing impacts	41, 42
	2-14 Role of the highest governance body in sustainability reporting	41, 42
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	2-18 Evaluation of the performance of the highest governance body	39
	2-22 Statement on sustainable development strategy	41
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	2-26 Mechanisms for seeking advice and raising concerns	42
	2-28 Membership associations	9
	2-29 Approach to stakeholder engagement	16
GRI 3: Material Topics 2021	2-30 Collective bargaining agreements	45
	3-1 Process to determine material topics	17
	3-2 List of material topics	18
	3-3 Management of material topics	19-25
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	29, 73-74
	101-2 Management of biodiversity impacts	73-74
	101-3 Access and benefit-sharing	75
	101-4 Identification of biodiversity impacts	75
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GRI STANDARD	DISCLOSURE	LOCATION
GRI 102: Climate Change 2025	102-1 Transition plan for climate change mitigation	56-60
	102-2 Climate change adaptation plan	56-60
	102-4 GHG emissions reduction targets and progress	58
	102-5 Scope 1 GHG emissions	58
	102-6 Scope 2 GHG emissions	58
	102-7 Scope 3 GHG emissions	58
GRI 103: Energy 2025	103-1 Energy policies and commitments	29
	103-2 Energy consumption and self-generation within the organization	63
	103-5 Reduction in energy consumption	63
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	8
	205-2 Communication and training about anti-corruption policies and procedures	46
	205-3 Confirmed incidents of corruption and actions taken	8
GRI 207: Tax 2019	207-1 Approach to tax	48
	207-2 Tax governance, control, and risk management	48
	207-3 Stakeholder engagement and management of concerns related to tax	48
	207-4 Country-by-country reporting	12, 48
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	69, 70
	303-2 Management of water discharge-related impacts	69, 70
	303-3 Water withdrawal	69, 70
	303-4 Water discharge	69, 70
	303-5 Water consumption	69, 70
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	65 - 67
	306-2 Management of significant waste-related impacts	65, 66
	306-3 Waste generated	67
	306-4 Waste diverted from disposal	67
	306-5 Waste directed to disposal	67
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	52
	308-2 Negative environmental impacts in the supply chain and actions taken	52
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	81
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	81
	401-3 Parental leave	99

GRI STANDARD	DISCLOSURE	LOCATION
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	99 - 102
	403-2 Hazard identification, risk assessment, and incident investigation	99
	403-3 Occupational health services	99, 100
	403-4 Worker participation, consultation, and communication on occupational health and safety	103, 201
	403-5 Worker training on occupational health and safety	101
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	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	99-101
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GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	88
	404-2 Programs for upgrading employee skills and transition assistance programs	86-88
	404-3 Percentage of employees receiving regular performance and career development reviews	90
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	35
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	104-108
	413-2 Operations with significant actual and potential negative impacts on local communities	104-108
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	52
	414-2 Negative social impacts in the supply chain and actions taken	52
GRI 415: Public Policy 2016	415-1 Political contributions	10
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	72
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	50

ESG Champions at Tata AutoComp

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