






**ANNUAL
REPORT**
2024 - 25

Table of Contents

| | | |
|-----------|--|---|
| 01 | Leader's Message |  |
| 02 | Company Overview |  |
| 03 | Linkages with Sustainable Development Goals |  |
| 04 | CSR Strategy |  |
| 05 | CSR Footprints & Overall Performance |  |
| 06 | Project Details |  |
| 07 | TAAP |  |
| 08 | Change Makers |  |
| 09 | CSR products as Gifting Items |  |
| 10 | Annexure |  |



*"In a free enterprise, the community
is not just another stakeholder in
business, but is in fact the very
purpose of its existence."*

-Jamsetji Tata
Founder of the TaTa Group



Vice Chairman's Message



Arvind Goel
Vice Chairman
Tata Autocomp

Last financial year (FY 24-25) has been a remarkable year for TATA AutoComp in advancing our Corporate Social Responsibility agenda. Staying true to our core values, we deepened our impact through strategic initiatives focused on the four 'E's—Employment, Employability, Essential Enablers, and Education. I'm especially proud that this year we were recognized for our efforts in Education, further expanding the scope to work in Tata Affirmative Action Programme.

Our improved score under the TAAP framework and extended coverage across two bands reflect the commitment and rigor behind our CSR strategy. The active involvement of our HOPE volunteer community has been central to this journey, enabling us to reach underserved communities with compassion and purpose.

In line with the Tata Group's larger vision, our efforts are directed at fostering inclusive growth, strengthening ESG initiatives, and uplifting communities. Whether it is through skill-building, environmental stewardship, or educational support, we are laying the foundation for long-term, meaningful change in the communities we as a company are present

As we move ahead, we are committed to drive impact with empathy, lead with responsibility, and build a future that is equitable and sustainable for all.

Warm Regards,
Arvind Goel





ABOUT TATA AUTOCOMP

Tata AutoComp Systems, promoted by the Tata Group, was established in 1995 to bring auto component technologies into India to serve the emerging Indian Auto Industry.

Tata AutoComp Systems is in the business of design, development, manufacturing & supply of components including Products & Services to Auto Industry as well as other allied industries like Railways and Energy. It operates through its Business Units (BUs) which are either own Divisions, Subsidiaries or Joint Ventures. These products & services are being delivered to Automotive OEMs including Passenger Vehicles, Commercial Vehicles, Two & Three Wheelers, Tractors & Off-road, allied Industrial segments like Railways & Energy and Aftermarket.

Tata AutoComp Systems has 18 Business Units including 9 Joint Ventures in partnership with leading Global Auto Component players. Tata AutoComp Systems has 61 manufacturing facilities spread across India, North America, Latin America, Europe and China.



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

"Honesty and transparency are essential in our business operations. We should always act fairly and ensure that our actions can withstand public scrutiny."

Pioneering

"We need to operate our business with integrity, honesty, and transparency. All our actions should be able to withstand public scrutiny."

Excellence

"We should always aim to reach the highest standards in our daily tasks and in the quality of the products and services we deliver".

Unity

"We should collaborate effectively with colleagues, customers, and partners globally, fostering strong relationships based on tolerance, understanding, and mutual cooperation."


Responsibility

"We must be accountable and mindful of the countries, communities, and environments where we operate, ensuring that benefits are returned manifold to the people."



Linkages with Sustainable Development Goals

1 NO POVERTY




Progressing towards poverty eradication through sustainable livelihood programs and skills training.

EV skilling, skill development, Swayam, Support to Orphanages, WFC


Taking significant steps in ensuring food security and nutrition for all through sustainable agriculture and food distribution initiatives.

Support to Orphanages, HOPE, Model School

2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING




Ensuring access to healthcare, promoting healthy lifestyles, and addressing mental health are vital for thriving individuals and societies.

MHM, Jagruti, WASH, HOPE, WFC, Cleft surgery,


Quality education empowers individuals, fosters critical thinking, and prepares them to contribute meaningfully to their communities and the world.

Model school, HOPE

4 QUALITY EDUCATION



5 GENDER EQUALITY




Gender equality is essential for a peaceful and prosperous society, ensuring equal rights, opportunities, and treatment for all genders.

Engineering Girls Scholarship, Girls Scholarship Program, Revive, Skill Development

Access to clean water and sanitation is a basic human right, crucial for preventing diseases, promoting hygiene, and fostering sustainable development.

Water Conservation and WASH, Ainade Vasti

6 CLEAN WATER AND SANITATION





Linkages with Sustainable Development Goals



Through targeted programs and policies, we've worked to reduce inequality, promoting access to education, healthcare, and economic opportunities for all, fostering a more inclusive society.

Samata, Swayam, WFC



Climate Action: Embracing climate action, we've implemented sustainable practices, invested in renewable energy, and actively participated in tree planting initiatives, contributing to a greener future and reduced carbon footprint.

Urban Forestry, Water conservation, Agro Rangers



our commitment to conserving biodiversity and promoting sustainable land use. Through forest protection, land restoration, and biodiversity conservation, we're safeguarding ecosystems for a sustainable future.

Sahjeevan, Urban Forestry, Agro Rangers



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

WFC, Skill development



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

Model school, HoPE

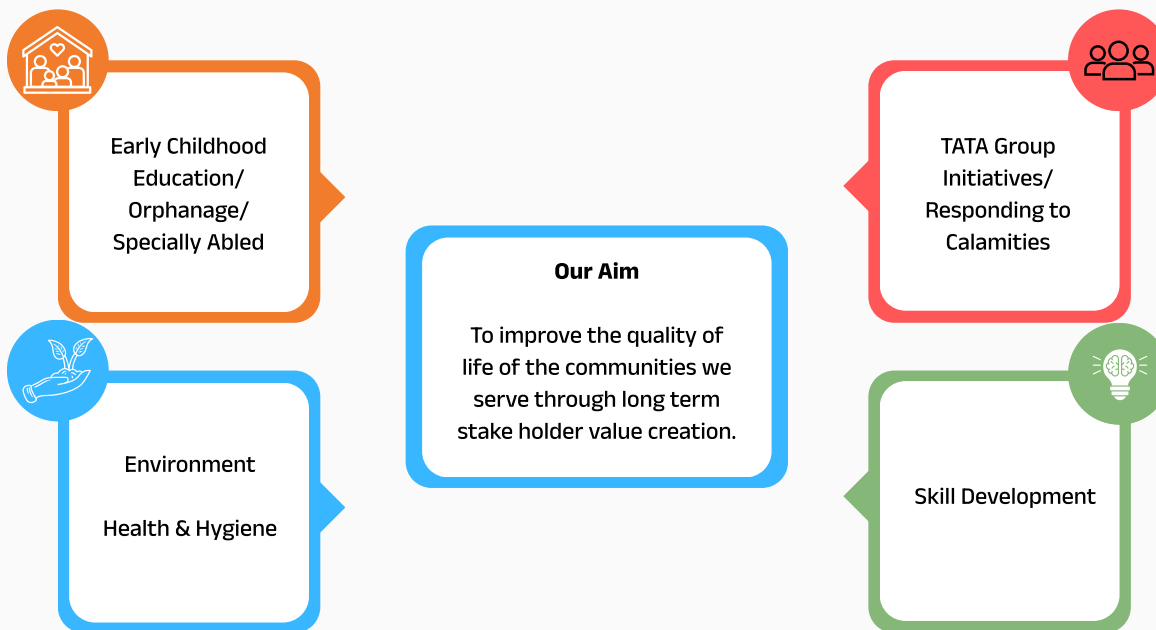


Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

Cleft Surgery, Milk Bank



CSR Focus Areas



| | |
|--------------------------|--------------------------|
| Inclusive Culture | Well-being |
| Youth Development | Sustainability |
| 48 Projects | 9 Locations |
| | 18 Business Units |

Tata Affirmative Action Programme

Score Band : 601 to 625

Recognized for Best-in-Class for Education

Environmental Social Governance

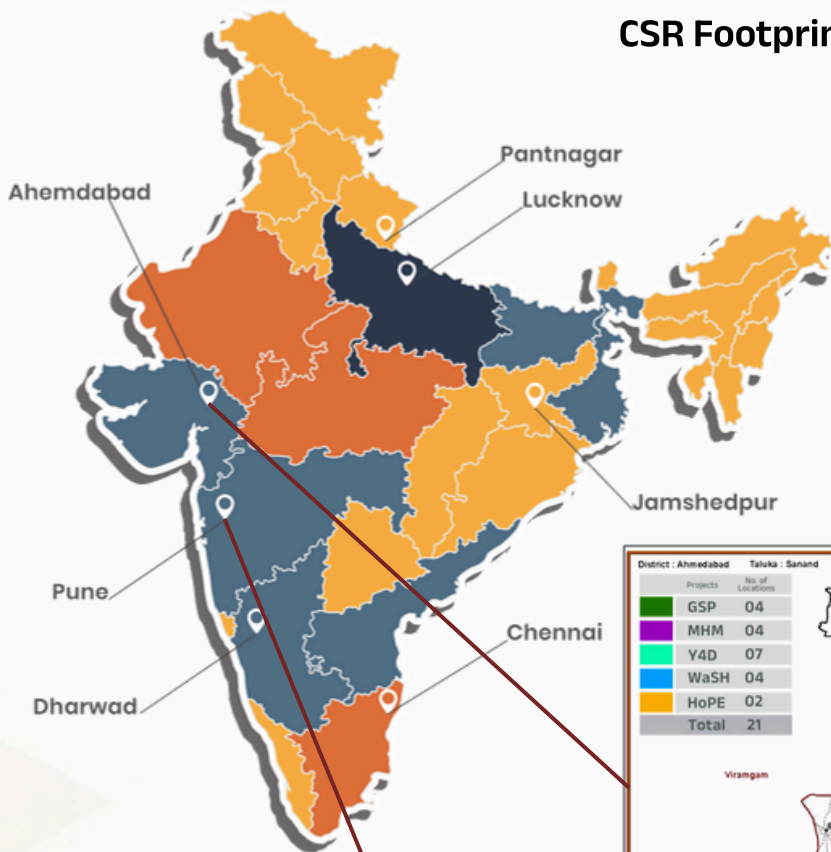
No.1 in India amongst Auto Component Cos. with 95 percentile DJSI Score (Social Score : 68 , Industry Avg. 35)

Tata AutoComp Change Makers

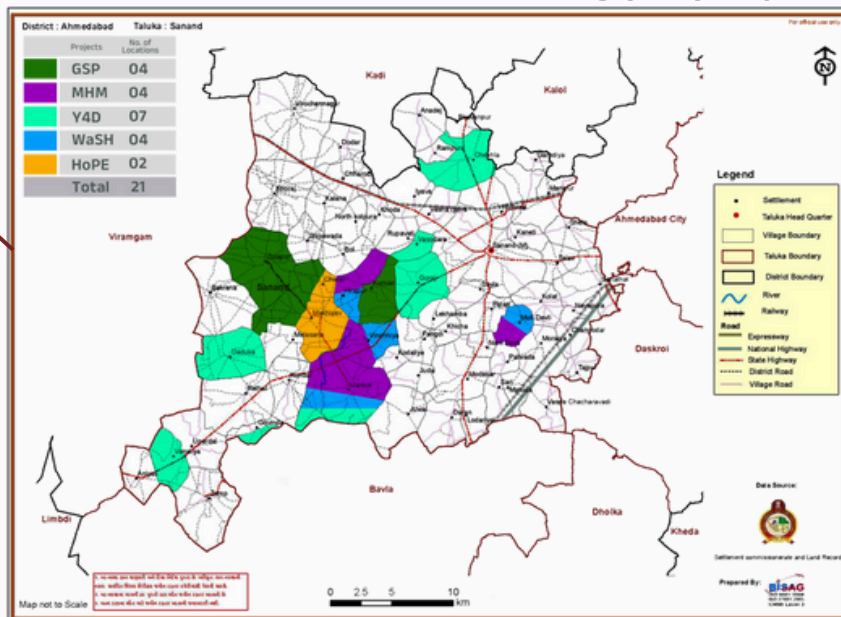
10 PCVH – Volunteering Hours FY'24-25 from 6.67 PCVH in FY'23-24



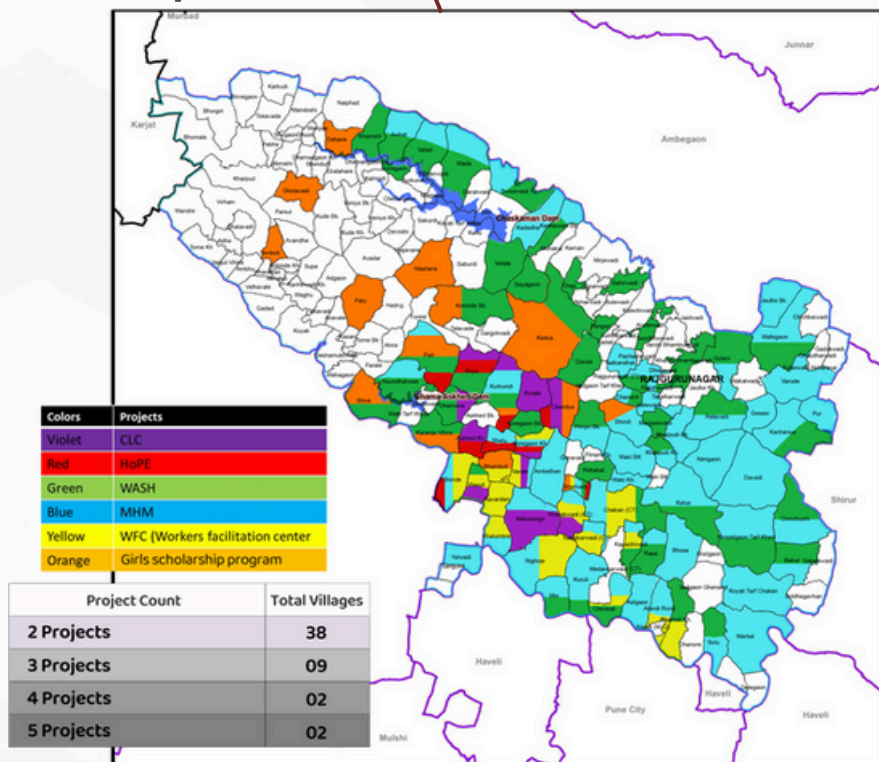
CSR Footprint



Sanand



Khed, Chakan





Inclusion



Swayam : "DIL" Café



"DIL" Café empowers specially-abled students by building confidence through skill development and hands-on work experience. At Pryatana, 15 students were trained in soft skills, hospitality, and communication, gaining real-world experience at a live counter in TSS, a Tata AutoComp Systems unit. This initiative boosts employability and self-esteem, preparing them for future roles in hospitality or customer service..

Location : Pune | Implementing Partner: Social Venture Partners / Prayatna

Beneficiaries: 30

Total volunteering hours: 2,800

BU: Taco Legal Entity

Revive



Revive is a skilling and empowerment program for transgender individuals, aiming to boost self-esteem and support job placements. It promotes inclusivity through employee sensitization, legal aid, and business partnerships, fostering a more diverse and equitable workforce.

Location : Pune | Implementing Partner: Periferry

Beneficiaries: 250

Total volunteering hours: 2,250

BU: Taco Legal Entity

SAMATA



The SAMATA project promotes inclusivity by bringing specially-abled and abled individuals together through sports. It creates a shared platform that breaks barriers, fosters understanding, and encourages participation, helping build a more inclusive and accessible community.

Location : Pune | Implementing Partner: Adventures Beyond Barriers Foundation

Beneficiaries: 7000

Total volunteering hours: 9,460

BU: Taco Legal Entity

Artificial Intelligence for Visually Impaired



The "PWD - Skill Development & Health Project for Visually Challenged" empowers individuals with visual impairments through specialized training, health programs, and job placements. It promotes independence, boosts self-esteem, and fosters inclusivity by enabling equal participation and professional growth.

Location : Hadpsar, Pune. | Implementing Partner: The Poona Blind Men's Association

Beneficiaries: 50

Total volunteering hours: 9,035

BU: Tata Ficosa



Jaipur Foot Initiative



The Jaipur Foot initiative provides free prosthetic limbs and mobility aids to individuals with physical disabilities, restoring their mobility and independence. Through on-ground camps and support, the project empowers beneficiaries to lead active, dignified lives and promotes inclusivity in society.



Location : Pune | Implementing Partner: Bhagwan Mahaveer Viklang Sahayata Samiti

Beneficiaries: 900

Total volunteering hours: 175

BU: Taco Legal Entity





HoPE

Holistic and Progressive Education



HoPE: Holistic and Progressive Education



The HoPE – Holistic and Progressive Education project enhances learning in ZP schools and orphanages by integrating creativity, critical thinking, and life skills with academics. The initiative promotes well-rounded development through extracurricular activities that build teamwork, leadership, and real-world readiness—empowering students for holistic growth.

Location : Pune, Chakan, PCMC, Jamshedpur, Sanand, Lucknow

Implementing Partner: Urmee, Strokes Foundation, Rotary Club of Khadaki.

Beneficiaries: 44407

Total volunteering hours: 6905

BU: Taco AI, Katcon, TTR, Taco Legal Entity.

HoPE: At Avasara Academy, young women are empowered to lead with confidence and purpose through quality education.

HoPE: At the PWD School, children with disabilities are nurtured with education, and opportunities to thrive independently.

HoPE: Stem lap setup through IISER in Schools.

Model School



The project aims to transform Government ZP Schools and low-income private, government-aided/non-aided schools into Model Schools. Focused on improving infrastructure, teaching methods, and student support, it creates a safe, nurturing environment that inspires a love for learning. The initiative envisions empowered, engaged learners, prepared for success in an ever-evolving world

Location : Khed, Shirur | Implementing Partner: Pratima Foundation

Beneficiaries: 3500

Total volunteering hours: 2,235

BU: Tata Hendrickson Suspension, TM Seatings

Community Learning Centre



The Community Learning Centre (CLC) project establishes village-based learning centers in Khed Taluka to bridge learning gaps caused by COVID-19 school closures. Operated by community fellows, the project offers remedial classes, tutoring, and learning materials to support students' educational recovery. It promotes inclusive, continuous learning and skill development in a supportive environment.

Location : Chakan, Khed. | Implementing Partner: YOJAK

Beneficiaries: 296

Total volunteering hours: 2,197

BU: Taco Legal Entity



Panditosav: Learn- See- Do



Panditotsav is a rural classical performing arts initiative that introduces Indian classical art forms to students in rural schools. Built on the pillars of 'learn-see-do,' it encourages children, youth, and adults to explore their creative curiosity through workshops and interactions. The project offers exposure to world-class performances, fostering appreciation and understanding of India's rich artistic heritage in rural and tribal communities.

Location : Shirur | Implementing Partner: Pratima Foundation

Beneficiaries: 10500

Total volunteering hours: 55

BU: Tata Hendrickson Suspension

Yuva srujan: Masterclass for students through legendary artists and creating platform for young artists to perform.

Water, Sanitation and Hygiene Management



The WASH project improves Water, Sanitation, and Hygiene facilities in Government schools across Khed Taluka, Pune. It promotes hygiene and sanitation through behavioral sessions and workshops for students and teachers. The initiative aims to enhance health, encourage good hygiene habits, and create a clean, supportive school environment.

Location : Khed,Pune | Implementing Partner: Yuva Mitra

Beneficiaries: 10500

Total volunteering hours: 1,075

BU: Taco Legal Entity, THSL





Empower Her



Girls Scholarship program for higher secondary



The Girls Scholarship Program supports girls in 8th to 10th standard in Khed Taluka, Pune, by providing financial aid to pursue higher secondary education. In collaboration with local stakeholders and corporate partners, the initiative breaks educational barriers and empowers young women. It fosters a supportive environment that encourages academic growth and long-term success.

Location : Khed,Chakan,Sanand. | Implementing Partner: YOJAK

Beneficiaries: 1450

Total volunteering hours: 1,076

BU: Taco Legal Entity

Girls Scholarship program for Engineering



The Lila Poonawalla Foundation, in partnership with Tata AutoComp, offers scholarships to underprivileged girls in Pune pursuing engineering. The initiative covers fees and supports holistic development through mentoring, career guidance, and internships—empowering girls to thrive in academics and the evolving EV sector.

Location : Pune | Implementing Partner: Lila Poonawalla Foundation

Beneficiaries: 62

Total volunteering hours: 50

BU: Taco Legal Entity

Operations Skills for Girls



The Operations Skills for Girls project offers residential skill training for assistant operator roles, focusing on girls and youth from marginalized families in Khed Taluka. Through market-oriented modules and On-the-Job Training in Chakan, the program builds technical and soft skills for employment. It empowers participants with the tools needed for personal and professional growth, enabling a brighter future.

Location : khed, chakan, Sanand | Implementing Partner: Y4D

Beneficiaries: 1100

Total volunteering hours: 85

BU: Taco Legal Entity

Skilling in Battery & Motor Repairing



The EV - Skilling in Battery & Motor Repairing project equips youth from underserved communities with skills in electric vehicle servicing and traditional auto mechanics. It enhances employability while supporting sustainable mobility and cleaner technologies. Through hands-on training and workshops, participants are prepared for opportunities in the growing EV industry, contributing to a greener future.

Location : Chakan & Pune | Implementing Partner: The Strive

Beneficiaries: 350

Total volunteering hours: 174

BU: Taco Legal Entity

The Symbiosis Skill Development Project equips youth with industry-relevant skills, enabling them to build sustainable livelihoods and achieve long-term success. **Beneficiaries 1000**





Women and child Health Care



Menstrual Hygiene Management



The MHM project conducts sessions and workshops for adolescent girls and women in Khed Taluka to promote menstrual hygiene awareness and break taboos. It provides access to sanitary products, educates on hygiene practices, and empowers participants through pad stitching workshops. The initiative fosters self-sufficiency, dignity, and environmental sustainability.

Location : Khed, chakan.
Implementing Partner: Yuva Mitra

Beneficiaries: 20,500

Total volunteering hours: 2,108

BU: Taco Legal Entity

Khushi



The Anganwadi project supports the holistic development of children aged 0-6 by strengthening Anganwadi centers through resources and training. It focuses on physical, cognitive, and emotional growth, while equipping teachers with child development and nutrition knowledge. By adopting five centers, including Yerawada Women's Prison Anganwadi, the initiative fosters inclusive, nurturing environments for early childhood care.

Location : PCMC | **Implementing Partner:** Rotary Club of Khadki

Beneficiaries: 2000

Total volunteering hours: 62

BU: Taco Legal Entity

Caregivers Program



The Caregiver Education Program by CLR aims to strengthen home-based childcare for children aged 0-3 in underserved communities. It equips caregivers with essential skills through workshops and resources, promoting healthy routines and positive interactions. The initiative also engages male caregivers and highlights the importance of psycho-social stimulation, fostering holistic development in early childhood.

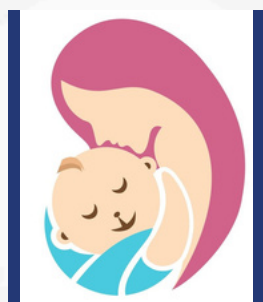
Location : PCMC | **Implementing Partner:** CLR

Beneficiaries: 625

Total volunteering hours: 42

BU: Taco Air international

Cleft Surgery Initiative



The Cleft Surgery Initiative provides free cleft lip and palate surgeries to children from underprivileged backgrounds. The project aims to restore smiles, improve speech and nutrition, and enhance the overall quality of life. Through expert medical intervention and post-operative care, it empowers children to lead healthier, more confident lives.

Location : Pune | **Implementing Partner:**

Beneficiaries: 100

Total volunteering hours: 70

BU: Taco Legal Entity



Milk Bank Initiative



The Milk Bank project, in collaboration with Ruby Hall Clinic, aims to support neonatal care by providing safe, pasteurized donor human milk to premature and critically ill infants. This initiative addresses the nutritional needs of vulnerable newborns when maternal milk is unavailable, promoting infant health and reducing mortality risks. The project also raises awareness about the importance of breast milk donation and builds a compassionate network of donor mothers to ensure a sustainable supply.

Location : Pune | Implementing Partner:

Beneficiaries: 5000

Total volunteering hours: 80

BU: Taco Legal Entity

HPV Vaccination for Girls



The HPV Vaccination project aims to protect adolescent girls from cervical cancer by providing free, preventive HPV vaccines. Through awareness sessions and health camps, the initiative educates communities about the importance of early vaccination, promoting long-term health and well-being for girls and reducing future health risks.

Location : | Implementing Partner:

Beneficiaries: 650

Total volunteering hours: 55

BU: Taco Legal Entity





Community Enablers



Worker Facilitation Centre



The Worker Facilitation Centre (WFC) supports migrant workers in Chakan/Talegaon by helping them access essential entitlements and services. In collaboration with Forbes Marshall, it offers legal aid, identity documentation, and social security linkages. The initiative also empowers women workers through cluster formation and SPOC capacity building, ensuring a safer, more supportive work environment.

Location : Khed,Chakan. | Implementing Partner: Ajeevika Bureau

Beneficiaries: 5550

Total volunteering hours: 1,085

BU: Taco Legal Entity

Sankalp



The Empowering Marginalized Students project supports children of migrant workers and tribal communities through after-school programs, teacher training, and mentorship. It aims to bridge educational gaps, promote inclusivity, and empower students with the skills and support needed for academic and professional success.

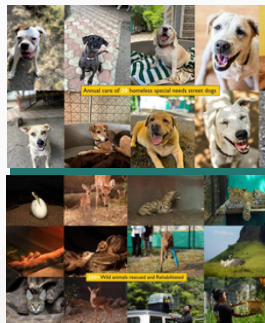
Location : Khed, Pune | Implementing Partner : Samata Centre – Action for Impact

Beneficiaries: 12000

Total volunteering hours: 2,175

BU: Taco Legal Entity

SAHJEEVAN



- Sahjeevan The Sahjeevan project promotes animal population management and zoonotic disease control through female-focused birth control and anti-rabies vaccinations. In partnership with RESQ, it fosters compassion and responsible pet ownership through community awareness and education. The initiative engages locals in conflict mitigation and supports harmonious coexistence between animals and communities.

Location : Chakan & Pune | Implementing Partner: ResQ

Beneficiaries: 10000

Total volunteering hours: 777

BU: Tata Hendrickson
Suspension

Saksham



The Adult Literacy Program in Khed, Pune, aims to equip adults with essential reading, writing, and numeracy skills through accessible, tailored education. In partnership with Urmeem, the initiative fosters a supportive learning environment that builds self-confidence, promotes lifelong learning, and drives socio-economic empowerment within the community.

**Location : Pune
Implementing Partner: Urmeem**

Beneficiaries: 1000

Total volunteering hours: 40

BU: Taco Legal Entity



Green Canopy



Urban Forestry



The Green Canopy – Tree Plantation project transforms barren land in the Chakan-MIDC area into urban forests to boost biodiversity and reduce carbon footprint. In partnership with URMEE, Terre Policy, and Tapovandana Charitable Trust, it focuses on planting and maintaining native saplings suited to local soil, promoting ecological balance and preventing soil erosion.



Location : Kodhit, Pune | Implementing Partner: URMEE/Terre Policy

Beneficiaries: 17500

Total volunteering hours: 30

BU: Tata Ficosa, Taco Legal Entity , TM Seatings

Water Conservation



The Water Conservation project in Khed Taluka focuses on preserving water resources through rainwater harvesting, efficient irrigation, and community awareness. The initiative promotes sustainable water use, reduces wastage, and supports agricultural needs—fostering a greener, more resilient community for future generations.



Location : Khed, Pune | Implementing Partner : Yuva Mitra/ Tata Trust

Beneficiaries: 19000

Total volunteering hours: 38

BU: Tata Ficosa, Tata Hendrickson,
Taco Legal Entity

Agro Rangers



Agro Rangers empowers rural youth with training in sustainable farming and agri-entrepreneurship. The project promotes climate-resilient practices, organic farming, and income generation—building a new wave of self-reliant, environmentally conscious agri-leaders in rural communities.



Location : Pune | Implementing Partner : Agro Rangers

Beneficiaries: 6000

Total volunteering hours: 45

BU: Taco Legal Entity



TAAP Achievement

FY'12-13

TAAP Score
301 to 325

FY'22-23

TAAP Score
551-575

Significant TAAP Adoption and
(Best In Class)- Employment, Employability,
Essential Enablers

FY'24-25

TAAP Score
601 to 625

2 Score Band Jump in One Year
(Best In Class) in Education

Focus on SC/ST/NT , Girls/Women ,PWDs, Transgender

75% CSR Budget towards AA Projects, 1 Lac+ AA Lives Impacted

27% Diversity Mix - Women : 16% , SC/ST/NT : 16% , PWDs : 71

2500+ Change Makers - CSR Volunteers

10+ PCVH - Per Capita Volunteering Hours in FY'24-25rs

95 Percentile DJSI Score – No. 1 in Indian Auto Comp. Cos.

Projects Recognised as Best Practices –

1. Community Learning Centre
2. DIL Café
3. Workers Facilitation Centre
4. Menstrual Hygiene Management
5. Revive for Transgender and
6. Sports for PwD



TAAP Convention : 13th Feb 2025, in Mumbai
Award for Best in Class for Education



Key Highlights FY 2024-2025

1.85 Lac + Lives Touched
48 Projects
9 Locations
23 Implementation Partners

2500+ Change Makers

40K+ Volunteering Hours
from 25K in 2023-24

10+ PCVH (Per Capita Volunteering Hours)
from 6.67 PCVH in 2023-24

- Asia's Largest Inclusion Run 'Run in Sync'
- Hosted TAAP Learning Mission – 1st in Tata Group
- 15K + Trees Planted , 50K+ in last 4 years
- Women Health Initiatives – Milk Bank , HPV Vaccinations
- Sustainability & STEM interventions with IISER in HoPE Schools
- Crafted Wings Programme for Transgender
- EV Skilling with Symbiosis Skills & Professional University
- Expansion of CSR in out-locations- Sanand, Chennai & Jamshedpur
- PwD Inclusion : Schools + Sports+ Employability



TAAP Learning Mission

Tata AutoComp organized a TAAP Learning Mission to foster knowledge-sharing and strengthen our CSR impact. The session brought together implementation partners, field teams, and beneficiaries to reflect on ongoing projects and initiatives.

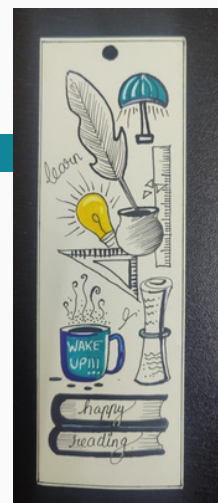
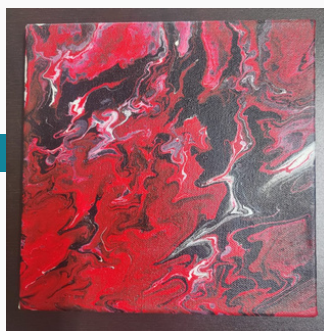
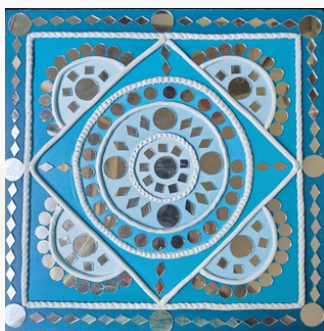
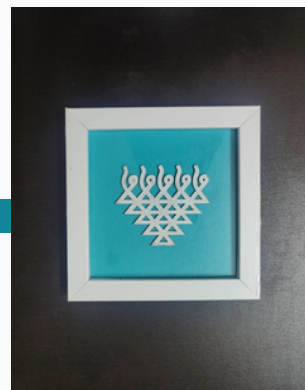
Through interactive discussions and field insights, the mission highlighted best practices, success stories, and opportunities to scale impact. Representatives from various Tata Group companies also shared their perspectives, enriching the learning experience.



Run InSync – Inclusive Marathon

Run InSync is an inclusive sporting initiative that brings together individuals of all abilities to run side by side, promoting empathy, accessibility, and social inclusion. Held in Pune, the event features multiple race categories and fosters a spirit of unity by breaking down barriers around disability. Organized in collaboration with like-minded partners, it creates a platform that celebrates diversity and encourages equal participation in community events.





CSR products as Gifting Items





TATA AUTOCOMP

We kindly invite you to join the Changemakers Group and be a part of our journey towards inclusive and lasting social impact.



Reach CSR team at

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<https://tataautocomp.com>

