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TATA AUTOCOMP



Sustainability Report

FY 2025-26

Tata AutoComp Systems Limited

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About The Report

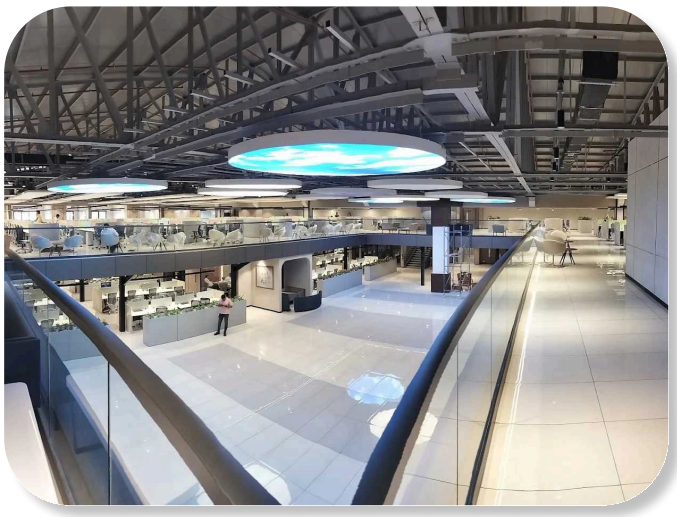
This Sustainability Report ("the Report") presents the environmental, social, and governance (ESG) performance of Tata AutoComp Systems Limited ("Tata AutoComp", "the Company", "we", "our", or "us") for the financial year FY 2025-26 (1 April 2025 to 31 March 2026).

As one of India's leading automotive component manufacturers, Tata AutoComp serves a diverse range of mobility segments through solutions spanning interior systems, composite technologies, battery pack solutions, supply chain services, and aftermarket products. The Company continues to evolve alongside the automotive industry's transformation, driven by advances in electrification, lightweighting, digitalisation, and changing stakeholder expectations. At Tata AutoComp, sustainability is increasingly integrated into the way we govern our business, manage risks and opportunities, develop products, engage with stakeholders, and create long-term value. We recognise that a resilient and responsible business is built not only on operational excellence and innovation, but also on effective stewardship of environmental, social, and governance priorities.

Through this Report, we provide stakeholders with a transparent overview of our sustainability approach, governance mechanisms, material topics, key initiatives, and performance across environmental, social, and governance dimensions. The Report highlights how sustainability considerations are embedded within business decision-making and how they contribute to strengthening long-term resilience and competitiveness.

As we continue our sustainability journey, we remain focused on enhancing transparency, strengthening accountability, improving performance, and supporting the transition towards a more sustainable mobility ecosystem.





Reporting Period, Scope, and Boundary

Reporting Period

The information presented in this Annual Sustainability Report covers the period from **1st April 2025 to 31st March 2026**, unless stated otherwise.

Organizational Scope

This Report covers the sustainability performance of Tata AutoComp Systems Limited across its operations, including the following business divisions:

- **Interiors & Plastics Division (IPD)**
- **Composites Division (CD)**
- **Tata AutoComp Gotion (Gotion TLE)**
- **Tata AutoComp Supply Chain Solutions (TSS)**
- **Tata AutoComp Technical Centre (TTC)**
- **Automotive Aftermarket (IAM)**
- **Group Office (GO)**

The disclosures include activities, assets, and operations under the entity's operational control, including manufacturing, technical, commercial, supply chain, aftermarket, and corporate functions.

Where relevant and material, the Report also references sustainability initiatives, programmes, and collaborative efforts undertaken with subsidiaries, joint ventures, suppliers, customers, and other value chain partners. Such references are intended to provide context on Tata AutoComp's role in driving and supporting sustainability across its broader business ecosystem.

6 Business Units

15 Manufacturing Facilities

2 Offices

Reporting Boundary



Pune, Maharashtra

- Interiors & Plastics Division – 3 Plants
- Composites Division
- Tata Auto Comp Gotion
- Supply Chain Solutions
- Technical Centre
- Automotive Aftermarket
- Group Office

Sanand, Gujarat

- Interiors & Plastics Division
- EV Battery Pack Solutions

Jamshedpur, Jharkhand

- Interiors & Plastics Division
- Composites Division

Bengaluru, Karnataka

- Interiors & Plastics Division

Pantnagar, Uttarakhand

- Composites Division

Pithampur, Madhya Pradesh

- Composites Division

The reporting boundary has been established based on operational control and an assessment of material environmental, social, and governance topics relevant to the business and its stakeholders.

Any assumptions, estimates, exclusions, or methodological limitations applicable to specific disclosures are described in the relevant sections of the Report and further referenced within the GRI Content Index.

Reporting Frameworks and Alignment

This Report has been prepared with reference to the Global Reporting Initiative (GRI) Standards 2021 and has been developed considering globally recognised sustainability principles and frameworks, including the United Nations Sustainable Development Goals (UN SDGs), UNGC Principles and the Tata Group sustainability agenda under Project Aalingana.

The Report is intended to support transparency, consistency, and comparability of sustainability-related information for a broad range of stakeholders, including customers, employees, suppliers, business partners, lenders, regulators, communities, and industry partners.

Independent Assurance

Selected sustainability disclosures contained within this Report have been independently assured by Bureau Veritas (India) Private Limited with reference to the GRI Standards 2021.

The assurance process provides additional confidence in the reliability and quality of the information presented and supports Tata AutoComp's continued focus on transparent and credible sustainability reporting.

The Independent Assurance Statement can be found on page 120.

Responsibility Statement

The management of Tata AutoComp Systems Limited believes that this Report presents a balanced representation of the Company's sustainability approach, initiatives, and performance during the reporting period.

The information disclosed has been compiled through established governance processes supported by data validation mechanisms, management reviews, and cross-functional collaboration. Sustainability-related information is reviewed through defined oversight structures involving senior management and relevant governance bodies.

Tata AutoComp remains committed to continuously strengthening the quality, scope, and maturity of its sustainability reporting and disclosures in line with evolving stakeholder expectations and leading reporting practices.

Contact Information

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Corporate Overview

About Tata AutoComp Systems Limited

Tata AutoComp Systems Limited is one of India's leading automotive components and mobility solutions companies. Established in 1995, the Company has built a strong presence across the automotive value chain through its capabilities in product design, engineering, manufacturing, and supply chain solutions. Over the years, Tata AutoComp has evolved alongside the mobility sector, consistently adapting to changing customer requirements, technological advancements, and emerging industry trends.

The Company offers a diverse portfolio of products and solutions spanning interior systems, composite technologies, electric vehicle battery pack solutions, supply chain services, aftermarket solutions, and advanced engineering capabilities. Through a combination of manufacturing excellence, customer-centric innovation, and technical expertise, Tata AutoComp serves a broad spectrum of leading automotive original equipment manufacturers (OEMs) and other mobility customers in India and international markets.

As the automotive industry undergoes a transformative shift driven by electrification, lightweighting, digitalisation, and evolving sustainability expectations, Tata AutoComp continues to strengthen its capabilities to support the next generation of mobility solutions. The Company remains focused on delivering products and services that create value for customers while enhancing operational resilience, fostering innovation, and supporting responsible business growth.

Sustainability is an integral part of Tata AutoComp's long-term business approach. Environmental stewardship, responsible governance, product innovation, employee wellbeing, and stakeholder engagement are increasingly embedded into business decisions and operational practices. Through this approach, Tata AutoComp seeks to create enduring value for customers, employees, business partners, communities, and society while contributing to a more sustainable mobility ecosystem.





VISION

To be the most trusted mobility components and systems partner.

MISSION

To deliver sustained value to all stakeholders through differentiation in safety, quality, and continuous innovation.

Values

At Tata AutoComp, our actions are guided by the Tata Group's core values, which shape how we conduct business, engage with stakeholders, and pursue long-term growth. These values provide the foundation for our culture and reinforce our commitment to responsible and sustainable business practices.

Integrity

We conduct business with honesty, transparency, and fairness. Building trust with stakeholders is paramount, and we uphold the highest ethical standards in all our dealings.

Pioneering

Innovation drives us. We embrace challenges and foster a culture of bold thinking to develop cutting-edge solutions for the automotive industry. Our spirit of exploration ensures we stay ahead in a rapidly evolving market.

Excellence

We relentlessly pursue excellence. Setting high standards for ourselves and our products, we strive for continuous improvement in every aspect of our operations. Moreover, our commitment to quality is reflected in the superior performance and reliability of our solutions.

Unity

Collaboration is key to our success. Our diverse teams work together seamlessly, fostering mutual respect and open communication. By harnessing the collective strengths of our workforce, we achieve more together.

Responsibility

We are dedicated to being responsible corporate citizens. Integrating environmental and social responsibility into our operations, we minimize our impact on the planet and contribute positively to communities.

Our presence:

Pune, Maharashtra

- Interiors & Plastics Division – 3 Plants
- Composites Division
- EV Battery Pack Solutions
- Supply Chain Solutions
- Technical Centre
- Automotive Aftermarket
- Group Office

Sanand, Gujarat

- Interiors & Plastics Division
- EV Battery Pack Solutions

Jamshedpur, Jharkhand

- Interiors & Plastics Division
- Composites Division

Bengaluru, Karnataka

- Interiors & Plastics Division

Pantnagar, Uttarakhand

- Composites Division

Pithampur, Madhya Pradesh

- Composites Division



With a diversified manufacturing and engineering footprint across India, Tata AutoComp is strategically positioned to serve leading automotive customers through a network of manufacturing facilities, technology centres, supply chain operations, and corporate functions. This widespread presence enables the Company to remain close to customers, support operational agility, and deliver solutions across multiple mobility segments.

Certifications

At Tata AutoComp, management systems provide the foundation for consistent performance, operational discipline, risk management, and continuous improvement across our operations. Through the adoption of internationally recognised standards, we seek to strengthen product quality, environmental stewardship, workplace health and safety, and information security practices across our business.

Our certified management systems support compliance, reinforce accountability, and enable the systematic integration of sustainability considerations into day-to-day operations and decision-making.

All Business Divisions *are certified with ISO 14001:2015 Environment Management System*	***All Business Divisions*** *are certified with ISO 45001:2018 Occupational Health & Safety Management System*	***All Business Divisions*** *are certified with ISO 27001:2022 Information Security Management System*

Our Sustainability Strategy and Aspiration

At Tata AutoComp, sustainability is an integral part of our approach to creating long-term value. As the mobility landscape continues to evolve through advancements in electrification, lightweighting, digitalisation, and changing stakeholder expectations, we recognise the importance of balancing business growth with environmental stewardship, social responsibility, and strong governance practices.

Our sustainability strategy is guided by the belief that responsible business practices contribute to long-term resilience, innovation, and sustainable value creation. By integrating environmental, social, and governance (ESG) considerations into business planning and decision-making, we seek to strengthen operational performance, manage emerging risks, identify new opportunities, and create positive outcomes for stakeholders.

Sustainability considerations increasingly influence how we govern our business, manage resources, develop products and solutions, engage with employees and partners, and contribute to the communities connected to our operations. Our approach is underpinned by a commitment to continuous improvement, transparency, and accountability, enabling us to respond to evolving market dynamics and societal expectations.

Through a focused and integrated sustainability strategy, we seek to enhance environmental performance, foster an inclusive and safe workplace, strengthen responsible business conduct, and contribute to a more sustainable mobility ecosystem. Our sustainability journey remains one of continuous progress, guided by long-term aspirations and supported by measurable actions across the organisation.

Strategic Pillars of Our Sustainability Approach

Our sustainability strategy is anchored in three interconnected pillars that guide our priorities, actions, and long-term aspirations. Together, these pillars provide a structured framework for managing sustainability-related impacts, risks, and opportunities while supporting responsible business growth.

Strong Governance

Strong governance forms the foundation of our sustainability approach. We seek to integrate ESG considerations into decision-making processes, risk management practices, product development activities, and stakeholder engagement efforts.

Through established governance structures, policies, and oversight mechanisms, we promote ethical conduct, accountability, transparency, and regulatory compliance while strengthening stakeholder confidence and supporting long-term business resilience.

Environmental Stewardship

We are advancing environmental stewardship through a focused approach to climate action, resource efficiency, circular economy, water stewardship, and biodiversity conservation.

Our efforts include strengthening energy efficiency, increasing renewable energy adoption, reducing greenhouse gas emissions, improving waste management practices, and enhancing our understanding of nature-related impacts and dependencies. Through these initiatives, we seek to reduce environmental impacts while supporting long-term operational resilience and sustainable growth.

Social Commitment

People are central to our success and long-term sustainability. We are committed to fostering a workplace that supports safety, wellbeing, learning, inclusion, and professional development while creating opportunities for employees to contribute and grow.

Beyond our operations, we seek to create positive social impact through responsible community engagement, volunteering initiatives, and programmes that support inclusive development. By investing in people and communities, we aim to contribute to shared and sustainable progress.

Alignment with Tata Group Vision and Values

Our sustainability strategy is guided by the Tata Group's values of Integrity, Pioneering, Excellence, Unity, and Responsibility. These values shape how we conduct business, engage with stakeholders, and pursue long-term growth.

We also align our environmental ambitions with Project Aalingana, the Tata Group's sustainability initiative focused on climate action, circular economy principles, responsible resource stewardship, and nature conservation. Through this alignment, we seek to contribute to broader efforts aimed at building resilience, supporting decarbonisation, and creating long-term value for both society and the environment.

Our Sustainability Priorities and Targets

Our sustainability priorities and targets translate our long-term aspirations into measurable actions. They provide a structured framework for monitoring progress, strengthening accountability, and guiding decision-making across environmental, social, and governance dimensions of the business.

The targets have been established considering business priorities, stakeholder expectations, regulatory developments, material sustainability topics, and the evolving needs of the mobility sector. Together, they support Tata AutoComp's ambition to create sustainable value while strengthening operational resilience and responsible business practices.

Progress against these targets is regularly reviewed through established governance mechanisms and performance monitoring processes. The targets may be refined over time to reflect changing business requirements, emerging opportunities, and evolving sustainability expectations.

Governance Priorities

Strong governance enables responsible decision-making, builds stakeholder trust, and supports long-term business resilience. Our governance priorities focus on ethical conduct, customer satisfaction, responsible innovation, supply chain sustainability, and information security.

Governance Goals

Priority Area	Target
Ethics & Compliance	100% employee coverage on Code of Conduct Training
Customer Excellence	Maintain Customer Satisfaction Score >85%
Responsible Supply Chain	100% of critical suppliers assessed on ESG parameters
Data Privacy & Cybersecurity	Zero data breach incidents year-on-year

Environmental Priorities

Our environmental priorities focus on climate action, resource stewardship, circular economy practices, and biodiversity conservation. Through these priorities, we seek to strengthen operational efficiency while supporting long-term environmental resilience.

Environmental Goals

Priority Area	Target
Net Zero	Achieve Net Zero by 2045
GHG Emissions	25% reduction in Scope 1 and Scope 2 emissions by 2030 (2020 baseline)
Renewable Energy	Achieve 100% renewable electricity by 2030
Water Stewardship	Replenish freshwater by 2030
Circular Economy	Achieve Zero Waste to Landfill by 2030
Water Positivity	Replenish more freshwater than consumed by 2040
Biodiversity	Conduct biodiversity assessments and implement Biodiversity Management Plans at priority operations

Social Priorities

Our social priorities are centred on employee wellbeing, capability development, diversity and inclusion, human rights, and community engagement. Through these focus areas, we seek to foster a workplace where people can learn, grow, contribute, and thrive.

Social Goals

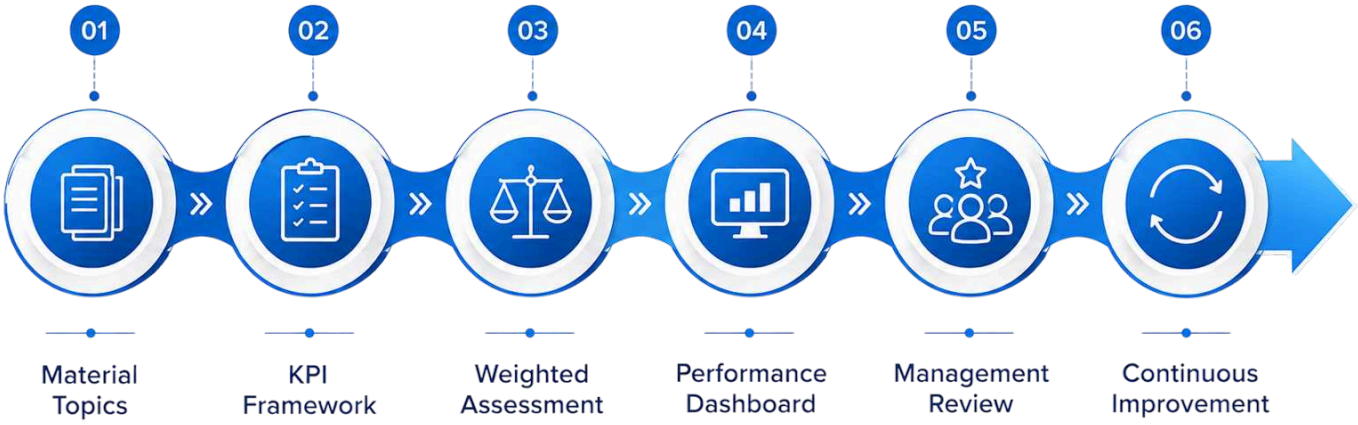
Priority Area	Target
Diversity & Inclusion	25% Diversity Mix by 2030
Talent Retention	Maintain voluntary attrition rate below 10%
Employee Experience	Maintain Employee Satisfaction Score above 85
Learning & Development	Achieve an average of 5 training days per employee annually

ESG Performance Monitoring Framework

Sustainability performance is most effective when supported by clear accountability, measurable indicators, and regular review. To strengthen oversight and monitor progress against our strategic priorities, Tata AutoComp has established an ESG Performance Monitoring Framework that enables systematic tracking of environmental, social, and governance performance across the organisation.

The framework translates sustainability commitments and long-term ambitions into measurable outcomes through a structured process of target setting, performance evaluation, and management review. It supports informed decision-making, helps identify emerging risks and opportunities, and enables continuous improvement across material sustainability topics.

The framework is designed to align sustainability performance with business priorities and accountability mechanisms across functions. It also supports consistent monitoring of progress against key commitments related to climate action, circular economy, biodiversity, employee wellbeing, governance, innovation, and responsible value chain management.



Driving Accountability and Performance

The framework supports the integration of sustainability into business planning and operational decision-making by linking strategic priorities with measurable outcomes. Through a disciplined approach to monitoring and review, Tata AutoComp seeks to strengthen transparency, reinforce accountability, and enhance the effectiveness of sustainability initiatives across the organisation.

As sustainability expectations continue to evolve, the framework provides a foundation for tracking progress, identifying improvement opportunities, and supporting the Company's commitment to responsible and resilient growth.

Stakeholder Engagement

Meaningful stakeholder engagement is fundamental to how Tata AutoComp creates long-term value and strengthens the resilience of its business. We engage with a diverse range of stakeholders whose perspectives influence our strategy, operations, sustainability priorities, and long-term decision-making.

Regular engagement enables us to better understand evolving expectations, identify emerging risks and opportunities, enhance transparency, and strengthen trust-based relationships across our value chain. The insights gained through these interactions contribute to business planning, sustainability initiatives, risk management processes, and the identification of material topics.

Stakeholder engagement is supported through a range of formal and informal channels, allowing for ongoing dialogue, collaboration, and feedback. Our Board and senior leadership oversee stakeholder engagement processes to help ensure that stakeholder perspectives are appropriately considered in the Company's strategic and sustainability-related decisions.

Insights from these engagements contribute to the identification of material sustainability topics and help shape initiatives across environmental, social, and governance aspects of the business.

Our Stakeholder Groups and Engagement Approach

Customers

Product quality, delivery performance, innovation, sustainability, compliance, customer service

Employees

Workplace safety, wellbeing, career development, engagement, diversity and inclusion

Regulators

Regulatory compliance, governance, environmental and occupational health & safety performance

Board of Directors

Strategy, risk management, governance, financial performance, ESG priorities

Suppliers

Business continuity, responsible sourcing, capability development, ESG expectations

Communities & NGOs

Community development, environmental stewardship, local engagement, social impact

Stakeholder	Mode of Engagement	Frequency
Customers	• Periodic review meetings and performance discussions • Customer satisfaction surveys and feedback mechanisms • Digital engagement platforms and helpdesks • Site visits and technical consultations • Industry forums and events	Ongoing or Need Basis
Employees	• Town halls, leadership connects, and team meetings • Training, workshops, and capability-building programmes • Employee feedback surveys and engagement platforms • Performance management and development reviews • Grievance redressal mechanisms	Ongoing or Need Basis
Regulators	• Regulatory filings and compliance reporting • Periodic meetings and consultations	Need basis

Stakeholder	Mode of Engagement	Frequency
Regulators	• Participation in industry bodies and forums • Audits, inspections, and submissions	Need basis
Suppliers	• Vendor meetings and periodic reviews • Supplier audits and assessments • Training and capability-building initiatives • Supplier feedback and evaluation systems	Ongoing or Need basis
NGOs & Communities	• Partnerships for CSR and sustainability projects • Joint impact assessments and reporting • Regular communication and review meetings • Volunteering initiatives	Ongoing & Need basis

Creating Value Through Dialogue

Stakeholder engagement helps us understand the topics that matter most to our stakeholders and to our business. The feedback and insights received through these interactions support the identification and prioritisation of sustainability-related impacts, risks, and opportunities and play an important role in shaping our sustainability strategy and roadmap.

By maintaining open channels of communication and fostering collaborative relationships, Tata AutoComp seeks to strengthen accountability, enhance responsiveness, and create shared value for stakeholders while supporting sustainable and responsible growth.

Double Materiality Assessment

As sustainability considerations continue to shape business performance and stakeholder expectations, understanding what matters most to both the business and its stakeholders is essential for informed decision-making. During the reporting year, Tata AutoComp undertook a Double Materiality Assessment (DMA) to identify and prioritise sustainability topics that are most relevant to the Company's long-term success and its impacts on the economy, environment, and society.



Together, these perspectives provide a holistic understanding of sustainability matters and help ensure that management attention and resources are directed toward areas of greatest significance. The assessment also supports sustainability strategy development, risk management, performance monitoring, and reporting.

To maintain relevance, material topics are reviewed periodically considering changes in business priorities, stakeholder expectations, market conditions, and the evolving regulatory landscape.

Our Approach

The assessment followed a structured and stakeholder-informed process designed to identify, evaluate, validate, and prioritise material sustainability topics.



Outcome of the Assessment

The assessment identified a set of material topics that are considered most relevant to The company's business, stakeholder interests, and long-term sustainability priorities.

These topics provide the foundation for the Company's sustainability strategy, management approaches, performance monitoring, and disclosures throughout this Report.

Key Material Topics

Human Capital Development S

Impact, Risk, Opportunity and Effect:

Risks: Skill gaps, talent attrition, leadership pipeline constraints

Opportunity: Improved productivity, innovation, employee engagement and retention

Potential Impact / Effect: May influence operational performance, workforce capability and business continuity

Our Response: Leadership development, capability building, performance management and employee engagement programmes

Mapping:
GRI: 401, 404
SDG: SDG-4, SDG-8
UNGC Principle-1,2,6



Innovation Management G

Impact, Risk, Opportunity and Effect:

Risks: Delayed adaptation to customer and market expectations

Opportunity: New products, process improvements and competitive differentiation

Potential Impact / Effect: May influence growth, customer retention and long-term competitiveness

Our Response: Investment in engineering, product development and customer-focused innovation

Mapping:
GRI: 03
SDG: SDG-9, SDG-8
UNGC Principle-7,8,9



Climate Action E

Impact, Risk, Opportunity and Effect:

Risks: Physical climate impacts, carbon regulations, rising energy costs

Opportunity: Improving Energy efficiency, renewable energy adoption and emissions reductions

Potential Impact / Effect: May affect operational continuity, operational and capital costs and long-term resilience

Our Response: Climate risk assessment, emissions management, energy efficiency and decarbonisation initiatives

Mapping:
GRI: 201, 305
SDG: SDG-7, SDG-13
UNGC Principle-7,8,9



Material & Waste Management E

Impact, Risk, Opportunity and Effect:

Risks: Resource inefficiencies, waste-related costs and regulatory compliance risks

Opportunity: Circularity, material efficiency and cost optimisation

Potential Impact / Effect: May influence environmental footprint, operational efficiency and resource availability

Our Response: Waste minimisation, recycling, responsible material use and circular economy practices

Mapping:
GRI: 301,306
SDG: SDG-12, SDG-13
UNGC Principle-7,8,9



Community Relations S

Impact, Risk, Opportunity and Effect:

Risks: Reduced social acceptance and weaker stakeholder relationships

Opportunity: Stronger community trust, shared value creation and positive social community impact

Potential Impact / Effect: May affect reputation, local relationships and social licence to operate

Our Response: CSR initiatives, volunteering programmes and community engagement activities

Mapping:
GRI: 203, 413
SDG: SDG-1, SDG-10, SDG-11
UNGC Principle-1,2



Information Security G

Impact, Risk, Opportunity and Effect:

Risks: Cybersecurity incidents, data breaches and operational disruption

Opportunity: Improved digital resilience and stakeholder confidence

Potential Impact / Effect: May affect business continuity, customer trust and regulatory compliance

Our Response: Information security management systems, cybersecurity awareness and risk monitoring

Mapping:
GRI: 2, 418
SDG: SDG-9, SDG-16
UNGC Principle-1,2



Product Safety & Quality G

Impact, Risk, Opportunity and Effect:

Risks: Product defects, recalls and customer dissatisfaction

Opportunity: Enhanced customer trust, product performance and market competitiveness

Potential Impact / Effect: May affect customer relationships, company's reputation and business growth

Our Response: Quality management systems, validation processes and continuous improvement initiatives

Mapping:
GRI: 416, 417
SDG: SDG-3, SDG-12
UNGC Principle-1,2



Employee Health & Safety S

Impact, Risk, Opportunity and Effect:

Risks: Workplace injuries, occupational health risks and operational disruptions

Opportunity: Improved wellbeing, productivity and workforce morale

Potential Impact / Effect: May affect employee welfare, business continuity and compliance performance

Our Response: ISO 45001 systems, risk assessments, training and preventive safety programmes

Mapping:
GRI: 403
SDG: SDG-3, SDG-8
UNGC Principle-1,2



Water Management E

Impact, Risk, Opportunity and Effect:

Risks: Water scarcity, supply disruptions and regulatory constraints

Opportunity: Improved resource efficiency and long-term water resilience

Potential Impact / Effect: May affect operational continuity and environmental performance

Our Response: Water conservation, monitoring, recycling and replenishment initiatives

Mapping:
GRI: 303
SDG: SDG-6, SDG-14
UNGC Principle-7,8,9



Business Ethics G

Impact, Risk, Opportunity and Effect:

Risks: Fraud, corruption, misconduct and reputational damage

Opportunity: Stronger organisational culture and stakeholder trust

Potential Impact / Effect: May affect company's reputation, legal compliance and business relationships

Our Response: Tata Code of Conduct, ethics training, whistleblower mechanism and compliance monitoring

Mapping:
GRI: 2, 205, 206
SDG: SDG-16
UNGC Principle-10



Human Rights S

Impact, Risk, Opportunity and Effect:

Risks: Labour rights concerns, discrimination and value-chain risks
Opportunity: Inclusive workplaces, stronger employee relations and responsible business conduct

Potential Impact / Effect: May affect workforce wellbeing, reputation and stakeholder confidence

Our Response: Human rights due diligence, awareness programmes, grievance mechanisms and supplier engagement

Mapping:
GRI: 406, 407, 408, 409, 410, 411, 412
SDG: SDG-5, SDG-8, SDG-10, SDG-16
UNGC Principle-1,2,3,4,5,6



Biodiversity & Ecosystems E

Impact, Risk, Opportunity and Effect:

Risks: Habitat degradation, ecosystem impacts and emerging regulatory expectations

Opportunity: Enhanced environmental stewardship and nature-positive outcomes

Potential Impact / Effect: May affect natural resource dependency, ecosystem resilience and stakeholder expectations

Our Response: Biodiversity risk assessments, management planning and conservation initiatives

Mapping:
GRI: 304
SDG: SDG-13, SDG-14, SDG-15
UNGC Principle-7,8,9



Responsible Supply Chain G

Impact, Risk, Opportunity and Effect:

Risks: Supplier non-compliance, ESG-related disruptions and supply chain instability

Opportunity: Greater supply chain resilience, transparency and collaboration

Potential Impact / Effect: May affect operational continuity, compliance and customer expectations

Our Response: Supplier assessments, ESG engagement, audits and responsible sourcing practices

Mapping:
GRI: 204, 308, 407, 409, 414
SDG: SDG-8, SDG-12, SDG-16
UNGC Principle-1-10



Corporate Governance G

Impact, Risk, Opportunity and Effect:

Risks: Compliance failures, ineffective oversight, reputational risks

Opportunity: Enhanced stakeholder trust, accountability and long-term resilience

Potential Impact / Effect: May affect stakeholder confidence, regulatory compliance and business performance

Our Response: Governance frameworks, Board oversight, risk management and policy-driven decision making

Mapping:
GRI: 02
SDG: SDG-16
UNGC Principle-10



Sustainability Commitments

At Tata AutoComp, sustainability commitments provide a long-term direction for integrating environmental, social, and governance considerations into business decision-making and operational execution. They translate our sustainability aspirations into actionable priorities and help reinforce accountability, performance management, and continuous improvement across the organisation.

Our commitments are guided by the Tata Group's values, our Sustainability Policy, the outcomes of the Double Materiality Assessment, and the evolving expectations of customers, employees, investors, business partners, regulators, and communities. They reflect our commitment to responsible business conduct and our aspiration to create long-term value while strengthening resilience across our operations and value chain.

The commitments are organised across three interconnected dimensions of sustainability:

Sustainability Policy

Tata AutoComp's group level Sustainability Policy provides a framework for integrating environmental, social and ethical considerations across its operations and value chain. It focuses on climate action and resource efficiency, employee health and safety, human rights, diversity and inclusion, responsible stakeholder engagement, sustainable value chain practices, ethical business conduct and robust sustainability governance. Through measurable targets, continuous improvement and responsible business practices, the Company aims to create long-term sustainable value for its stakeholders, including its commitment to achieving Net Zero in alignment with Project Aalingana.

Scan The QR To Read Tata AutoComp Sustainability Policy

Scope of this policy

The Sustainability Policy applies across the Company's facilities, business operations and value chain, including its subsidiaries, joint ventures, corporate offices, employees, business associates, contractors and suppliers. It provides a common framework for embedding sustainability across the Company's operations and stakeholder ecosystem.

Review Mechanism

The Sustainability Policy is reviewed annually or as required to ensure its continued applicability and relevance to the Company's operations and evolving stakeholder expectations.

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.

Material issues	Target	Progress as of FY 26	SDG Mapping
Business Ethics	Ensure 100% employees receive code of conduct and ESG training	Maintained	
	Year on year reduce TAT to <45 days for TCoC complaints	NA	
	By 2027 reduce TAT to <10 days for customer complaints	On Track	
	Maintain customer satisfaction score > 85%	Maintained	
Responsible supply chain	By 2028 assess 100% critical suppliers on ESG parameters	On Track	
Data privacy	Year on year ensure zero data breach incidents (IT, Privacy, cybersecurity, etc.)	Maintained	

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.

Material issues	Target	Progress as of FY 26	SDG Mapping
Climate Action	Active net zero by 2045	On track	
	Reduce Scope 1+2 emissions by 25% (2020 baseline) by 2030	On Track, as per Decarbonization Roadmap	
	Achieve ~100% Renewable Electricity by 2030	On Track, as per Decarbonization Roadmap	
Circular Economy	Replenish fresh water by 2030	On Track	
	Replenish more fresh water than consumed by 2040	On Track	
	Achieve zero liquid discharge (ZLD) at all sites by 2030	On Track	
	Ensure zero waste to landfill by 2030	On Track	
	Achive domestic water consumption of < 30 Liter per person per day	On Track	
Product Stewardship	Year on year conduct LCA (Cradle to grave), for critical products	Continuous	
Environmental Protection	By 2026 assess 100% site for biodiversity impact	Achieved	

Our Social Commitments in Sustainability Policy

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.

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.

Material issues	Target	Progress as of FY 26	SDG Mapping
Employee health, safety and well-being	Year on year maintain zero LTIFR	0 Maintained	
	Maintain zero fatalities Year on year	0 Maintained	
	Cover 100% of employees for health check-up and health index (YoY)	100% Maintained	
Talent Management	Year on year achieve attrition of Hi-pot of 0%	On Track	
	Year on year maintain voluntary attrition rate <10%	On Track	

Material issues	Target	Progress as of FY 26	SDG Mapping
Talent Management	Ensure 25% diversity mix in workforce by 2030	On Track	
	Achieve 5 working days (40 hours) of training for each employee by 2030	26 Hours Achieved and continous	
	Year on year maintain employee satisfaction score of greater than 85%	Maintained	
	Year on year ensure 100% of employees receive regular performance and career development reviews	100% Maintained	
Human rights and labor practices	Year on year ensure zero human rights violations	0 Maintained	
	Year on year ensure 100% employees receive human rights, Diversity & Inclusion training	100% Maintained	
	TAT to be <60 days for POSH complaints by 2024	NA	
Community relations	By 2030 impact 5 Lakh lives (direct beneficiaries) positively through CSR activities	2 Lakh + On Track	

Corporate Governance

Tata AutoComp Shareholding pattern

Sr. no	Shareholder's name	Joint Holder-1	No. of Shares Held	%
1	Tata Motors Passenger Vehicles Limited	-	5,23,33,170	26.00
2	TATA Sons Private Limited	-	7,69,82,931	38.25
3	TATA Industries Limited	-	6,92,44,953	34.40
4	TATA Investment Corporation	-	27,20,054	1.35
5	TATA Industries Limited	Meenakshi Kaundal	50	0.00
6	TATA Industries Limited	Sneha Nirmallal Valeja	50	0.00
7	TATA Industries Limited	Chetan Upadhyay	50	0.00
8	TATA Industries Limited	Jash D Gadhvi	50	0.00
9	TATA Industries Limited	Sagar Jayesh Chikani	50	0.00
Total			**20,12,81,358**	**100.00**

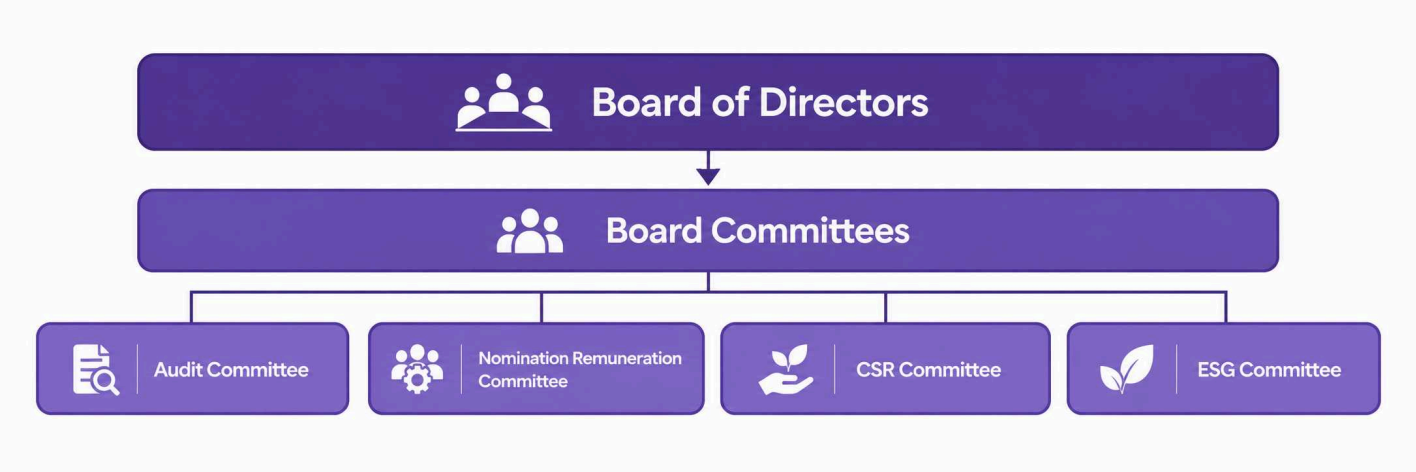
Shareholding Pattern as on 31st March 2026

Corporate Governance

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, NonExecutive, 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 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 Expertise

Name of the Director	Strategy	Finance	Leadership	Technical Manufacturing	HR	Governance
Mr. Theirry Yves Henri Bolloré	✓	✓	✓	✓	✓	✓
Mr. Arvind Goel	✓	✓	✓	✓	✓	✓
Mr. Manoj Kolhatkar	✓		✓	✓	✓	✓
Mr. Ankur Verma	✓	✓	✓		✓	✓
Ms. Sonali Kulkarni	✓	✓	✓	✓	✓	✓
Ms. Varsha Purandare		✓				✓
Mr. Thomas Flack	✓	✓	✓	✓	✓	✓
Mr. Milind Shahane	✓	✓	✓	✓	✓	✓

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 2025-26
1	**Mr. Theirry Yves Henri Bolloré**	Chairman, Non-Executive, Non-Independent Director	–	He has over 30 years of international business experience, across Europe & Asia.	6
2	**Mr. Arvind Goel**	Vice-Chairman, Non-Executive, Non-Independent Director	13	More than 40 years of experience in the automotive industry.	6
3	**Mr. Manoj Kolhatkar**	Managing Director and CEO	7	More than 36 years of experience in the automotive industry.	6
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	–	She was the CEO of FANUC India for 17 years and a member of the global executive team and helped build it into the leader in the Machine Tool Industry. She has served on the Boards of Mahindra Electric and also the Indian Machine Tool Manufacturers' Association.	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.	6
7	**Mr. Thomas Flack**	Non-Executive Non-Independent Director	1	Thomas Flack was appointed Managing Director & Chief Executive Officer of AGRATAS - A TATA Enterprise in August 2022. After a few years in start-ups, Tom joined Ford Motor Company as a buyer. Over 14 years, he worked globally, eventually becoming the Global Purchasing Director for Raw Materials and Stampings. In this role, he led sourcing, quality, delivery, and total cost optimization across North America, Europe, Asia Pacific, the Middle East, Africa, and South America. In 2017, Tom joined Tata Motors as Chief Procurement Officer and over five years, significantly contributed to the company's progress. Tom's leadership experience, from start-ups to global OEMs, has shaped the culture and management of Agratas.	6
8	**Mr. Milind Shahane**	Non-Executive Non-Independent Director	5	More than 30 years of experience in Sales, Marketing, Strategy, HR / IR, Administration and General Management.	4

**Board composition as on 31st March 2026*

Gender Diversity in Board	UoM	FY 26	FY 26	FY 26
Percentage of women in the organization board	%	25	25	25

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 multistep 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 Leadership in Strategic Growth and Sustainability

During FY 2025–26, the Board of Directors remained actively engaged in advancing strategic initiatives aimed at supporting sustainable growth, diversification, and long-term resilience. Key areas of focus included potential mergers and acquisitions, strengthening financial discipline and regulatory compliance, and expanding the Company's presence in emerging and high-potential sectors such as aviation, defence, energy, railways, and electronics. These strategic initiatives are intended to enhance Tata AutoComp's long-term competitiveness while reducing reliance on any single market or industry segment.

Environmental, Social, and Governance (ESG) considerations continue to form a core element of the Company's strategic framework and are subject to close and ongoing Board oversight. ESG matters are reviewed and deliberated in detail during quarterly Board meetings, supported by comprehensive management presentations and independent third-party assessments that provide objective insights into ESG performance.

Board oversight is further strengthened by the presence of Directors with specialised ESG training, enabling informed discussion and decision-making on sustainability-related risks and opportunities. In addition, regular internal assessments of ESG performance are conducted and reported to the Audit Committee, reinforcing transparency, accountability, and a culture of continuous improvement across the organisation.

Board Training and Development

Tata AutoComp Systems Limited recognises that continuous learning and capability enhancement are essential to effective Board governance and informed decision-making. Accordingly, the Company is committed to strengthening the knowledge and competencies of its Directors through structured and ongoing training and development initiatives.

Board development programmes include periodic in-house sessions designed to address evolving governance practices, regulatory developments, industry trends, and strategic topics relevant to the Company's operations and long-term objectives. These programmes are designed not only to enhance technical and governance knowledge, but also to encourage meaningful engagement, informed deliberation, and constructive dialogue among Board members.

In addition to formal training sessions, Directors are provided with regular and timely updates through briefing notes, presentations, and electronic communications covering changes in applicable laws and regulations, compliance requirements, and other significant developments impacting the Company. This ensures that the Board remains well-informed and adequately equipped to discharge its responsibilities effectively and in alignment with the Company's strategic priorities and governance framework.

The Board's training and development approach is dynamic and responsive, incorporating feedback from previous programmes and adapting to the evolving business, regulatory, and risk landscape. Through this commitment to continuous learning and improvement, Tata AutoComp ensures that its Board remains agile, knowledgeable, and capable of providing robust oversight and long-term strategic guidance.

Board Committees

The Board of Directors plays a pivotal role in defining Tata AutoComp Systems Limited's vision, strategic direction, and long-term objectives. To support effective governance, focused oversight, and efficient delegation of responsibilities, the Board has constituted various committees in accordance with the provisions of the Companies Act, 2013.

Each Board Committee is composed of Directors with relevant expertise, experience, and skill sets aligned to its specific mandate. The committees operate under clearly defined charters and support the Board in discharging its responsibilities across areas such as audit and financial oversight, remuneration and succession planning, sustainability, and corporate social responsibility.

To enhance governance effectiveness and accountability, the Board and its Committees undertake periodic self-evaluations and independent assessments, enabling continuous improvement in oversight, decision-making, and transparency.

Environmental, Social, and Governance (ESG) matters are actively integrated into Board and Committee deliberations, ensuring sustained focus on the Company's sustainability priorities. In addition, monthly ESG flash reports provide timely and relevant updates on key sustainability initiatives and performance indicators, enabling the Board to monitor progress, identify emerging risks and opportunities, and guide Tata AutoComp's responsible growth agenda.

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 Renumeration 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.

Strong governance forms the foundation of our sustainability journey. At Tata Autocomp, we recognize that responsible business conduct, transparent decision-making, and effective oversight are essential for creating long-term value and advancing our environmental, social, and governance commitments.

Sustainability Governance

At Tata AutoComp, sustainability is governed through an integrated framework that seeks to embed environmental, social, and governance (ESG) considerations into business strategy, risk management, operational decision-making, and performance management. Recognising that sustainability is increasingly linked to long-term business resilience and value creation, the Company continues to strengthen governance mechanisms that support accountability, transparency, and responsible growth.

Our governance approach is designed to ensure that sustainability priorities are considered alongside business objectives and that material ESG topics are managed through appropriate oversight and cross-functional collaboration. Through clearly defined roles, responsibilities, and review mechanisms, sustainability considerations are integrated into key management processes across the organisation.

Leadership plays an important role in driving Tata AutoComp's sustainability agenda. The Board and senior management provide strategic direction and oversight on sustainability-related matters, while designated functions support implementation, monitoring, and reporting. This structure enables the Company to evaluate emerging risks and opportunities, track performance against commitments, and align sustainability priorities with long-term business objectives.

Key focus areas under our sustainability governance framework include climate action, resource stewardship, circular economy, biodiversity, employee wellbeing, responsible supply chain management, business ethics, innovation, and regulatory compliance. Progress on these areas is periodically reviewed through established governance processes, helping identify opportunities for improvement and supporting informed decision-making.

The governance framework is further strengthened through collaboration between business functions, operational teams, and the Corporate Sustainability function. This approach facilitates the sharing of knowledge, supports consistent implementation of sustainability initiatives, and promotes alignment with broader organisational priorities and commitments.

As stakeholder expectations, reporting standards, and regulatory requirements continue to evolve, Tata AutoComp remains focused on enhancing governance processes, improving sustainability data management, strengthening oversight mechanisms, and fostering a culture of accountability across the organisation. Through this approach, we seek to effectively manage sustainability-related impacts, risks, and opportunities while creating long-term value for stakeholders.



Risk Management

At Tata AutoComp, we continue to recognize that effective risk management is fundamental to achieving our strategic objectives and sustaining long-term growth. In reporting year, 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.

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,

Business Ethics

Ethical business conduct is fundamental to how Tata AutoComp operates and creates long-term value. Guided by the Tata Group's values and principles, we are committed to conducting business with integrity, transparency, accountability, and fairness across our operations and stakeholder relationships. These principles shape our decision-making processes and reinforce trust with customers, employees, suppliers, business partners, communities, and other stakeholders.

Our approach to business ethics is anchored in the Tata Code of Conduct (TCoC) and supported by a comprehensive framework of policies, procedures, and internal controls. These include the Anti-Bribery and Anti-Corruption Policy, Conflict of Interest Policy, Whistleblower Policy, and other governance mechanisms that establish clear expectations for responsible business behaviour throughout the organisation.

Ethical standards are reinforced through regular communication, leadership engagement, awareness programmes, and mandatory training initiatives. All employees receive Code of Conduct training, achieving 100% employee coverage, reflecting our commitment to promoting ethical awareness and responsible conduct across the workforce.

We also seek to extend ethical expectations beyond our direct operations. Suppliers and business partners are expected to uphold responsible business practices and adhere to ethical requirements incorporated into supplier engagement processes and contractual arrangements. These expectations are supported through sustainability and responsible sourcing requirements communicated across the value chain.

Oversight and Accountability

Oversight of ethics and compliance is supported through established governance structures involving the Board, the Audit Committee, management oversight mechanisms, ethics counsellors, and compliance functions. These structures help ensure appropriate monitoring, timely escalation, and effective management of ethics-related matters across the organisation.

To strengthen accountability and compliance, Tata AutoComp supports its ethics framework through:



Where instances of non-compliance are identified, matters are reviewed in accordance with established procedures and addressed through appropriate corrective and disciplinary actions. Accountability for ethical conduct is reinforced through management systems and performance review processes across the organisation.

Embedding an Ethical Culture

Building an ethical organisation extends beyond policies and controls. We seek to foster a culture where employees understand their responsibilities, feel empowered to raise concerns, and are encouraged to make decisions that reflect our values and ethical standards.

Through ongoing communication, training, leadership engagement, and transparent reporting mechanisms, we work to embed ethical considerations into day-to-day business activities and decision-making processes. By promoting responsible business conduct across our operations and value chain, Tata AutoComp seeks to strengthen stakeholder trust, support regulatory compliance, protect its reputation, and contribute to sustainable long-term business performance.

Focus Area	Parameter	UoM	FY 24	FY 25	FY 26
Business Ethics	**Total number of confirmed breaches**	**Number**	**0**	**0**	**1**
	A. Corruption or bribery	Number	0	0	1
	B. Discrimination or harassment	Number	0	0	0
	C. Customer privacy data	Number	0	0	0
	D. Conflicts of interest	Number	0	0	0
	E. Money Laundering or Insider Trading	Number	0	0	0
	F. Forgery / Fraudulent Documents or Claims	Number	0	0	0

Tata Code of Conduct

At Tata AutoComp, the Tata Code of Conduct (TCoC) serves as the cornerstone of our commitment to ethical behaviour, integrity, transparency, and responsible business practices. Rooted in the Tata Group's values of Integrity, Unity, Responsibility, Pioneering, and Excellence, the Code establishes a common framework that guides decision-making, workplace behaviour, and stakeholder interactions across the organisation.

The Code applies to employees, directors, and leadership teams and outlines the standards expected in conducting business responsibly and ethically. It supports a culture in which compliance, accountability, fairness, and respect are embedded into everyday business practices and organisational decision-making.

The Tata Code of Conduct provides guidance across a broad range of areas, including:

- Compliance with applicable laws and regulations
- Zero tolerance for corruption, bribery, and unethical conduct
- Prevention of conflicts of interest
- Respect for human rights and fair labour practices
- Responsible environmental stewardship
- Protection of confidential information and company assets
- Fair, respectful, and professional conduct in the workplace
- Accountability, transparency, and responsible decision-making

Through the consistent application of these principles, Tata AutoComp seeks to strengthen stakeholder trust, safeguard its reputation, and reinforce a culture of responsible business conduct across its operations and value chain.

Operationalising the Code

The effectiveness of the Tata Code of Conduct depends on its consistent implementation across the organisation. To support this, Tata AutoComp has established governance processes, training programmes, reporting mechanisms, and accountability structures that promote ethical behaviour and responsible decision-making.

Employees are required to complete periodic Tata Code of Conduct training and are regularly engaged through awareness and communication initiatives that reinforce ethical expectations and provide guidance on emerging compliance-related topics.

Support and reporting channels are available for employees seeking guidance or wishing to raise concerns regarding potential violations of the Code. These mechanisms are designed to encourage timely reporting while maintaining confidentiality and protection against retaliation. Multiple channels, including designated ethics contacts and independent escalation mechanisms, support effective grievance redressal and resolution.

Accountability and Compliance

Compliance with the Tata Code of Conduct forms an integral part of Tata AutoComp's governance and performance management framework. Adherence to the Code is considered in employee performance evaluations, helping reinforce individual accountability and ethical responsibility across all levels of the organisation.

Any confirmed violations of the Code are addressed through established disciplinary processes and corrective actions in accordance with Company policies. This reinforces Tata AutoComp's commitment to maintaining high ethical standards and upholding a culture of integrity and accountability.

Training and Communication

To ensure continued awareness and understanding of ethical requirements, Tata AutoComp maintains comprehensive communication and training programmes related to the Tata Code of Conduct.

Tata Code of Conduct (Training and Communication)	UoM	FY 24	FY 25	FY 26
Percentage of Employees Covered by Training of Tata Code of Conduct	%	100	100	100
Percentage of Employees Covered by Communication of Tata Code of Conduct	%	100	100	100

Ethics Related Key Policies

Anti-Bribery and Anti-Corruption policy

Tata AutoComp maintains a zero-tolerance approach towards bribery, corruption, and any form of improper business conduct. The Anti-Bribery and Anti-Corruption Policy establishes clear expectations for employees, contractors, and business partners, while supporting compliance with applicable laws, regulations, and internal requirements.

The policy outlines responsibilities related to ethical business interactions, conflicts of interest, gifts and hospitality, and the prevention of improper payments or benefits. Awareness programmes and periodic training initiatives help reinforce understanding of these requirements and support a culture of integrity across the organisation.

Target: Maintain 0 Cases related to Corruption YoY.

Anti Money-Laundering policy

Tata AutoComp is committed to maintaining high standards of financial integrity and transparency. The Anti Money-Laundering Policy provides a framework to prevent the use of the Company's operations, products, or business relationships for money laundering, terrorism financing, or other illicit financial activities.

The Company supports compliance through internal controls, due diligence processes, record-keeping requirements, and monitoring mechanisms applicable to relevant business activities and third-party relationships. Employees are encouraged to report any suspected misconduct through established reporting channels, enabling timely review and appropriate action where required.

Target: Maintain 0 Cases related to Money Laundering YoY.

Scan The QR To Read
Our Anti-Bribery & Anti-Corruption Policy

Whistleblower policy

Tata AutoComp encourages employees and stakeholders to raise concerns relating to actual or suspected violations of policies, the Tata Code of Conduct, applicable laws, or other matters that may adversely affect the Company or its stakeholders.

The Whistleblower Policy provides a confidential mechanism for reporting concerns and supports fair, objective, and timely investigation of reported matters. Concerns may be raised through designated reporting channels, including the Ethics Counsellor, the Chairman of the Audit Committee, or through the dedicated whistleblower email:

whistle.blower@tataautocomp.com.

Key Features



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

Tata AutoComp encourages employees and stakeholders to raise concerns through a robust whistleblower mechanism that promotes transparency, accountability, and ethical conduct. Key features of the mechanism include the option for anonymous reporting, enabling individuals to raise concerns without fear of identification, and strict confidentiality in the handling of all reported matters. The Company maintains a zero-tolerance approach towards retaliation against whistleblowers acting in good faith. Regular awareness and training initiatives further ensure that employees understand the available reporting channels and their role in fostering an ethical and compliant workplace culture.

Tata AutoComp continued to uphold the highest standards of ethical conduct. The company ensures effective employee participation in ethics related 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.

Target: 100% employee awareness on reporting mechanism

Scan The QR To Read Our Whistleblower Policy

Fraud prevention policy

Tata AutoComp follows a strong fraud prevention framework aimed at safeguarding its assets, reputation, and stakeholder trust. The Company maintains a zero-tolerance stance toward fraud, misrepresentation, embezzlement, or any dishonest or unethical behavior by employees or third parties.

Robust internal controls, segregation of duties, periodic audits, and digital monitoring systems are in place to prevent, detect, and address fraudulent activities. Employees and stakeholders are encouraged to report any suspected fraud or irregularities through the Whistleblower Mechanism, with assurance of confidentiality and protection against retaliation.

Fraud awareness is reinforced through regular training and ethical communication, and any violation is investigated thoroughly and addressed through appropriate disciplinary action. Oversight of fraud prevention measures rests with the Audit Committee, ensuring accountability, transparency, and continuous improvement.

Target: Maintain 0 Cases related to Fraud YoY.

Grievance Redressal Mechanism

The organization has established a structured Grievance Redressal Mechanism to provide employees, suppliers, customers, and other stakeholders with a safe, transparent, and accessible platform to raise concerns or complaints related to workplace issues, ethical conduct, human rights, business practices and compliance.

Grievances can be reported through designated channels, including supervisors, human resources, ethics counsellors, or formal reporting systems as applicable. All grievances are acknowledged promptly, assessed objectively, and addressed through a fair and time-bound process while maintaining confidentiality and impartiality.

The Company strictly prohibits retaliation against any individual who raises a grievance in good faith. Complaints involving serious issues such as unethical conduct, fraud, harassment, or legal non-compliance may be escalated through the Whistleblower Mechanism for independent review.

Oversight of the grievance redressal process is supported by appropriate governance bodies and management teams to ensure accountability, corrective action, and continuous improvement. Through this mechanism, Tata AutoComp reinforces its commitment to fairness, transparency, respect, and trust across all stakeholder relationships.

Transparent Disclosures:

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.

Information Security & Data Privacy

Protecting Information and Building Digital Trust

As business processes, customer interactions, and manufacturing systems become increasingly digital, information security and data privacy remain important aspects of Tata AutoComp's governance framework. The Company recognizes the importance of protecting information assets, maintaining stakeholder trust, and supporting the secure operation of business and technology systems.

Our approach combines governance, technology, risk management, and employee awareness to help safeguard information against evolving cybersecurity threats while ensuring the confidentiality, integrity, and availability of critical data and systems.

Information Security Management

Tata AutoComp's information security programme is supported through an Information Security Management System (ISMS) aligned with ISO 27001:2022. Policies, procedures, and internal controls guide the responsible management of information throughout its lifecycle, including collection, storage, usage, sharing, retention, and secure disposal.

The framework is supported through periodic internal reviews, independent assessments, and ongoing monitoring activities designed to identify vulnerabilities, strengthen controls, and support continuous improvement.

Data Privacy and Responsible Data Management

Respect for data privacy is integrated into business operations through policies and practices that support the responsible handling of personal and sensitive information. The Company's data privacy approach is guided by applicable legal and regulatory requirements, as well as recognised privacy principles and industry practices.



These measures help reduce risk while supporting transparency, accountability, and responsible data management.

Cybersecurity and Resilience

Tata AutoComp follows a risk-based approach to cybersecurity, supported by preventive, detective, and corrective controls. Regular vulnerability assessments, security monitoring activities, and periodic testing exercises help identify and address potential risks in a timely manner.

The Company also maintains incident response and business continuity processes to support preparedness and minimise operational disruption in the event of a cybersecurity incident.

Recognising that cybersecurity is both a technology and people challenge, awareness programmes are conducted to strengthen employee understanding of information security responsibilities and emerging cyber threats.

Extending Security Across the Value Chain

Information security expectations extend beyond Tata AutoComp's operations. Security considerations are incorporated into relevant third-party engagements through appropriate contractual requirements, confidentiality obligations, and risk assessment processes.

This approach helps promote responsible information management across business relationships and supports a more secure and resilient value chain.

Performance Highlights

The Company continues to maintain a strong focus on information security and data privacy across its operations.

	FY 2023-24	FY 2024-25	FY 2025-26
Percentage of employees completing cybersecurity awareness training Employees trained and aware	100%	100%	99%
Total number of information security breaches Security breaches recorded	0	0	0
Total number of clients, customers and employees affected by the breaches Individuals affected by breaches	0	0	0

The Company remains focused on continuously strengthening its cybersecurity capabilities and data protection practices in response to the evolving digital risk landscape.

Responsible Supply chain

Suppliers play an important role in Tata AutoComp's ability to deliver quality products, maintain operational continuity, and meet customer expectations. As sustainability considerations become increasingly relevant across the automotive value chain, the Company seeks to integrate environmental, social, and governance (ESG) considerations into its procurement and supplier management processes.

Our approach focuses on building long-term relationships with suppliers while encouraging responsible business practices, improved transparency, and continual performance improvement across the value chain.

We are committed to embedding environmental, social, and governance principles across every stage of our procurement processes. By working closely with our suppliers, we aim to minimize environmental impact, promote ethical conduct, and contribute positively to the communities in which we operate. This commitment strengthens not only our value chain but also our ability to generate sustained value for stakeholders.

Our procurement framework is designed to align with globally accepted sustainability standards and is guided by Tata Code of Conduct, Responsible Value Chain Partner Code of Conduct, Tata Sustainability Guidelines for Suppliers and our Sustainability Policy.

Procurement activities are supported through a combination of central oversight and site-level execution, helping ensure consistency in supplier management while maintaining responsiveness to business and customer requirements.

ESG Supply Chain Assessment

Understanding supplier performance is an important element of responsible sourcing. Tata AutoComp has established an ESG assessment approach to evaluate suppliers across key environmental, social, and governance topics.

The assessment process may include self-assessments, document reviews, discussions with suppliers, and on-site evaluations where appropriate. Areas typically reviewed include environmental management practices, occupational health and safety, labour and human rights practices, business ethics, governance systems, and regulatory compliance.

The objective of these assessments is not only to identify potential risks, but also to support suppliers in strengthening their sustainability practices over time.

Where improvement opportunities are identified, suppliers may be engaged through corrective action plans, knowledge-sharing initiatives, and capacity-building activities.

Parameter	UoM	FY 24	FY 25	FY 26
Total number of unique suppliers	Number	458	458	458
Total number of unique significant suppliers	Number	80	80	80
Targeted Critical Suppliers	Number	3	23	20
Targeted suppliers who have signed the supplier code of conduct	%	100%	100%	100%
Targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	%	100%	100%	100%
Number and Percentage of targeted critical suppliers covered by a sustainability assessment	Number	3	23	20
	%	100%	100%	100%
Number of targeted suppliers covered by a sustainability on-site audit	Number	3	2	2
	%	100	8.70	10.00
Percentage of all targeted buyers who received training on sustainable procurement	%	100%	100%	100%
Number of audited or assessed suppliers engaged in corrective actions or capacity building	Number	3	23	20
		100%	100%	100%

Supplier Engagement and Capacity Building

Tata AutoComp recognises that supply chain sustainability is most effective when built through collaboration and engagement. The Company therefore works with suppliers to improve awareness of sustainability expectations and support the development of relevant capabilities.

Engagement activities may include:

- Supplier meetings and review discussions
- Sustainability awareness sessions
- ESG and compliance-related workshops
- Training programmes and knowledge-sharing initiatives
- Discussions on emerging customer and regulatory requirements

These engagements help promote greater understanding of sustainability expectations while encouraging continuous improvement across the supply base.

In addition to formal assessments, ongoing dialogue allows suppliers and the Company to discuss challenges, exchange good practices, and identify opportunities to strengthen performance in areas such as environmental management, occupational health and safety, business ethics, and responsible sourcing.

Responsible Sourcing and Risk Management

Our procurement strategy incorporates a risk-based approach to identify and manage potential environmental and social risks within the supply chain. Suppliers are evaluated based on geographic presence, industry exposure, and operational scale.

Key focus areas include environmental compliance, resource management, labor practices, workplace safety, and ethical conduct. Suppliers are also expected to establish systems for incident reporting and corrective action to ensure proactive risk mitigation.

We emphasize transparency and accountability across all supplier interactions, ensuring that risks are identified early and addressed effectively.

Continuous Improvement

Tata AutoComp views responsible supply chain management as an evolving journey. As stakeholder expectations, customer requirements, and sustainability priorities continue to develop, the Company seeks to enhance the maturity of its supplier engagement, assessment, and monitoring processes.

By integrating sustainability considerations into procurement activities, Tata AutoComp aims to strengthen supply chain resilience, support responsible business practices, and create long-term value for customers, suppliers, and other stakeholders.

Environmental Sustainability

Climate Action & Emissions Management

Our Climate Ambition

Climate change is reshaping the operating environment for businesses across the mobility and energy storage value chain. As a manufacturer of advanced lithium-ion battery pack solutions for electric mobility applications, Tata AutoComp is exposed to both the physical impacts of climate change and the transition towards a lower-carbon economy.

The transition towards electric mobility presents significant opportunities to support decarbonisation while also creating new expectations regarding energy efficiency, responsible manufacturing, resource management, and supply chain resilience. These evolving dynamics have implications for energy systems, raw material availability, regulatory requirements, customer expectations, and long-term business resilience.

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These evolving challenges have implications for energy systems, raw material availability, supply chain resilience, regulatory requirements, and customer expectations. At the same time, they present opportunities to improve operational efficiency, strengthen resilience, and support the transition to more sustainable mobility solutions.

Tata AutoComp has established a long-term ambition to achieve Net Zero greenhouse gas emissions by 2045. This ambition is supported by a structured approach focused on emissions measurement, energy efficiency, renewable energy adoption, responsible resource management, and engagement across the value chain.

Climate considerations are increasingly integrated into business planning, operational decision-making, risk management processes, and sustainability strategy, helping the Company align long-term business objectives with a lower-carbon future.

Climate Governance and Oversight

Climate-related priorities are overseen through Tata AutoComp's sustainability governance framework, with periodic review by business leadership and support from the Tata AutoComp Sustainability Function.

Progress against climate initiatives, emissions performance, emerging regulatory developments, and climate-related risks and opportunities are reviewed through established management processes. This governance approach helps ensure accountability and supports informed decision-making across climate-related matters.

The Company's climate approach is guided by its Sustainability Policy and aligned with Tata Group's broader sustainability aspirations under Project Aalingana.

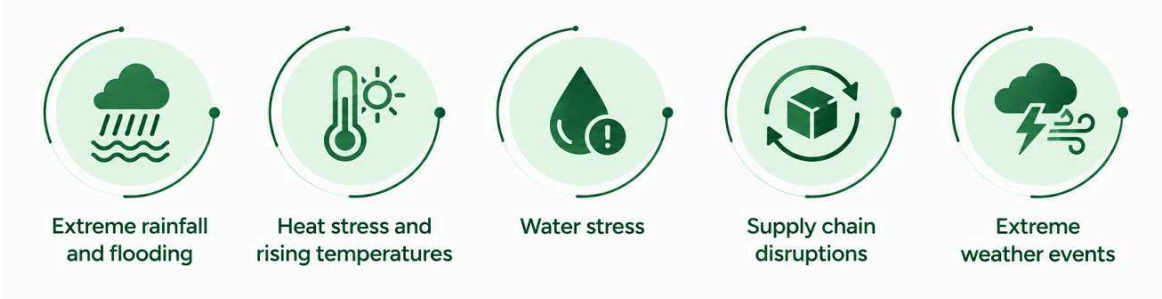
Climate Risks and Opportunities

Climate-related risks and opportunities are assessed through a structured Climate Risk Assessment (CRA) process that evaluates how changing climatic conditions and the transition to a lower-carbon economy may influence operations, assets, supply chains, and long-term business performance.

Assessments consider multiple time horizons and evaluate both:

Physical Risks

Risks arising from changing climatic conditions, including:



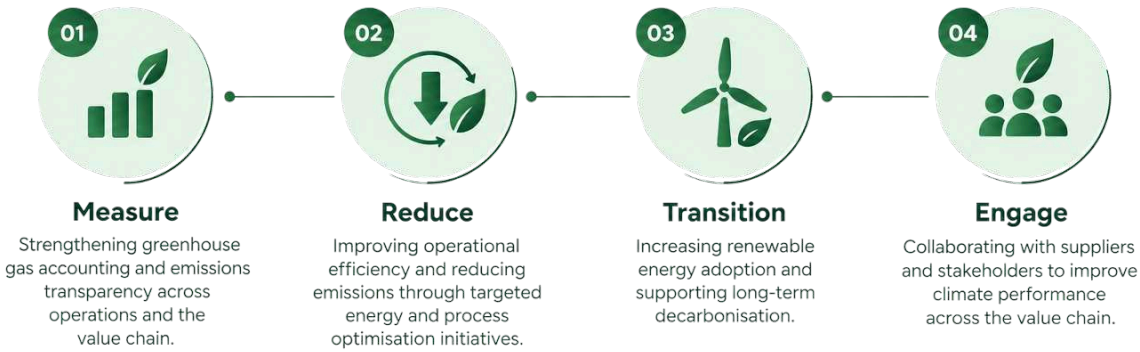
Transition Risks

Risks associated with the transition to a low-carbon economy, including:



The outcomes of these assessments are used to strengthen risk management, business continuity planning, and climate strategy development.

Our Climate Action Framework



Greenhouse Gas Emissions Management

Monitoring and managing greenhouse gas emissions is central to Tata AutoComp's climate strategy. The Company prepares its greenhouse gas inventory in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, using the operational control approach. Emissions are reported for Scope 1, Scope 2, and relevant Scope 3 categories to provide a comprehensive view of emissions associated with the Company's operations and value chain.

Scope 1 and Scope 2 Emissions

Tata AutoComp manages direct and indirect operational emissions through:

1. Energy efficiency initiatives
2. Operational improvement projects
3. Renewable electricity procurement
4. Equipment modernisation

Performance is monitored at both site and Company levels to support informed decision-making and identify further reduction opportunities.

Parameter	Unit	FY 24	FY 25	FY 26
Total Scope 1 Emissions	tCO_2e	1804	3073	4796

The inventory covers greenhouse gases recognised under the GHG Protocol, including carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF_6), and nitrogen trifluoride (NF_3).

In the reporting year, there is no source of Biogenic carbon identified within the reporting boundary.

Parameter	Unit	FY 24	FY 25	FY 26
Scope 2 (Location-based)	tCO_2e	28438	23633	27515
Scope 2 (Market-based)	tCO_2e	28438	23633	27515

Internal Carbon Pricing

To better understand potential climate-related costs and support long-term decision-making, Tata AutoComp applies a shadow carbon pricing mechanism for selected business evaluations and decarbonisation planning activities. The Company currently uses an internal carbon price of INR 478.87 per tCO_2e (approximately USD 5.12 per tCO_2e) covering Scope 1 and Scope 2 emissions. The pricing mechanism supports investment evaluation and helps incorporate climate-related considerations into future planning and emissions reduction initiatives.

Scope 3 Emissions

A significant portion of the automotive sector's carbon footprint exists outside direct operations. Recognising this, Tata AutoComp continues to strengthen its understanding and management of value chain emissions.

The Company currently evaluates relevant Scope 3 categories and is enhancing data quality, supplier engagement, and emissions visibility across the value chain. As emissions data maturity improves, the Company intends to further strengthen reduction strategies for high-impact categories.

Category	UoM	FY 24	FY 25	FY 26
Purchased Goods & Services	tCO2e	85083	102125	140050
Capital Goods	tCO2e	1251	2130	1879
Fuel & Energy Activities (Not included in Scope-1 or 2)	tCO2e	6668	7105	10454
Upstream Transportation & Distribution	tCO2e	9726	9540	13417
Waste generated in Operations	tCO2e	5	7	20
Business Travel	tCO2e	511	668	549
Employee Commuting	tCO2e	4508	7349	2932
DownstreamTransportation & Distribution	tCO2e	5801	0	17
Use of Sold Products	tCO2e	108705	49976	43959
End-of-Life treatment of sold product	tCO2e	22212	42398	93912
Total Scope 3 Emissions	**tCO2e**	**244470**	**221299**	**307190**

Upstream and Downstream Scope 3 Emissions

Category	UoM	FY 24	FY 25	FY 26
Upstream Scope 3 Emissions	tCO2e	107752	128925	169302
Downstream Scope 3 Emissions	tCO2e	136718	92374	137888
Total Scope 3 Emissions	**tCO2e**	**244470**	**221299**	**307190**

Air Emissions and Pollution Control

While greenhouse gases remain a key focus area, Tata AutoComp also monitors atmospheric emissions associated with facility operations to ensure compliance and minimise environmental impacts.

The Company maintains a 100% coal-free operational footprint and implements operational controls to manage emissions of key pollutants, including:

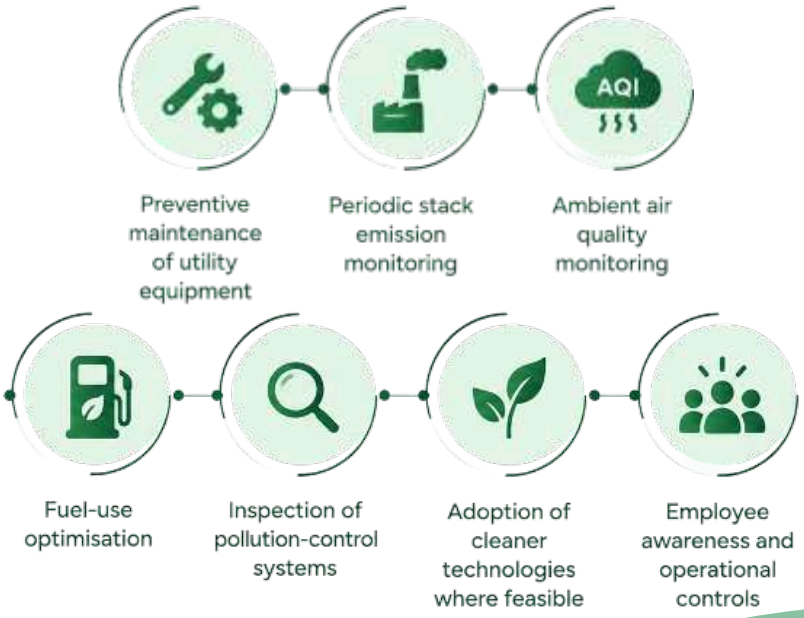
- Sulphur Oxides (SOx)
- Nitrogen Oxides (NOx)
- Particulate Matter (PM)

Emissions are periodically monitored to support regulatory compliance and continuous improvement.

Area	Disclosure	UoM	FY 24	FY 25	FY 26
Air Pollution	SOx	MT	0.05362	0.05346	0.05334
	NOx	MT	0.06742	0.03939	0.01875
	Particulate Matter (PM)	MT	0.07402	0.07108	0.03986
Total Air Pollutants		**MT**	**0.19506**	**0.16393**	**0.11195**

Managing Atmospheric Emissions

Tata AutoComp undertakes several measures to minimise air pollutant emissions and maintain environmental performance, including:



Energy Management

Improving Efficiency and Supporting the Energy Transition

Energy is an essential input across Tata AutoComp's manufacturing operations, supporting battery pack assembly processes, testing and validation activities, utilities, material handling systems, and workplace infrastructure. Effective energy management helps improve operational efficiency, reduce costs, strengthen environmental performance, and support the Company's long-term decarbonisation objectives. As a manufacturer of advanced lithium-ion battery pack solutions for electric mobility applications, responsible energy management also supports the Company's contribution to the transition towards a lower-carbon mobility ecosystem.

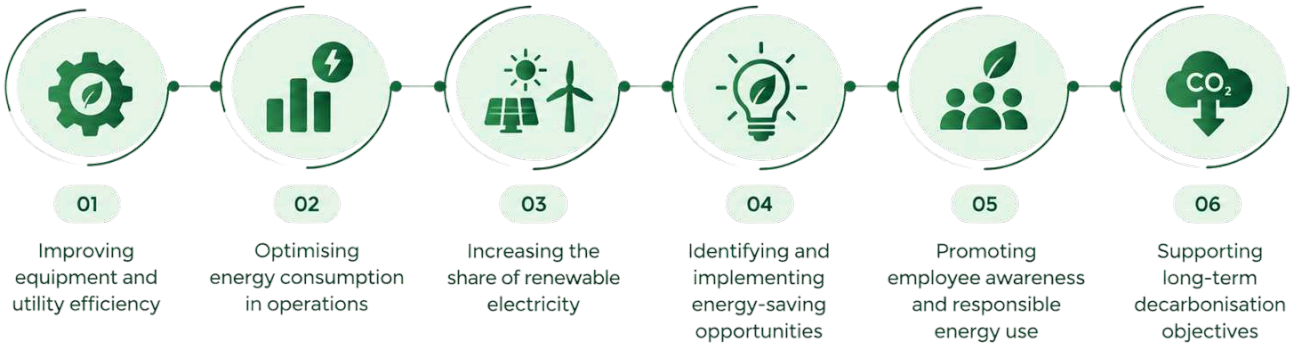
Tata AutoComp adopts a structured approach to managing energy consumption through performance monitoring, efficiency improvement initiatives, technology upgrades, and the increased use of renewable electricity. Energy considerations are integrated into operational planning, infrastructure investments, and continuous improvement programmes across manufacturing locations.

As part of its broader sustainability journey, the Company continues to focus on reducing energy intensity while supporting business growth and operational reliability.

Our Approach

Energy performance is managed through a combination of monitoring systems, site-level improvement programmes, and periodic reviews of energy consumption trends.

The Company's energy management efforts focus on:



Performance is tracked across facilities to help identify opportunities for improvement and support informed decision-making related to energy use and investment planning.

Renewable Energy Transition

ncreasing the use of renewable electricity remains an important component of Tata AutoComp's energy strategy. The Company continues to explore opportunities to increase renewable energy sourcing through a combination of on-site and off-site renewable energy solutions, subject to technical and commercial feasibility.

The transition towards renewable electricity helps reduce dependence on conventional energy sources while supporting climate-related objectives and long-term operational resilience.

During FY 2025–26, the Company

Renewable electricity generation reached **4.7 million units (MU)**

Renewable energy adoption helped avoid **~3347 tCO_2e of GHG emissions**

Energy Performance

The Company monitors both renewable and non-renewable energy consumption across its operations to better understand consumption patterns and identify opportunities for efficiency improvements.

The tables below present Tata AutoComp's energy consumption across fuel and electricity sources.

Fuel Energy	UoM	FY 24	FY 25	FY 26
Fuel Consumption	GJ	56916.74	45687.60	75584.83

Electricity Consumption	UoM	FY 24	FY 25	FY 26
Electricity consumed - (Non-Renewable)	GJ	142794.00	117028.80	139511.44
Electricity consumed - Renewable	GJ	18097.20	20746.80	16973.16

Total Energy	UoM	FY 24	FY 25	FY 26
Total Non-Renewable Energy	GJ	199710.74	162716.40	215096.27
Total Renewable Energy	GJ	18097.20	20746.80	16973.16
Total Energy Consumption	GJ	217807.94	183463.20	232069.43

Continuous Improvement

Tata AutoComp continues to evaluate opportunities for improving energy performance across its operations. Future efforts will focus on strengthening energy monitoring, increasing renewable energy adoption, enhancing operational efficiency, and supporting the Company's broader climate and sustainability objectives.



Water Management

Managing a Shared and Essential Resource

Water is an important resource that supports manufacturing operations, battery pack assembly activities, testing processes, employee welfare, sanitation, landscaping, and utility-related activities across Tata AutoComp's facilities. While the Company's operations are not highly water-intensive, responsible water management remains important for maintaining operational resilience, supporting environmental stewardship, and responding to evolving stakeholder expectations.

Water availability is increasingly influenced by factors such as climate variability, population growth, competing demands, and local resource conditions. Recognising these challenges, Tata AutoComp seeks to use water responsibly, improve efficiency, and strengthen understanding of water-related risks across its operations.

Water management has been identified as a material sustainability topic through the Company's Double Materiality Assessment, reflecting its relevance to both business continuity and environmental performance.

Our Approach

Tata AutoComp's approach to water stewardship is guided by its:



These frameworks support the Company's efforts to:



Water-related performance is managed through established environmental management systems and site-level operational controls, supported by periodic monitoring and compliance reviews.

Understanding Water Risks

Water-related risks vary significantly across geographies and operating locations. To better understand these challenges, Tata AutoComp has initiated a structured Water Risk Assessment programme across its operations.

The assessment considers factors such as:



Insights from these assessments help identify site-specific priorities and support the development of targeted actions to improve efficiency, strengthen resilience, and support long-term planning.

Water Use and Conservation

Water is sourced through approved sources, including municipal supplies, groundwater, and surface water, depending on local conditions and regulatory permissions.
Tata AutoComp continues to focus on improving water efficiency through a combination of operational controls, infrastructure improvements, employee awareness, and resource conservation initiatives.

Typical focus areas include:



These efforts help reduce freshwater withdrawal while supporting operational efficiency.

Wastewater Management and Reuse

Wastewater generated from operations is managed through appropriate treatment systems, including Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs), where applicable.

Treated water is reused in several non-potable applications. This approach supports circular water management and helps reduce dependence on freshwater resources.

Tata AutoComp seeks to ensure that wastewater discharged from its facilities meets applicable regulatory requirements and environmental standards.

Long-Term Water Stewardship Ambition

Tata AutoComp's long-term approach extends beyond compliance and efficiency improvement. The Company has established water stewardship aspirations focused on improving water resilience and supporting responsible resource management.

Key ambitions include:



These aspirations will be supported through improved water efficiency, water replenishment initiatives, wastewater reuse, rainwater harvesting, and ongoing water risk assessments.

Water Performance

Tata AutoComp monitors water withdrawal, consumption, discharge, and reuse across its operations to strengthen transparency and support informed decision-making.

Disclosure	UoM	FY 24	FY 25	FY 26
Total Water Withdrawal	ML	165	155	146
Total amount of water discharged	ML	21	38	33
Total amount of water consumed	ML	144	116	113

Sustainable Material & Resource Management

Managing Materials & Resources Responsibly Across the Product Lifecycle

Water is an important resource that supports manufacturing operations, battery pack assembly activities, testing processes, employee welfare, sanitation, landscaping, and utility-related activities across Tata AutoComp's facilities. While the Company's operations are not highly water-intensive, responsible water management remains important for maintaining operational resilience, supporting environmental stewardship, and responding to evolving stakeholder expectations.

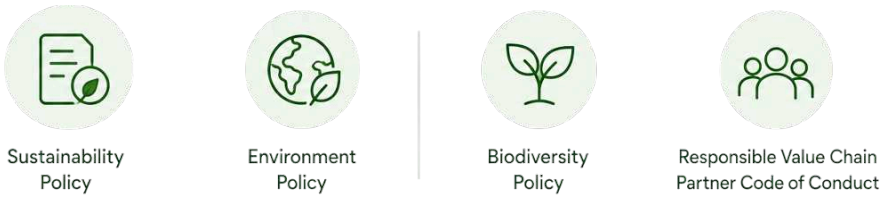
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Water management has been identified as a material sustainability topic through the Company's Double Materiality Assessment, reflecting its relevance to both business continuity and environmental performance.

Our Approach

Tata AutoComp adopts a lifecycle-oriented approach to materials management that considers environmental and operational impacts from sourcing through manufacturing and end-of-life management.

The approach is guided by:



These frameworks help promote:



Material-related considerations are integrated into procurement, engineering, manufacturing, and supplier engagement processes.

Material Efficiency and Resource Optimisation

Improving material efficiency remains an important focus area across operations. Through process improvements, production controls, yield optimisation, and continuous improvement initiatives, Tata AutoComp seeks to minimise material losses and improve resource productivity.

Particular attention is given to optimising the utilisation of battery cells, electronic components, structural materials, packaging materials, and other critical inputs used in battery pack manufacturing.

The Company continuously evaluates opportunities to:



These initiatives support both environmental performance and operational efficiency.

Life Cycle Thinking

Tata AutoComp recognises that environmental impacts associated with products extend beyond manufacturing operations. Lifecycle thinking therefore forms an important element of long-term sustainability planning.

Lifecycle considerations are increasingly important within the battery value chain, where material extraction, manufacturing, transportation, product use, and end-of-life management can significantly influence environmental performance.

The Company is gradually strengthening its understanding of product lifecycle impacts, including material extraction, manufacturing, transportation, use, and end-of-life considerations.

Insights from lifecycle assessments can help support:



Life Cycle Climate Impact

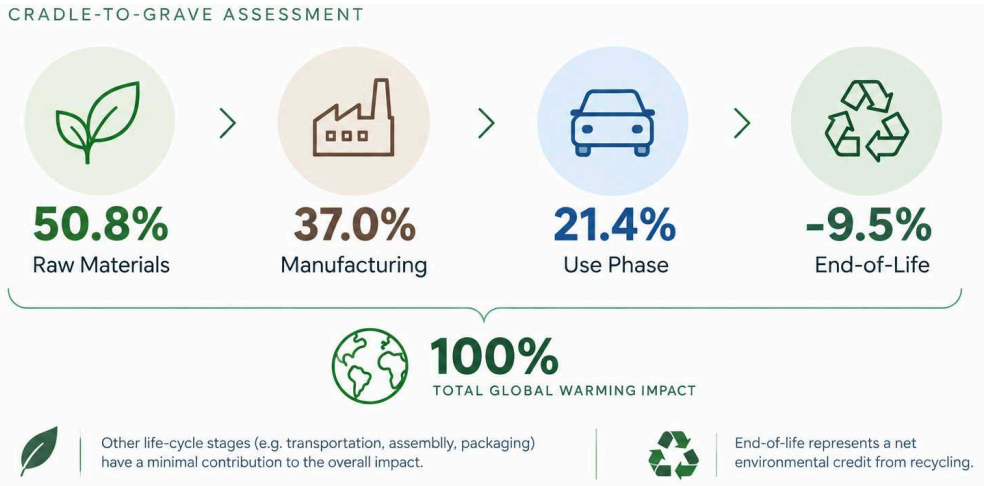
Understanding Impact Across the Product Life Cycle

Tata AutoComp recognizes that the climate impact of automotive component extends beyond its own manufacturing operations. Environmental impacts can arise across the value chain, from raw material production and transportation to assembly, product use and end-of-life management. To strengthen its understanding of these impacts, Tata AutoComp conducted a cradle-to-grave Life Cycle Assessment (LCA) for a representative product, considering major stages across the product life cycle.

The assessment followed a life-cycle approach aligned with ISO 14040 and ISO 14044 and considered multiple environmental indicators, including global warming potential, resource scarcity, water consumption, land use and other environmental impact categories. This broader perspective enables the company to better understand where environmental impacts occur and where future improvement efforts can be prioritized.

Identifying Climate Hotspots

The assessment identifies raw material production as the largest contributor to the product's global warming impact, accounting for approximately 50.8% of the assessed life-cycle impact. Manufacturing contributes approximately 37.0%, while the use phase accounts for approximately 21.4%. The end-of-life stage provides a net environmental credit of approximately 9.5%*, primarily associated with recycling. Other life-cycle stages, including transportation, assembly and packaging, have a comparatively minimal contribution to the overall impact. The assessment represents one selected representative product family and should not be interpreted as representative of the company's entire product portfolio.



*Indicator	UoM	FY 24	FY 25	FY 26
Average recyclable material content in targeted products	%	100	100	100

Percentages are indicative and relate to the representative product(s) assessed. They should not be interpreted as a representation of the complete Tata AutoComp product portfolio.

Waste Management

Minimising Waste and Maximising Resource Recovery

Waste management is an important component of Tata AutoComp's environmental performance and operational efficiency. As a manufacturer of advanced lithium-ion battery pack solutions, the Company generates various waste streams from manufacturing and assembly activities, testing processes, maintenance operations, utilities, packaging materials, and administrative functions.

Tata AutoComp seeks to minimise waste generation, maximise resource recovery, and ensure the responsible handling of waste throughout its operations. Effective waste management helps reduce environmental impacts, support regulatory compliance, optimise resource utilisation, and contribute to the Company's broader sustainability objectives.

Waste Management has been identified as a material topic through the Company's Double Materiality Assessment, reflecting its significance from both environmental and operational perspectives.

Operational Waste Management

Waste management processes place particular emphasis on segregation, traceability, and compliant handling of any hazardous waste streams associated with battery pack manufacturing operations.

Key practices include:



The Company periodically reviews waste management practices to identify opportunities for improvement, enhance resource recovery, and strengthen compliance.

Hazardous Waste Management

Certain operational activities generate hazardous waste streams that require specialised handling and disposal. These may include waste generated from battery pack assembly activities, electronic components, chemicals, contaminated materials, and maintenance-related operations.

Tata AutoComp follows defined procedures for the identification, segregation, storage, transportation, and disposal of hazardous waste. Such waste is managed through authorised recyclers, treatment facilities, and disposal agencies in accordance with applicable regulatory requirements.

Periodic monitoring, documentations, and reporting help ensure responsible waste management practices and minimise environmental risks.

Employee Awareness and Training

Employee participation plays a critical role in effective waste management. Tata AutoComp conducts training and awareness programmes to strengthen employee understanding of waste-related risks, environmental responsibilities, and operational requirements.

Training programmes cover:



These initiatives help improve operational discipline, strengthen compliance, and encourage greater participation in waste reduction efforts.

Towards Zero Waste to Landfill

Reducing landfill dependency remains a key focus area within Tata AutoComp's waste management strategy.

The Company continuously works to improve segregation, recycling, recovery, and alternative treatment pathways to divert waste from disposal to landfill routes and increase resource recovery.

Progress is monitored through waste generation and diversion metrics, helping identify opportunities for further improvement and supporting the long-term ambition of Zero Waste to Landfill.

Waste Performance Monitoring

Tata AutoComp monitors waste generation, recovery, recycling, and disposal performance across its operations to track progress and identify opportunities for continual improvement.

Parameter	Key Requirements	UoM	FY 24	FY 25	FY 26
Waste generated	**Total Waste generated**	**MT**	**6280**	**3598**	**4326**
	Hazardous	**MT**	**380**	**371**	**539**
	Non-Hazardous	**MT**	**5900**	**3227**	**3787**
Hazardous Waste Disposal	Diverted from disposal	MT	380	371	539
	Incineration with energy recovery	MT	0	0	0
	Incineration without energy recovery	MT	0	0	0
	Landfilling	MT	0	0	0
	Other disposal operations	MT	0	0	0
Non-Hazardous Waste Disposal	Diverted from disposal (Recycling/ Reuse)	MT	5900	3227	3787
	Incineration with energy recovery	MT	0	0	0
	Incineration without energy recovery	MT	0	0	0
	Landfilling	MT	0	0	0
	Other disposal operations	MT	0	0	0
Total Waste Disposal	**Diverted from disposal (Recycling/ Reuse)**	**MT**	**6280**	**3598**	**4326**
	Incineration with energy recovery	**MT**	**0**	**0**	**0**
	Incineration without energy recovery	**MT**	**0**	**0**	**0**
	Landfilling	**MT**	**0**	**0**	**0**
	Other disposal operations	**MT**	**0**	**0**	**0**
Total Waste Disposal	**Diverted from disposal (Recycling/ Reuse)**	**%**	**100**	**100**	**100**
	Incineration with energy recovery	**%**	**0**	**0**	**0**
	Incineration without energy recovery	**%**	**0**	**0**	**0**
	Landfilling	**%**	**0**	**0**	**0**
	Other disposal operations	**%**	**0**	**0**	**0**

Tata AutoComp continues to strengthen its waste management practices through process improvements, employee engagement, enhanced resource recovery, and collaboration with authorised service providers.

Future efforts will focus on increasing waste diversion, improving recycling and recovery rates, reducing waste generation at source, and supporting the Company's long-term environmental and circularity objectives.

Biodiversity and Ecosystem

Tata AutoComp recognizes that industrial operations can interact with surrounding ecosystems through emissions, water discharge, waste generation, resource consumption and changes in local environmental conditions. Company conducted a biodiversity risk screening across its operational locations to understand potential dependencies and impacts on biodiversity and surrounding ecosystems. Based on the assessment, none of the evaluated sites were identified as presenting significant biodiversity-related risks.

Indicator	UoM	FY 24	FY 25	FY 26
Sites assessed as having significant biodiversity-related risk	Nos.	0	0	0
Percentage if operational sites assessed on specific environmental issues	%	100	100	100

Managing Our Interface with Nature

While the assessment has not identified significant biodiversity risks across Tata AutoComp's operations, the company continues to focus on preventive environmental management and minimizing pressures on surrounding ecosystems. Site-level environmental considerations are integrated into operational practices through measures aimed at controlling air emissions, limiting the use of fossil fuels, managing wastewater responsibly and reducing the environmental burden associated with waste.

Tata AutoComp maintains limited reliance on fossil fuels at its operations, with their use primarily associated with backup requirements, while air pollution control measures support the management of operational emissions. Wastewater is managed through appropriate treatment prior to discharge, helping reduce potential impacts on receiving environments. In parallel, waste management practices focus on diverting waste from landfill and promoting appropriate recovery, recycling and other responsible management routes, thereby reducing pressure on land and natural resources.

Going forward, Tata AutoComp intends to continue strengthening the integration of biodiversity and ecosystem considerations into environmental management at its sites. The focus will remain on preventing pollution, responsibly managing water and waste, reducing dependence on fossil fuels, and periodically reviewing biodiversity-related risks as operational conditions and the surrounding ecological context evolve. This approach enables Tata AutoComp to move beyond risk identification towards proactive stewardship of the ecosystems within which it operates.

Indicator	UoM	FY 24	FY 25	FY 26
Significant accidental pollution events from company operations, including spills and leakages	Nos.	0	0	0
Critical Employees received environment-related training	%	100	100	100

Social Sustainability

Social Commitment

Our Commitment to People and Communities

The long-term success of Tata AutoComp is built on the capabilities, commitment, and wellbeing of its people, as well as the strength of the relationships it maintains with the communities connected to its operations. The Company therefore seeks to create an environment where individuals can grow, contribute meaningfully, and thrive while supporting sustainable business performance.

Tata AutoComp's social approach is centred on fostering a safe, respectful, and inclusive workplace, supported by responsible employment practices, continuous learning opportunities, and a culture that values integrity, collaboration, and mutual respect. By investing in people and strengthening organisational capabilities, the Company aims to enhance workforce resilience, support innovation, enable technological excellence, and create long-term value for stakeholders.

The Company also recognises the importance of promoting equal opportunity and an inclusive work environment where individuals are treated fairly and with dignity. Guided by the Tata Code of Conduct, the Policy on Business and Human Rights, and the Tata Affirmative Action Programme, Tata AutoComp seeks to embed principles of fairness, respect, and inclusion across key people processes, including recruitment, development, performance management, and career growth.

Beyond its workforce, Tata AutoComp strives to contribute positively to the communities in which it operates. Through community engagement, volunteering initiatives, and social development programmes, the Company seeks to support inclusive growth and contribute to long-term social wellbeing.

Our social commitment is guided by the belief that responsible business growth is strengthened when employees, communities, and other stakeholders are able to participate in and benefit from shared progress.



Talent Management

Building Capabilities for Long-Term Success

Tata AutoComp's ability to deliver quality, innovation, and operational excellence is closely linked to the capabilities, engagement, and growth of its people. As the Company operates in the rapidly evolving electric mobility and battery technology sector, investing in talent remains a key priority. As the business evolves alongside changing customer expectations, technologies, and manufacturing requirements, investing in talent remains a key priority.

The Company seeks to create an environment where employees can build meaningful careers, enhance their skills, contribute to business success, and realise their potential. Talent management therefore focuses not only on attracting and retaining employees, but also on developing future capabilities, strengthening leadership pipelines, and supporting continuous learning across all levels of the organisation.

Talent Management has been identified as a material topic through the Company's Double Materiality Assessment owing to its importance in sustaining business performance, organisational resilience, and long-term growth.

Our Approach

Tata AutoComp adopts a structured approach to talent management that seeks to support employees throughout their professional journey, from onboarding and capability development to leadership growth and succession planning.

Our Approach



These priorities help strengthen organisational capability while creating opportunities for employees to learn, grow, and contribute effectively.

Talent Identification and Leadership Development

Developing future leaders is important to sustaining long-term business success. Tata AutoComp has established processes to identify, assess, and develop talent across the organisation.

A structured performance and potential assessment approach supports the identification of employees with leadership potential and helps inform development plans, succession strategies, and career progression opportunities.

Talent reviews are conducted periodically with leadership involvement to support:



This approach helps strengthen leadership pipelines while ensuring continuity for critical roles.

Capability Building and Skill Development

As battery technologies, manufacturing processes, quality expectations, and customer requirements continue to evolve, the Company seeks to ensure that workforce capabilities evolve alongside them.

Skill development programmes are supported through competency assessments and structured learning interventions designed to strengthen both technical and behavioural capabilities.

At operational locations, workforce capability is supported through periodic skills assessments that help:



This enables employees to enhance their capabilities while supporting operational excellence and business performance.

Preparing for the Future

Tata AutoComp recognises that future success will depend on the ability to adapt to changing technologies, customer expectations, and ways of working.

The Company therefore continues to strengthen talent pipelines, leadership development practices, capability-building initiatives, and workforce planning processes to support long-term organisational resilience.

By investing in people and fostering a culture of learning, Tata AutoComp seeks to develop a workforce equipped to support innovation, technological advancement, growth, and sustainable business performance.

Living Wage

Living wages are an important component of our commitment to employee wellbeing, dignity, and responsible employment practices. Company is committed to providing fair and competitive compensation and seeks to ensure that all identified employee categories within the reporting boundary receive compensation that meets or exceeds applicable living wage benchmarks.

Through periodic reviews of compensation practices and evolving wage considerations, we continue to support the financial wellbeing of our workforce while fostering an equitable and inclusive workplace.

Living Wage Indicator	UoM	FY 26
Employees within identified categories (direct employees#) receiving compensation meeting or exceeding living wage benchmarks	%	100
Percentage of direct employees# paid below living wage	%	0
Percentage of direct employees# covered by a living wage benchmarking analysis	%	95
Percentage of average wage gap for direct employees# paid below living wage against a living wage benchmark	%	0
Ratio of annual total compensation for the highest paid individual, to the median annual total compensation for all employees	Ratio	50.97

A diverse workforce with a mix of experiences, age groups, and capabilities contributes to organisational effectiveness and business resilience.

Employees	FY 26	Male	Female	Total
	Employees (FTEs)	2349	364	2713

 # Direct employees - Employees directly employed by the organization

Diversity, Equity and Inclusion

Creating an Inclusive Workplace Where Everyone Can Thrive

Tata AutoComp believes that a diverse and inclusive workplace contributes to stronger collaboration, broader perspectives, better decision-making, innovation, and long-term organisational resilience. The Company seeks to foster an environment where individuals are treated with dignity and respect, are provided equal opportunities to grow, and can contribute to their fullest potential regardless of gender, age, background, ability, or personal identity. The Company seeks to foster an environment where individuals are treated with dignity and respect, are provided equal opportunities to grow, and can contribute to their fullest potential regardless of gender, age, background, ability, or personal identity.

Diversity, Equity and Inclusion (DEI) is embedded across people processes and workplace practices, helping ensure that employment-related decisions are fair, transparent, and based on merit, capability, performance, and potential. The Company's approach is guided by the Tata Code of Conduct, the Policy on Business and Human Rights, and the Tata Affirmative Action Programme.

Tata AutoComp seeks to create an inclusive culture that values different perspectives and experiences while supporting employee wellbeing, engagement, and career development.

Our Approach

The Company's DEI approach focuses on creating equitable opportunities throughout the employee lifecycle while fostering a workplace culture built on fairness, respect, and inclusion.

Key focus areas include:



These priorities are supported through policies, awareness programmes, governance mechanisms, and periodic monitoring of workforce diversity indicators.

Inclusive Recruitment and Equal Opportunity

Tata AutoComp seeks to expand access to employment opportunities through inclusive recruitment practices that encourage participation from diverse talent pools.

The Company supports equal opportunity in recruitment, hiring, learning, development, performance management, and career progression. Recruitment initiatives seek to enhance representation across the workforce, including women, persons with disabilities (PwD), and individuals from historically underrepresented communities.

Selection decisions are based on qualifications, capability, performance, and role requirements, with the objective of ensuring fairness and consistency throughout the recruitment process.

Building an Inclusive Culture

Creating an inclusive workplace extends beyond recruitment. Tata AutoComp strives to foster a culture where employees feel respected, valued, and supported throughout their professional journey.

The Company promotes this culture through:



These efforts help encourage collaboration, improve employee experience, and strengthen a sense of belonging across the organisation.

Governance and Accountability

Tata AutoComp monitors diversity and inclusion performance through workforce metrics and management reviews.

Diversity indicators are periodically reviewed to support informed decision-making, identify opportunities for improvement, and strengthen accountability across the organisation. The Company continues to evaluate progress through workforce composition, representation metrics, employee feedback, and people management processes.

The Company maintains a zero-tolerance approach towards discrimination, harassment, and unfair treatment and seeks to ensure that concerns can be raised through established grievance and reporting mechanisms.

Enabling Policies and Programmes

Tata AutoComp's DEI efforts are supported by a range of policies, programmes, and workplace initiatives designed to create an enabling work environment.

These Includes



Such initiatives help support employee wellbeing, career development, and long-term workforce participation.

Diversity Performance

Tata AutoComp monitors workforce diversity across multiple dimensions to better understand representation and support inclusion efforts.

	UoM	FY 26
Percentage of women employed in the organization	%	13.42
Percentage of women employed in the top management level	%	7.23
Percentage of employees from marginalized community in organization	%	8.59
Percentage of employees from marginalized community in the top management level	%	4.13

Affirmative Action: Enabling Inclusive Growth

Tata AutoComp Systems Limited Views Affirmative Action as a strategic commitment to advancing social equity and fostering inclusive development. Aligned with the Tata Group's Affirmative Action framework, our approach is closely integrated with our ESG, Corporate Social Responsibility (CSR), and Diversity, Equity and Inclusion (DEI) priorities, reflecting a unified commitment to responsible and inclusive growth.

Our vision is to contribute to a more equitable society through sustained and meaningful interventions that enhance the quality of life of socially and economically disadvantaged communities. We focus on enabling access to opportunities, resources, and long-term development pathways for underrepresented groups, including Scheduled Castes (SC), Scheduled Tribes (ST), Nomadic Tribes (NT), women, transgender persons, and persons with disabilities (PwD).

Strategic Pillars of Affirmative Action

Tata AutoComp's Affirmative Action strategy is structured around five key pillars, each aimed at supporting inclusive development and strengthening community resilience:

1. Education

Enhancing access to quality education through:

1. Scholarships and financial assistance
2. Promotion of STEM learning
3. School development and infrastructure initiatives

These efforts aim to create equitable pathways for academic and skill development, particularly for youth from disadvantaged communities.

2. Livelihood Development

Building employable skills among youth, women, and persons with disabilities to enable sustainable income opportunities.

This includes vocational training, skill-building programmes, and targeted interventions designed to enhance employability and entrepreneurship.

3. Inclusive Employment

Strengthening equitable hiring practices and improving workplace accessibility to promote workforce diversity.

Targeted recruitment initiatives support increased representation of candidates from SC, ST, NT, PwD, and other marginalised communities across business functions and operational roles.

4. Enterprise Development

Supporting entrepreneurs and businesses from Affirmative Action communities through:

1. Capability-building programmes
2. Mentorship and technical support
3. Inclusive sourcing opportunities within the Company's supply chain

This pillar helps promote economic inclusion and strengthens local enterprise ecosystems.

5. Community Support Systems

Enhancing community wellbeing by improving access to essential services such as:

1. Healthcare and nutrition
2. Sanitation and hygiene
3. Legal awareness and rights education
4. Digital literacy and inclusion initiatives

These programmes aim to strengthen community resilience and support long-term social development.

Preventing Discrimination and Harassment

Tata AutoComp seeks to maintain a workplace where employees are treated with dignity and respect and where concerns are addressed through established processes.

The Company promotes awareness, accountability, and appropriate reporting mechanisms to help prevent discriminatory behaviour and workplace harassment.

	UoM	FY 24	FY 25	FY 26
Number of identified discrimination or harassment incidents	Nos	0	0	0

Learning & Development

Building Capabilities for a Changing Future

The electric mobility and energy storage sectors continue to evolve through advances in battery technologies, manufacturing processes, digitalisation, automation, sustainability requirements, and changing customer expectations. In this environment, continuous learning plays an important role in helping employees adapt, grow, and contribute effectively to business success. In this environment, continuous learning plays an important role in helping employees adapt, grow, and contribute effectively to business success.

Tata AutoComp seeks to foster a culture of learning that supports both individual development and organisational capability. Through a combination of technical, operational, leadership, and behavioural learning initiatives, the Company aims to equip employees with the skills, knowledge, and mindset required to succeed in a rapidly evolving business environment.

Learning and Development is a key component of Tata AutoComp's people strategy and supports talent development, succession planning, operational excellence, innovation, and long-term workforce resilience.

Our Learning Philosophy

Tata AutoComp views learning as a continuous journey rather than a standalone training activity.

The Company's learning approach seeks to:



To support these objectives, learning opportunities are delivered through classroom programmes, digital learning platforms, on-the-job development, experiential learning, certifications, coaching, and external collaborations.

Structured Learning Ecosystem

Tata AutoComp's learning framework is organised around four capability-building academies that support different dimensions of employee development.

Management and Leadership Development Academy

Focused on developing leadership capabilities, strategic thinking, decision-making effectiveness, people management skills, and future leadership readiness.

Operational Excellence Academy

Focused on strengthening manufacturing excellence, quality systems, operational discipline, problem-solving capabilities, lean practices, and continuous improvement competencies.

Product and Technology Academy

Focused on building technical expertise across battery systems, engineering, product development, emerging technologies, innovation, and future mobility solutions.

Linguistic and Cross-Cultural Engagement Academy

Focused on developing communication effectiveness, language skills, cross-cultural awareness, and capabilities required for collaboration in an increasingly global business environment.

Leadership Development

Developing future leaders remains an important priority for long-term organisational success.

Leadership learning initiatives seek to strengthen:



The Company supports leadership development through structured programmes, higher education opportunities, management development initiatives, and collaborations with recognised learning institutions.

Technical and Operational Capability Building

As battery technologies, manufacturing processes, and quality requirements continue to evolve, strengthening technical capabilities remains essential.

The Company invests in programmes designed to enhance:

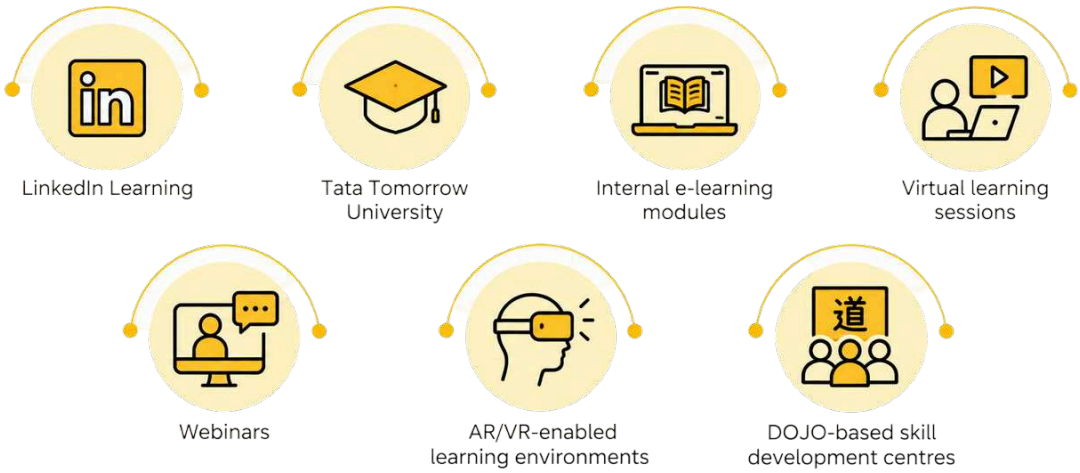


Capability-building initiatives help employees remain current with evolving industry requirements while supporting operational excellence and innovation.

Digital Learning and Experiential Development

Tata AutoComp continues to strengthen accessibility and flexibility in learning through digital and experiential learning platforms.

Employees can access learning through:



This blended learning approach enables employees to learn at their own pace while supporting capability development across locations and functions.

Sustainability Learning and Awareness

Sustainability considerations are increasingly integrated into business decision-making, operations, and customer expectations. To support this transition, Tata AutoComp continues to strengthen sustainability awareness and capability-building initiatives across the organisation.

Employees participate in programmes covering topics such as:



These initiatives help build awareness and encourage greater participation in the Company's sustainability journey.

Learning Performance

Tata AutoComp monitors learning participation and capability-building progress through a range of workforce development indicators.

Average Training Hours per Employee

Disclosure	KPI	UoM	FY 26
Average Hours of Training per Year per Employee	Job roles/skill related trainings	Hours/ Employee	13.48
	Training on company systems & Processes	Hours/ Employee	12.75
	Future skills & general awareness trainings	Hours/ Employee	14.39
	Overall avg. hours per employee	**Hours/ Employee**	**40.63**

Tata AutoComp believes that sustainable business success depends on the ability of its people to learn, adapt, and grow. By investing in leadership development, technical capability building, digital learning, and future-focused skills, the Company seeks to strengthen workforce resilience and prepare employees for the opportunities and challenges of a rapidly evolving electric mobility and energy storage ecosystem.

KPI	UoM	FY 25	FY 25	FY 26
Critical Employees received skills-related training	%	100	100	100

Performance, Growth & Career Development

Enabling Growth Through Performance and Development

Tata AutoComp believes that a high-performing organisation is built on clear expectations, continuous feedback, meaningful development opportunities, and a shared commitment to growth. The Company's performance management approach seeks to align individual contributions with business priorities while supporting employees in achieving their professional aspirations.

Performance management is viewed not merely as an evaluation process, but as an ongoing dialogue that helps employees understand their role, strengthen capabilities, and prepare for future opportunities. By integrating performance, development, and career planning, Tata AutoComp aims to foster accountability, engagement, innovation, and long-term organisational capability.

Our Approach

The Company's performance management framework is designed to create alignment between individual goals, team objectives, and broader business priorities.

Performance objectives are established through collaboration between employees and managers and are linked to functional priorities and business goals. This helps ensure that individual efforts contribute meaningfully to organisational success while providing employees with clarity regarding their expectations and development priorities.

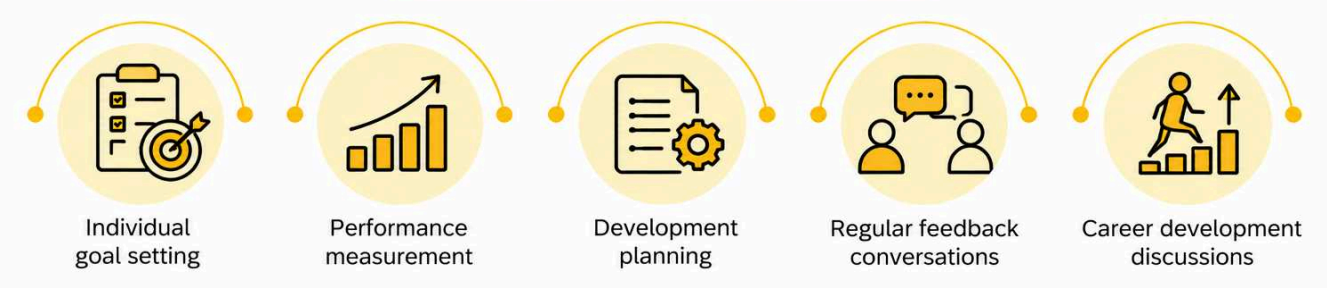
The framework is built around:



Performance Management Framework

Tata AutoComp follows a structured performance review process supported by periodic discussions between employees and managers.

The framework incorporates:



Formal performance and development conversations are conducted periodically, while ongoing dialogue throughout the year supports continuous improvement and employee engagement. This approach helps strengthen accountability while encouraging employee growth and development.

Digital and Transparent Processes

The performance management lifecycle is supported through digital platforms that help improve consistency, transparency, and accessibility across the organisation.

Digital tools support:



This enables a more structured and transparent employee experience while supporting data-driven people decisions.

Supporting Career Growth

Tata AutoComp encourages employees to take an active role in shaping their career journeys.

Career development is supported through a combination of:



These programmes help employees build capabilities aligned with both personal aspirations and organisational requirements.

Leadership Pipeline Development

Developing future leaders remains an important element of Tata AutoComp's people strategy. The Company seeks to identify and develop employees who demonstrate the potential to take on broader responsibilities and future leadership roles.

A structured talent assessment process supports:



Talent discussions involving business and functional leaders help create a balanced view of employee performance, potential, and future career pathways. These discussions contribute to leadership continuity and help strengthen organisational resilience.

Performance and Career Development Reviews

Regular performance and career conversations help employees understand expectations, review progress, identify development opportunities, and discuss future career aspirations.

Disclosure	Key Requirements	UoM	FY 24	FY 25	FY 26
Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	Percent of Male employee received regular performance & career development review during reporting period	%	100	100	100
	Percent of Female employee received regular performance & career development review during reporting period	%	100	100	100
	Percent of Jr. Management category employee received regular performance & career development review during reporting period	%	100	100	100
	Percent of Mid Management category employee received regular performance & career development review during reporting period	%	100	100	100
	Percent of Top Management category employee received regular performance & career development review during reporting period	%	100	100	100
	Percent of employee received regular performance & career development review during reporting period	%	100	100	100

Tata AutoComp continues to strengthen its performance and career development approach through ongoing refinement of talent processes, leadership development initiatives, and employee growth opportunities.

Key areas of focus include:



By creating clear pathways for performance, development, and progression, Tata AutoComp seeks to build a workforce that is engaged, capable, and prepared for future opportunities.

Employee Engagement

Strengthening a Culture of Trust, Dialogue and Engagement

Tata AutoComp believes that an engaged workforce contributes to stronger collaboration, higher performance, greater innovation, operational excellence, and a more positive workplace culture. Creating an environment where employees feel heard, respected, and connected to the organisation is therefore an important element of the Company's people strategy.

Employee engagement at Tata AutoComp extends beyond formal surveys and feedback mechanisms. The Company seeks to encourage open communication, meaningful dialogue, and active employee participation across different levels of the organisation. Insights gathered through engagement activities help strengthen workplace practices, inform people-related decisions, and support continuous improvement.

Our Approach

Tata AutoComp seeks to maintain a workplace culture built on:



A variety of engagement channels help employees share feedback, raise concerns, discuss ideas, and contribute to organisational improvement initiatives. These mechanisms provide valuable insights into employee experiences and help strengthen alignment between workforce expectations and business priorities.

Understanding Employee Experience

Employee feedback is an important input into workplace improvement initiatives. Tata AutoComp periodically assesses employee experiences through structured engagement and feedback mechanisms.

Areas commonly evaluated include:



Feedback collected through these mechanisms is reviewed by leadership and relevant functions to identify priorities and develop targeted action plans.

Continuous Feedback and Employee Voice

In addition to formal engagement assessments, Tata AutoComp maintains ongoing dialogue through multiple employee interaction channels.

These may include:



Such interactions provide opportunities for employees to share perspectives, discuss workplace matters, and contribute ideas for improvement. They also help management better understand evolving employee expectations and workplace priorities.

Social Compact and Workplace Assessments

Tata AutoComp continues to strengthen workplace practices through structured assessment and improvement initiatives.

One such initiative is the Social Compact framework, which helps evaluate workplace conditions and identify opportunities for improvement across key areas such as:



Insights from these assessments support action planning and continuous improvement across operational locations.

Building Capability for Social Excellence

To support consistent implementation of social and workplace initiatives, Tata AutoComp continues to strengthen internal capabilities through training and awareness programmes.

Employees responsible for people practices and workplace assessments receive structured development opportunities that help strengthen understanding of employee engagement, workplace wellbeing, and social performance expectations.

Recognition and Workplace Culture

Tata AutoComp seeks to build a workplace where employees feel valued, respected, and supported throughout their careers.

The Company's people practices aim to reinforce:



While external recognitions may provide validation of workplace practices, the Company's primary focus remains on creating a work environment that supports employee engagement, trust, and long-term development.

Employee expectations and workplace needs continue to evolve. Tata AutoComp therefore views engagement as an ongoing journey rather than a periodic activity.

The Company remains focused on strengthening feedback mechanisms, improving employee experiences, enhancing workplace culture, and creating an environment where people can perform, develop, and thrive.

Grievance Redressal Mechanism

Providing Safe and Accessible Channels for Raising Concerns

Tata AutoComp seeks to maintain a workplace and business environment where concerns can be raised responsibly and addressed fairly. Effective grievance management is important for protecting stakeholder rights, strengthening trust, and supporting a culture of accountability and respect.

The Company has established a grievance redressal framework that provides employees and other stakeholders with accessible channels to report concerns, seek guidance, and raise issues requiring review or resolution. The framework is designed to support timely investigation, fair assessment, confidentiality, and appropriate corrective action where required.

Grievance mechanisms are available to:



Scope of the Mechanism



The Company seeks to ensure that concerns are assessed objectively and that individuals raising concerns in good faith are protected from retaliation.

Oversight of grievance management is integrated into Tata AutoComp's governance framework through designated committees, management representatives, and functional teams responsible for reviewing concerns and ensuring appropriate resolution.

Stakeholder Grievance and Reporting Channels

Tata AutoComp seeks to ensure that grievances are:



The Company maintains a zero-tolerance approach towards retaliation against individuals who raise concerns in good faith.

Channel	Concern Type	Stakeholder Coverage
Ethics Helpline and Ethics Committee	Ethical Issues	All (Workforce, Vendors, Suppliers, Customers)
Internal Complaints Committee (ICC) for Prevention of Sexual Harassment (POSH)	Sexual Harassment Issues	All (Workforce, Vendors, Suppliers, Customers)
HR Help Desk	Any Administrative or Work-Related Issues	All Workforce (Staff, Shop Floor – On rolls & Contractual)
Employee Resource Groups (10 Plant Committees)	Any concerns / suggestions related to specific processes / policies	All Workforce (Staff, Shop Floor – On rolls & Contractual)
HR team	Workplace / Business Issues	All Workforce (Staff, Shop Floor – On rolls & Contractual)

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

Strengthening a Culture of Trust and Accountability

A strong ethical culture depends not only on policies and governance structures, but also on employees' confidence that concerns can be raised safely, responsibly, and without fear of retaliation. The company seeks to foster an environment where integrity, transparency, accountability, and mutual respect guide everyday decisions and interactions.

The Company maintains multiple channels that enable employees and stakeholders to seek guidance, report concerns, and raise issues relating to ethical conduct, workplace behaviour, harassment, human rights, policy compliance, and other workplace matters. These mechanisms form an important component of Tata AutoComp's broader governance and people framework.

The Company's ethics framework is supported through designated ethics representatives, management oversight, and established reporting mechanisms that help ensure ethical concerns are addressed consistently and confidentially.

The framework supports:



Ethics-related matters are periodically reviewed through established governance processes, helping strengthen accountability and organisational trust.

Ethics Awareness and Accountability

Ethical conduct is reinforced through ongoing communications, awareness initiatives, and training programmes.

Employees periodically participate in training covering:



The Company also requires periodic acknowledgement of the Tata Code of Conduct, reinforcing personal accountability across the organisation.

Performance Highlights

	UoM	FY 24	FY 25	FY 26
Percentage of Employees trained on Tata Code of Conduct.	%	100	100	100
Tata Code of Conduct training coverage of key topics	*Equal opportunity, Dignity & Respect, Human Rights, Bribery & Corruption, Gift & Hospitality, Freedom of Association, Integrity of Information & Assets, Conflict of Interest*			

Prevention of Sexual Harassment (POSH)

Tata AutoComp is committed to providing a workplace that is safe, respectful, and free from harassment.

The Company maintains a Prevention of Sexual Harassment (POSH) framework supported by dedicated committees, trained members, awareness programmes, and defined reporting and investigation procedures. The framework is designed to promote fair treatment, confidentiality, and timely resolution of concerns while ensuring compliance with applicable legal requirements.

Awareness programmes, training sessions, and employee communications help strengthen understanding of rights, responsibilities, and reporting mechanisms across the organisation.

HR Support and Employee Assistance

Employees have access to multiple support mechanisms, including Human Resources representatives and HR Help Desks across locations, providing guidance and assistance on workplace matters, employee welfare, policies, and administrative concerns.

These mechanisms support timely issue resolution and help strengthen employee confidence in workplace support systems.

Tata AutoComp's approach to ethics, workplace respect, and grievance management is guided by key principles including fairness and timely resolution. These principles help ensure that concerns are managed responsibly while reinforcing trust, accountability, and ethical conduct throughout the organisation.

Human Rights & Labour Practices

Upholding Dignity, Respect and Fair Treatment

Respect for human rights is fundamental to Tata AutoComp's approach to responsible business conduct. The Company seeks to foster a workplace where individuals are treated with dignity, fairness, and respect, while promoting safe working conditions, ethical labour practices, and equal opportunity across its operations.

Human rights considerations are relevant not only to employees, but also to contractors, suppliers, and other stakeholders connected to the Company's value chain. Effective management of human rights helps strengthen employee wellbeing, enhance stakeholder trust, reduce operational risks, and support long-term business resilience.

Human Rights & Labour Practices has been identified as a material topic through the Company's Double Materiality Assessment owing to its significance for employees, business partners, and broader society.

Our Approach

Tata AutoComp's approach to human rights is guided by its:



The Company's approach is informed by internationally recognised principles, including the Universal Declaration of Human Rights (UDHR) and the International Labour Organization (ILO) Core Conventions.

Key focus areas include:



Human Rights Due Diligence

Tata AutoComp adopts a structured Human Rights Due Diligence (HRDD) approach to identify, assess, prevent, and address potential human rights risks across its operations and value chain.

The HRDD process helps the Company:

Identify Risks

Assess actual and potential human rights risks across operations and business relationships.

Prioritise Actions

Focus attention on areas with higher levels of potential impact or vulnerability.

Implement Improvements

Develop corrective and preventive actions where opportunities for improvement are identified.

Monitor Progress

Track implementation and evaluate the effectiveness of actions over time.

This approach helps strengthen labour practices, workplace conditions, and social governance processes across the organisation.

Fair Labour Practices

Tata AutoComp seeks to maintain labour practices that are aligned with applicable legal requirements and recognised human rights principles.

Key commitments include:



Human rights expectations are also communicated to suppliers and business partners through the Company's responsible sourcing framework.

Freedom of Association and Collective Dialogue

Tata AutoComp respects employees' rights to freedom of association and collective bargaining, consistent with applicable laws and regulations.

The Company encourages constructive dialogue between employees and management and supports mechanisms that facilitate communication, consultation, and workplace collaboration.

Human Rights in the Supply Chain

The Company's commitment to human rights extends beyond its own operations.

Through supplier engagement, assessments, and contractual expectations, Tata AutoComp promotes responsible labour practices and ethical conduct across its supply chain. Supplier evaluations increasingly incorporate environmental, social, and governance considerations, including human rights and labour-related factors. Given the importance of responsible sourcing within the battery value chain, the Company continues to strengthen supplier awareness and due diligence processes relating to ethical and responsible business practices.

Performance Highlights

Tata AutoComp continues to strengthen its human rights management approach through assessments, monitoring activities, and ongoing improvement initiatives.

Indicator	FY 24	FY 25	FY 26
No of suppliers assessed for human rights	3	20	21
Percentage of operational sites assessed for human rights impacts or risks	100%	100%	100%
Human rights violations reported	0	0	0
Operations and Suppliers at Significant Risk for Forced or Compulsory Labor	0	0	0
Operations and Suppliers at Significant Risk for Incidents of Child Labor	0	0	0

Tata AutoComp recognises that human rights management is an ongoing journey. The Company continues to strengthen its due diligence processes, supplier engagement activities, grievance mechanisms, and workforce awareness initiatives to support a culture founded on dignity, fairness, and respect.

By embedding human rights considerations into both operations and value chain relationships, Tata AutoComp seeks to promote responsible business conduct and contribute to sustainable long-term value creation.

Employee Health, Safety & Wellbeing

Protecting and Enhancing Employee Wellbeing

The wellbeing of employees is fundamental to Tata AutoComp's long-term success. The Company believes that a safe, healthy, and supportive work environment enables employees to perform at their best, contributes to operational excellence, and strengthens organisational resilience.

As a manufacturer of advanced lithium-ion battery pack solutions, Tata AutoComp places significant emphasis on managing occupational health and safety risks while fostering a workplace culture that supports physical, mental, social, and emotional wellbeing. The Company's approach extends beyond compliance and focuses on creating an environment where employees feel protected, supported, and empowered to thrive.

Employee Health, Safety & Wellbeing has been identified as a material sustainability topic through the Company's Double Materiality Assessment, reflecting its importance for employees, business continuity, and long-term organisational performance

Our Approach

Tata AutoComp adopts a proactive approach to employee health, safety, and wellbeing that combines governance, risk management, employee engagement, capability building, and continual improvement.

The framework is guided by:



The approach focuses on:

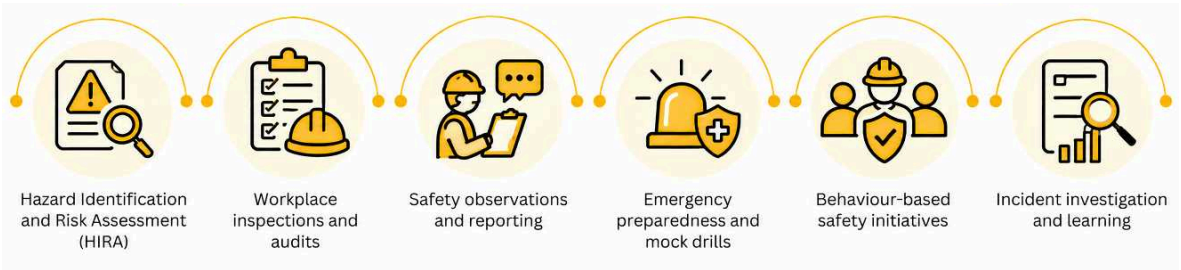


Health and safety responsibilities are embedded across all functions, supported by leadership oversight and site-level accountability.

Building a Culture of Safety

Tata AutoComp seeks to foster a workplace culture where safety is integrated into everyday activities and decision-making.

Key elements of the Company's safety management approach include:



These activities help identify potential risks early and support the implementation of preventive and corrective actions. The Company's safety management approach focuses on proactive identification and control of workplace hazards, supported by structured risk assessment, training, emergency preparedness, and continual improvement processes.

Health, Safety & Wellbeing Highlights

During the reporting period, Tata AutoComp continued to strengthen its focus on employee wellbeing through safety leadership, preventive healthcare, and workforce engagement initiatives.

Key highlights include:



Total Working Hours

Disclosure	UoM	FY 26
Total Working Hours	Numbers (Hours)	46682632

Safety Performance

Tata AutoComp monitors a range of leading and lagging indicators to assess the effectiveness of its health and safety management systems and identify opportunities for continual improvement.

Disclosure	UoM	FY 24	FY 25	FY 26
Employees - OHS Coverage for Internal System	Percentage	100%	100%	100%
Employees - OHS Coverage for ISO 45001:2018 Certification	Percentage	100%	100%	100%
Contractual Workmen - OHS Coverage	Rate	100%	100%	100%
Employees - Fatality	Number	0	0	0
Employees - Fatality	Rate	0	0	0
Contractual Workmen - Fatality	Number	0	0	0
Contractual Workmen - Fatality	Rate	0	0	0
Employees - Lost Time Injury	Number	0	0	0
Employees - Lost Time Injury	Rate	0	0	0
Contractual Workmen - Lost Time Injury	Number	0	0	0
Contractual Workmen - Lost Time Injury	Rate	0	0	0
Number of days lost to work-related injuries & fatalities	Days	0	0	0
No. of HIPO (High Potential) Incidents & Accidents	Numbers	0	0	0
Percentage of Employees undergone Safety training	Percentage	100%	100%	100%
Percentage of operational sites assessed for Employee Health & Safety risks	Percentage	100%	100%	100%
Product Safety Performance				
Significant product recalls attributable to product safety	Numbers	0	0	0

Community Relations

Creating Shared Value Through Community Partnershipes

At Tata AutoComp, Corporate Social Responsibility (CSR) is guided by the belief that long-term business success is closely linked with the wellbeing and progress of the communities connected to our operations. Through focused investments and collaborative partnerships, we seek to contribute to inclusive development, strengthen community resilience, and create meaningful social and environmental impact.

Our CSR approach is aligned with Tata Group values and is designed to address local development priorities while supporting broader sustainability objectives. Programmes are implemented through partnerships with credible civil society organisations, community institutions, and implementation partners, enabling scalable and sustainable outcomes across diverse geographies.



Our CSR Strategy

The Company's CSR strategy is built around five interconnected programme pillars that seek to address community needs while leveraging Tata AutoComp's strengths in mobility, engineering, technology, and sustainability.

Inclusion

Promoting accessibility, dignity, and equal opportunities for underserved communities, including persons with disabilities and transgender individuals through livelihood, sports, rehabilitation, and community participation initiatives.

HoPE

Supporting education, child development, community learning, sanitation, and school infrastructure through initiatives aimed at improving access to quality learning environments and essential services.

EmpowerHer

Advancing opportunities for women and girls through education, employability, menstrual health awareness, vocational skilling, and leadership development programmes.

Community Enablers

Strengthening community ecosystems through migrant worker support, career guidance, higher education enablement, road safety initiatives, adult literacy programmes, and community resource centres.

Green Canopy

Supporting environmental stewardship through water conservation, afforestation, ecological restoration, and sustainability-focused interventions in schools and communities.

CSR Footprint and Impact

During FY 2025-26, Tata AutoComp's CSR programmes reached communities across multiple geographies and addressed a diverse range of social and environmental priorities.

Impact at a Glance



Promoting Skills and Livelihoods

- 5,330 youth skilled across EV technologies, operations, stitching, and employability-oriented programmes.
- Focus on EV skilling and employment-linked training for underserved youth, with particular emphasis on women and emerging mobility opportunities.

Advancing Inclusion

- 21,569 persons with disabilities reached through initiatives spanning education, sports, healthcare, skill development, and accessibility.

Empowering Women

- 23,748 women benefited through programmes focused on education, health, skill development, and livelihood enhancement.

Supporting Migrant Workers

- 11,500 migrant workers supported through dedicated Worker Facilitation Centres and community assistance programmes.

Alignment with Sustainability Priorities

Tata AutoComp's CSR approach seeks to create positive social and environmental outcomes while contributing to broader sustainability priorities.

Key focus areas include:
Social Impact



Key focus areas include:
Environmental Stewardship



The Company also seeks to align a significant share of its CSR portfolio with affirmative action objectives, enabling greater access to opportunities for historically underserved communities.

Featured Environmental Programmes

Water Conservation Programme

Implemented in partnership with technical and community organisations, the programme focuses on strengthening water security and improving livelihood resilience in rural communities.

A recent programme assessment across six villages in Pune district highlighted several positive outcomes:

- 93.1% of participating farmers expanded rabi cultivation.
- Improved irrigation availability enabled cultivation beyond the monsoon season.
- Groundwater levels increased by approximately 7-15 feet in several locations.
- Households reported an additional 2-5 months of water availability.
- Growth in agricultural productivity was accompanied by improved livelihood outcomes and higher household incomes.

Tree Plantation Programme

Since 2021, Tata AutoComp has supported afforestation and biodiversity enhancement efforts across multiple locations in Maharashtra, Gujarat, Uttarakhand, Tamil Nadu, and Karnataka.

Key outcomes include:

- Approximately 90-95% plantation survival rates across most sites.
- Observation of 20-35+ bird species, indicating increasing habitat formation and biodiversity value.
- Estimated carbon sequestration of approximately 200-230 tCO_2e across plantation locations.

Looking Ahead

As we continue our CSR journey, Tata AutoComp remains focused on strengthening community impact through scalable programmes in education, employability, inclusion, environmental stewardship, and community resilience. Through collaborative partnerships, employee volunteering, and outcome-oriented programme design, we seek to contribute to sustainable and inclusive development while creating lasting value for communities connected to our operations.

Tata AutoComp remains committed to creating meaningful and lasting social impact through initiatives that empower communities, improve access to opportunities, strengthen livelihoods, and promote inclusive development. By aligning its community investments with local needs and the aspirations of a sustainable future, the Company seeks to contribute to positive socio-economic outcomes while supporting India's transition towards a more inclusive and resilient society. Through continued partnerships, employee participation, and outcome-focused programmes, Tata AutoComp aims to create shared value for communities and stakeholders, reinforcing its belief that long-term business success is strengthened when communities grow and prosper alongside it.

GRI Index

Statement of use	Tata AutoComp Systems Limited has reported the information cited in this GRI content index for the period 1st April 2025 to 31st March 2026 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	8
	2-2 Entities included in the organization's sustainability reporting	5
	2-3 Reporting period, frequency and contact point	5-7
	2-4 Restatements of information	7
	2-5 External assurance	7
	2-6 Activities, value chain and other business relationships	8,10
	2-7 Employees	83
	2-9 Governance structure and composition	36
	2-23 Policy commitments	30-35
	2-24 Embedding policy commitments	30-35
	2-29 Approach to stakeholder engagement	17-19

GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-1 Process to determine material topics	20-22
	3-2 List of material topics	22-23
	3-3 Management of material topics	24-26
GRI 102: Climate Change 2025	102-1 Transition plan for climate change mitigation	61-65
	102-4 GHG emissions reduction targets and progress	33,61
	102-5 Scope 1 GHG emissions	63
	102-6 Scope 2 GHG emissions	63
	102-7 Scope 3 GHG emissions	64
GRI 103: Energy 2025	103-1 Energy policies and commitments	32-33
	103-2 Energy consumption and self-generation within the organization	67
GRI 103: Energy 2025	205-1 Operations assessed for risks related to corruption	46
	205-2 Communication and training about anti-corruption policies and procedures	50
	205-3 Confirmed incidents of corruption and actions taken	48

GRI STANDARD	DISCLOSURE	LOCATION
GRI 302: Energy 2016	302-1 Energy consumption within the organization	67
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	69-71
	303-2 Management of water discharge-related impacts	71
	303-3 Water withdrawal	71
	303-4 Water discharge	71
	303-5 Water consumption	71
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	63
	305-2 Energy indirect (Scope 2) GHG emissions	63
	305-3 Other indirect (Scope 3) GHG emissions	64
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	65
GRI 103: Energy 2025	306-1 Waste generation and significant waste-related impacts	77,75
	306-2 Management of significant waste-related impacts	75-77
	306-3 Waste generated	77
	306-4 Waste diverted from disposal	77
	306-5 Waste directed to disposal	77

GRI STANDARD	DISCLOSURE	LOCATION
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	58
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	107-109
	403-2 Hazard identification, risk assessment, and incident investigation	108
	403-4 Worker participation, consultation, and communication on occupational health and safety	108
	403-5 Worker training on occupational health and safety	109
	403-8 Workers covered by an occupational health and safety management system	109
	403-9 Work-related injuries	109
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	92
	404-3 Percentage of employees receiving regular performance and career development reviews	96
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	86
	405-2 Ratio of basic salary and remuneration of women to men	86
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	86
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	106

GRI STANDARD	DISCLOSURE	LOCATION
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	016
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	106
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	110-114
	413-2 Operations with significant actual and potential negative impacts on local communities	110-114
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	58
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	56

Independent Assurance Statement

INDEPENDENT ASSURANCE STATEMENT

To

Tata AutoComp Systems Limited

Introduction and objectives of work

The Management of **Tata AutoComp Systems Limited** (hereafter stated as "Tata AutoComp" or the "Company") have engaged us to undertake an Independent Assurance of the company's Sustainability report for the financial year ended **31st March 2026 (i.e., Tata AutoComp Systems Limited - Sustainability Report (FY 2025-26)** and provide **Limited Assurance** Statement on the aforesaid report. Tata AutoComp Systems Limited has prepared the Sustainability Report with reference to Global Reporting Initiative (GRI) Standards, 2021 with stated parameters **(Appendix 1)** for the reporting period (FY 2025-26), based on which this overall assessment has been carried out. This Assurance Statement applies to the related information included within the scope of work described below.

Intended User

The intended user of this assurance statement is **Tata AutoComp Systems Limited.** We disclaim any liability or responsibility to a third party for decisions, whether investment or otherwise, based on this assurance Statement. Bureau Veritas planned and performed the work to obtain the evidence, considered necessary to provide a basis for our assurance opinion.

The assurance engagement considers an uncertainty of ±5% based on materiality threshold for estimation / measurement errors and omissions. We did not engage with any external stakeholders as part of this assurance engagement.

Scope of Work

We have performed the **Limited Assurance** engagement for Sustainability report prepared with reference to GRI Standards 2021, verification engagement in accordance with ISAE 3000 methodology and in line with the requirements of Bureau Veritas's standard procedures and guidelines for External Assurance of Sustainability Reports, based on current best practice in independent assurance for the reporting period 1st April 2025 to 31st March 2026. The selected GRI disclosures referred to in Appendix – 1 for this statement.

The sample locations for assessment considered for this reporting period are as follows:

Site Name and Location	Site Address
Corporate Office	Tata AutoComp Systems Limited TACO House, Damle Path, Off Law-College Road Pune - 411 004, Maharashtra India
Interiors & Plastic Division, Hinjewadi	Tata AutoComp Systems Limited, IPD, Survey No 235 & 245, Village- Hinjewadi, Tal-Mulshi, Pune. 411057

Site Name and Location	Site Address
Interiors & Plastic Division, Chinchwad	Tata AutoComp Systems Limited, IPD, Plot No. 31 / D-2 Block, MIDC Chinchwad, Pune. 411019 Maharashtra India
Interiors & Plastic Division, Ramanagar	Tata AutoComp Systems Limited, IPD, Plot no 28A, Bidadi industrial area, Ramanagar, Ramanagar District Karnataka – 562109
Composite Division, Chakan	Tata AutoComp Systems Limited, Composite Division D-236, MIDC Chakan Phase 2, A/P - Varale, Tal-Khed, Dist-Pune 410501

As part of its Independent Assurance, we assessed the appropriateness and robustness of underlying reporting systems and processes used to collect, analyse and review the information reported. In this process, we undertook the following activities:

The assessment was carried out through physical site visits at corporate office on 19th Aug., Hinjewadi, and Bangalore on 18th Aug., Chinchwad on 25th Aug. and Chakan on 26th Aug. 2026

Bureau Veritas interviewed personnel of Company including Plant Training Function, EHS & Sustainability, Procurement, Plant/Production, Engineering and other relevant departments and review of Company's data & information systems for collection, aggregation, analysis and review.

Data on various GRI disclosures were assessed for the locations that were visited. Later, it was confirmed that the same assessed data went into preparation of the final data within the Sustainability Report 2025-26.

Management Responsibility

The Selection of reporting criteria, reporting period, reporting boundary, monitoring and measurement of data, preparation, and presentation of information in the Sustainability report are the sole responsibility of the Company and its management. We are not involved in drafting or preparation of Sustainability Report. Our sole responsibility is to provide Independent Assurance on the Sustainability report for the financial year ended 31st March 2026.

Our findings

On the basis of our methodology and the activities described above,

- Nothing has come to our attention to indicate that the GRI disclosures are inaccurate or that the information included therein is not fairly stated.
- It is our opinion that Company has established appropriate systems for the collection, aggregation, and analysis of data on Sustainability/Non-Financial performance disclosures with reference to GRI.
- The Sustainability Report provides a fair representation of the Company's activities as included therein.
- The information is presented in a clear, understandable, and accessible manner, and allows readers to form a balanced opinion over the Company and status during the reporting period.

Limitations and Exclusions

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

• Activities outside the defined assurance period.

• Positional statements (expressions of opinion, belief, aim or future intention by the Company and statements of future commitment).

• Competitive claims in the report claiming, "first company in India", "first time in India", "first of its kind", etc.

Our assurance does not extend to the activities and operations of the Company outside of the scope and geographical boundaries as well as the operations undertaken by any subsidiaries or joint ventures of the Company.

Our assurance on economic and financial performance data or information of the Company is based only on the annual audited statement of accounts of the Company for the Financial Year 2025-26, and our conclusions rest solely upon that audited report.

This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the Report.

Conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the sustainability disclosures in the Tata AutoComp Systems Limited's Sustainability Report for the year ended 31-03-2026, prepared with reference to the GRI Standards 2021, are not fairly presented, in all material respects.

Statement of Independence, Integrity, and Competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety, and social accountability with over 198 years history. Its assurance team has extensive experience in conducting assessment over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified Quality Management System which complies with the requirements of ISO 9001:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA), across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour, and high ethical standards in their day-to-day business activities.

The assurance team for this work does not have any involvement in any other Bureau Veritas projects with Tata AutoComp Systems Limited

Competence

The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health & safety information, systems and processes an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.

Restriction on use of Our Report

Our **Limited Assurance** report for Sustainability Report has been prepared and addressed to the Management of Tata AutoComp Systems Limited's at the request of the company solely to assist the company in reporting on the Company's Sustainability performance and activities. Accordingly, we accept no liability to anyone other than the Company. Our deliverables should not be used for any other purpose or by any person other than the addresses of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.



Nilesh PATIL
Lead Assuror
Bureau Veritas (India) Private Limited
Pune
Dt: 11.09.2026



Munji Rama Mohan RAO
Technical Reviewer
Bureau Veritas (India) Private Limited
Hyderabad
Dt: 11.09.2026

Appendix-1

GRI Content Index

Statement of Use	Tata AutoComp Systems Limited has reported the information cited in this GRI content index for the period April 1, 2025, to March 31, 2026, with reference to the GRI Universal standards 2021.

GRI 1 used	Foundation 2021

GRI Standard	Disclosure	Description	Page Number
GRI 2: General Disclosures 2021	2-1	Organisational details	8
	2-2	Entities included in the organisation's sustainability reporting	5
	2-3	Reporting period, frequency & contact point	5-7
	2-4	Restatements of Information	7
	2-5	External assurance	7
	2-6	Activities, value chain, and other business relationships	8,10
	2-7	Employees	83
	2-9	Governance structure and composition	36
	2-23	Policy commitments	30-35
	2-24	Embedding policy commitments	30-35
	2-29	Approach to stakeholder engagement	17-19
GRI 3: Material Topics 2021	3-1	Process to determine material topics	20-22
	3-2	List of material topics	22-23
	3-3	Management of material topics	24-26
GRI 102: Climate Change 2025	102-1	Transition plan for climate change mitigation	61-65
	102-4	GHG emissions reduction targets and progress	33,61
GRI 103: Energy 2025	103-1	Energy policies and commitments	32-33
	103-2	Energy consumption and self-generation within the organization	67
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	46
	205-2	Communication and training about anti-corruption policies and procedures	50
	205-3	Confirmed incidents of corruption and actions taken	48
GRI 302: Energy 2016	302-1	Energy consumption within the organization	67
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	69-71
	303-2	Management of water discharge-related impacts	71
	303-3	Water withdrawal	71
	303-4	Water discharge	71
	303-5	Water consumption	71

GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	63
	305-2	Energy indirect (Scope 2) GHG emissions	63
	305-3	Other indirect (Scope 3) GHG emissions	64
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	65
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	77,75
	306-2	Management of significant waste-related impacts	75-77
	306-3	Waste generated	77
	306-4	Waste diverted from disposal	77
	306-5	Waste directed to disposal	77
GRI 308: Supplier Environmental Assessment 2016	308-2	Negative environmental impacts in the supply chain and actions taken	58
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	107-109
	403-2	Hazard identification, risk assessment, and incident investigation	108
	403-4	Worker participation, consultation, and communication on occupational health and safety	108
	403-5	Worker training on occupational health and safety	109
	403-8	Workers covered by an occupational health and safety management system	109
	403-9	Work-related injuries	109
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	92
	404-3	Percentage of employees receiving regular performance and career development reviews	96
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	86
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	106
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	106
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	106
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	110-114
	413-2	Operations with significant actual and potential negative impacts on local communities	110-114
GRI 414: Supplier Social Assessment 2016	414-2	Negative social impacts in the supply chain and actions taken	58

Independent Assurance Statement- GHG Emissions

GHG INDEPENDENT ASSURANCE STATEMENT

To

Tata AutoComp Systems Limited, Pune

Introduction and objectives of work

The Tata AutoComp Systems Limited have engaged us to carry out an independent verification of its Greenhouse Gas Inventory assertions ("the GHG Inventory") i.e. Scope 1, Scope 2 and relevant & applicable categories of Scope 3 emissions data as defined by the GHG Protocol and covering the Company's emissions over the period 1st April 2025 to 31st March 2026.

Intended User

The assurance statement is issued exclusively for the Tata AutoComp Systems Limited It has been prepared in accordance with the terms and conditions of the assurance engagement between Tata AutoComp Systems Limited and Bureau Veritas. To the maximum extent permitted by applicable law, Bureau Veritas does not accept or assume responsibility or liability to any party other than Tata AutoComp Systems Limited for the work undertaken, this assurance statement, or the conclusions contained herein.

Scope of Work

We conducted a Limited assurance engagement covering Scope 1, Scope 2 and Scope 3 greenhouse gas emissions in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (revised), ISAE 3410, and ISO 14064-3:2019. The engagement was performed in line with Bureau Veritas's standard procedures and guidelines for the external assurance of Sustainability reports, reflecting current best practices in independent assurance. A materiality threshold of ±5% was applied.

The reporting boundaries considered for this reporting period are as follows:

The reporting boundaries considered for this reporting period are as follows:

Sr. No	Address	Description
1	Interiors and Plastics Division - Hinjewadi	Manufacturing site
2	Interiors and Plastics Division - Bangalore	Manufacturing site
3	Interiors and Plastics Division - Chinchwad	Manufacturing site
4	Interiors and Plastics Division - Chinchwad 2	Manufacturing site
5	Interiors and Plastics Division - Sanand 1	Manufacturing site
6	Interiors and Plastics Division - Jamshedpur	Manufacturing site
7	Interiors and Plastics Division - Ranjangaon	Manufacturing site
8	Interiors and Plastics Division - Chakan	Manufacturing site
9	Interiors and Plastics Division - Sanand 2	Manufacturing site

Ref: BV_TATA AUTOCOMP SYSTEMS LIMITED_GHG_32979848

BUREAU VERITAS

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10	Composites Division - Chakan	Manufacturing site
11	Composites Division - Jamshedpur	Manufacturing site
12	Composites Division - Pantnagar	Manufacturing site
13	Composites Division - Pithampur	Manufacturing site
14	TACO Gotion (TLE) - Chakan	Manufacturing site
15	TACO Gotion (TLE) - Sanand	Manufacturing site
16	Group Office - Pune	Head office
17	Group Office - Hinjewadi (Annex)	Head office

The Scope of work agreed upon with "Tata AutoComp Systems Limited" includes verifications of its GHG emissions (Scope 1, Scope 2 and relevant & applicable categories of Tata AutoComp Systems Limited of Scope 3 emissions as defined under the GHG Protocol Corporate Value Chain (Scope 3) standard) as listed below:

Scope 1 emissions

Emissions from Stationary Combustion, Process Emission, Fugitive Emission

Scope 2 emissions

Indirect emissions from purchased electricity, heat, cooling and steam consumed by the organization.

Scope 3 emissions from categories (GHG Protocol) of

- Category 1 – Purchased goods & services (3.1)
- Category 2 – Capital goods (3.2)
- Category 3 – Fuel and energy related activities (3.3)
- Category 4 – Upstream transportation & Distribution (3.4)
- Category 5 – Waste generated in operations (3.5)
- Category 6 – Business travel (3.6)
- Category 7 – Employee Commuting (3.7)
- Category 9 – Downstream transportation & Distribution (3.9)
- Category 11 – Use Phase Emissions (3.11)
- Category 12 – End of life treatment of sold products (3.12)

We assessed the appropriateness and robustness of underlying reporting systems and processes used to collect, analyse and review the information reported. In this process, we undertook the following activities:
Assessment with respect to Scope 1, Scope 2, and scope 3 was conducted by means of physical site visits. Bureau Veritas interviewed personnel of Tata AutoComp Systems Limited including Environment, Health & Safety (EHS) team, Engineering, Personnel & Administration, Purchase, Accounts & Corporate Secretarial and other relevant departments.

Verification Methodology

The verification was conducted by Bureau Veritas for the following activities:

- Desktop review of "Tata AutoComp Systems Limited" emissions provided in spreadsheets
- Management interaction on data management systems and review of emission factors and assumptions at Sites.
- On site and virtual assessment from August 2026 to September 2026 for the data monitoring and reporting at sites.

Conclusion:

Emissions from Facility wise:

Sr.	Site	Unit of Measurement	Scope 1 Emissions	Scope 2 Emissions
1	Interiors and Plastics Division - Hinjewadi	tCO2eq	1271.8	5783.29
2	Interiors and Plastics Division - Bangalore	tCO2eq	38.47	1531.17
3	Interiors and Plastics Division - Chinchwad	tCO2eq	105.46	1374.93
4	Interiors and Plastics Division - Chinchwad 2	tCO2eq	41.11	330.2
5	Interiors and Plastics Division - Sanand 1	tCO2eq	1088.47	3964.08
6	Interiors and Plastics Division - Jamshedpur	tCO2eq	116.14	1101.81
7	Interiors and Plastics Division - Ranjangaon	tCO2eq	75.61	191.72
8	Interiors and Plastics Division - Chakan	tCO2eq	30.99	5538.7
9	Interiors and Plastics Division - Sanand 2	tCO2eq	19.6	2100.63
10	Composites Division - Chakan	tCO2eq	1231.03	1713.59
11	Composites Division - Jamshedpur	tCO2eq	190.46	212.49
12	Composites Division - Pantnagar	tCO2eq	533.94	1968.51
13	Composites Division - Pithampur	tCO2eq	5.34	287.39
14	TACO Gotion (TLE) - Chakan	tCO2eq	29.29	392.87
15	TACO Gotion (TLE) - Sanand	tCO2eq	1.58	378.02
16	Group Office - Pune	tCO2eq	3.02	258.97
17	Group Office - Hinjewadi (Annex)	tCO2eq	13.78	386.4
Total			**4796.08**	**27514.75**

GHG Protocol Scope - 3	GHG Sources	Tata AutoComp Systems Limited
		tCO2eq
Category - 1	Purchased Goods and Services	140050.53
Category - 2	Capital Goods	1879.03
Category - 3	Fuel & Energy Related Activities	10454.48
Category - 4	Upstream T&D	13417.01
Category - 5	Waste	20.13
Category - 6	Business Travel	548.81
Category - 7	Employee Commute	2932.00

Category - 9	Downstream T&D	17.11
Category - 11	Use Phase Emissions	43959.17
Category - 12	End of Life Emissions	93911.61

Management Responsibility

The company and its management are solely responsible for determining the reporting criteria, reporting period, reporting boundary, and for the monitoring measurement, compilation, and presentation of the information contained in the GHG inventory report. We have not participated in the preparation or drafting of the GHG inventory report. Our responsibility is limited to providing independent assurance (Limited assurance) on Scope 1, Scope 2 and Scope 3 greenhouse gas emissions disclosed in the GHG inventory report for the financial year ending 31st March 2026.

Our Findings

On the basis of our methodology and the activities described above, it is our opinion that the GHG inventory for FY 2025-26 of "Tata AutoComp Systems Limited", containing its reporting and declaration of the Scope 1 & Scope 2 emissions from the operations within the reporting boundary and the reporting period, as described above, is prepared in all material respects in line with the applicable criteria here before stated and in accordance with "Limited Assurance" criteria. Based on the verification methodology applied, the scope of work agreed upon, and the evidence obtained, the Indirect GHG Emissions (Scope 3) data for FY 2025–26 is considered to be materially accurate and a fair representation of the GHG Emissions Inventory of Tata AutoComp Systems Limited within the defined reporting boundary and applicable reporting criteria.

Limitations and Exclusions

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

- Activities outside the defined assurance period.
- Positional statements (expressions of opinion, belief, aim or future intention by "Tata AutoComp Systems Limited" and statements of future commitment.
- Competitive claims in the report claiming, "first company in India", "first time in India", "first of its kind", etc.

Our assurance does not extend to the activities and operations of "Tata AutoComp Systems Limited" outside of the scope and geographical boundaries as well as the operations undertaken by any subsidiaries or joint ventures of the Company.

This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the Report.

Statement of Independence, Integrity, and Competence

Bureau Veritas is an independent professional services company that specializes in quality, environmental, health, safety, and social accountability with over 198 years of history. Its assurance team has extensive experience in conducting assessments of environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified Quality Management System which complies with the requirements of ISO 9001:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA), across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behavior, and high ethical standards in their day-to-day business activities.

The assurance team for this work does not have any involvement in any other Bureau Veritas projects with "Tata AutoComp Systems Limited"

Competence

The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health & safety information, systems and processes and an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.

Restriction on use of Our Report

Our Limited assurance report has been prepared and addressed to the "Tata AutoComp Systems Limited" at the request of the company solely to assist the company in reporting on the Company's Sustainability performance and activities. Accordingly, we accept no liability to anyone other than the Company. Our deliverables should not be used for any other purpose or by any person other than the addresses of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.





Manisha Tope
Lead Assessor
Bureau Veritas (India) Private Limited
Noida, India
Date:15th Sept. 2026

Munji Rama Mohan Rao
Technical Reviewer
Bureau Veritas (India) Private Limited
Hyderabad, India
Date: 15th Sept. 2026

Ref: BV_TATA AUTOCOMP SYSTEMS LIMITED_GHG_32979848

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