TATA

TATA AUTOCOMP

ESG FACTBOOK

TATA AUTOCOMP SYSTEMS LIMITED

FY 2025-26



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About this ESG Factbook

This ESG Factbook, hereafter referred to as “Factbook”, provides a comprehensive overview of Tata AutoComp Systems Limited (Standalone), hereafter referred to as “Tata AutoComp” or “we” or “us” or “Company”. It highlights key aspects of our environmental, social, and governance (ESG) performance, providing stakeholders with a clear and concise snapshot of our initiatives and achievements. For a more detailed insight into our holistic strategy and overall progress, we encourage readers to refer to the Sustainability Report for FY 2025-26 here.

The disclosures presented in this Factbook pertain to the reporting period of FY 2025-26, which is April 01, 2025, to March 31, 2026.

Company Information

Reporting Period

The reporting period for this report is from April 01, 2025, to March 31, 2026. Through this Factbook, we disclose our non-financial performance that covers our governance, environmental, and social responsibilities.

Scope and Boundary

This ESG Factbook covers the operational boundaries of Tata AutoComp Systems Limited (Standalone), which includes the following Business Divisions and our Group Office.

- Tata AutoComp Interior & Plastic Division (IPD)
- Tata AutoComp Composites Division (CD)
- Tata AutoComp Gotion Division (Gotion TLE)
- Tata AutoComp Supply Chain Solution (TSS)
- Tata AutoComp Technical Centre (TTC)
- Automotive Aftermarket (IAM)
- Group Office (GO)

Independent Assurance

The Sustainability Report and the Key Performance Indicators are assured by a third-party assurance provider Bureau Veritas India. The assurance statement can be found on Page 120 of the Sustainability Report here.

The Greenhouse Gas (GHG) emissions inventory data for FY 2025-26 has been independently assured by a third-party with Limited Assurance. The GHG emissions inventory assurance statement can be found on page 126 of the Sustainability Report here and page 98 of this Factbook.

The Safety Metrics for FY 2022-23, FY 2023-24 and FY 2024-25 have been independently assured by a third party, with the assurance statement provided on Page 103 of the ESG Factbook. For the current reporting period, FY 2025-26, the Safety Metrics are covered under the independent assurance of the Sustainability Report, with the assurance statement available on Page 120 of the Sustainability Report here.

Company Information

To accurately measure our sustainability performance and track our progress in decoupling business growth from our environmental footprint, we use key denominators to calculate intensity metrics.

Key company information including Revenue

Company Data	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Revenues	INR	55,737,650,000	54,459,409,000	39,588,646,000	44,843,900,000
Revenues	USD	678,238,623	653,147,146	456,458,503	479,716,517
Total Employees*	Number	6,154	6,716	7,437	6,396

**The total employees for Tata AutoComp Systems Limited (TACO) is calculated as per this formula, i.e., Total employees = Permanent employees + Contractual employees*

The revenue figures have been retained on a standalone basis, as the reporting entity for this assessment is Tata AutoComp Systems Limited (TACO) on a standalone basis. Accordingly, consolidated revenue figures have not been considered.

Please refer to our Annual Report (Page 107) here.

Refer to our other Annual reports here.

1. Governance and Economic Dimension

1.1. Transparency & Reporting

1.1.1. Sustainability Reporting Boundaries

The FY 2025-26 Sustainability Report and this ESG Factbook covers Tata AutoComp Systems Limited's (Standalone) ESG performance from April 01, 2025, to March 31, 2026, for the following business divisions:

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

Tata AutoComp's sustainability disclosures fully cover its standalone operations, representing 100% of the Company's standalone revenue.

Read more in our Sustainability Report here.

Read more in our Annual Report here.

1.1.2. Sustainability Reporting Assurance

Our sustainability report and our GHG emissions inventory for FY 2025-26 have been externally assured. External assurance obtained for:

- **Sustainability Report:** Limited assurance was conducted in accordance with ISAE 3000 (Revised) on environmental and social GRI disclosures. The Assurance Statement for the Sustainability Report can be found here (page 120).
- **GHG emissions:** Limited assurance was conducted in accordance with ISAE 3410 and ISO 14064-3:2019 on the reporting year's Scope 1, Scope 2, and applicable Scope 3 emissions. The Assurance Statement for our GHG emissions inventory can be found in our Sustainability Report here (page 126).

1.2. Corporate Governance

1.2.1. Board Independence

Our Terms and Conditions for the Appointment of Independent Directors (ID) are in accordance with India's Companies Act, 2013. Based on the Independence Statements received from all the Independent Directors and in the opinion of the Board, the Independent Directors fulfil the independence requirements specified in the Companies Act, 2013.

These independence requirements include:

- The Director has not been employed by the Company or any of its

subsidiaries in an executive capacity within the last year.

- The Director does not accept, nor does any family member accept, any payments from the Company or any parent or subsidiary of the Company in excess of the prescribed threshold during FY 2025-26, other than payments permitted under applicable rules.
- The Director is not a Family Member of an individual employed by the Company or any parent or subsidiary of the Company as an executive officer.
- The Director is not, and is not affiliated with, a Company, that is, an adviser or consultant to the Company or a member of the Company's senior management.
- The Director is not affiliated with a significant customer or supplier of the Company.
- The Director is not affiliated with a not-for-profit entity that receives significant contributions from the Company.
- The Director has not been a partner or employee of the Company's outside auditor during the past year.
- The Director does not have any other conflict of interest that would preclude them from being considered independent by the Board.

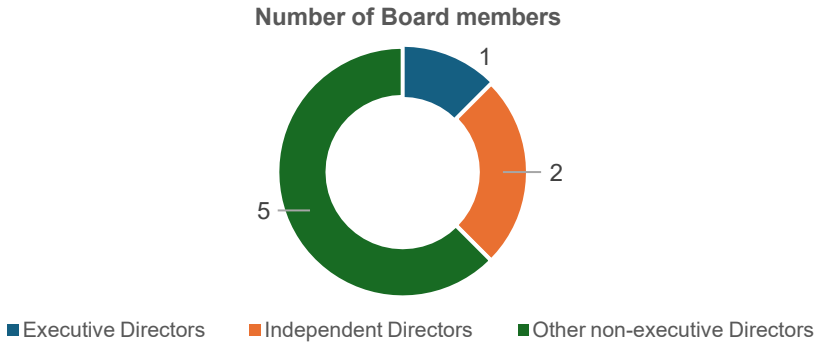
Since Tata AutoComp is an unlisted entity, as guided by the Companies Act, we have set a target to ensure that at least two of the Board of Directors should be Independent Directors.

1.2.2. Board Type

Our corporate governance is managed through a one-tier system of Board of Directors which comprises eight members. This structure provides a balanced mix of executive, independent, and non-executive expertise to ensure effective strategic oversight and accountability.

Board Composition – One-tier system*

Particulars	Number of Members
Executive Directors	1
Independent Directors	2
Other Non-executive Directors	5
Total Board Size	**8**



**The Board comprises 8 members, including 1 Executive Director and 7 Non-executive Directors. Of the 7 Non-executive Directors, 2 are Independent Directors and 5 are Non-independent Directors. Accordingly, the categories presented in the table collectively represent the total Board composition of 8 members.*

As of March 31, 2026, 25% of our Board is comprised of Independent Directors. The Board also includes 2 women Independent Directors.

This composition ensures an optimum balance between Executive and Non-Executive, Independent and Non-Independent Directors, enabling effective oversight and strategic guidance.

Read details about our Board of Directors here.

1.2.3. Non-Executive Chairperson/ Lead Director

At Tata AutoComp, the role of Chief Executive Officer (CEO) and Chairperson is split, and Chairperson is non-executive but not independent. Mr. Manoj Kolhatkar serves as the Managing Director & CEO, while Mr. Thierry Yves Henri Bollore serves as our Non-Executive Chairman.

Read more on our Website here.

1.2.4. Board Diversity Policy

Our "Policy to Promote Diversity on the Board of Directors" enables us to promote a more inclusive and well-rounded decision-making process. Having a diverse Board is crucial for us to ensure varied experiences, skills and backgrounds of individuals are brought to the table to enhance effectiveness.

Our Policy requires diversity factors are included in Board nomination process such as their age, gender, race, ethnicity, country of origin, nationality, cultural and geographical background, regional and industry experience, which will ensure that the Company retains its competitive advantage.

Refer to our Policy to Promote Diversity on the Board of Directors here.

1.2.5. Board Gender Diversity

As on date, Tata AutoComp's Board comprised of 8 members, including 2 women Non-Executive Independent Directors - Ms. Sonali Kulkarni and Ms. Varsha Purandare - representing 25% of the Board.

Read more in our Annual Report here.

Read more on our Website here.

1.2.6. Board Accountability

Tata AutoComp ensures the accountability of its Board of Directors and its alignment with the (long-term) interests of shareholders.

Board meeting attendance

During FY 2025-26, the Board of Tata AutoComp met regularly to review strategy, operations, ESG progress, and risk management. Directors should devote sufficient time to their responsibilities and that attendance forms a formal part of the annual Director evaluation

process. Both independent and non-independent directors are assessed on attendance records, participation, and contribution to Board deliberations.

The average Board meeting attendance during FY 2025-26 was 95.83%.

Read more in our Annual Report FY 2025-26 (Page 50) here.

Shareholder approval required for changes in bylaw

As per Section 14(1) of the Companies Act, 2013, any alteration of the Articles of Association (AOA), i.e. the bylaws of the Company, require the approval of shareholders by way of a special resolution passed in a general meeting. This ensures that fundamental changes to the Company's governing framework are subject to shareholder oversight. Other internal policies or Board-approved regulations do not legally require shareholder approval unless explicitly mandated under the Articles or the Companies Act. Accordingly, at Tata AutoComp, amendments to its Articles of Association are carried out only with shareholder approval through a special resolution.

Board mandates

Board members with 4 or less other mandates: Five (5)

Names of the Directors: Mr. Thierry Yves Henri Bollore, Mr. Milind Shahane, Ms. Sonali Kulkarni, Mr. Ankur Verma and Mr. Thomas Flack.

CEO succession plan in place

Tata AutoComp has a CEO Succession Planning Framework aligned with statutory requirements. As per Section 178(2) of the Companies Act, 2013, the Nomination and Remuneration Committee (NRC) identifies suitable persons for appointments to senior management, including the CEO. The Board is responsible for overseeing succession planning, while the NRC oversees leadership development and succession planning for the Board, Key Managerial Personnel (KMP), and the executive team, ensuring leadership continuity and long-term value creation.

Board performance review

Tata AutoComp's Board conducted its annual performance evaluation for the period of FY 2025-26, in line with the Companies Act, 2013, covering its Board, its Committees, and individual Directors. Independent Directors were assessed on parameters such as attendance, knowledge of regulatory and sectoral developments, quality of participation, protection of stakeholder interests, and contribution of expertise, with the Director concerned not participating in their own review. The review considers Board effectiveness, Board composition, committee effectiveness, stakeholder engagement, attendance, and individual contributions. The evaluation process and criteria are disclosed in the Annual Report.

Read more in our Annual Report FY 2025-26 (Page 49) here.

Board election process

Board members of Tata AutoComp are elected in accordance with the provisions of the

Companies Act, 2013 (Sections 149–152, 178, 196–197). Directors are appointed or re-appointed by the shareholders at the Annual General Meeting (AGM), based on the recommendation of the Nomination and Remuneration Committee (NRC) and approval of the Board. Independent Directors are eligible for appointment upon shareholder approval, subject to fulfilling independence criteria. Executive Directors, including the Managing Director and Deputy Managing Director, are appointed under terms approved by shareholders. The Nomination and Remuneration Committee (NRC) is responsible for developing competency requirements, conducting Board composition reviews and gap analyses, undertaking due diligence on proposed candidates, and recommending appointments and reappointments to the Board. The Board is required to maintain a transparent Board nomination process that promotes diversity of thought, experience, knowledge, age, and gender.

In line with Section 152(6) of the Companies Act, 2013, one-third of Directors retire by rotation at every Annual General Meeting and are eligible for reappointment, ensuring periodic Board elections and continuity.

Read more in our Annual Report FY 2025-26 (Page 10) here.

1.2.7. Board Average Tenure

Our Board Average Tenure is 4.82 years.

Directors	Date of Appointment	Tenure
Mr. Thierry Bolloré	02-Jan-25	1.78
Mr. Arvind Goel	25-May-18	8.39
Mr. Manoj Kolhatkar	02-Dec-24	1.87
Mr. Ankur Verma	30-Jul-18	8.21
Ms. Sonali Kulkarni	08-Feb-24	2.68
Ms. Varsha Purandare	08-Nov-24	1.93
Mr. Milind Shahane	04-Aug-16	10.2
Mr. Thomas Flack	03-Apr-23	3.53
Average Tenure		**4.82375**

1.2.8. Board Industry Experience

Our Board comprises seasoned professionals who collectively bring various domain expertise and critical strategic oversight to Tata AutoComp's business model. The current composition of the Board reflects a well-balanced blend of skills, experience, expertise, and diversity, aligning perfectly with Tata AutoComp's business objectives and the responsibilities entrusted to the Board.

The Board brings deep knowledge and experience gained through leadership roles across management, consulting, academia, government, and research covering areas such as business strategy, engineering and technical disciplines, finance and audit, regulatory compliance, corporate governance, and industrial operations. This diverse industry and functional experience enable the Board to provide valuable guidance on emerging opportunities and risks while supporting the Company's sustainable growth and resilience.

Five (5) out of seven (7) of our independent or non-executive members possess relevant experience within Industries classified under the Industrials sector as per the GICS Level 1 classification, ensuring that the Board maintains strong industry understanding and sector-specific insight.

Metrics	Value / Names
Number of independent or non-executive members with industry experience (e.g., excludes executives):	5
Independent or non-executive directors included in the above count	Mr. Thierry Yves Henri Bollore Mr. Arvind Goel Ms. Sonali Kulkarni Mr. Thomas Flack Mr. Milind Shahane

Read details about our Board of Directors here.

Board Members and their Industry Experience

Name	Position	Industry Experience	Expertise
Mr. Thierry Yves Henri Bollore	Non-Executive Chairman	Industrials	Mr. Thierry Bolloré Thierry Bolloré is a seasoned global business leader with over 30 years of international experience in the automotive and industrial sectors, bringing deep expertise in business transformation, operational excellence, manufacturing, strategy, and corporate leadership. He has successfully led large-scale organizational turnarounds, growth initiatives, and complex global operations across Europe and Asia. His experience spans industrial operations, supply chain management, innovation, customer-focused business strategies, and sustainable mobility solutions. He also possesses strong expertise in sustainability and decarbonization strategies, including the integration of environmental considerations into long-term business planning. In addition, he brings extensive board and governance experience, supporting effective oversight, strategic decision-making, and long-term value creation across diverse industries.
Mr. Arvind Goel	Non-Executive Vice Chairman	Industrials	Mr. Arvind Goel is an accomplished business leader with over 40 years of experience in the automotive and industrial sectors. He brings deep expertise in manufacturing, operations management, business strategy, joint ventures, mergers and acquisitions, and organizational leadership. Throughout his career, he has played a key role in driving business growth, strengthening operational capabilities, and expanding global partnerships. His experience spans automotive components, commercial vehicles, engineering, and industrial products, providing him with a strong understanding of industry dynamics and technological advancements. In addition, he has extensive governance and industry association experience, contributing strategic insights on competitiveness, innovation, sustainability, and long-term value creation.
Ms. Sonali Kulkarni	Non-Executive Independent Director	Industrials	Mrs. Sonali Kulkarni is a distinguished business leader with extensive experience in the industrial automation, manufacturing, and engineering sectors. She brings deep expertise in business strategy, operational leadership, technology-driven transformation, and organizational growth, having successfully led large-scale manufacturing and technology businesses. Her experience spans industrial automation, machine tools, advanced manufacturing, and clean mobility, providing valuable insights into innovation, digitalization, and sustainable industrial development. In addition to her executive leadership experience, she has served on the boards of organizations in the automotive and industrial sectors, contributing to strategic oversight and governance. Her multidisciplinary background in finance, law, and business management further strengthens her ability to drive long-term value creation and sustainable growth.

Ms. Varsha Purandare	Non-Executive Independent Director	Financials	Ms. Varsha Purandare is a highly accomplished financial services leader with over 36 years of experience in banking, capital markets, treasury, investment banking, risk management, and corporate finance. She brings deep expertise in strategic leadership, credit and treasury management, capital raising, investment evaluation, and financial risk oversight. Throughout her career, she has led large financial institutions, launched new business lines, implemented robust risk management frameworks, and driven sustainable business growth across domestic and international markets. Her extensive board and governance experience, combined with her strong understanding of financial markets and regulatory environments, enables her to provide valuable strategic oversight, risk management insights, and guidance on long-term value creation and business sustainability.
Mr. Mr. Ankur Verma	Non-Executive Independent Director	Financials	Ankur Verma is a seasoned business executive with around 25 years of experience in corporate strategy, investment banking, capital markets, mergers and acquisitions, and corporate finance. He brings deep expertise in strategic planning, business portfolio management, investment evaluation, capital allocation, and growth-oriented decision-making across diverse industries. His experience includes advising and executing complex transactions, driving long-term business strategy, and supporting value creation through investments, acquisitions, and corporate restructuring initiatives. In his current leadership role, he oversees strategic and financial matters at the group level and also contributes significant board and governance experience through his involvement with multiple companies, providing strategic oversight, financial acumen, and guidance on long-term growth and business sustainability.
Mr. Thomas Flack	Non-Executive Non-Independent Director	Industrials	Mr. Thomas Flack is an experienced business leader with extensive expertise in the automotive, advanced manufacturing, battery, and supply chain sectors. He brings deep knowledge of global procurement, strategic sourcing, supply chain management, operational excellence, and cost optimization, having led complex international operations across multiple regions. His experience spans manufacturing, quality management, technology commercialization, and business transformation, with a strong focus on building resilient and sustainable supply chains. He has also led large-scale growth and transformation initiatives in emerging mobility and advanced energy technologies. His global perspective, cross-functional leadership experience, and strong operational capabilities enable effective oversight of strategy execution, business growth, and long-term value creation.
Mr. Milind Shahane	Non-Executive Non-Independent Director	Industrials	Mr. Milind Shahane is a seasoned business leader with over 30 years of experience in the industrial, engineering, manufacturing, and automotive sectors. He brings extensive expertise in general management, business transformation, manufacturing operations, engineering design, research and development, strategy, human resources, and industrial relations. Throughout his career, he has successfully led businesses as CEO, COO, and business head, driving operational excellence, cost optimization, productivity improvements, and sustainable growth. His experience spans engineering equipment, material handling, construction equipment, and industrial manufacturing, with a strong track record in business turnarounds, new product development, strategy execution, and leading large, diverse workforces. He also possesses significant board and governance experience, contributing strategic oversight and long-term value creation across multiple organizations.

1.2.9. CEO Compensation - Success Metrics

Our Chief Executive Officer's (CEO) remuneration includes an incentive component designed to align with company performance. This is divided into two parts: an annual Performance Linked Bonus and a Long-Term Incentive (LTI) Plan.

Performance Linked Bonus

Variable compensation for the Managing Director & CEO is linked to predefined corporate performance indicators that support the Company's strategic objectives and long-term value creation. Performance is evaluated against a balanced set of metrics encompassing financial performance, customer focus, operational excellence, technology and innovation, health and safety, sustainability, talent and organizational development, corporate social responsibility, and digital transformation objectives.

Performance indicators include financial metrics including capital efficiency measures such as Return on Capital Employed (ROCE), together with other approved business performance metrics. Achievement against these predefined corporate performance indicators is considered in determining annual variable compensation outcomes, thereby aligning executive incentives with the Company's business priorities and stakeholder interests.

This bonus is delivered annually and is contingent on achieving predefined goals. The payout is based on the company's annual operating plan and specific Key Performance Indicators (KPIs), which include financial metrics such as Net Profit.

These parameters are agreed upon with the CEO before the start of each Financial Year. A key feature of the plan is a defined performance threshold; if achievement falls below this value, there is no bonus payout. The plan design and targets are finalized by the board of the company.

Long-Term Incentive (LTI) Plan

The CEO is also eligible for a Long-Term Incentive. The specific details of the LTI plan, which include performance parameters, vesting schedule, and the norms for grant and exercise, are finalized by the Board of the Company.

CEO Compensation Component	Period	% of CTC Component	Pay Out Criteria
Fixed Pay	1 Year	58%	Meeting individual KRA's
Variable Pay	1 Year	25%	60% - Financial Performance (net profit); 40% - Customer Satisfaction, Processes, People ESG Performance
Long Term Incentive (LTI) Plan	3 Years	17%	80% - Financial Performance; 20% - Customer Satisfaction, Processes, People ESG Performance

1.2.10. CEO Compensation - Long-Term Performance Alignment

To promote sustained long-term value creation, the Company's CEO compensation framework includes both annual and long-term performance-based incentive components. The framework is overseen by the Board and is designed to align executive remuneration with the Company's financial, operational, customer, people, and sustainability objectives.

The performance metrics for the LTI Plan are derived from our organizational Balanced Scorecard (BSC), which includes a comprehensive mix of financial, strategic, operational, and sustainability targets. The CEO is also granted Performance Stock Units under the Share Based Long Term Incentive Plan.

Aspects	Values
Deferral of bonus for short-term CEO compensation The primary mechanism for this alignment is our Long-Term Incentive (LTI) Plan, which takes the form of a deferred bonus (100%)	100%
Performance period for variable CEO compensation The LTI Plan evaluates performance over a three-year period, ensuring that incentives are tied to strategic achievements rather than short-term results.	3 Years
Time vesting for variable CEO compensation	3 Years

1.2.11. CEO-to-Employee Pay Ratio

As part of our commitment to transparency and fair compensation practices, we monitor the ratio of our CEO's total annual compensation to that of our median and mean employee. This metric provides a clear indicator of internal pay equity and reflects our approach to responsible remuneration.

Chief Executive Officer-to-Employee Pay Ratio for Tata AutoComp

Particulars	UoM	Compensation and Ratio	
Employee Compensation	INR	**Median Employee Compensation**	**Mean Employee Compensation**
		715,722	1,240,970
The ratio between total annual CEO compensation and employee compensation	Ratio	**CEO to Median Employee Compensation Ratio**	**CEO to Mean Employee Compensation Ratio**
		86.62	49.96

1.2.12. Management Ownership

The CEO and other Executives do not hold any shares in the Company.

The Paid-up Equity Share Capital as on March 31, 2026, was Rs. 2,012,813,580/- divided into 201,281,358 Equity Shares of Rs. 10/- each. During the year under review, the Company has not issued any shares. The Company has not issued shares with differential voting rights. It has issued neither Employee Stock Options nor Sweat Equity Shares and does not have any scheme to fund its employees to purchase the shares of the Company. As on March 31, 2025, none of the Directors of the Company hold shares of the Company.

Read more in our Annual Report FY 2025-26 (Page 14, 28) here.

1.2.13. Management Ownership Requirement

Tata AutoComp does not have formal stock ownership requirements for its Chief Executive Officer or other executive committee members. This is a direct result of our ownership structure as a privately held, unlisted company, which means there is no publicly traded equity available for such requirements.

However, we ensure a strong alignment between executive performance and long-term, sustainable value creation through our compensation framework. This is primarily achieved via our Long-Term Incentive (LTI) Plan, which functions as a deferred bonus. The LTI Plan links variable compensation to the achievement of strategic goals measured over a three-year performance period. This entire framework is overseen by the Nomination and Remuneration Committee of the Board, ensuring that leadership is incentivized to drive sustainable growth and act in the best interests of all stakeholders.

1.2.14. Government Ownership

No governmental institution holds more than 5% of the Company's total voting rights.

1.2.15. Family Ownership

No founding individuals or family members, personally or through other companies or organizations, individually have more than 5% of the voting rights of Tata AutoComp.

1.2.16. ESG Governance Oversight

Tata AutoComp has established a formal governance structure to oversee ESG and sustainability matters at both the Board and executive levels. At the Board level, ESG oversight is embedded through a dedicated ESG Board committee, ensuring strategic accountability and alignment with the Tata Group’s Aalingana goals. The Board meets annually to review ESG targets and progress, reinforcing the Group’s commitment to long-term sustainability and responsible business practices

Complementing this, at the executive level, Tata AutoComp has constituted a dedicated ESG committee comprising members within one reporting level from the CEO.

Additionally, accountability for overseeing and managing ESG and sustainability matters is assigned to a designated C-suite executive, with the Chief Human Resources Officer (CHRO) serving in a role equivalent to a Chief Sustainability Officer. The CHRO provides leadership on the Company's sustainability agenda, drives the integration of ESG priorities across business functions, and supports the implementation and monitoring of sustainability objectives and initiatives. This multi-tiered governance framework ensures that ESG considerations are integrated into corporate decision-making and long-term value creation.

1.3. Materiality

1.3.1. Materiality Analysis

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 FY 2025-26, Tata AutoComp undertook a Double Materiality Assessment (DMA) to identify and prioritize sustainability topics that are most relevant to the Company's long-term success and its impacts on the economy, environment, and society. This

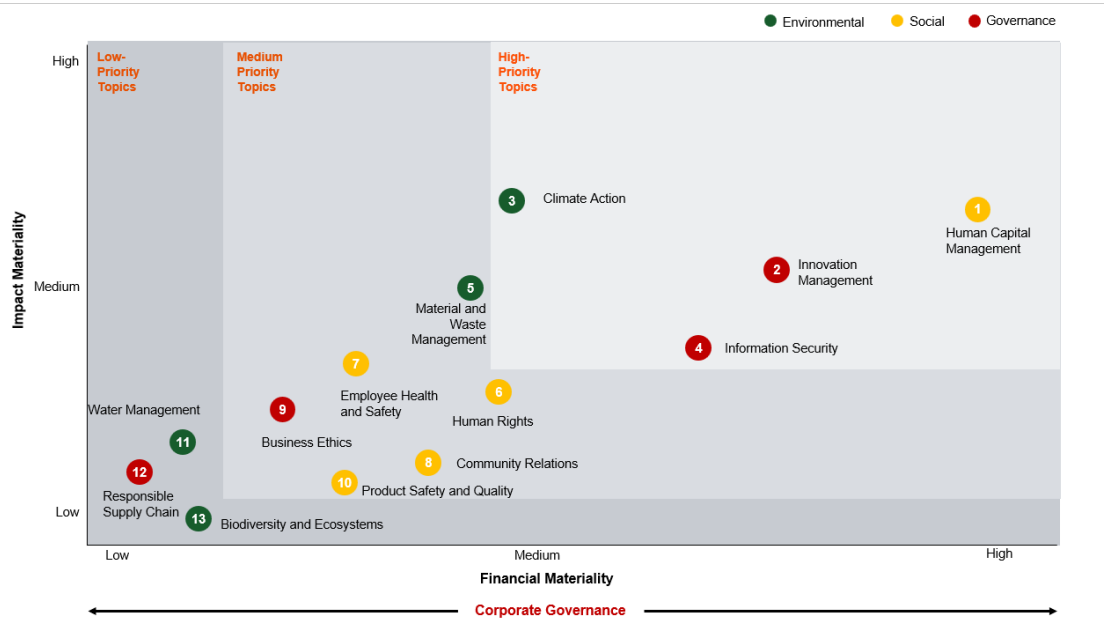
process ensures our continued alignment with leading global standards like ESRS, GRI, BRSR, SASB, and TCFD.

We review our materiality assessment every two years or on need-basis to identify ESG topics that are most relevant to its internal and external stakeholders and strategic priorities. This exercise helps align sustainability efforts with broader business objectives and stakeholder expectations.

Double Materiality principles require us to identify and prioritize sustainability issues based on two distinct but interconnected perspectives: their financial implications for our business and our business's impact on people and the planet. Our current assessment, therefore, involves two parallel evaluations:

- An **Impact Materiality Assessment**, which evaluates the severity (considering scale, scope, and irremediability) and likelihood of our environmental and social impacts through extensive involvement with a wide range of external stakeholders, including OEMs, suppliers, regulators, and employees.
- A **Financial Materiality Assessment**, which analyses the risks and opportunities each ESG topic presents to our business by examining potential regulatory exposure, shifts in market competitiveness, and long-term resource dependencies.

Based on the outcomes of these assessments, sustainability topics are prioritized and mapped in a materiality matrix, enabling the Company to identify the issues of greatest significance to both stakeholders and the business.



Material Topic	FY 2025-26 Ranking
Human Capital Development	1
Innovation Management	2
Climate Action	3
Information Security	4
Material and Waste Management	5

Human Rights	6
Employee Health and Safety	7
Community Relations	8
Business Ethics	9
Product Safety and Quality	10
Water Management	11
Responsible Supply Chain	12
Biodiversity and Ecosystems	13
Overarching Issue: *Corporate Governance serves as a foundational element of Tata AutoComp's business strategy and decision-making framework. Given its significance as an overarching enabler of sustainable value creation, it is treated as a baseline priority and is therefore not included in the relative ranking exercise.*	

Insights from the materiality process play a key role in shaping our risk register. The identified material issues support the Company in recognizing and prioritizing ESG-related risks within our Enterprise Risk Management (ERM) framework. This process is reviewed annually and includes engagement with relevant stakeholders to ensure a risk-aware and forward-looking perspective.

The results of the materiality assessment are reviewed and validated by our senior leadership (executive management), ensuring alignment with Tata AutoComp's business strategy, sustainability objectives, and stakeholder expectations. The outcomes serve as the foundation for sustainability strategy development, target setting, performance monitoring, and external disclosures.

Read more in our Sustainability Report (page 20) here.

1.3.2. Material Issues for Enterprise Value Creation

To ensure our sustainability strategy remains focused and effective, we conduct a comprehensive materiality assessment by engaging with key internal and external stakeholders. This process allows us to identify and prioritize the ESG topics that present the most significant risks and opportunities for long-term enterprise value creation. The following table outlines our top material issues and our strategic approach to managing each.

Material Issues for Enterprise Value Creation

Particulars	Material Issue 1	Material Issue 2	Material Issue 3
Material Risk or Opportunity	Climate Action	Circular Economy	Human Capital Development
Category	Climate Transition and Physical Risks	Waste & Pollutants	Human Capital Management
Business Case	Tackling climate change and managing energy consumption through robust climate action measures are crucial for our business operations and long-term sustainability objectives. These Climate-induced extreme weather risks can lead to sourcing and manufacturing delays and higher business expenses. Additionally, transition	Effective waste and pollutant management is vital for Tata AutoComp's sustainability and operational integrity. Poor waste management can lead to significant environmental and operational challenges and have a direct impact on cost and revenue. Ensuring the proper disposal of waste from our operations is crucial for	Human Capital Development is imperative for a Company as it attracts and retains top talent, develops skills, ensures leadership continuity, fosters innovation, enhances employee engagement, and contributes to cost efficiency. We are a people and talent-focused Company. The Company believes in nurturing a

	risks, including carbon taxes, adherence to global environmental regulations, and investing in energy-efficient technologies, sustainable materials and biodiversity preservation, could increase costs. It is important to meet global customer expectations, reduce energy costs, and stay ahead of tightening regulations. It also supports Tata Group's Aalingana goals, like achieving net zero by 2040 and switching to 100% renewable energy, ensuring the company remains competitive, responsible, and future-ready in the evolving mobility landscape.	protecting the environment, ensuring safety, and complying with regulatory standards (EPR), which is necessary to maintain operational licenses and avoid penalties. The increasing stringency of regulations emphasizes the necessity for our Company to strengthen its waste management practices to remain compliant and reduce potential environmental and operational risks.	skilled workforce, ensuring continuous innovation, driving product excellence and operational efficiency. Strategic talent acquisition and development guarantees a pipeline of capable and skilled professionals who are in tune with industry shifts and changes. Through its initiatives, Tata AutoComp fosters a positive work culture, enabling the Company to attract, develop, and retain top-tier talent.
Type of Impact	**Risk**	**Risk**	**Revenue**
Business strategies	At Tata AutoComp, we have set an ambitious target to achieve target Net Zero by 2045. Additionally, we have also set a target to reduce Scope 1 + 2 emissions by 25% (2020 baseline) by 2030 and are tracking our Carbon emissions in accordance with IPCC standards and GHG Protocol. We have also committed achieve 100% renewable energy by 2030. As of FY 2025-26, we have RE accounting for 10.85% of the electricity mix. We are undertaking various initiatives such as deploying eco-friendly technologies, increasing the use of renewable energy, optimizing processes for greater efficiency and conserving resources to minimize environmental impact.	Tata AutoComp has implemented several strategies to contribute to our waste management initiatives. Effective Waste Reduction and Recycling: We invest in employee training programs to educate workforce on waste reduction techniques and best practice. Established robust recycling programs to ensure maximum recovery and reuse of materials. Hazardous waste management: Implemented a strategy to reuse sheet molding compound (SMC) sludge. Ongoing practices for reducing waste and providing sustainable fuel. Use of recycled raw materials: Commitment to reducing reliance on virgin materials.	Tata AutoComp has 4 Learning Academies and Flagship Leadership Development Programs which provide provisions for employee development programs to retain top-tier talent and cultivate a strong pipeline for leadership roles. Employee benefits include variety of benefits, such as leave policies, stress management programs, comprehensive family benefits, competitive compensation, work flexibility, retirement savings plans, and numerous opportunities for growth. Further, we have two leadership programs "Bluemint" and "Leapvault". We sponsor education programs across top institutes - PGDM at IIM Nagpur, B. Tech via BITS Pilani, and an EV-focused diploma at Vishwakarma University - to upskill employees from the shop floor to leadership.

1.3.3. Materiality Metrics for Enterprise Value Creation

To ensure accountability and drive progress on our material issues, we have established a framework of specific targets and metrics to manage our performance. We are committed to transparently reporting our progress against these goals to our stakeholders. Furthermore, our governance structure ensures that performance on these key ESG indicators is integrated into our strategic review process and linked to executive performance evaluation.

Metrics for evaluating our material issues for Enterprise Value Creation

Particulars	Material Issue 1	Material Issue 2	Material Issue 3
Material Issue	Climate Action	Circular Economy	Human Capital Development
Target/ Metric	• Net Zero emissions by 2045 • Reduce Scope 1 + 2 emissions by 25% • (2020 baseline) by 2030 • Achieve 100% RE by 2030	• Replenish fresh water by 2030 • Replenish more fresh water than consumed by 2040 • Achieve zero liquid discharge (ZLD) • at all sites by 2030 • Ensure Zero waste to landfill by 2030 • Achieve domestic water consumption • of < 30 Liter per person per day	• Achieve attrition of Hi-pot of 0% (YoY) • Maintain voluntary attrition rate <10% (YoY) • Ensure 25% diversity mix in workforce by 2030 • Achieve 5 days (or 40 hours) of training for each employee (YoY) by 2026 • Maintain employee satisfaction score greater than 85% (YoY) • Ensure 100% of employees receive regular performance and career development reviews (YoY)
Target year	2045	2030	2030
Progress	We assess and disclose our greenhouse gas emissions, focusing on Scope 1, Scope 2, and Scope 3 emissions throughout our value chain. We are also in the process of submitting a commitment to the Science-Based Targets initiative (SBTi). Additionally, renewable electricity (solar energy) constitutes 10.84% of our electricity mix in FY 2025-26.	Tata AutoComp continued to advance its circular economy agenda during FY 2025-26 through a strong focus on water stewardship and waste management. Total water withdrawal reduced from 165 ML in FY 2023-24 to 146 ML in FY 2025-26, while water consumption decreased from 144 ML to 113 ML over the same period, reflecting continued efforts to improve water efficiency and support the Company's targets of freshwater replenishment, net positive water impact, and achieving Zero Liquid Discharge (ZLD) across sites by 2030. In addition, the Company	We have onboarded a total of 1,178 new employees this year, with women representing 26% of new hires. We also provide 100% of our employees with regular performance feedback, ensuring continuous improvement and alignment with organizational goals. Our average training hours have significantly improved to 40.63 hours, enabled by Digital training & in-person Workshops, a dedicated L&D Centre and DOJO room at each Business Division for trainings of workers. This emphasizes our dedication

		achieved 100% diversion of the 4,326 MT of waste generated through recycling and reuse, with zero waste sent to landfill or incineration, demonstrating strong progress towards its Zero Waste to Landfill by 2030 commitment and broader circular economy objectives.	to professional growth. In the previous reporting year, our employee satisfaction score was recorded to be at 90%.
Executive Compensation	At Tata AutoComp, our Board of Directors meet annually to check and review our progress on our Tata Aalingana goals. This responsibility further cascades to the management, where the Chief Human Resources Officer (CHRO) is accountable for the sustainability performance with 10% of his variable pay linked to the performance of Talent Management. The Head – Sustainability, under the CHRO, spearheads all the ESG and climate action initiatives, focusing on both current and future performance. Around 60% of the Head – Sustainability's annual performance bonuses are connected to meeting short-term and long-term ESG and climate objectives. This incentive system underscores our dedication to the ESG targets established in FY 2022-23. These ESG targets are integral to Head - Sustainability's key duties and are also embraced as Company-wide objectives, with targets distributed among all relevant teams to ensure unified advancement towards our environmental commitments.		

1.3.4. Material Issues for External Stakeholders

Our responsibility extends beyond our own operations to the external stakeholders impacted by our business, products, and supply chain. We believe that proactively managing our impact on local communities and supply chain partners is essential for fostering inclusive growth and building a resilient, ethical value chain. The following table details our approach to the material issues that most significantly affect these key external stakeholder groups.

Material issues for our External Stakeholders

Particulars	Impact 1	Impact 2
Material Issue for External Stakeholder	Community Relations	Responsible Supply Chain
Category of external impact	Society and Community Relations	Supply Chain Management
Cause of the impact	Operations	Operations, Supply Chain
External stakeholder/ impact areas evaluated	Environment, Society	Environment, Society, Consumers/end-users, external employees (e.g. supply chain, contractors)
Business activity coverage	More than 50% of business activity	More than 50% of business activity
Topic relevance on external stakeholders	Our commitment to environmental sustainability and community development is reflected through our water conservation and afforestation initiatives. Our Water Conservation Programme has improved groundwater availability, supported year-round agriculture, and strengthened livelihood resilience, while our Tree Plantation Programme has achieved 90-95% survival rates and enabled an	We are committed to environmental sustainability through a Sustainable Supply Chain Framework that addresses critical sustainability issues. We prioritize suppliers offering sustainable materials and collaborate with them to address ESG concerns like emissions reduction, energy efficiency, and water and waste management, conducting evaluations based on ESG criteria. These efforts

	estimated carbon sequestration of 200-230 tCO_2e across multiple locations. Socially, we focus on education, skilling, inclusion, and livelihood enhancement. During FY 2025-26, we skilled 5,330 youth, empowered 23,748 women, supported 21,569 persons with disabilities, and assisted 11,500 migrant workers. We also continued scholarships for 1,200 girls, expanded WASH and menstrual hygiene programmes in schools, and reached over 5,000 beneficiaries through educational support initiatives for children from migrant and tribal communities.	align with Tata Aalingana Goals, reducing supply chain risks and protecting the environment. Through the Tata Affirmative Action Programme (TAAP), we empower suppliers from disadvantaged communities, including SCs, STs, women, and PwDs, to enhance resilience and promote inclusive growth. Our Sustainable Supply Chain Framework aids in improving suppliers' sustainability capabilities, with initiatives like Utkarsh, the Kaushal Programme, and ESG workshops offering essential training and capacity-building support.
Type of impact	Positive	Positive

1.3.5. Materiality Metrics for External Stakeholders

To move beyond activity reporting to understand our real-world effects, we are committed to quantitatively measuring our impact on external stakeholders. We use a structured approach to track key output and impact metrics for our community and supply chain programs, allowing us to assess the value we create. The following table details the specific metrics we use to evaluate our performance in these critical areas.

Metrics for our External Stakeholders

Particulars	Impact 1	Impact 2
Material Issue for External Stakeholder	Community Relations	Responsible Supply Chain
Output metric	**Number of beneficiaries** Measures the total number of individuals reached through Tata AutoComp's community development initiatives, including programmes related to education, scholarships, skill development, employability, health and hygiene, water and sanitation, livelihood enhancement, support for migrant workers, and inclusion of persons with disabilities. The metric reflects the scale of direct beneficiaries positively impacted by these interventions.	**Supplier in TAAP community, ESG compliant supplier** Measures the number of suppliers engaged through the Tata AutoComp supplier ecosystem that meet defined ESG requirements or participate in supplier capability-building programmes. The metric reflects the Company's efforts to strengthen responsible sourcing practices, promote ESG compliance, and improve sustainability performance across its value chain.
External stakeholder/ impact areas evaluated	Environment, Society	Environment, Society, Consumers/end-users, external employees (e.g. supply chain, contractors)
Impact valuation	**Quantified quality of life impacted** This metric can be used to measure the extent to which Tata AutoComp's community development initiatives improve the quality of life of beneficiaries. Programmes focused on education, girls' scholarships, skill development, employability, WASH (Water, Sanitation and Hygiene), menstrual hygiene management, support for migrant workers, and	**Access to product/service with positive impact provided** The number of ESG-compliant suppliers can be used to assess the positive impact created through Tata AutoComp's responsible supply chain practices by measuring the proportion of procurement spend, suppliers, or sourced materials that meet defined ESG standards. Through supplier assessments, responsible sourcing requirements, and engagement programmes, the Company seeks to

	inclusion of persons with disabilities can be evaluated based on improvements in access to education, employment opportunities, income generation potential, health and hygiene outcomes, water security, and social inclusion.	promote ethical business conduct, resource efficiency, human rights protection, and environmental stewardship across its value chain. The metric can be quantified through indicators such as the percentage of suppliers covered by ESG evaluations, procurement from compliant suppliers, or the availability of responsibly sourced products and materials that contribute to sustainable and resilient supply chains.
Impact metric	Number of lives impacted	Number of suppliers with corrective action plans

1.4. Risk and Crisis Management

1.4.1. Risk Governance

Tata AutoComp has a well-established risk governance framework in place with oversight at multiple levels:

- **Board-Level Oversight:** The Company has a formal risk governance framework with dedicated Board-level oversight. A Board level Audit Committee comprising independent and non-executive Board members is assigned for risk oversight responsibilities.

- **Functions that own and manage risks (First Line):** As the first line of Defense, operational managers own and manage risks. They are also responsible for implementing corrective actions to address process and control deficiencies. Operational management is responsible for maintaining effective internal controls and for executing risk and control procedures on a day-to-day basis

- **Risk and Compliance Oversight (Second Line):** Dedicated Risk Committee at the senior management/executive level is in place to oversee risk management and compliance, excluding the CEO. Control functions such as risk and compliance management are responsible for setting controls and ensuring compliance with risk-related policies.

- **Internal/External Audit (Third Line):** An independent internal audit team provides objective assurance on the effectiveness of the Company's risk management and compliance frameworks.

External auditors, regulators, and other external bodies reside outside the Company's structure, but they have an important role in the organization's overall governance and control structure. This three-lines-of-defense model ensures robust and integrated risk oversight across all levels of the organization.

1.4.2. Risk Management Processes

Risk Review

We have embedded a robust enterprise risk management framework across our operations. We regularly assess the Company-specific risk exposure, considering both likelihood and magnitude of identified risks across Tata AutoComp's value chain, as well as the risk appetite for the identified risks. In response to these identified risks, we develop appropriate mitigating actions to manage the risks following a defined framework. This forward-looking approach enables us to anticipate risks and vulnerabilities and implement strategic interventions that safeguard business continuity and resilience.

Our framework for determining risk appetite is embedded within our enterprise risk management system. Business-unit risk registers capture risks at the operational level, which are reviewed by the Risk Management Function and validated by Board-level Audit Committee. This process ensures that risk thresholds are defined in line with the Company's

strategic objectives and are consistently applied across all business units. To address these exposures, we implement targeted mitigating actions.

These details can be found in our detailed Risk Register.

Risk Exposure

We review our Company's risk exposure on a regular basis through comprehensive assessments that are supported by business-unit risk registers and overseen by the Group Risk Management Committee. These reviews ensure that risks are continuously monitored and that mitigation plans remain aligned with our strategic priorities. Formal reviews of risk exposure are conducted once in two years.

These details can be found in our detailed Risk Register.

Risk Management Process Audit

Tata AutoComp conducts department-wise internal audits of its risk management processes annually to assess the effectiveness of risk management practices and identify areas for improvement. The most recent external risk audit was conducted in FY 2025-26.

In addition, external risk audits are conducted periodically to provide independent oversight of the risk management framework. The most recent external risk audit was conducted in FY 2024-25.

Risk Culture

Comprehensive enterprise risk and control management are seamlessly integrated into multiple aspects of our business processes, including annual goal setting and performance evaluation to incorporate risk in our company culture.

We conduct regular risk management training for all Non-Executive Directors to embed risk culture from the leadership level. Additionally, focused training is conducted throughout the Company on risk management principles.

Risk criteria are also incorporated in the development of products and services at every stage, involving the identification of evidence and potential risks, assessment of their impact on project schedules, expenses, workforce, and resources, and the development of proactive and remedial measures to address these risks.

Further, our employee evaluation criteria incorporate financial incentives which incorporate risk management metrics. The Human Resources department diligently monitors and periodically evaluates employees based on risk management criteria, with employee risk reporting recognized and valued as part of the annual assessment process. A robust system is in place to actively engage staff in identifying and reporting potential risks throughout the organization.

1.4.3. Emerging Risks

Effective risk management is fundamental to our long-term growth and is managed through a comprehensive framework designed to be agile and responsive to our evolving business landscape. As part of this forward-looking process, we formally identify and analyze long-term emerging risks to ensure our strategy remains resilient. The following section details our assessment of the most significant emerging risks we have identified.

Emerging Risks for Tata AutoComp

Particulars	Emerging Risk 1	Emerging Risk 2	Emerging Risk 3
Name of the emerging risks	Evolving ESG Regulatory compliances	Artificial Intelligence in Business	Disruptive advances in next-generation battery chemistries
Category	Others	Technological	Technological
Description	ESG regulations and disclosure requirements continue to evolve, increasing compliance obligations across global value chains. Frameworks such as CSRD, EUDR, CBAM, the EU Battery Regulation, and evolving Indian requirements on GHG reporting, energy efficiency, climate disclosures, and carbon markets are raising expectations around climate performance, supply chain transparency, responsible sourcing, and regulatory compliance. While Tata AutoComp complies with applicable Indian requirements and reports against recognized sustainability frameworks, evolving regulations may create additional compliance, reporting, and market-access risks. Geopolitical developments, tariffs, and trade restrictions affecting automobiles, auto components, and key raw materials such as steel, aluminium, copper, and battery materials continue to increase supply chain complexity and cost pressures. Measures such as CBAM further require enhanced emissions data management and product carbon footprint transparency, necessitating ongoing monitoring, supplier engagement, and proactive risk mitigation to maintain compliance and competitiveness.	At Tata AutoComp, AI is recognized as a rapidly evolving strategic risk and opportunity with the potential to transform products, manufacturing, supply chains, and customer expectations. Advances in generative AI, autonomous systems, intelligent manufacturing, predictive analytics, and software-defined vehicles are reshaping industry dynamics and driving demand for connected and data-driven solutions. At the same time, AI introduces risks related to data privacy, cybersecurity, intellectual property, algorithmic bias, model reliability, transparency, explainability, human oversight, and responsible AI governance. Evolving regulations are increasing expectations around accountability, ethical AI use, and AI-related disclosures. Successful adoption depends on access to advanced AI capabilities, high-quality data, effective integration, robust governance, and workforce upskilling. Failure to manage these risks could impact customer trust, regulatory compliance, resilience, and competitiveness.	Rapid advances in battery technology, including the potential commercialization and adoption of solid-state, sodium-ion and other next-generation battery chemistries, could create uncertainty around the long-term suitability of existing battery-pack architectures and manufacturing infrastructure. Changes in cell chemistry may require different approaches to cell integration, thermal management, battery management systems, safety engineering and pack configuration. For Tata AutoComp, which manufactures lithium-ion battery packs for electric vehicles and BESS, a significant shift in viable battery technologies could necessitate redesigning products, adapting production and testing infrastructure, and developing engineering capabilities. The pace and direction of technological adoption remain uncertain, creating a risk that current product designs and manufacturing investments may become less suitable for future customer requirements before the end of their expected useful lives.

Impact	Tata AutoComp is a key supplier of automotive components to global OEMs, many of whom operate in or supply to the United States. As a result, tariffs on automobiles, auto components, and key raw materials can have a direct impact on the Company's business. Higher tariffs may increase the cost of Indian-manufactured components in export markets, reducing cost competitiveness relative to locally sourced alternatives and creating pressure on pricing and margins. In addition, changes in trade policies and tariff regimes may influence sourcing and manufacturing decisions by OEMs, potentially affecting demand patterns, customer contracts, and supply chain configurations. The evolving and often unpredictable nature of global trade measures also creates strategic uncertainty, making long-term business planning, investment decisions, and market expansion strategies more complex.	The rapid adoption of AI may significantly impact Tata AutoComp by reshaping product innovation, customer expectations, and competitive positioning within the automotive industry. Growing demand for intelligent, connected, and software-defined vehicle solutions may require increased investment in AI technologies, digital infrastructure, data management, and R&D. AI can enhance manufacturing efficiency, predictive maintenance, quality management, supply chain visibility, and decision-making; however, successful deployment depends on effective integration, robust data governance, and workforce upskilling. Evolving AI regulations, cybersecurity threats, data privacy concerns, intellectual property risks, and responsible AI requirements may increase compliance obligations and costs. Failure to manage these risks could impact resilience, customer trust, compliance, and competitiveness, while successful adoption may strengthen innovation, operational excellence, and long-term value.	A shift towards alternative battery chemistries could require Tata AutoComp to redesign battery packs, reassess battery management and thermal management systems, and modify tooling, assembly processes, and testing protocols to accommodate new cell formats and performance characteristics. Existing manufacturing assets and product development investments may require early modification or replacement, creating a risk of stranded capital expenditure. Additional engineering, prototyping, safety validation, and customer qualification requirements could extend development timelines and complicate product scaling across EV and energy storage applications. Over time, the Company may need to redirect R&D resources, strengthen technology partnerships, and adapt its manufacturing strategy to support multiple battery chemistries. The pace of adoption, technology compatibility, and associated investment requirements remain uncertain.
Mitigating actions	To mitigate ESG regulatory risks, • Tata AutoComp will strengthen its compliance, monitoring and reporting by adopting more frameworks and integrating international frameworks like the CSRD, EUDR, CBAM and EU Battery Regulations alongside existing GRI and BRSR compliance to align with global standards. • Improving ESG Data Management and monitoring our progress by developing systems for accurate and transparent data collection and reporting to meet diverse regulatory demands. • Provide training and capacity building programs to ensure employees understand and support ESG initiatives. • Scenario Planning to conduct risk assessments	To mitigate AI-related risks and capture emerging opportunities, Tata AutoComp will: • Strengthen AI governance and responsible AI practices through the implementation of a Responsible AI Policy and supporting governance frameworks covering transparency, accountability, human oversight, ethical use, fairness, data privacy, cybersecurity, and regulatory compliance. • Invest in AI, digital, and analytics capabilities to support innovation in intelligent manufacturing, predictive maintenance, quality management, supply chain optimization, and next-generation automotive technologies. • Enhance data governance and digital infrastructure to improve data quality,	Tata AutoComp utilizes its existing capabilities in battery-pack engineering, research and development, product validation and technology partnerships to mitigate this risk. • Tata AutoComp prioritizes investment in product development, prototyping, validation and tooling design, including EV-related R&D in battery-pack lightweighting, integrated thermal management, battery management systems and virtual validation. These capabilities can support adaptation to changing battery technologies. • Through Tata AutoComp Gotion Green Energy Solutions, the Company has access to battery technology expertise and capabilities in battery-pack design, engineering, manufacturing and testing. The partnership provides a platform for

	and develop contingency plans to address potential ESG-related disruptions. To mitigate the impact of changing US tariffs, we plan to adopt a multi-faceted strategy that includes expanding exports to tariff-neutral regions to reduce the reliance on the US market. Establishing manufacturing facilities can enable us to cater to the local market and avoid import duties. Active collaboration with OEMs to develop cost-sharing and resilient sourcing models can help us prepare for uncertain, complex scenarios and supply chain disruptions.	security, reliability, traceability, and the effective deployment of AI-enabled solutions across business operations. • Monitor evolving AI regulations and customer requirements across key markets to ensure alignment with emerging standards relating to AI safety, explainability, intellectual property protection, privacy, and responsible AI deployment. • Strengthen cybersecurity and resilience measures to address increasing risks associated with AI-enabled systems, cyberattacks, data breaches, model manipulation, and unauthorized access to sensitive information. • Build workforce capabilities through targeted upskilling and reskilling programmes to equip employees with the skills required to effectively leverage AI technologies and adapt to evolving ways of working. • Undertake continuous risk monitoring, scenario analysis, and technology horizon scanning to assess emerging AI-related risks and opportunities, enabling proactive decision-making and long-term business resilience. • Partner with technology providers, industry bodies, and research institutions to stay abreast of AI advancements and accelerate the responsible adoption of innovative AI-enabled solutions across the business.	evaluating evolving battery technologies. • Tata AutoComp Gotion's is involved in design verification, production validation and extensive battery testing. Maintaining robust validation processes can help establish whether new cell chemistries are compatible with existing pack architectures or require redesign. • Tata AutoComp aims to prioritize modular pack designs, adaptable battery management systems and flexible assembly processes to reduce the extent of infrastructure replacement when cell technologies evolve. • Incorporate alternative battery chemistry adoption scenarios into enterprise risk management and capital investment planning, assessing potential implications for existing tooling, manufacturing capacity, product qualification and technology partnerships. • Work with OEM customers, cell manufacturers and research partners to monitor technology roadmaps, assess emerging chemistry requirements and identify opportunities for early-stage testing and joint development.

1.5. Business Ethics

1.5.1. UN Global Compact Membership

While Tata AutoComp is not a member of the United Nations Global Compact, its significant investor (26% shareholding) - Tata Motors - is a signatory of the United Nations Global Compact.

Read more on UNGC's website here.

1.5.2. Codes of Conduct

The Tata Code of Conduct (TCOC) serves as a guiding light for maintaining the highest standards of ethical behavior and integrity across all aspects of Tata AutoComp's operations. It is a comprehensive framework that outlines our commitments to ethical practices, transparency, and accountability, ensuring that every decision and action aligns with our core values. By adhering to our TCOC, Tata AutoComp fosters a culture of responsibility and respect, encouraging employees to uphold ethical principles and report any concerns without fear of retaliation.

The Code supported by various other policies encompasses the following areas:

- **Corruption and Bribery:** Through our Code, we uphold a zero-tolerance approach to bribery and corruption and ensure compliance with all applicable anti-corruption laws. We do not tolerate bribery or corruption in any form. The Code is also supported by the Anti-bribery and Anti-corruption Policy.
- **Discrimination**: We strive to balance the interests of our stakeholders, treating each of them fairly and avoiding unfair discrimination of any kind. The Code is also supported through the Non-Discrimination and Anti-Harassment Policy.
- **Confidentiality of Information:** Our employees are to respect and protect all confidential information and intellectual property of our Company.
- **Conflicts of Interest:** Our Code safeguards the Company from potential conflicts of interest. Our employees and executive directors are to always act in the interest of our Company and ensure that any business or personal association, including close personal relationships which they may have, does not create a conflict of interest with their roles and duties in our company or the operations of our Company.
- **Antitrust and anti-competitive practices:** Our Code lays guidance for fair competition and we are not to enter into any activity constituting anti-competitive behavior.
- **Money Laundering and Insider Trading**: Our Code prohibits insider trading. Our employees must not indulge in any form of insider trading nor assist others, including immediate family, friends or business associates, to derive any benefit from access to and possession of price-sensitive information that is not in the public domain.
- **Environment, Health and Safety:** Guided by the Tata Group, our Code outlines our duties towards the community and environment. We strive for environmental sustainability and comply with all applicable laws and regulations. This is also supported by our Sustainability Policy, Environment

Policy and Safety and Health Policy.

- **Whistle Blowing:** We maintain a robust whistle-blowing framework and we encourage our employees, customers, suppliers and other stakeholders to raise concerns or make disclosures when they become aware of any actual or potential violation of our Code, policies or law. This is also supported by a Whistle Blower Policy.

Read our Tata Code of Conduct (TCOC) here.
Read our Anti-Bribery and Anti-Corruption (ABAC) Policy here.
Read our Non-Discrimination and Anti-Harassment Policy here.
Read out Whistle Blower Policy here.
Read our Sustainability Policy here.
Read our Environment Policy here.
Read our Safety and Health Policy here.

1.5.3. Anti-Bribery & Anti-Corruption Policy

Our Company's Anti-Bribery and Anti-Corruption (ABAC) Policy and Tata Code of Conduct provide a comprehensive framework to prevent bribery and corruption across all levels of operations. The Policy is endorsed by our Executive Management.

- **Prevention of Bribery and Corruption:** The Policy strictly prohibits offering, promising, giving, demanding, or accepting any form of bribe or corrupt payment. We maintain a zero-tolerance stance toward any violation.
- **Guidelines for Gifts:** The Policy states that employees may only give or receive gifts and hospitality that are reasonable, proportionate, made in good faith, and do not create an appearance of influencing business decisions. Gifts of cash or cash equivalents are strictly prohibited.
- **Guidelines for Political Contributions:** Our Company does not support any specific political party or candidate. Employees are prohibited from making political contributions from company funds or resources unless they are approved by the Board of Directors and made through a transparent, non-discretionary vehicle in compliance with the law.
- **Charitable Contributions and Sponsorships:** Following our Anti-Bribery and Anti-Corruption Policy, all charitable contributions and sponsorships must be for genuine purposes, transparent, duly approved, and are subject to due diligence to ensure they are not used as a channel for bribery.

Employees undergo regular training and awareness programs on anti-bribery and corruption standards, ensuring adherence to both legal requirements and Company policies.

Established procedures enable employees and stakeholders to report suspected breaches confidentially through mechanisms detailed in our Whistle Blower Policy, with a strict guarantee of no retaliation for reports made in good faith. Reported cases are investigated promptly by a designated Compliance Officer. In case a breach of Policy or Code of Conduct is found, corrective or disciplinary actions are implemented promptly.

The Company's Audit Committee endorses and monitors the effectiveness and implementation of the Anti-Bribery & Corruption Policy, underscoring our commitment to

ethical business practices at the highest level of governance.

Read our Tata Code of Conduct (TCOC) here.
Read our Anti-Bribery and Anti-Corruption (ABAC) Policy here.
Read out Whistle Blower Policy here.
Read our Sustainability Policy here.
Read our Environment Policy here.
Read our Safety and Health Policy here.

1.5.4. Whistleblowing Mechanism

Tata AutoComp has a robust Whistle Blower Policy that enables employees and third parties to report concerns confidentially, including anonymously, through designated channels. The Policy ensures protection against retaliation, maintains strict confidentiality, and outlines clear procedures for investigation and disciplinary action. Awareness is promoted through regular training, onboarding sessions, and ongoing communication across the organization. We have defined a dedicated department and role responsible for whistleblowing mechanism. The whistleblower mechanism is governed by the Audit Committee, and oversight is provided by the Chief Ethics Counseller/ Chairperson of the Audit Committee.

The Policy allows whistleblowers to submit reports anonymously. All reports and records received are kept confidential and access is restricted. No unfair treatment will be meted out to a Whistle Blower by virtue of his/her having reported a Protected Disclosure under this Policy. We place strong emphasis on awareness and training. All new employees are provided with training on the use of reporting channel, while refresher sessions are conducted regularly across the workforce during their onboarding session.

Tata AutoComp has established an Ethics Helpline, operated by an independent third party, to enable employees and other stakeholders to anonymously report suspected misconduct, unethical behavior, policy violations, fraud, corruption, or other concerns without fear of retaliation. The mechanism is designed to ensure confidentiality, protect whistleblowers, facilitate timely investigation of reported concerns, and promote a culture of integrity, transparency, accountability, and ethical business conduct across the organization. The Ethics Helpline can be accessed using this link: https://tataautocomp.integritymatters.in

All protected disclosures concerning any matter is addressed to the Chief Ethics Counselor of the Company or to the Chairperson of the Audit Committee and can also be emailed to whistle.blower@tataautocomp.com.

Read our Tata Code of Conduct (TCOC) here.
Read our Anti-Bribery and Anti-Corruption (ABAC) Policy here.
Read out Whistle Blower Policy here.
Read our Sustainability Policy here.
Read our Environment Policy here.
Read our Safety and Health Policy here.

1.5.5. Reporting on Breaches

Tata AutoComp publicly reports breaches against its Code of Conduct. While one case relating to corruption was reported, no fines or convictions were imposed in connection with

the case.

Number of Ethics Breaches in FY 2025-26

Reporting Areas	Number of Breaches in FY 2025-26
Corruption and Bribery	1
Discrimination and Harassment	0
Customer Privacy Data	0
Conflict of Interest	0
Money Laundering or Insider trading	0

1.6. Policy Influence

1.6.1. Contributions & Other Spending

The Company has not contributed to political campaigns, organizations, lobbying groups, or tax-exempt entities in FY 2025-26. This approach underscores the Company's commitment to integrity and neutrality in all corporate activities, prioritizing ethical conduct and transparency. The Company adopts a well-defined and strategic approach to public policy engagement through Trade Association. Our advocacy efforts are designed to foster constructive dialogue with policymakers through industry associations enabling us to contribute meaningfully to the development and refinement of policies at the state, national and even international levels.

Total monetary contributions and spending (INR)

Particulars	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Lobbying, interest representation or similar	INR	-	-	-	-
Local, regional or national political campaigns / organizations / candidates	INR	-	-	-	-
Trade associations or tax-exempt groups (e.g. think tanks)	INR	2,10,400	3,58,400	6,42,430	8,13,370
Other (e.g. spending related to ballot measures or referendums)	INR	-	-	-	
Total contributions and other spending	INR	2,10,400	3,58,400	6,42,430	8,13,370
Data Coverage (as a percentage of Operations)	INR	100%	100%	100%	100%

1.6.2. Largest Contributions & Expenditures

During FY 2025-26, Tata AutoComp did not make any contributions to or expenditures to political campaigns or organizations. However, Tata AutoComp did pay membership fees to trade associations which is a best practice to promote industry-wide reforms.

Key Issues and Topics

Issue or Topic	Corporate Position	Description of Position / Engagement	Total spend in FY 2025-26 (INR)

Contribution to trade associations	Support	All these expenditures are on membership fees for CII, ACMA, EFI, PIC and MCCIA. This is an industry best practice standard promoting institution.	8,13,370

Details of our Large Expenditures*

Name of Organization	Type of Organization	Total spend in FY 2025-26 (INR)
Confederation of Indian Industry	Trade association	4,28,340
The Automotive Component Manufacturers Association of India	Trade association	2,36,000
Mahratta Chamber of Commerce, Industries and Agriculture	Trade association	88,500

**All these expenditures are towards membership fees. The total contributions made during FY 2025-26 amounted to INR 8,13,370.*

1.6.3. Lobbying and Trade Associations - Climate Alignment

Tata AutoComp is a privately owned entity and lobbying is not a part of its Code of Conduct. However, Tata AutoComp is aligned to the Tata Group's Project Aalingana and supporting the Paris Agreement through its ESG commitments and targets.

1.7. Supply Chain Management

1.7.1. Supplier Code of Conduct

Tata AutoComp has established a Responsible Value Chain Partner Code of Conduct which is a mandatory requirement for all key material suppliers during onboarding. Additionally, we also incorporate the related clauses into the terms and conditions of all our supplier contracts. The Policy applies to the third-party entities providing products or services to the Company or acting on behalf of the Company, including but not limited to vendors, suppliers, contractors, subcontractors, consultants, agents, advisors, value-chain partners, service providers, manufacturers, distributors, sales representatives, channel partners, intermediaries, and business partners.

Compliance with this is a prerequisite for supplier selection and is also embedded in all supplier contracts. All relevant partners are required to acknowledge and abide by the Code as part of their contractual obligations with Tata AutoComp.

The Responsible Value Chain Partner Code of Conduct comprehensively addresses the following key areas:

- **Labor Practices and Human Rights:** Prohibits forced labor and child labor, ensures freedom of association and collective bargaining, promotes non-discrimination, equal remuneration, fair wages and benefits, and a harassment-free workplace. It also emphasizes the importance of maintaining decent working conditions, including reasonable working hours, rest periods, and a respectful and inclusive work environment.

- **Occupational Health and Safety:** Requires the provision of safe, healthy, and

hygienic working conditions, including monitoring working hours, physical and mental demands of workers, and wages and benefits. Suppliers must proactively identify and mitigate occupational health and safety risks, ensure emergency preparedness, and comply with all applicable safety regulations and best practices.

- **Discrimination and Harassment:** Requires action to prevent discrimination against any worker or employee based on age, disability, ethnicity, gender, marital status, national origin, political affiliation, race, religion, sexual orientation, gender identity, union membership, or any other status protected by Laws, in hiring and other employment practices.

- **Environmental Responsibility:** Emphasizes pollution prevention, reduction of greenhouse gas emissions, energy efficiency, pollution prevention, responsible resource utilization, water and waste management, and the conservation of natural ecosystems. The Code also mandates biodiversity conservation, including the protection of natural habitats, prevention of deforestation, and promotion of sustainable land use practices.

- **Business Ethics:** Enforces strict standards for anti-bribery, anti-corruption, preventing conflicts of interest, and anti-competitive behavior. It promotes transparency, integrity, and accountability in all business dealings, including compliance with laws, responsible sourcing, and data privacy. Ethics (anti-bribery, anti-corruption, conflict of interest, anti-competitiveness).

Read our Responsible Value Chain Partner Code of Conduct here.

1.7.2. Supplier ESG Programs

We prioritize supplier engagement as a critical component of our strategy. We see supplier engagement as necessary for building long-term trusted relationships with suppliers. Given the evolving regulatory landscape and changing customer preferences, we prioritize engaging our suppliers on ESG parameters and the importance of integrating into mainstream business.

Oversight mechanisms are clearly defined to ensure the effective implementation of supplier ESG programs. Executive Management serves as the highest accountable decision-making body for these initiatives, ensuring strategic alignment and sustained impact across the organization.

Purchasing practices towards suppliers are reviewed to ensure alignment of procurement processes with its Responsible Value Chain Partner Code of Conduct, through supplier meets, supplier engagement trainings on ESG, and purchase team training. In purchasing agreements, we have included clauses related to suppliers' compliance with the Responsible Value Chain Partner Code of Conduct. Additionally, suppliers who demonstrate better ESG performance are given preferential treatment in in supplier selection and contract awarding. This process reinforces the Company's responsible sourcing commitments.

Tata AutoComp has established a centralized ESG responsibility and governance framework within its procurement function, which is cascaded down to Business Unit (BU) Purchase Heads. These leaders are entrusted with driving key sustainability objectives, including the

reduction of Scope 3 emissions from purchased goods and services, decarbonization of the value chain, and promotion of human rights. Under this framework, the ESG lead plays a pivotal role in conducting supplier ESG assessments, on-site audits, training sessions, and workshops to build supplier capabilities.

We have a dedicated team comprising internal members and executive leaders who curate supplier ESG programs. The programs are designed to build awareness of the importance of adopting sustainable practices and to communicate our commitments and targets associated with ESG initiatives. Our supplier engagement efforts are further enhanced by flagship initiatives like the Utkarsh Program, a year-long engagement developed with the Automotive Component Manufacturers Association (ACMA), and the Kaushal Program, a strategic initiative to enhance suppliers' operational competencies.

Tata AutoComp is committed to fostering sustainability across its supply chain through proactive supplier engagement and capacity-building initiatives. The Company organizes an Annual Supplier Meet to encourage collaboration and share best practices. It conducts ESG-focused training sessions for suppliers to enhance awareness and implementation of responsible practices. Tata AutoComp also sponsors GreenCo certification for suppliers, reinforcing its commitment to environmental excellence. Internally, the purchase team undergoes training on Life Cycle Assessment (LCA) to integrate sustainability into procurement decisions. These initiatives collectively support Tata AutoComp's vision of building a responsible and future-ready value chain.

Training for Company's buyers and internal stakeholders in their roles in the supplier ESG programs is conducted regularly. These training courses cover ESG requirements in procurement, responsible sourcing standards, and supplier engagement protocols.

Supplier corrective action and improvement plans are implemented for all suppliers who fall under different categories (Novice, Beginner, Intermediate and Advanced) post assessment. These plans ensure that identified ESG gaps are systematically addressed within defined timelines. Hence, Suppliers with better ESG performance are preferred in supplier selection and contract awarding.

Read more in our Sustainability Report here.

1.7.3. Supplier Screening

We have a systematic supplier screening process to identify significant partners and manage risk across our value chain. Our screening process is comprehensive, covering Environmental, Social, and Governance (ESG) performance, as well as Business Relevance. This is reflected in our initial focus on key Tier 1 partners that account for approximately 80% of our raw material procurement spend.

We screened our suppliers against the following aspects of environmental, social and governance beyond their business relevance:

Environment	Social	Governance	Business Relevance
Environmental Policy and Management		Business ethics	Cost

Climate action	Health and Safety		Quality
Waste management		Responsible supply chain	Supplier overall performance
Water management	Human Rights		Substitutability
Product stewardship		Corporate governance	Proximity of suppliers
Biodiversity			Customer Preference

Our risk-based screening methodology considers a combination of factors to ensure a holistic assessment. We evaluate country-specific risk by considering the proximity of suppliers to our facilities, country-specific, sector-specific and commodity-specific risk by aligning with automotive industry standards and customer mandates, and commodity-specific risk by analyzing procurement value and the substitutability of materials. To map these risks, we employ several tools:

- Supplier Self-Assessment Questionnaires (SAQs) aligned with CDP, GRI, and UNGC frameworks.
- Integration of ESG clauses into the Supplier Code of Conduct, which is mandatory for all critical Tier 1 suppliers.
- Use of third-party sustainability rating platforms to validate disclosures where available.
- Independent third-party audits and desktop-based due diligence supported by internal audits for high-risk suppliers.
- Periodic engagement sessions, surveys, and capacity-building programs to encourage accurate data reporting and performance improvement.

Suppliers were categorized into four performance levels—Novice, Beginner, Intermediate, and Advanced—based on their environmental maturity and compliance. This classification enabled us to pinpoint suppliers that may be at higher risk due to inadequate environmental practices. For suppliers identified as needing improvement, we developed tailored Corrective Action Plans (CAPAs) and provided hands-on support through workshops, training sessions, and implementation guidance. Our goal is to not only mitigate environmental risks but also to empower our suppliers to adopt more sustainable operations and align with Tata AutoComp's ESG objectives.

Read more in our Sustainability Report here.

Read more in our Supply Chain ESG Assessment Report here.

1.7.4. Supplier Assessment and Development

We conducted a comprehensive supply chain assessment focused on evaluating suppliers' ESG performance. This assessment involved mapping current supply chain practices, developing a criticality framework, and assessing the ESG performance of suppliers. Suppliers were evaluated on ESG criteria through self-assessments and desk assessments with systematic verification of evidence.

Supplier assessments, whether conducted as desk reviews or on-site evaluations, are carried out using recognized standards and methodologies from established industry or multi-stakeholder initiatives. These include frameworks such as the Responsible Business Alliance (RBA), Automotive SAQs by Automotive Component Manufacturers Association (ACMA) of India, ILO conventions, UN Global Compact principles, and established standards and frameworks for the assessment. This structured approach ensures consistency, credibility, and alignment with global best practices in evaluating supplier performance on ESG

parameters.

The Business Unit Purchase heads were responsible for monitoring and measuring the ESG performance of suppliers, ensuring the authenticity and completeness of the questionnaire submitted. To effectively identify our critical/significant suppliers, we evaluate them based on several key criteria: highest procurement value, customer preference, supplier substitutability, and proximity to our Tata AutoComp locations. This comprehensive assessment ensures we align with both operational priorities and customer needs.

For suppliers identified as needing improvement, we developed tailored Corrective Action Plans (CAPAs) with on-site implementation of corrective actions and provided hands-on support through workshops, in-depth technical support programs & training sessions on ESG. Our goal is not only to mitigate environmental risks but also to empower our suppliers to adopt more sustainable operations and align with Tata AutoComp's ESG objectives.

To assist our suppliers in enhancing their business and ESG performance, Tata AutoComp has developed a series of comprehensive supplier training programs. We provide suppliers with access to ESG benchmarks against peers. These programs are designed to educate and empower suppliers with the knowledge and tools needed to meet our business and sustainability expectations. Key programs include:

- **Utkarsh Program:** A 12-month development program by ACMA, targeting 24 "Grow" category suppliers. It conducts 2-day classroom training sessions with quarterly evaluations by the Central Purchase Team. ACMA provides training on hygiene, safety, quality, delivery, and inventory scheduling to Suppliers. BU Purchase Heads visits these suppliers 12 times a year for the progress review. The third edition of Utkarsh is planned to include guidance on CBAM & ESG parameters to build the ESG capabilities of the suppliers.
- **Kaushal Program:** It is a classroom training program held monthly for "Grow Category Suppliers". It provides training on subjects related to product development, management principles (Lean Six Sigma, Kaizen, PPAP, FMEA, and other quality improvement methodologies). The cost of this training program is covered by Tata AutoComp. The participants of the program are evaluated at the end of the session.
- **Supplier ESG workshop:** A comprehensive ESG training workshop was conducted for all our suppliers with the help of BU Purchase Heads prior to their ESG self-assessment phase. This workshop aims to guide suppliers through the process of completing the questionnaire, offering detailed instructions on how to accurately fill out and report their ESG data. One workshop was conducted in this financial year, and based on the action plan, similar workshops are being scheduled for the future.

Read more in our Supply Chain ESG Assessment Report here.

1.7.5. KPIs for Supplier Assessment and Development

A responsible and resilient supply chain is critical to our long-term success, and we place strong emphasis on a robust supplier screening and assessment process to ensure our partners align with our values and standards. The procurement journey for any new partner begins with a comprehensive screening process. A key component of this initial evaluation is a mandatory assessment of their Environment, Health, and Safety (EHS) compliance to ensure they meet our baseline sustainability and safety standards before being onboard.

For our significant Tier-1 suppliers, we conduct a more focused ESG Supply Chain Assessment to evaluate their performance on key Environmental, Social, and Governance parameters. We identify these critical partners based on their business relevance, using criteria such as procurement value, customer preference, and product substitutability. This multi-faceted evaluation of both ESG performance and business criticality helps us manage risk and build a supply chain that is not only efficient but also ethical and sustainable.

Numbers of Supplier Assessment and Development

Particulars	UoM	FY 2025-26	Percentage
1.1. Total number of unique suppliers	Number	458	-
1.2. Number of unique significant suppliers	Number	80	-
1.3. Number of unique significant suppliers supported with development measures	Number	20	25%
1.4. Number of unique significant suppliers assessed via desk assessments/on-site assessments	Number	65	81.25%
1.5. Number of unique significant suppliers assessed with substantial actual/potential negative impacts	Number	20	-
1.6. Number of unique significant suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	Number	20	100%
1.7. Number of unique significant suppliers with substantial actual/potential negative impacts that were terminated	Number	0	-

Read more in our Supply Chain ESG Assessment Report here.

1.7.6. Conflict Minerals Due Diligence Process

Tata AutoComp has established a risk-based conflict minerals due diligence process for tin, tantalum, tungsten and gold (3TG), which is applied to relevant business units and sourcing activities, where applicable. The process includes supplier due diligence and engagement, supply chain information through the CMRT or equivalent mechanisms, traceability and risk assessment, and appropriate risk mitigation and corrective actions. Where identified risks persist, alternative responsible sourcing options shall be evaluated, subject to technical and commercial feasibility. Concerns related to conflict minerals sourcing may also be raised through Tata AutoComp's established ethics reporting channels.

Read our Responsible Value Chain Partner Code of Conduct here.

1.7.7. Conflict Minerals Indicators

Tata AutoComp does not derive any revenue from products containing conflict minerals sourced from conflict-affected and high-risk areas and, accordingly, reports 0% against this indicator. Our Supplier Sustainability Guidelines further require suppliers to ensure that Tantalum, Tin, Tungsten and Gold (3TGs) do not directly or indirectly finance or benefit armed groups involved in serious human rights abuses in the Democratic Republic of the Congo or adjoining countries. Suppliers are required to exercise due diligence on the source and chain of custody of these Conflict Minerals and provide the relevant due diligence measures to Tata AutoComp, as necessary.

Revenue from products containing conflict minerals

Revenues from	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Percentage of total revenues from products containing minerals from conflict-affected and high-risk areas	Number	0	0	0	0

Percentage of total revenues from products containing minerals from conflict-affected and high-risk areas coming from suppliers that have been verified conflict-free	Number	0	0	0	0

1.8. Tax Strategy

1.8.1. Tax Strategy and Governance

We ensure full compliance with all applicable tax laws and regulations. We have a robust tax strategy in place that is embedded within our broader governance and compliance framework. The Company is committed to complying with both the spirit and the letter of applicable tax laws and regulations. We formally disclose key business, financial, and tax-related information for each tax jurisdiction in which we operate. This comprehensive disclosure includes the names of all resident entities, their primary activities, the number of employees, revenue, profit (or loss) before tax, income tax accrued for the current year, and income tax paid.
Our internal practices are designed to ensure transparency, integrity, and alignment with applicable tax laws across jurisdictions. The strategy is guided by principles of responsible tax behavior, with oversight from senior management and the Board, and ensures that tax-related decisions support the long-term sustainability and ethical conduct of our business.

We are committed to responsible tax practices that align with our values of transparency, integrity, and sustainability. Specifically:

- We do not transfer value created to low-tax jurisdictions.
- We do not engage in tax structures that lack commercial substance.
- We ensure that all transfer pricing is conducted in accordance with the arm's length principle.
- We do not use secrecy jurisdictions or so-called tax havens for tax avoidance.

Our tax policy is subject to approval by the Board of Directors, ensuring alignment with our overall corporate governance framework.

Read our Tax Policy here.

1.8.2. Tax Reporting

Tata AutoComp publicly reports on key business, financial and tax information for each tax jurisdiction. We formally disclose key business, financial, and tax-related information for each tax jurisdiction in which we operate. This comprehensive disclosure includes the names of all resident entities, their primary activities, the number of employees, revenue, profit (or loss) before tax, income tax accrued for the current year, and income tax paid.

Tax Reporting

Jurisdiction	India	Other(s)
Resident Entity	Tata AutoComp Systems Limited	
Primary Activity	Manufacturing and trading of automobile components, design and engineering services	
Number of Employees*	2,713	NA
Revenue	INR 4484.38 Crore	NA
Profit Before Tax	INR 729.24 Crore	NA
Income Tax Accrued	INR 153.39 Crore	NA
Income Tax Paid	INR 155.99 Crore	NA

** Number of employees refers to the number of full-time employees.*

Read our Tax Transparency Report here.

Read more in our Annual Report here.

1.8.3. Effective Tax Rate

Our approach to taxation is rooted in the principles of transparency, integrity, and responsible corporate citizenship, guided by our formal Tax Policy. We are committed to full compliance with all applicable tax laws in the jurisdictions where we operate, ensuring timely payments and maintaining ethical conduct with tax authorities. We view our tax contributions as an essential part of our social responsibility and integral to the development of the communities we serve.

Taxes Paid

Financial Reporting	UoM	FY 2024-25	FY 2025-26
Earnings before (A)	INR	7,112,719,000	7,292,445,000
Reported Taxes (B)	INR	1,499,619,000	1,533,970,000
Cash Taxes Paid (C)	INR	1,447,708,000	1,559,931,000

Cumulative acceptable adjustments

Financial Reporting	UoM	FY 2024-25	FY 2025-26	Calculated average rate
Effective Tax Rate (B/A)	%	21.08%	21.03%	21.05%
Cash Taxes Rate (C/A)	%	20.35%	21.39%	20.87%

Read our Tax Transparency Report here.

Read our Tax Policy here.

1.9. Information Security

1.9.1. Information Security Governance

We have embraced industry-leading practices to establish a comprehensive, risk-based cybersecurity framework designed to proactively detect and respond to threats, safeguarding our critical assets.

Under the guidance of our Chief Information Officer (CIO), we conduct regular cybersecurity training sessions to elevate employee awareness of data privacy. We ensure that all employees have access to our Information Security Policy, which outlines essential guidelines for data handling and management. We place strong emphasis on continuous awareness and have implemented a straightforward process for reporting any suspicious activity.

To ensure resilience, we maintain rigorously tested business continuity plans and incident response procedures, conducting regular vulnerability assessments and penetration tests to identify and address system weaknesses, thus fortifying our defenses. Our dedication to maintaining high standards is evidenced by our 100% compliance with ISO 27001:2022 certification (see Annexure) and the annual external audits of our IT infrastructure and information security management systems.

Tata AutoComp extends its commitment to cybersecurity beyond internal operations by educating and training our staff while also requiring our suppliers to uphold equivalent

standards of data privacy. We have developed a formalized Information Security, Cybersecurity, Privacy Protection and Information Security Management System (ISMS) Handbook for Suppliers, encompassing key topics such as anti-malware, cloud security, and cryptography, to ensure a unified approach to data security across our business operations.

1.9.2. Information Security Policy

Our company is firmly committed to safeguarding information through a comprehensive and evolving Information Security Policy. This includes a continuous improvement approach to our security systems, ensuring the integrity and protection of all data, and actively monitoring and responding to emerging threats. We assign clear individual responsibilities for information security across the entire workforce and establish stringent security requirements for third parties, including suppliers, to maintain a secure and resilient information ecosystem.

Read our Information and Cybersecurity Policy here.

1.9.3. Information Security Management Programs

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

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

To ensure operational resilience, we maintain rigorously tested business continuity and incident response plans. Regular vulnerability assessments and penetration tests help us identify and address system weaknesses, reinforcing our defenses. Our commitment to excellence is reflected in our regular internal audits, 100% compliance with ISO 27001:2022 through annual external audits of our IT infrastructure and security systems. An established escalation process enables employees to report incidents, vulnerabilities, or suspicious activities promptly. We also ensure that all employees receive regular information security awareness training. Notably, we are proud to report that there were zero information security breaches in FY 2025-26.

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

1.10. Responsible Artificial Intelligence

1.10.1. Responsible Artificial Intelligence Policy

Tata AutoComp's Responsible AI Policy establishes a framework for the responsible use and development of artificial intelligence, guided by principles of data privacy, cybersecurity, fairness, transparency, explainability, human oversight, and accountability. The Policy seeks to ensure that AI systems built, deployed, or procured by the Company are secure, ethical, and aligned with applicable legal and regulatory requirements, while protecting the interests of employees, customers, business partners, and communities.

The Policy emphasizes respecting data privacy in the use and development of AI by requiring AI systems to be designed and operated in accordance with applicable data protection and privacy requirements across the jurisdictions in which the Company operates. It also promotes the protection of cybersecurity through responsible data handling, secure AI systems, and governance arrangements aimed at safeguarding information assets and reducing technology-related risks.

To avoid potential bias in the use and development of AI, the Policy promotes fairness, accuracy, and non-discrimination in AI-enabled processes and decision-making. In addition, Tata AutoComp follows a human-in-the-loop approach, ensuring that decisions with material implications for employees, customers, or business partners remain subject to meaningful human review and intervention, rather than being determined solely by AI systems.

The Policy further supports transparency of AI systems and explainability of AI-generated results and decisions. Where practical, individuals are informed when they are interacting with AI systems, and explainability is considered an important principle in the design and deployment of AI applications. Through its governance framework, model validation processes, and risk management practices, the Company also seeks to establish clear accountability for outcomes produced by AI models and tools, including oversight of AI-related risks and performance.

As part of its ongoing Responsible AI journey, Tata AutoComp continues to strengthen governance, risk assessment, model assurance, employee awareness, and AI literacy capabilities to support the responsible, trustworthy, and ethical adoption of artificial intelligence across the organization.

Read our Responsible AI Policy here.

1.10.2. Responsible Artificial Intelligence Program

Tata AutoComp has embarked on an AI transformation journey and is progressively developing its Responsible AI program as its AI capabilities mature. As part of this journey, Tata AutoComp is establishing an AI Office to strengthen governance and oversight of AI systems being developed, deployed or procured across the organization.

Recognizing the transformative potential of artificial intelligence, the Company is investing in structured AI learning and capability development programmes. These initiatives are designed to equip employees and leaders with the knowledge and skills required to leverage advanced technologies, drive operational excellence, and support long-term sustainable growth.

As Tata AutoComp’s AI landscape evolves, its approach will continue to adapt in response to regulatory developments, technological advancements and organizational learning.

1.11. Product Quality and Recall Management

1.11.1. Product Quality Programs

Tata AutoComp has well-established programs to ensure the quality of its products. Each Business Unit has a dedicated quality assurance team responsible for inspecting products before they are forwarded, a process to prevent defective products before delivering them to customers to avoid product recalls, while Tata AutoComp Supply Chain Solutions (TSS), which manages the supply chain between BUs and customers, conducts an additional round of quality checks. These layered processes have helped us maintain high standards and avoid any product recalls over the past four financial years. Regular internal audits and external audits are conducted to assess the effectiveness of our quality management systems. All manufacturing business units are certified under ISO 9001:2015 standards, and every business unit is also IATF certified, demonstrating our commitment to global quality benchmarks. To ensure continuous improvement, we mandate training for internal stakeholders on their roles within the quality management system. Additionally, we have established mechanisms for external stakeholders to raise concerns or complaints about product quality, which are addressed by our BU Independent Aftermarket team.

During the reporting period, the Company identified and addressed a limited number of manufacturing-related product quality incidents involving component defects detected during production and customer quality feedback. These incidents were associated with process control and tooling-related issues that affected product conformity and required additional inspection, rework, and corrective action.

Root cause investigations determined that the incidents were primarily attributable to gaps in manufacturing controls, including fixture design limitations, inadequate error-proofing mechanisms, and tooling conditions that impacted product integrity during the production process. While the issues did not result in major product safety concerns or regulatory non-compliance, they had the potential to affect product quality, operational efficiency, customer satisfaction, and manufacturing performance.

To address the identified issues, the Company implemented a range of corrective and preventive actions, including tooling and fixture modifications, strengthened inspection and verification controls, updates to control plans and work instructions, enhanced error-proofing measures, and targeted employee training. These actions were supported by structured root cause analysis and continuous improvement initiatives.

As a result, the identified defects were eliminated, customer complaints relating to the affected issues were resolved, and improvements were achieved in product quality, process efficiency, productivity, and cost performance. No significant product recalls or regulatory actions were reported in connection with these incidents.

Refer to our IATF certificates in the Annexures of this Factbook.

1.11.2. Warranty Provisions

At our company, product quality and reliability are at the core of our value proposition. We have

comprehensive warranty provisions in place, reflecting our commitment to customer satisfaction, loyalty, and long-term brand performance.

Warranty Provisions (INR)

Particulars	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Provision warranty balance at the beginning of the period	INR	33,095,000	98,844,355	149,319,918.58	158,414,000.00
Warranty payments made during the period	INR	65,749,355	53,417,563	9,094,026.64	16,131,000.00
Revenues (as provided in the Company Information section)	INR	55,737,650,000	54,459,409,000	39,588,646,000	44,843,900,000
Cost of warranty payments as a percentage of actual revenues	%	0.11796	0.09809	0.02297	0.036

1.11.3. Product Recalls (Automobiles and Auto Components)

We place the highest priority on delivering safe, reliable, and high-quality products to its customers. As a testament to the effectiveness of our quality assurance processes and robust supply chain checks, we have not experienced any product recalls in the past four financial years. This track record reflects our proactive approach to quality control, which includes multiple layers of inspection across Business Units.

Product Recalls

Particulars	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Number of vehicles recalled	Number	0	0	0	0
Expenses incurred due to recalls issued in the corresponding fiscal year	INR	0	0	0	0
Number of vehicles recalled that were mandated	Number	0	0	0	0
Revenues (as provided in Company Information section)	INR	56,829,517,850	54,459,409,000	39,588,646,000	448,439,000,000
Cost of recalls as a percentage of annual revenues	INR	0	0	0	0

2. Environment

2.1. Environmental Policy & Management

2.1.1. Environmental Policy

Our comprehensive Environment Policy is designed to ensure the effective implementation of a reliable and robust Environmental Management System (EMS) and reduce our environmental footprint. This Policy underscores our dedication to complying with all relevant environmental laws and regulations, demonstrating our commitment to legal and ethical environmental stewardship. We also have a Sustainability Policy in place to demonstrate our commitment to adopt sustainable business practices across all our operations. Both Policies are available publicly and apply to all our facilities, our business operations, suppliers, joint venture (JV) partners, and subsidiaries at all locations where we operate, as well as our corporate offices, employees, mergers and acquisitions, and business associates, including contractors and suppliers.
To ensure successful implementation of the Policy, we have set clear accountability of roles and responsibilities. A dedicated ESG Committee oversees and guides our sustainability initiatives. 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, sets robust targets and objectives to reduce environmental impacts for ensuring continuous improvement of environmental performance and promotes awareness through training and capacity-building programs. It actively engages stakeholders and data owners, formulates actionable plans, and monitors progress to ensure that targets are achieved in a structured and sustainable manner. Additionally, it consults external stakeholders during the development, modification, and implementation of the Environment Policy.

The Policy is endorsed by a Board member, our Chairman. The executive management oversees the progress and implementation of environmental strategies to achieve targets.

Read our Environment Policy here,
Read our Sustainability Policy here.

2.1.2. Environmental Management Systems Verification

All our locations adhere to relevant national and global regulations, with each business unit implementing an Environmental Management System (EMS) certified under ISO 14001:2015. These systems are further validated through assessments conducted by independent third-party experts. 100% of our manufacturing sites are ISO 14001:2015 certified.

Coverage of EMS

Certification/Audit/Verification	UoM	Coverage (%)
EMS is verified through international standards (e.g. ISO 14001, JIS Q 14001, EMAS certification)	%	100
Third party certification / audit / verification by specialized companies.	%	-
Internal certification / audit / verification by company's own specialists from headquarters.	%	-
Total	%	100

Tata AutoComp Systems Limited is having 6 entities - Tata AutoComp Systems Interiors & Plastic Division (IPD), Tata AutoComp Gotion Green Energy Solutions, Tata AutoComp Systems Composites Division (CD), Tata AutoComp Systems Supply Chain Solutions (TSS), Tata Autocomp Systems Technical Centre (TTC), Automotive Aftermarket (IAM). Among which all the manufacturing entities i.e., Tata AutoComp Gotion Division (Gotion TLE) certified by ISO 14001:2015, and Tata AutoComp Systems Composites Division (CD) certified by ISO 14001:2015 and Tata AutoComp Systems Interiors & Plastic Division (IPD) certified by ISO 14001:2015.

Refer to our ISO 14001:2015 certificates in the Annexures of this Factbook.

2.1.3. Environmental Violations

During the past four fiscal years, there have been no environmental violations at any of our operations, exceeding USD 10,000, and we have not paid any significant fines related to environmental or ecological issues for our operations.

Environmental violations

Particulars	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Number of violations of legal obligations/regulations	Number	0	0	0	0
Amount of fines/penalties related to the above	Number	0	0	0	0

2.2. Energy

2.2.1. Energy Management Programs

Energy management is central to our sustainability strategy. We aim to reduce our environmental footprint by improving energy efficiency, transitioning to renewable sources, and embedding energy-conscious practices across our operations.

Our annual objective is to reduce overall energy consumption by 5%, supported by a structured Energy Management System (EnMS), internal and external audits, and real-time monitoring. Our short-term quantified target is to source 20% of electricity from renewables by 2026, with a long-term ambition to achieve 100% renewable electricity by 2030. These efforts are aligned with our broader climate goals and contribute to producing low-carbon products and mitigating climate-related risks.

We ensure to conduct regular internal and external audits to ensure continuous compliance with our energy management protocols.

Tata AutoComp is actively advancing its clean energy portfolio by exploring group captive solar and wind power arrangements. The company generated approximately half a million units annually through rooftop solar installations by FY 2025–26. To further enhance energy efficiency and reduce consumption, automation technologies and smart lighting systems have been integrated across operations. In FY 2025–26, Tata AutoComp consumed 4.7 million units (MU) of renewable electricity, added 110 kWp to its rooftop solar capacity, and achieved a reduction of 3,347 $MTCO_2e$ through renewable energy use.

Our efforts and investments in innovation and Research and Development (R&D) have resulted in development of a low-density product that contributes to reduced carbon intensity throughout the product life cycle. We have transitioned to using more energy-efficient electric tools to lower energy consumption. We also manufacture lithium-ion Battery Energy Storage Systems (BESS). These systems support Tata Power's renewable energy infrastructure and contribute to India's clean energy transition.

A structured energy efficiency training is provided to all employees to enhance their awareness of energy consumption; reduction measures and practices followed throughout the Company.

Read more in our Sustainability Report here.

2.2.2. Energy Consumption

We have taken various initiatives to ensure energy efficiency and savings to reduce our footprint. We have also actively invested in renewable energy to reduce our reliance on non-renewable energy.

Our energy consumption numbers have been third-party verified.

Energy Consumption (MWh)

Total Energy Consumption	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	Target for FY 2025-26
Total Non-Renewable Energy*	MWh	47,189	55,475	45,199	59,749	60,000
Total Renewable Energy	MWh	2,188	5,027	5,763	4,715	-
Data coverage (as percentage of operations)	Percentage of operations	100	100	100	100	-

During the year, the methodology used to calculate energy consumption was revised to include additional energy categories. As a result, the current year's energy consumption figures have been restated to ensure consistency and comparability.

The decrease in renewable energy consumption during the reporting period was primarily driven by changes in business operations and product mix, as well as a reduction in operational control and ownership resulting from the divestment of Gotion Green.

The Company revised its energy consumption calculation methodology during the year to incorporate additional categories. Consequently, previously reported figures have been restated on a consistent basis.

** Note: Non-renewable energy consumption figures have been restated due to a change in the calculation methodology.*

2.3. Waste & Pollutants

2.3.1. Waste Management Programs

At Tata AutoComp, we are committed to minimizing our environmental footprint through proactive and innovative waste management practices. Our approach is rooted in data-driven assessments, strategic planning, and continuous improvement. By conducting regular waste audits, implementing targeted action plans, and engaging employees across all levels, we strive to reduce waste generation, enhance resource efficiency, and move steadily toward our long-term goal of achieving Zero Waste to Landfill by 2030.

We carry out waste audits to identify opportunities for improving waste performance across our operations. These audits have helped us assess material flows, measure efficiency and form focused strategies to reduce waste.

We implement action plans to manage waste and reduce overall waste generation. This is achieved through process optimization and operational initiatives. One of the initiatives aimed at reducing hazardous waste generation through strategic process improvements and employee engagement. By analyzing production processes, we identified key areas where waste could be reduced. This involved upgrading equipment and adopting more efficient technologies that produce less waste. Other operational initiatives included replacing polypropylene boxes with trolleys for product distribution, replacing polybags with rexin bags, and diverting sheet molding compound scrap from landfill as alternative fuels in cement industry.

We have established quantified targets to minimize waste. We have a long-term target to achieve Zero Waste to Landfill by 2030. To achieve our targets, we are initiating an engagement with a third-party to create a waste management plan by conducting a waste risk assessment. Additionally, we enforce the integration of recycling programs to reduce the waste from own operations sent to landfill, resulting in 100% of our waste being diverted from landfills.

Tata AutoComp invests in innovation and R&D to minimize our waste. We have partnered with Ellen MacArthur Foundation (EAF) to foster a shared understanding of cutting-edge Circular Economy (CE) concepts. We have successfully ensured that 100% of our critical waste was recycled/reused. Moreover, waste reduction training is also given to all our employees. This is done through a combination of offline and online trainings. During the year, employees and contractors participated in trainings to enhance their knowledge and understanding of waste management, handling and reduction.

2.3.2. Waste Disposal

Our waste management strategy is guided by our long-term commitment in line with Tata Aalingana goals to achieve Zero Waste to Landfill by 2030. Our approach focuses on circular economy principles, overall reduction in business, treating waste as a valuable resource, and embedding optimization directly into our manufacturing processes to reduce generation at the source.

For example, by improving processes and reusing recovered slurry in our Composites Division, we successfully reduced hazardous waste in that specific operation. These proactive source-reduction initiatives, combined with a focus on maximizing recycling and reuse, have been instrumental in our progress toward reducing waste disposal.

Our waste recycled and disposed numbers have been third-party verified.

Waste Recycled and Disposed (MT)

Particulars	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	Target for FY 2025-26
Total waste recycled/ reused	MT	5,799	6,280	3,598	4,326	-
Total waste disposed	MT	0	0	0	0	0
• Waste landfilled	MT	0	0	0	0	-
• Incineration with energy recovery	MT	0	0	0	0	-
• Incineration without energy recovery	MT	0	0	0	0	-
• Waste otherwise disposed (Third-party)	MT	0	0	0	0	-
• Waste with unknown disposal • method	MT	0	0	0	0	-
• Data Coverage	Percentage of operations	100	100	100	100	-

During the year, the Company revised its methodology and revalidated the waste disposal methods used across its operations. As a result, all historical figures have been restated to ensure consistency, accuracy, and comparability of reported data.

Read more in our Sustainability Report here.

2.4. Water

2.4.1. Water Efficiency Management Programs

At Tata AutoComp, we actively identify opportunities for enhancing water efficiency. Our approach involves thorough evaluation of water usage to pinpoint areas for improvement and undertakes measures to curb excessive consumption. We have set specific water reduction targets, assigning clear responsibilities to ensure these goals are achieved. To achieve this, we have initiated a water use and risk assessment to ensure a robust baseline upon which we are able to make progress towards our targets.

A cornerstone of our sustainability strategy has been the implementation of an advanced water recycling initiative, which focuses on repurposing recycled water for non-potable uses such as landscape irrigation and gardening. Additionally, 6 of our plants have directly managed rainwater harvesting sites. This initiative not only reduces consumption of freshwater but also significantly reduces our environmental footprint.

To uphold environmental stewardship, Tata AutoComp has undertaken targets to reduce and replenish water consumption; water neutrality zero liquid discharge by 2030 and water-positive by 2040. We aspire to reduce domestic water consumption to less than 30 liters per person per day.

We have ensured effective application of water recycled for different purposes at our sites.

Our sites are equipped with Sewage Treatment Plants (STPs) that effectively manage and recycle wastewater. We have established quality thresholds to ensure wastewater treated meets required standards. Additionally, rainwater harvesting systems have been implemented across various sites to efficiently capture and utilize rainwater, with separate drainage lines installed to prevent groundwater contamination.

To integrate our water recycling initiative into the organizational culture, we conduct comprehensive training programs to educate employees on water conservation, recycling processes, and their impact. This equips staff with the skills needed for active participation in water efficiency efforts, fostering a culture of conservation and responsibility.

Read more in our Sustainability Report here.

2.4.2. Water Consumption

We recognize water as a precious, shared resource and are committed to a long-term goal of becoming water positive by replenishing more freshwater than we consume. Our strategy is focused on reducing consumption, maximizing reuse through advanced water recycling and a commitment to Zero Liquid Discharge (ZLD) and expanding rainwater harvesting across our facilities.

Our water withdrawal and consumption numbers have been third-party verified.

Freshwater Withdrawal and Consumption (million cubic meters)*

Particulars	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	Target for FY 2025-26
A. Water withdrawal	Million cubic meters	0.169	0.165	0.155	0.146	-
B. Water discharge	Million cubic meters	0.020	0.021	0.038	0.033	-
Total net freshwater consumption (A-B)	Million cubic meters	0.149	0.144	0.116	0.113	0.114
Data Coverage	Percentage of operations	100	100	100	100	-

As part of our ongoing efforts to enhance data accuracy, consistency, and transparency, we refined our water data consolidation methodology during the year. Consequently, all water-related data has been restated to align with the updated methodology and provide a more accurate representation of our performance.

Read more in our Sustainability Report here.

2.5. Climate Strategy

2.5.1. Direct Greenhouse Gas Emissions (Scope 1)

Our Direct Scope 1 GHG emissions arise from fuel combustion and process-related activities, including fugitive emissions, within our operations. We have significantly expanded our operations due to anticipated future demand. The Company's Scope 1 GHG data for FY 2025-26 is verified by a third party.

Direct Emissions (Scope 1) (MTCO2e)

Direct GHG (Scope 1)	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	Target for FY 2025-26
Total direct GHG emissions (Scope 1)	MTCO2e	1,711	1,804	3,073	4,796	5,000
Data coverage	Percentage of operations	100	100	100	100	-

The year-on-year increase in emissions was primarily attributable to business expansion and a shift in product mix toward more energy- and resource-intensive products, resulting in higher overall emissions.

2.5.2. Indirect Greenhouse Gas Emissions (Scope 2)

Our Indirect Scope 2 GHG emissions arise from electricity sourced from the grid, which we are actively managing by improving energy efficiency and expanding our energy consumption from renewable energy sources. This has enabled us to reduce our Scope 2 emissions despite an increase in our overall energy consumption. The Company's Scope 2 GHG data for FY 2025-26 is verified by a third party.

Indirect emissions (Scope 2) (MTCO2e)

Indirect GHG (Scope 2)	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	Target for FY 2025-26
Location-based Total direct GHG emissions (Scope 2)	MTCO2e	24,023	28,438	23,633	27,515	28400
Market-based Total direct GHG emissions (Scope 2)	MTCO2e	24,023	28,438	23,633	27,515	28400
Data coverage (as a % of operations)	Percentage of operations	100	100	100	100	-

We do not use any market-based instruments hence our market-based scope 2 emissions are equal to location-based Scope 2 emissions.
The year-on-year increase in emissions was primarily attributable to business expansion and a shift in product mix toward more energy- and resource-intensive products, resulting in higher overall emissions.

2.5.3. Indirect Greenhouse Gas Emissions (Scope 3)

Our Indirect Scope 3 GHG emissions encompasses wider value chain, covering activities such as raw material procurement, transportation and end-use of products. The Company's Scope 3 GHG data for FY 2025-26 is being verified by a third party.

Total Scope 3 emissions (MTCO2e)

Indirect GHG (Scope 3)	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	Target for FY 2025-26
Total direct GHG emissions (Scope 3)	MTCO2e	236,495	244,470	221,299	307,190	310,000

Scope 3 emissions with category-wise breakdown (MTCO2e)

Scope 3 Category	Emissions in the reporting year (MTCO2e in FY 2025-26)	Emissions calculation methodology and exclusions
Category 1: Purchased goods and services	140,050.50	Spend-based method using emission factors from US EEIO database.
Category 2: Capital Goods	1,879.03	Spend-based method using emission factors from US EEIO database.
Category 3: Fuel and energy related activities	10,454.48	Average data method using emission factors from DEFRA 2025.
Category 4: Upstream transportation and distribution	13,417.01	Hybrid method using emission factors from IPCC, DEFRA and US EEIO database.
Category 5: Waste generated in operations	20.13	Waste-type method using emission factors from DEFRA 2025.
Category 6: Business travel	548.81	Hybrid method using emission factors from IPCC and US EEIO.
Category 7: Employee commuting	2,932.00	Hybrid method using emission factors from DEFRA 2025 and US EEIO.
Category 8: Upstream leased assets	0	Not applicable
Category 9: Downstream transportation and distribution	17.11	The costs related to transportation and distribution of sold products are borne by Tata AutoComp. These emissions are appropriately accounted for under Scope 3 Category 4.
Category 10: Processing of sold products	0	Not applicable
Category 11: Use of sold products	43,959.17	LCA-based method
Category 12: End of life treatment of sold products	93,911.61	LCA-based method
Category 13: Downstream leased assets	0	Not applicable
Category 14: Franchises	0	Not applicable
Category 15: Investments	0	Not applicable
Total Scope 3	**307,190**	

2.5.4. Climate Governance

At Tata AutoComp, the Board of Directors and executive management have oversight and management responsibility of climate-related issues. The Board of Directors annually review the Sustainability performance to ensure alignment with our Tata Aalingana goals.

Board-level oversight:

The ESG Committee is instrumental in aligning the group-level sustainability strategy with the ESG Ambition, overseeing the planning, implementation, and monitoring of sustainability initiatives in line with Tata Group's Project Aalingana objectives. With a keen focus on sustainability performance, the Committee provides recommendations on ESG Strategy. The Board brings together expertise is areas such as energy, finance, manufacturing and strategy enabling informed assessment of climate risks and opportunities. Climate-related issues are formally included in the Board's agenda, with dedicated discussions happening annually.

Management responsibility:
Tata AutoComp's sustainability governance is a structured three-tier system. At the highest level, Sustainability Navigators ensure alignment with the group's ESG Ambition, monitor sustainability performance, report findings to the Board of Directors, and provide recommendations for enhancing the ESG strategy. The next tier, Sustainability Drivers, design, plan, and implement sustainability initiatives to meet Project Aalingana's objectives, monitor entity-level ESG performance and compliance, ensure adherence to national and international standards, and promote uniform capacity building and ESG awareness across all entities. Finally, Sustainability Beacons develop and implement technical Standard Operating Procedures (SOPs), engage periodically with stakeholders and data owners, conduct training programs, and create action plans to monitor progress and achieve targets. The entity has established a robust monthly performance monitoring mechanism that enables the CEO and Board of Directors to oversee both financial and sustainability outcomes across the organization. At the core of this system is the ESG Scorecard, which tracks key sustainability indicators, including emissions, energy, water, waste, biodiversity, and progress against ESG targets, for each Business Division on a month-to-month basis. These divisional scorecards are consolidated at the Corporate Head Office, where an overall performance score is generated to reflect the Company's integrated ESG standing. In parallel, a Corporate Balanced Scorecard is prepared, combining financial metrics, operational KPIs, and sustainability data. This comprehensive report, along with individual Business Division performance summaries, is shared with the CEO and Board of Directors. Based on their review, the leadership team provides targeted feedback and strategic guidance to each Business Unit, ensuring accountability and continuous improvement.

Read more in our Climate Action Report here.

2.5.5. TCFD Disclosure

We have prepared the Climate Action Report which integrates the Task Force on Climate-Related Financial Disclosures (TCFD) framework and addressed the four pillars as recommended by the TCFD, which is publicly available. We have conducted a comprehensive Climate Risk Assessment (CRA) aligned with IFRS S2 (Climate-related disclosures based on TCFD) to identify and assess climate-related risks. This assessment evaluates vulnerabilities across assets and operations, addressing critical and material physical risks. Physical Risk Assessment covered 20 sites, ensuring comprehensive coverage of the organization's most material operational footprint, including core manufacturing sites and offices.

Our Climate Action Report (TCFD aligned) covers the following elements:

- **Governance:** This section details the governance structure in place to oversee the assessment and management of climate-related risks and opportunities.

- **Strategy:** This section details out the strategic approach adopted to managing climate-related risks by systematically identifying potential business vulnerabilities linked to climate change and evaluating the associated threats. This thorough technical analysis allows for the development of customized mitigation strategies, thereby strengthening Tata Autocomp Systems overall risk management framework.

- **Risk Management:** This section details out the processes for identifying and managing climate-related risks and their integration into the overall risk management framework.

- **Metrics and Targets:** This section contains the metrics and targets used to assess climate-related risks and opportunities in line with our strategy and risk management process. These include Scope 1, 2 and 3 GHG emissions, water and waste and their reduction targets.

Read more in our Climate Action Report here.

2.5.6. Climate-Related Management Incentives

To ensure accountability and drive progress on our strategic sustainability goals, we have integrated key environmental and social metrics into our performance and incentive structures. This approach applies across various levels of the organization, from senior leadership to our wider employee base. By linking incentives to our sustainability commitments, we foster a culture of shared responsibility and align individual performance with our long-term vision.

Climate-related Management Incentives

Particulars	Type of Incentive	Incentivized KPIs	Description
Chief Executive Officer	Monetary, Recognition	Emission Reduction, ESG Integration, Climate Resilience, Net-Zero Progress	Incentives are tied to achieving strategic metrics such as advancing towards our Net-Zero Emissions target by 2045, and 10% variable pay is associated with meeting 100% renewable energy commitments and embedding ESG principles across all operations. Rewards are awarded based on measurable improvements in sustainability performance and substantial progress in climate resilience initiatives.
Other Named Executive Officers	Monetary, Recognition	Emission Reduction, ESG Program Execution, Compliance Leadership, Target Achievement	Incentives focus on driving project Aalingana's sustainability targets, ensuring regulatory compliance, and leading cross-functional efforts to achieve net-zero and 100% RE goals. The Managing Director is rewarded for executing these strategic initiatives effectively and achieving defined sustainability benchmarks and compliance metrics.
		GHG Emissions Inventorization, Decarbonization	Incentives are linked to achieving specific targets such as GHG emissions Inventorization across Scopes 1, 2, and 3, implementing decarbonization roadmaps,

Employees	Monetary, Recognition	Roadmap Advancements	and conducting lifecycle assessments to meet our environmental performance standards.
		Supplier ESG Risk Mitigation, Human Rights Compliance	Rewards are given for achieving targets related to ESG risk assessments in the supply chain, developing human rights and sustainable supply chain policies, and ensuring adherence to our sustainability commitments through tangible supplier performance improvements.
		Biodiversity Strategy Development, Risk Assessment Completion	Incentives for meeting defined targets in developing and deploying biodiversity strategies, conducting comprehensive risk assessments, and implementing mitigation plans at priority locations, aligning with our environmental stewardship goals under Project Aalingana.

2.5.7. Climate Risk Management

Tata AutoComp has a climate risk management process that is integrated into multi-disciplinary Company-wide risk management processes. This includes a documented process where climate change risks and opportunities are identified and managed alongside all other risks and opportunities that affect the Company.

We conducted climate risk assessment using credible scenarios from the IPCC and NGFS, representing both optimistic and severe climate futures across short (0-5 years), medium (5-10 years) and long-terms (10-25 years). Physical and transitional risks were evaluated across our operational sites (IPD, CD, Gotion, TSS, TTC, IAM and GO (Group office))

The physical risk assessment covered extreme heat and heavy precipitation under chronic risks and tropical cyclone and water stress under acute risks. The transition risks identified include carbon pricing, emerging regulation, growing EV market, scarcity of raw materials and adoption of climate technologies under current and emerging regulations, technology, legal, market and reputational risks.

Read more in our Climate Action Report here.

2.5.8. Financial Risks of Climate Change

We recognize that managing climate-related risk is a core component of our business resilience and long-term strategy. We have conducted a formal Climate Risk Assessment across our major operational sites to identify and evaluate potential financial impacts from both current and future climate scenarios.

Our assessment focuses on two primary categories: transition risks, such as those from evolving regulations like carbon pricing, and physical risks stemming from the direct impacts of climate change. This proactive process allows us to embed climate considerations into our

strategic planning and develop targeted mitigation actions.

Read more in our Climate Action Report here.

Details of Financial Risks of Climate Change

Particulars	Brief description of the risk	Estimated financial implications	Average estimated time frame for financial implications of the risk	Estimated costs of actions (INR)
Risks driven by changes in regulation	With the anticipated rollout of carbon tax policies in India and a projected rise in carbon emission costs aligned with Europe's pricing model, Tata AutoComp is set to face increasing operational expenses. Carbon taxation may escalate to USD 816.74 per ton of CO_2 by 2050, as part of global climate action toward Net Zero targets. This will significantly impact manufacturing processes involving high embodied carbon materials like metals and polymers. Both direct emissions from operations and indirect emissions from suppliers will attract higher charges, reshaping the Company's cost structure. These rising costs will affect profitability, especially in high-emission areas, prompting Tata AutoComp to adopt strategic measures to remain competitive and sustainable	INR 1,434,000,000	5 years	INR 1,626,000,000
Risks driven by change in physical climate parameters or other climate-	With rising global temperatures under projected climate change scenarios, Tata AutoComp has assessed that extreme heat days (above 40°C) are expected to increase across its operating regions. Heat stress is therefore identified as a material climate-related risk for manufacturing operations. Increasing exposure to high temperatures over extended durations may lead to reduced worker productivity, higher absenteeism, and greater incidence of heat-related	INR 128,000,000	5 years	INR 99,291,280

change related developments	health concerns in the future. Prolonged heat events could also elevate energy demand for cooling, increase operating costs, and cause potential disruptions to production schedules and delivery timelines. At the value chain level, supplier operations may similarly be affected, creating compounding risks of delay and cost escalation. Together, these risks have the potential to influence revenue stability, operational efficiency, and workforce well-being over the medium to long term.			

2.5.9. Climate-Related Scenario Analysis

To assess the resilience of our business strategy under climate-related uncertainties, we selected two contrasting scenarios. For physical risks, SSP1 (below 2°C, sustainable pathway) and SSP5 (above 2°C, fossil-fueled development) represent low- and high-warming futures aligned with IPCC goals. SSP1 reflects strong mitigation, while SSP5 illustrates delayed action and elevated risks. These scenarios align with strategic assumptions around asset resilience, supply continuity, and capital planning.

For transition risks, we used NGFS Current Policies (limited policy evolution) and NGFS Net Zero 2050 (stringent climate action) to enable us to stress test the consequences of delayed transition, to understand vulnerabilities in operations and supply chains in carbon-intensive practices and to identify areas of the business that may require transformational change to remain compliant and competitive.

Details of our Scenario Analysis conducted

Scenario Type	2° C or below	Above 2° C
Transition Scenario	NGFS Net Zero 2050	NGFS Current Policies
Physical Scenario	IPCC SSP1 2.6	IPCC SSP5 8.5

Read more in our Climate Action Report here.

2.5.10. Physical Climate Risk Adaptation

We proactively manage our exposure to the physical impacts of climate change through a structured risk assessment process that covers 100% of our revenue generating operational sites. Following our formal Climate Risk Assessments, we have developed context-specific adaptation strategies to enhance our long-term resilience. Our adaptation plans are tailored to each location's unique environmental context. Below are a few of the risks identified.

Heat Stress:
Rising extreme heat events may pose operational and workforce-related risks for Tata AutoComp, with potential impacts on employee health, productivity, and energy costs from cooling demand in the upcoming decades. To proactively address this risk, Tata AutoComp has identified the application of high-reflectance cool roof coatings across prioritized facilities. This initiative reflects a broader adaptation strategy aimed at enhancing resilience to intensifying heat stress. The application of cool roof coatings reduces thermal load on units, lowers indoor ambient temperatures, and thereby minimizes dependence on energy-intensive cooling systems. The estimated cost of these actions is approximately INR 99.29 million.

Changing precipitation patterns:
For climate-induced heavy precipitation and associated flooding, Tata AutoComp has identified upgrading to parametric flood insurance as a key adaptive measure. This option has been considered because it ensures rapid disbursement of funds following pre-defined flood triggers, thereby reducing delays associated with traditional indemnity-based claims and supporting uninterrupted business continuity. The potential investment in parametric cover is

therefore evaluated not only as a financial cost but also as a resilience-enhancing measures that safeguards operations and stakeholders. The estimated cost of these actions is approximately INR 36.6 million.

Our physical risk adaptation plan covers 100% of our existing operational sites and adaptation measures are to be implemented in less than 5 years.

We have conducted risk management for all our existing operations, and no new assets have been planned.

Read more in our Climate Action Report here.

2.5.11. Emissions Reduction Targets

In line with our long-term Net-Zero ambition, we have established clear interim targets to drive immediate action on decarbonization. As part of our commitment to transparent reporting, our emissions baseline was recalculated for the year 2020 following a recent business restructuring to accurately reflect our current operational boundaries.

Measured against this updated baseline, we are committed to achieving a 25% absolute reduction in our Scope 1 and 2 GHG emissions by 2030. This target is to be validated by the Science-based Targets initiative (SBTi) in the coming years.

Emission Reduction Targets

Target type and metric	Scope covered by Target	Base Year & Target Timeframe	Baseline year emissions covered and as a percentage of total base year emissions	% reduction target from base year
Absolute Target	Scope 1 & 2	Base Year: 2020 Target Year: 2030	100% of Base Year Emissions of 7,648 MT CO2e	25% reduction from base year

Read more in our Climate Action Report here.

2.5.12. Internal Carbon Pricing

Tata AutoComp is proactively preparing to comply with anticipated carbon pricing regulations by leveraging its internal carbon pricing strategy as a foundational tool for climate-aligned decision-making. We have calculated our internal carbon price using a shadow pricing methodology that reflects the cost of procuring Renewable Electricity Certificates (RECs), which are the most appropriate proxy given the predominance of Scope 2 emissions in our carbon footprint.

The calculation involves averaging the REC procurement cost across operational sites and converting this into a per $MTCO_2e$ value using standardized grid emission factors. For FY

2025-26, this resulted in a shadow price of INR 478.87 per $MTCO_2e$. This price is applied to evaluate the financial impact of energy-related decisions, prioritize renewable electricity procurement, and guide operational planning. The approach is aligned with Tata AutoComp's internal pricing guidance and reviewed annually to reflect changes in REC market rates, regulatory developments, and progress against our Net Zero Roadmap.

Our strategy focuses on embedding carbon cost signals into key business processes, including energy procurement, facility-level efficiency initiatives, and capital investment planning. By monitoring REC market trends and analyzing electricity consumption across sites, we assess how the internal price influences behavior and drives low-carbon transitions, particularly for Scope 2 emissions.

Internal Carbon Price

GHG Scopes covered	Type of Internal Carbon Price	Application	Internal Carbon Price	Objectives to implement ICP
Scope 1 and 2	Shadow price	All business decision-making processes	INR 478.87 / MTCO2e USD 5.12 / MTCO2e	We utilize an internal price on carbon as a key strategic tool to embed climate considerations across our operations and investment decisions. This mechanism is instrumental in conducting cost-benefit analyses, driving energy efficiency, and steering investments toward low-carbon solutions and opportunities. By assigning a monetary value to emissions, we actively incentivize the integration of climate-related factors into our decision-making, risk assessment processes, and long-term financial planning. This approach is fundamental to setting and achieving our climate-related policies and targets.

Exchange rate for conversion considered 2025-26: 1 USD = Rs. 93.48

2.5.13. Net-Zero Commitment

Tata AutoComp is committed to achieving net-zero greenhouse gas (GHG) emissions across our entire value chain by 2045. This commitment is sought to be validated by the Science Based Targets initiative (SBTi) in the coming few years. This ambition is a core component of our business resilience strategy and is aligned with the Tata Group's transformative "Project Aalingana" initiative. Our commitment is guided by our Sustainability Policy, which includes setting science-based targets, and is overseen at the highest level by our ESG Committee and Board of Directors to ensure accountability.

Our strategy is firmly focused on direct emission reduction through a clear Decarbonization Roadmap, prioritizing operational and value chain interventions before considering market-

based mechanisms. While our primary focus remains on reducing emissions at source, the achievement of our long-term net-zero ambition may be supported by high-quality carbon offset credits and investments in durable carbon removal solutions for residual emissions that are technically or economically difficult to eliminate.

Scopes 1 & 2 (Our Operations): We are actively implementing programs to reduce our direct carbon footprint. Key initiatives include operating entirely coal-free across all manufacturing locations, significantly increasing our use of renewable electricity through on-site solar projects, and transitioning our backup power systems to cleaner hybrid configurations.

Scope 3 (Our Value Chain): Recognizing that the largest portion of our emissions lies within our value chain, our focus has shifted from measurement to meaningful action. We are deepening our engagement with key suppliers through a sustainable supply chain assessment to improve data quality and implement targeted reduction initiatives in our most significant emissions categories.

Details of our Net Zero Commitment

Target Time Frame	Target scope & related emission reduction target (as a percentage of base year emissions)
Base Year: 2023 Target Year: 2045	Scope 1: 100% Scope 2: 100% Scope 3: 100%

Read more in our Climate Action Report here.

2.5.14. Net-Zero Transition Plan

Tata AutoComp has established a climate transition pathway to progressively decouple emissions from business growth and support its Net Zero ambition for FY 2045. The pathway includes an expected peak in emissions around FY2028 and a mid-term target of a 25% reduction in Scope 1 and Scope 2 emissions by 2030, with transition levers including energy efficiency, renewable energy, operational decarbonization, supplier engagement, product lifecycle management and market-based instruments. The transition approach is aligned with Tata Group Project Aalingana and informed by recognized climate science and SBTi methodologies.

The transition pathway considers evolving business and value-chain factors, including business growth, product mix, increased in-house manufacturing, technology evolution, portfolio changes and value-chain transformation. Tata AutoComp also considers stakeholder implications across employees, suppliers, logistics partners, communities, customers and business partners, supported by stakeholder engagement, capability development and existing sustainability and governance processes.

As part of its transition planning, Tata AutoComp has assessed potential social implications associated with key transition activities, including electrification and future mobility, renewable electricity, energy efficiency, supply-chain decarbonization, low-carbon logistics and resource efficiency. The assessment considers workforce capability and reskilling, health and safety, supplier readiness, logistics-partner capabilities, community impacts and broader stakeholder expectations. Identified implications are managed through existing workforce development, supplier engagement, stakeholder dialogue, responsible business practices, governance, monitoring and continuous improvement mechanisms.

Read more about our Transition Plan here.

2.6. Biodiversity

2.6.1. Biodiversity Risk Assessment

Tata AutoComp has a Biodiversity Impact Assessment Framework structured and designed to guide businesses in identifying, assessing, and managing their dependencies, impacts and risks on biodiversity. In line with our Biodiversity Policy and Biodiversity Impact Assessment Framework, we screened direct operations to identify, assess, and manage potential impacts on biodiversity.

Process Description

- The Company has publicly reported on the process steps of its biodiversity risk assessment in the Sustainability Report
- The Company has used location-specific approach
- The Company has used the below methodology for the assessment
- The Company has integrated into multi-disciplinary company-wide risk management processes
- The Company has identified dependency and impact related biodiversity risks

Methodology for Biodiversity Risk Assessment:

- **Biodiversity Proximity and Sensitivity Analysis:** By utilizing geospatial tools such as Google Earth Pro, GIS software and geospatial databases, the Company analyzed the proximity and sensitivity of business operations to important biodiversity areas, such as Wildlife Sanctuaries, Protected Areas (PAs), Key Biodiversity Areas (KBAs), Tiger Corridors (TCs) and presence of species listed on the IUCN Red List within a 10 km radius of our operations.
- **Dependency and Impact Identification:** At both the sectoral and site levels, the Company identified the potential dependencies and impacts on ecosystem services using screening tools such as the ENCORE and the WWF Biodiversity Risk Filter. These tools provide valuable insights into how our business sectors depend on ecosystem services and how our activities, in turn, affect local ecosystems.
- **Risk Mitigation Strategy Development:** The Company is committed to developing comprehensive risk mitigation strategies to address identified nature risks at both the corporate and site levels. For sites identified as high priority, the framework recommends developing a detailed Site-Level Biodiversity Management Plan (BMP) that includes biodiversity assessment, ecological and social relevance analysis, impact assessment, mitigation strategies, budgeting, and an implementation plan.

The assessment was further strengthened by the use of TNFD recommended tools, including:

- WWF Biodiversity Risk Filter – to evaluate biodiversity risk at the site-level;
- ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure) – to screen sector-specific dependencies and impacts;
- Google Earth Pro and QGIS for GIS-based Spatial Analysis – to measure and understand site sensitivity and proximity to biodiversity sensitive areas.

This comprehensive approach not only helps businesses manage their biodiversity impacts effectively but also fosters continuous improvement and integration of biodiversity considerations into core business processes.

Scope of Biodiversity Risk Assessment
The scope of Company's biodiversity risk assessment covers our own operations, adjacent areas. Biodiversity Proximity and Sensitivity Analysis included 10 km radius buffer of operations to identify the proximity to key biodiversity areas, protected areas, Tiger Corridors (TCs), presence of species listed on the IUCN Red List.

Risks Identified
The company has identified biodiversity-related risks using the above-mentioned methodology.

Read our Biodiversity Policy here.

Read our Sustainability Report here.

2.6.2. Biodiversity Commitment

The Company has a standalone Biodiversity Policy that underscores our commitment to preserving biodiversity. The Biodiversity Policy is aligned with the goals of the Convention on Biological Diversity (CBD) and national and international industry standards. Our Policy integrates conservation and management of biodiversity into our business strategy, establishing principles for a sustainable business model that positively interacts with nature. The Policy sets our commitment to undertake Biodiversity risk assessments at all our operating sites and prioritize sites based on the biodiversity risks. This reflects our ongoing commitment to ensuring alignment with operational and strategic goals, offering strategic insights into future disclosures.

The Policy outlines a commitment to achieve Net Positive Impact (NPI) and clearly defined targets for priority areas to work towards no net loss. It applies a mitigation hierarchy to minimize adverse impacts and mandates biodiversity risk assessments across operations. Moreover, stakeholder engagement is a key component of our approach, ensuring collaborative efforts in biodiversity conservation.

Scope of Policy
The Policy applies to our own operations.

Policy Endorsement
The Policy is endorsed by the Board of Directors and operationalized through Executive Management. The endorsement at the highest levels of governance ensures that biodiversity

considerations are integrated into corporate strategy, decision-making, and performance monitoring.

Read our Biodiversity Policy here.

2.6.3. No Deforestation Commitment

The Company has a standalone Biodiversity Policy that underscores our commitment to preserving biodiversity and preventing deforestation across our operations. We encourage afforestation initiatives and promote No Net Deforestation at all our sites of operation and supply chain over the period of time.

Scope of Commitment
Our commitment covers our own operations and suppliers.

Policy Endorsement
The Policy is endorsed by the Board of Directors and operationalized through Executive Management. The endorsement at the highest levels of governance ensures that biodiversity considerations are integrated into corporate strategy, decision-making, and performance monitoring.

Read our Biodiversity Policy here.

2.7. Product Stewardship

2.7.1. Life Cycle Assessment

We conduct a combination of full and simplified Life Cycle Assessments (LCAs) to better understand and manage the environmental impacts of our products across their life cycle.

Till date, we have conducted full LCAs for 5 products, enabling us to identify key environmental impact areas, explore opportunities for improvement, and strengthen product stewardship. As part of our continued commitment to sustainability, we are progressively expanding the number of products considered for full LCA each year, while using simplified assessments to broaden our understanding of environmental impacts across the product portfolio. This evolving approach supports informed decision-making, continuous improvement, and the integration of life cycle considerations into our product sustainability efforts.

Moreover, we have completed simplified LCAs for select product categories as part of our broader efforts to embed life cycle thinking into product sustainability. These assessment processes has enabled us to identify areas for improvement, reduce our environmental impact, and enhance product stewardship, ultimately benefiting both the environment and our stakeholders.

Details of our Life Cycle Assessment

Resource Use	Ecological Consequences	Human Health
Abiotic depletion (fossil fuels, minerals)	Acidification	Human toxicity
Land use	Dust & particulate matter	Ionizing radiation
Water depletion	Ecotoxicity	
	Eutrophication	
	Global warming	
	Ozone depletion	
	Photochemical ozone formation	
	Species richness	

Description of the Life Cycle Assessment approach	% of Total Products
We engaged a third party to conduct full Life Cycle Assessment (LCAs) of five major products across Tata AutoComp legal entity (TLE). Cradle to Grave analysis of Tractor Hood & Engine Hood from Composites Division, Bumper from Interior & Plastic Division and 2 Battery Packs from Tata AutoComp Gotion Division which were conducted covering 56% of Tata AutoComp's total production by revenue. The LCA was conducted accordance with ISO 14040:2006 and ISO 14044:2006 (Environmental Management – Life Cycle Assessment) guidelines following the ReCiPe Method.	~56
Simplified LCAs	**44**

2.7.2. Exposure to Hazardous Substances

Tata AutoComp assesses its exposure to hazardous substances in its products and conducts regular risk assessments on its product portfolio. We have established Standard Operating Procedures (SOPs)/Operating Control Procedures (OCP) such as the Hazard Identification and Risk Assessment SOP, the Hazardous Substances SOP and HSE Procedure Manual among others, which define the processes and controls for handling hazardous raw materials in compliance with Indian regulations.

Type of Substance	Regulatory classification of hazardous substances	% of revenue associated with products containing substances in this list
Substances classified as hazardous by a regulatory authority	Indian List of Hazardous and Toxic Chemicals	0

**We follow the Schedule 1, 2 and 3 which is a part of the Indian List of Hazardous and Toxic Chemicals as per the guidance of The Factories Act, 1948.*

While we do procure a limited number of hazardous raw materials, these are further processed within our manufacturing systems to ensure that no hazardousness remains in the final product. As a result, our products are safe for use, and neither our customers nor end consumers are exposed to hazardous substances. In line with our commitment to safety and compliance, we conducted third-party audits during the year to validate our practices and ensure alignment with the Indian List of Hazardous and Toxic Chemicals and applicable safety standards. These audits reinforce our proactive approach to risk management and product stewardship.

Moreover, we also follow RoHS and REACH guidelines and all our hazardous raw materials are tested and externally assured by a third-party. These audits are also aligned with Authorization List and Candidate List Proposed by European Chemical Agency (ECHA) and Restriction of the use of EU Hazardous Substances Directive.

Moreover, **100%** of products (in terms of revenue) have undergone risk assessment for its potential impact on human health and the environment.

2.7.3. Hazardous Substances Commitment

At Tata AutoComp, we are committed to reducing and phasing out hazardous substances from our operations and products. Our approach is guided by our adherence to the Reduction of Hazardous Substances (RoHS) guidelines, ensuring that all our products are safety compliant, and environmentally responsible. Moreover, our commitment to hazardous substances is embedded in the Company's Safety and Health Policy.

Our commitment covers all hazardous substances present in our product portfolio. We aim to ensure that 100% of the portfolio containing hazardous substances is included in our reduction and phase-out strategy. We regularly and transparently report on our progress toward meeting hazardous substance reduction targets, ensuring accountability and visibility across stakeholders. Moreover, we actively collaborate with industry associations and forums to identify and adopt viable substitutes for hazardous substances, promoting safer alternatives across the value chain. At every Business unit, we have a dedicated R&D team

and budget specifically focused on developing and integrating substitute materials, enabling us to phase out hazardous substances effectively.

Additionally, we have set a clear target to double the use of recycled raw materials in our total input material, further supporting our sustainability goals.

Read our Safety and health Policy here.

2.7.4. Product Reuse and Recycling Indicators

Tata AutoComp is committed to advancing circular economy principles by integrating end-of-life considerations into product design and promoting the recovery, reuse, and recycling of materials wherever technically and commercially feasible. Across our product portfolio, we continue to enhance product recyclability and support responsible end-of-life management through take-back and recycling mechanisms. In particular, through Tata AutoComp Gotion Division (Gotion TLE), we are aligned with the requirements of India's Battery Waste Management Rules, 2022, which establish Extended Producer Responsibility (EPR) obligations for the collection, refurbishment, recycling, and environmentally sound disposal of waste batteries.

Reusability and Recycling	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Percentage of products sold last year that can be reused or recycled	MT	81.65%	83.18%	85.64%	84.80%
Percentage of products and materials that were actually reused or recycled by the company, or by a third party that has directly contracted with for this activity	MT	0.00%	0.21%	0.44%	0.69%

2.7.5. Revenues from Eco-Labeled Products

Currently at Tata AutoComp does not have any eco-labelled products. But it does have Other sustainable products which is Gotion EV battery packs in the use phase of the vehicle.

Tata AutoComp is committed to enhancing resource efficiency through its innovative product offerings, particularly in the realm of Battery Packs for Electric Vehicles (EVs). Our products deliver significant resource efficiency benefits during their use phase like decreased energy consumption and GHG emissions reduction, primarily due to the enhanced energy density and efficiency of our battery packs. By enabling EVs to travel longer distances on a single charge, our battery packs contribute to decreased raw material consumption and pollution reduction, as fewer resources are needed over the vehicle's lifetime. The increased durability and longevity of our battery packs ensure extended product life cycles, reducing waste generation and the need for frequent replacements. Our advanced thermal management systems also contribute to decreased energy consumption, optimizing battery performance and efficiency.

Revenues from eco-labelled products (INR)

Revenue	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Product certified with Type I eco-labels (ISO 14024)	INR	-	-	-	-
Products certified with single/multi attribute eco-labels	INR	-	-	-	-
Other sustainable products or services	INR	27,856,800,000	22,919,600,000	5,577,700,000	3,900,000,000
Total revenues from sustainable products or services	INR	**27,856,800,000**	**22,919,600,000**	**5,577,700,000**	**3,900,000,000**
Percentage of sustainable revenues	%	49.01	42.08	14.08	0.87

Since our holding in Tata AutoComp Gotion Division (Gotion TLE) has reduced during the reporting year, the associated revenues from its eco-labelled products has also reduced.

2.7.6. Sustainable Products Program

Tata AutoComp (through Tata AutoComp Gotion Division) has established an internal classification system for sustainable products based on the environmental benefits of its battery energy storage and advanced battery solutions, while aligning with applicable Indian regulations, including the Battery Waste Management Rules, 2022, and other emerging sustainability and circular economy frameworks.

The Company continues to make targeted CAPEX and OPEX investments to expand its portfolio of sustainable products and services, strengthen manufacturing capabilities, and support the growing demand for clean mobility and energy storage solutions. Dedicated R&D resources are deployed to develop sustainable products with enhanced safety, durability, energy efficiency, and recyclability. In parallel, the Company is undertaking infrastructure improvements to ensure products are manufactured and maintained sustainably, including the adoption of resource-efficient processes and advanced production technologies. To embed sustainability across the product development lifecycle, internal training on sustainable design principles is provided to employees involved in R&D, engineering, innovation, and product development functions.

2.8. Sustainable Raw Materials

2.8.1. Raw Materials Policy

Tata AutoComp has developed a Sustainable Raw Materials Sourcing Policy, endorsed by the Executive Management, outlines the Company's commitment to responsible sourcing and to minimizing the negative sustainability impacts of raw materials across its value chain. The Policy addresses environmental, social, and human rights impacts associated with raw material extraction, production, and procurement, including greenhouse gas emissions, resource consumption, pollution, waste generation, biodiversity loss, and community impacts.

The Policy further seeks to avoid raw materials from sites containing globally or nationally important biodiversity sites, including protected areas and critical habitats, while encouraging

responsible sourcing practices that reduce risks to ecosystems and local communities. Tata AutoComp is also committed to increasing the use of recycled raw materials, including recycled steel, aluminium, and polymers, where technically feasible and consistent with quality, safety, and customer requirements.

Recognizing the importance of collective action, the Company works to collaborate with external stakeholders on best practices for sustainable raw materials, including suppliers, customers, industry associations, certification bodies, and other relevant stakeholders. Through ongoing engagement, due diligence, and continuous improvement initiatives, Tata AutoComp aims to strengthen responsible sourcing practices and support a more sustainable and circular value chain.

Read our Raw Materials Policy here.

2.8.2. Raw Material Programs

Tata AutoComp has implemented several Sustainable Raw Materials programs aimed at reducing environmental impact and promoting responsible sourcing. As part of these initiatives, we conduct various assessments to prioritize raw materials based on their sustainability footprint and actively work to increase the use of recycled material in our operations.

We have set a clear target to ensure zero waste to landfill by 2030, reinforcing our commitment to circularity and resource efficiency. These efforts are aligned with our broader sustainability goals and help reduce dependency on virgin resources.

To support this transition, we have established training programs for the company's internal stakeholders, focusing on their roles and responsibilities related to sustainable raw materials. These sessions aim to build awareness, foster accountability, and ensure that sustainability principles are embedded across functions and decision-making processes.

Through these combined efforts, Tata AutoComp continues to strengthen its approach to sustainable sourcing and contribute meaningfully to environmental stewardship across the value chain.

2.8.3. Plastic Raw Materials

As a manufacturer of automotive components, plastic is a key raw material in our products. We recognize our responsibility to manage our material footprint and are strategically focused on decoupling our growth from the consumption of virgin, non-renewable resources. Our approach is to progressively increase the share of recycled and responsibly sourced inputs in our manufacturing processes.

Details of our Plastic sourcing

Plastic materials in products	Amount of Plastic materials used (MT)	% of materials used that are recycled
Plastic materials in products	41,000	6%

2.8.4. Metal Raw Materials

A range of metal raw materials, including steel, aluminum, and critical battery metals like

lithium and cobalt, are essential to our manufacturing processes. In line with our circular economy goals, we are strategically focused on reducing our reliance on virgin-extracted materials and increasing the share of recycled content across our value chain. This approach conserves natural resources and reduces the embodied carbon in our products.

Details of our Metal sourcing

Metal Materials	Amount of metal used (MT)	% of materials used that are recycled
Aluminum	1,100	12.5%
Cobalt	*Not Applicable*	*Not Applicable*
Copper	1,700	0%
Iron/Steel	2,600	6%
Nickel	*Not Applicable*	*Not Applicable*
Lithium	784	0%
Titanium	*Not Applicable*	*Not Applicable*

3. Social

3.1. Labor Practices

3.1.1. Labor Practices Commitment

At Tata AutoComp, we are deeply committed to upholding fair and ethical labor practices across our operations, contractors, and partners. Our approach is guided by our Board-approved Human Rights Policy and the Tata Code of Conduct, which ensure that every worker is treated with dignity and respect, and that their rights are protected throughout our value chain.

Our labor practices commitment includes paying a living wage that meets or exceeds cost-of-living benchmarks, ensuring equal remuneration for men and women, and providing paid annual leave through formal policies. We actively avoid excessive working hours, set maximum limits on working hours, and manage overtime to safeguard employee well-being. We have established minimum consultation and notice periods before any termination decisions, and notably, we have never conducted a mass termination in our history. These commitments are embedded not only in our own operations but also extend to our contractors and partners through our Human Rights Policy and Responsible Value Chain Partner Code of Conduct, reinforcing our dedication to creating a safe, equitable, and inclusive workplace throughout our value chain.

Through these comprehensive policies and practices, Tata AutoComp ensures that labor rights are respected and upheld across all facets of our business. We remain steadfast in our commitment to creating a workplace that values fairness, dignity, and long-term resilience for every worker in our ecosystem.

Read our Human Rights Policy here.

Read our Tata Code of Conduct here.

3.1.2. Labor Practices Programs

At Tata AutoComp, we are deeply committed to fostering ethical labor practices and ensuring the welfare of our workforce. Our approach is anchored in our Board-approved Human Rights Policy and the Tata Code of Conduct, which guide our actions across all levels of employment. We strive not only for compliance with labor laws but also for leadership in advancing social justice, equity, and resilience in the workplace.

We have robust programs in place to manage our labor practices. We ensure adequate wages at or above cost-of-living benchmarks, a commitment reinforced through our collaboration with the ILO on ‘Living Wages’, Social Justice’, and our 'Social Compact' initiative for our contractual workforce. Our CHRO is also a member of the governing council of ILO and International Organization of Employers (IOE). We monitor working hours, including overtime management, and ensure employees are paid for overtime work in full compliance with applicable labor laws.

We regularly engage with workers' representatives through comprehensive Collective Bargaining Agreements and plant-level Employee Resource Groups to continuously improve working conditions. We routinely monitor the gender pay gap through formal benchmarking exercises to achieve equal remuneration for men and women.
Beyond legal compliance, we expand social protection coverage through comprehensive health insurance, parental leave policies, and digital wellness initiatives. We also ensure that employees are able to take their paid annual leave entitlements through our formal Leave Policy.

To support long-term resilience and a just transition, we provide training and reskilling programs to mitigate the effects of industrial and climate transitions. For example, our Product and Technology Academy offers courses in EV Engineering, and our CSR programs include skilling youth in Electric Vehicles.

Through these integrated efforts, Tata AutoComp continues to uphold the highest standards of labor welfare, ensuring that our workforce is protected, empowered, and prepared for the future. We remain committed to creating a workplace that is fair, inclusive, and resilient in the face of evolving industrial and environmental challenges.

Read our Leave Policy here.

Read our Human Rights Policy here.

Read our Tata Code of Conduct here.

3.1.3. Discrimination & Harassment

At Tata AutoComp, we are an equal opportunity employer committed to a workplace free from discrimination and harassment. Our approach is governed by our Non-Discrimination and Anti-Harassment Policy and the Tata Code of Conduct, which mandate a zero-tolerance stance. All employment decisions are based strictly on merit and potential, with no bias relating to caste, religion, race, gender identity, sexual orientation, or disability. To foster a respectful culture, we provide mandatory Prevention of Sexual Harassment (POSH) training to all employees. We have established a formal, confidential grievance redressal mechanism with a strict zero-retaliation Policy, accessible to all stakeholders, including employees and business partners. Each business unit has a dedicated Internal Complaints Committee (ICC) to ensure impartial investigation, which includes over 50% women and an external representative from an NGO. Proven misconduct leads to firm disciplinary action. For the highest level of accountability, all POSH cases are reported to the Board and reviewed monthly by the Group CHRO. The strength of this framework is reflected in our performance: there were **zero** reported incidents of discrimination or harassment in FY 2025-26.

Read our Non-Discrimination and Anti-Harassment Policy here.

Read our Tata Code of Conduct here.

3.1.4. Workforce Breakdown: Gender

We at Tata AutoComp are committed to fostering gender diversity by monitoring relevant indicators and setting measurable targets for increasing female participation in our workforce.
Workforce Breakdown by Gender

Diversity Indicator	UoM	FY 2025-26 (Percentage)	Public Target* (Percentage)	Target Year
Share of women in total workforce (as percentage of total workforce)	%	13.42	25	2030
Share of women in all management positions, including junior, middle and top management (as percentage of total management positions)	%	11.24	20	2030
Share of women in junior management positions, i.e. first level of management (as percentage of total junior management positions)	%	12.11	30	2030
Share of women in top management positions i.e. maximum two levels away from the CEO or comparable positions (as percentage of total top management positions)	%	7.23	15	2030
Share of women in management positions in revenue generating functions (as percentage of all such managers)	%	8.00	15	2030
Share of women in STEM-related positions (as percentage of total STEM positions)	%	12.07	20	2030

3.1.5. Workforce Breakdown: Race/ Ethnicity & Nationality

We monitor indicators relating to diversity in the nationality and social categories in our workforce. Tata AutoComp monitors workforce diversity across nationality and social categories to understand employee representation across the organization and at different levels of management. These indicators provide insights into workforce composition and the representation of diverse groups in junior, middle and senior management positions.

In the Indian context, social categories are used to identify and understand the representation of different communities, including groups that have historically experienced social disadvantage and barriers to equal opportunity. These classifications include Scheduled Castes (SCs), Scheduled Tribes (STs), Nomadic Tribes (NT) and Other Backward Classes (OBCs), which are recognized under India's constitutional and legal framework and associated government policies. The General Category comprises individuals who do not fall within the specified reserved categories for the relevant purpose. Under the TAAP initiative, we aim to increase the representation of underserved categories in our organization.

Workforce Breakdown by Nationality (Percentage of total workforce)

Breakdown based on Nationality	UoM	Share in total workforce	Share in all management positions, including junior, middle and senior management
Indian	%	100	100

Workforce Breakdown by Social Categories (Percentage of total workforce)

Breakdown based on Social Categories	UoM	Share in total workforce	Share in all management positions, including junior, middle and senior management
General	%	62	68
Other Backward Classes (OBC)	%	26	25
Scheduled Castes (SC), Scheduled Tribes (ST) and Nomadic Tribes (NT)	%	12	7

3.1.6. Gender Pay Indicators

We are committed to fair and equitable remuneration for all our employees, ensuring equal pay for equal work. This principle is a cornerstone of our Diversity, Equity, and Inclusion (DEI) strategy and is embedded in all our practices. To uphold this commitment, we conduct a formal benchmarking exercise on pay and compensation based on job role and gender. This structured analysis allows us to proactively monitor and address any potential disparities, ensuring that all compensation decisions are based solely on performance, merit, and competence, not on gender.

Gender Pay Indicators (Gender Pay Gap Analysis)

Indicator	UoM	Difference between men and women employees (%)
Mean Gender Pay Gap	%	2.54
Median Gender Pay Gap	%	3.44
Mean Bonus Gap	%	0
Median Bonus Gap	%	0

The gender pay gap methodology has been updated to reflect grade-wise comparisons, providing a more like-for-like basis for assessing pay differences.

3.1.7. Workforce Trade Union and Collective Bargaining Coverage

We are committed to upholding the fundamental rights of our employees, including the freedom of association, which allows them to freely join or form labor unions and engage in collective activities. We recognize and respect the importance of this right as an essential component of a fair and equitable workplace. Currently, 20% of our employees are represented by an independent trade union or covered by a collective bargaining agreement.

Revenue	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Percentage of employees represented by an independent trade union or covered by collective bargaining agreements	%	16.59	15.00	15.00	20.00

3.2. Human Rights

3.2.1. Human Rights Commitment

We have a comprehensive Human Rights Policy in place which outlines the commitment of our Company ensuring the conformance to Human Rights and outlines Tata AutoComp's is committed to developing a culture which inculcates respect and support for Human Rights and seeks to avoid connivance in Human Rights abuses. This Policy is in accordance with the principles of International Labor Organization and United Nations Global Compact. Our Policy covers the following aspects of commitment to prevent human trafficking, forced labor, child labor, ensure freedom of association, the right to collective bargaining, equal remuneration, discrimination, diversity and inclusion. The Policy covers requirements for our own operations (across our employees, contractors, products and services) as well as our suppliers and partners.

Read our Human Rights Policy here.

3.2.2. Human Rights Due Diligence Process

We undertook a comprehensive Human Rights Due Diligence (HRDD) process in the past

financial year to ensure adherence to global human rights standards and workplace where fairness, respect, and dignity are of highest priority for every employee which includes systematic risk identification and periodic review of potential human rights issues within our operations. We have also prepared a Human Rights Due Diligence Report.

As part of our human rights assessments, we evaluate actual or potential human rights risks, covering:

- Forced labor
- Human trafficking
- Child labor
- Freedom of association
- Right to collective bargaining
- Discrimination
- Equal remuneration

Stakeholder groups covered in our human rights due diligence process include our own employees, women, migrant workers, and third-party employees, ensuring a holistic and inclusive approach to human rights protection.

Read our Human Rights Policy here.

Read more in our Sustainability Report here.

Read more in our Human Rights Due Diligence Report here.

3.2.3. Human Rights Assessment

We have conducted an assessment of potential human rights issues across our business activities in the past financial year.

Coverage of Human Rights Assessment and Risk Management (Percentage)*

Category	UoM	A. % of total assessed in last three years	B. % of total assessed where risks have been identified	C. % of risk with mitigation actions taken
Own Operations (sites)	%	100	0	0
Contractors and Tier I Suppliers	%	95	0	0

**100% TLE's Joint ventures are assessed for human rights risks and 0 risks have been identified.*

Read more in our Human Rights Due Diligence Report here.

3.2.4. Human Rights Mitigation & Remediation

The Remediation and Mitigation Plan has been crafted to address any human rights concerns identified during the comprehensive HRDD process across nine functional areas at the Company's operational locations. This plan underscores the importance of remediation actions, which are essential for addressing and rectifying human rights violations and ensuring justice for victims.

Processes implemented to mitigate human rights risks

We have implemented processes to mitigate human rights risks across our operations. Such

actions include legal redress, compensation, rehabilitation, and guarantees of non-repetition, all of which are critical for restoring dignity and trust within affected communities. The plan prioritizes the following issues:

- Workplace Facilities and Environment
- Discrimination
- Learning and Development
- Workplace Health and Safety
- Right to Privacy and Equal Remuneration
- Freedom of Association and Collective Bargaining
- Remediation Actions

A detailed set of mitigation measures have been planned for each of the above issues. These include undertaking immediate measures/actions, conducting training and workshops and promoting support systems.

Number of sites with mitigation plans

The HRDD process was conducted across our operations. Mitigation measures have been planned for all sites.

Type of remediation actions taken

When the assessment was conducted, no human rights issues were found. Hence, no remediation actions were taken. However, we have established remediation actions for human rights, which involve measures to address and rectify violations, ensuring justice for victims. These actions include legal redress, compensation, rehabilitation, and guarantees of non-repetition. They are crucial for restoring dignity and trust in affected communities. Such initiatives are important because they uphold the principles of accountability and justice, deterring future violations. They also promote healing and reconciliation, fostering a culture of respect for human rights. Ultimately, remediation actions contribute to building more just and equitable societies.

Read our Human Rights Policy here.

Read more in our Sustainability Report here.

Read more in our Human Rights Due Diligence Report here.

3.3. Human Capital Management

3.3.1. Training & Development Inputs

We are committed to the continuous professional growth of our employees, empowering them with the skills needed for a future-ready workforce. We measure our investment in capability building through key performance indicators, including the average training hours provided per employee.

Average Hours and Spend for FTE Training and Development

Particulars	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26

Average hours per FTE of training and development	Hours	10.72	13.22	39.00	40.63
Average amount spent per FTE on training and development	INR	2,964.00	4,542.00	7,228.90	7,720.00

We also monitor average hours of training and average amount spent/FTE as per gender and management levels.

Average hours of training/FTE (breakdown by Gender)

Particulars	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Male	Hours	7.2	13.12	39.65	40.8
Female	Hours	7.2	13.47	38.15	39.7

Average hours of training/FTE (breakdown by Management Level)

Particulars	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Junior Management	Hours	7.2	14.07	39.60	40.40
Middle Management	Hours	6.4	12.80	39.95	41.00
Senior Management	Hours	3.2	11.84	37.62	41.30

Average amount spent /FTE (breakdown by Gender)

Particulars	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Male	Hours	1,459	4,455	7,635.20	7,931.10
Female	Hours	3,178	4,558	5,053.29	6,507.33

Average amount spent /FTE (breakdown by Management Level)

Particulars	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Junior Management	Hours	2,731	3,988	4,389.05	4,898.29
Middle Management	Hours	2,624	3,077	12,969.09	13,035.55
Senior Management	Hours	8,656	10,140	11,683.04	12,001.42

3.3.2. Employee Development Programs

At Tata AutoComp, employee development is a strategic priority and a key enabler of building a resilient, innovative and future-ready workforce. Our Learning & Development framework provides continuous capability-building opportunities aligned with business priorities, technological advancements and evolving workforce requirements. Employee development is anchored through four dedicated Learning Academies covering Management & Leadership Development, Operational Excellence, Technology & Product Leadership, and Linguistic & Cross-Cultural Engagement. Our learning methods include coaching and mentorship, teams and networks, digital learning, experiential assignments and on-the-job development.

The Company offers a range of employee development programs, including leadership development programs, cultural education, digital transition programs and transition programs for employees approaching retirement. Initiatives such as the WE Network and Infinity further facilitate mentoring, networking and peer learning, while the Social Compact supports the inclusion and development of the contractual workforce. Digital transition programs build capabilities in areas such as AI, Industry 4.0, automation and digital manufacturing. The effectiveness and quantitative business impact of development

initiatives are monitored through relevant workforce and learning indicators, with reported outcomes including improvements in talent retention, employee turnover and employee satisfaction. Learning and development opportunities are also extended across diverse workforce categories, including contractual and part-time employees, as applicable based on role and development needs.



Program 1: Strategic Learning Academies

Tata AutoComp's core employee development is structured around four dedicated Learning Academies: Management and Leadership Development, Operational Excellence, Product and Technology, and Linguistic and Cross-Cultural Engagement. These academies are designed to build a future-ready workforce by fostering a culture of continuous improvement and providing world-class learning opportunities through partnerships with institutions like IIM Nagpur and Warwick University.

Learning Method:

- Coaching or Mentorship: The leadership academies incorporate formal mentorship programs and reverse mentoring to accelerate the growth of high-potential talent.
- Teams and Networks: The Linguistic and Cross-Cultural Engagement Academy and programs like the Women Employees Network foster a collaborative environment, which is a key part of the development process.
- Digital Learning Platforms & Learning Management System (LMS) on SAP Success Factors: Though partnerships for digital learning platforms like LinkedIn Learning, Tata Tomorrow University, Webinar, e-modules etc. For employees and AR/VR based DOJO rooms (Skill Development Centers) for Shop floor workers, learning culture at Tata AutoComp has seen an acceleration with significant improvement in Learning Hours per employee.

Type of Program:

- Leadership Development Program: The Management and Leadership

Development Academy offers flagship programs like "Leap Vault" and "Blue Mint (Tata Sons)" to nurture the next generation of leadership.
- Cultural Education: The Linguistic and Cross-Cultural Engagement Academy provides culture orientation sessions and foreign language courses to develop inclusivity.
- Digital Transition Program: The academies offer specific courses on Digital Manufacturing, AI and Machine Learning, and Cloud Technology, alongside training in Augmented/Virtual Reality in "DOJO" skill rooms.

Business Impact:

The strategic implementation of these academies and related talent initiatives has yielded significant quantitative impacts, including a 10% improvement in talent retention, a 44% reduction in employee turnover, and an increase in the employee satisfaction score to 90%.

Coverage:

The development framework is inclusive, with higher education partnership programs designed for employees across all categories.

Program 2: The "Social Compact" Initiative

The "Social Compact" is a flagship initiative designed to extend dignity, equity, and inclusion to the informal workforce, including temporary and contractual workers. The program focuses on ensuring secure wages, health and social security, workplace safety, and access to government entitlements, thereby enhancing the stability and wellbeing of this critical segment of the workforce.

Learning Method:

- Coaching or Mentorship: The initiative is implemented through "Social Compact Champions", a team of 30 certified internal members who conduct audits and drive improvements, acting as coaches for contractors and providing guidance to the informal workforce.
- Teams and Networks: The program strengthens the integration of the informal workforce into the Company's operational and safety culture, creating a more cohesive and supportive network for all workers.

Type of Program:

The program embeds a culture of equity and respect for the informal workforce. It includes workshops for contractors on legal compliance and for workers on their rights and entitlements, which is a form of foundational cultural and social education.

Business Benefits:

The primary business benefit is the creation of a more stable, secure, and resilient informal workforce. This fosters better supplier relationships, ensures adherence to legal and ethical standards across the value chain, and reduces operational risks associated with workforce instability.

Coverage:

This program specifically targets and covers contractual and part-time employees, as well as other informal workers in the Company's value chain.

3.3.3. Human Capital Return on Investment

We view our investment in human capital as a critical driver of long-term value. To measure the efficiency and effectiveness of our talent management programs, we track our Human Capital Return on Investment (HC ROI).

This key performance indicator helps us understand the value generated by our employees relative to the investment we make in their compensation, benefits, and development. By monitoring HC ROI, we can make more informed strategic decisions regarding our workforce, ensuring that our human capital programs are not only fostering a thriving work environment but also contributing directly to the company's productivity and financial success.

Human Capital Return on Investment*

Particulars	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Total Revenue	INR	55,737,650,000	54,459,409,000	39,588,646,000	44,843,900,000
Total Operating Expenses	INR	49,419,453,000	46,397,770,000	34,066,740,000	38,314,006,000
Total Employees-Related expenses	INR	3,074,443,000	3,193,475,000	3,729,561,000	3,500,445,000
Resulting HC ROI	Percentage	3.055070463	3.524409616	2.480578009	2.865439965
Total Employees	Number	6,154	6,716	7,437	6,396

**We calculate this data based on Full time employees.*
The total employees mentioned here includes contractual employees since the question asks for 'Total Employees', as specified in the "Denominator" question.
The financial data has been taken from our Annual report available here. For operating expenses, we have not considered Depreciation and amortization expenses.

3.3.4. Hiring

Tata AutoComp is committed to fair and inclusive hiring practices that strengthen our talent pipeline. We actively seek diverse perspectives and ensure equal opportunities across all levels of recruitment. In addition to hiring, we invest in talent through structured onboarding, continuous learning programs, and leadership development initiatives that empower employees to grow and thrive within the organization.

Hiring KPIs

Particulars	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Total number of new employee hires	Number	1,464	1,668	1,421	1178
Percentage of open positions filled by internal candidates	Percentage	15.77	15	22	23

We track workforce diversity by reporting hiring across different management levels and

gender categories to ensure equitable representation. We also track and report on new and internal hires as per gender and management level.

New Hires Breakdown by gender (Number)

Particulars	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Male	Number	1,131	1,298	1,057	869
Female	Number	333	370	364	309

New Hires Breakdown by management level (Number – management only)

Particulars	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Junior Management	Number	285	369	335	125
Middle Management	Number	8	62	45	32
Senior Management	Number	3	10	11	5

Internal Hires Breakdown by gender (Number)

Particulars	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Male	Number	10	12	94	30
Female	Number	4	3	16	14

Internal Hires Breakdown by management level (Number – management only)

Particulars	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Junior Management	Number	8	8	78	29
Middle Management	Number	1	5	17	11
Senior Management	Number	5	2	15	4

3.3.5. Employee Turnover Rate

We monitor employee turnover (total and voluntary rate) for our FTE's to assess workforce stability and make informed retention strategies. Tracking turnover trends enables us to identify underlying causes, whether related to engagement, career progression, or work environment.

Turnover rate (Percentage - Rate)

Particulars	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Total Employee Turnover Rate	%	26	22	11	16
Voluntary Employee Turnover Rate	%	19	20	10	15
Data Coverage (as % of all FTE's globally)	%	100	100	100	100

We also disclose turnover trends for our FTE's segmented by management level and gender to identify demographic patterns and address gaps in engagement and retention.

Turnover Rate Breakdown by Gender (Percentage)

Particulars	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Male	%	13	21	11	15
Female	%	8	24	12	25

Turnover Rate Breakdown by Management Level (Percentage)

Particulars	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Junior Management	%	17	23	11	16
Middle Management	%	6	12	10	14
Senior Management	%	4	10	16	13

Voluntary Turnover Rate Breakdown by Gender (Percentage)

Particulars	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Male	%	7	20	10	14
Female	%	6	22	12	24

Voluntary Turnover Rate Breakdown by Management Level (Percentage)

Particulars	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Junior Management	%	9	22	11	16
Middle Management	%	3	12	10	13
Senior Management	%	1	8	11	10

3.3.6. Type of Performance Appraisal

At Tata AutoComp, our performance and career development process is a cornerstone of our talent strategy, designed to align individual goals with the broader strategic objectives of the organization. We foster a high-performance culture through a transparent and multidimensional framework that ensures every employee has a clear understanding of their role, impact, and path for growth. Our appraisal cycle frequency is quarterly or up to twice a year depending on the employee grade and projects involved.

Our appraisal methodology is built on a foundation of continuous dialogue and structured evaluation. The process is formally structured around Management by Objectives (MBO), where individual Key Result Areas (KRAs) are aligned with our organizational Balance Score Cards (BSC) to incorporate team-based performance goals.

Beyond formal structures, we emphasize agile conversations as the norm, cultivating a culture of continuous feedback. This entire process is digitalized on SAP SuccessFactors, ensuring complete transparency and accessibility. Formal individual and team-based performance and career development reviews are conducted for 100% of our employees on a half-yearly basis.

In addition, we have a team-based performance appraisal system in place, where evaluation is done on a project-to-project basis. This is further supported by a multidimensional performance appraisal system, incorporating feedback and inputs from various stakeholders through a 360-degree feedback mechanism, enabling more informed and balanced decisions regarding employee appraisals.

3.3.7. Long-term Incentives for Employees

Tata AutoComp does not provide any long-term incentives for employees.

3.3.8. Employee Support Programs

Tata AutoComp has comprehensive employee support programs designed to foster the health and well-being of its workforce, governed by our formal Safety and Health, Maternity, and Leave policies.

Employee benefits

We provide the following benefits to support the holistic well-being of our employees:

- **Workplace Stress Management:** We offer mental wellness support programs that includes confidential access to professional counselling services through Wellness Vibes Program. A digital wellness app, FUROFIT, is also in place which provides tools for guided meditation and journaling.

- **Sport & Health Initiatives:** We promote physical health through the FUROFIT fitness app, which encourages activity via team challenges. Additionally, we provide comprehensive health check-ups for 100% of our employees. We also conduct various sports competitions such as cricket tournaments for our employees as part of our employee engagement practices.
- **WE Network:** Tata AutoComp's WE Network (Women Employees Network) conducts women centric Wellness program apart from development and engagement programs for all women employees and workers such as Cervical and Breast Cancer Awareness Workshops, Menstrual Hygiene workshops etc.

Work Conditions

Tata AutoComp supports a healthy work-life balance. Our benefits package includes flexible work options for employees, which cover both flexible working hours and work-from-home arrangements.

Family Benefits

We offer several family-friendly benefits to support our working parents:

- **Childcare and Nursing Facilities:** We provide a dedicated, on-site crèche facility at our plants, offering a professionally managed and nurturing environment for the children of employees. This facility also provides a supportive space for nursing mothers.
- **Paid Parental Leave:** We have a comprehensive Leave Policy and robust maternal and paternal leave policies which provide paid leave up to 26 weeks and 1 weeks respectively , ensuring they have the time they need to support their families.
    - Paid parental leave for the primary caregiver (Maternal leave): 26 weeks
    - Paid parental leave for the non-primary caregiver (Paternal leave): 1 week
- **Paid Family or care leave:** Apart from standard parental leave, we also have the provision for child adoption leave to help and facilitate the women employees adopting children for making necessary adjustments in the changed circumstances and to make necessary arrangements.

Read our Safety and Health Policy here.

Read our Leave Policy here.

3.3.9. Trend of Employee Wellbeing

At Tata AutoComp, we believe that listening to our employees is fundamental to creating a positive and productive workplace. The cornerstone of our approach is the comprehensive Employee Engagement Survey, which we conduct every two years. This confidential survey provides valuable insights into the employee experience, covering important areas such as leadership, career opportunities, and workplace culture. The questions asked include metrics on overall job satisfaction, happiness and inclusion of employees, purpose and meaning, stress and mental wellbeing, work environment, work-life balance and leadership among

others. We analyze the feedback to develop targeted improvement plans, ensuring we are directly responding to the needs and suggestions of our people. We also undertake Great Place to Work surveys regularly for all our employees.

Employee Satisfaction Survey Results (Percentage)

Core Focus	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	Target for FY 2025-26
Employee Engagement	% of employees with top level of engagement	80	80	90	90	90
Data Coverage	% of employees who responded to the survey	89	89	90	90	-

3.4. Occupational Health and Safety (OHS)

3.4.1. OHS Policy

Tata AutoComp's Safety and Health Policy is applicable to all our facilities along the value chain of manufacturing units, JV partners at all locations where it operates and to all our corporate offices, employees, and business associated (contractor and suppliers). All our operational sites are certified to the ISO 45001:2018 international standard.

The Policy ensures compliance with relevant OHS international standards and regulations, such as ISO 45001:2018 across all business units. It is also supported with the Tata Safety & Health Management System (TSHMS) and various Standard Operating Procedures (SOPs) such as Health and Safety Manual, Hazard Identification and Risk Management Standard and Hazardous Materials Handling Standard among other SOPs. We also follow the Tata Health and Safety Standards which is applicable across all Tata companies.

We have established OHS performance targets across our business units and maintain quarterly business unit-wise scorecards to monitor progress against these targets. Based on performance monitoring and periodic assessments, priority areas are identified and appropriate action plans and corrective measures are established, with progress regularly monitored to support continual improvement in OHS performance.

Moreover, consultation with and participation of workers, and where they exist, workers' representatives, is embedded across operations to strengthen accountability and ownership of safety practices. We commit to improving the performance of the OHS management system through periodic reviews, risk assessments, and corrective actions.

The endorsement of the implementation of the Safety and Health Policy rests with the Board of Directors.

Read our Safety and Health Policy here.

3.4.2. OHS Programs

Our Occupational Health and Safety (OHS) program is supported by a well-structured management system aimed at creating a safe and healthy work environment. As part of this initiative, we conduct risk and hazard assessments to identify potential sources of harm within the workplace along with focused safety walks and surprise safety rounds across all Business Units (BU) by all the BU safety Heads.

We regularly identify and assess any potential safety risks associated across our business units. To effectively address those and we implement targeted action plans with clear, and measurable objectives. Our dedication to safety is reinforced by detailed internal inspections and protocols designed to investigate any work-related injuries, illnesses, diseases, and incidents. We also engage in regular internal and independent external audits by BUs and third-party agencies respectively, of our health, safety, and well-being practices, adhering to global standards such as ISO 45001:2018, and Tata Safety & Health Management System (TSHMS).

We have a digitized safety platform, which facilitates the efficient reporting and management of safety incidents and potential risks. This system is supported by the Hazard Identification and Risk Assessment (HIRA) procedures, which are applied to identify work-related hazards and assess risks in both routine and non-routine scenarios.

We offer comprehensive training and refresher courses that not only increase awareness but also prepare our employees to respond effectively to potential hazards. As part of our digital transformation efforts, we have implemented Safety Training Kiosks at all our plants and facilities. These kiosks deliver tailored business unit-specific training to new employees, contractors and visitors. Furthermore, OHS criteria are integrated into procurement and contractual requirements, ensuring our safety culture extends across suppliers and partners in the value chain.

Our systems are also subject to independent external verification of health, safety, and well-being. Specifically, our operations are certified to ISO 45001:2018 and OHSAS 18000 ensuring adherence to global best practices.

Read our Safety and Health Policy here.

3.4.3. Fatalities

Safety is our top priority, and we transparently report workplace fatalities as part of our commitment to zero harm. Over the past 4 financial years, we have reported zero fatalities across our employees and contractors demonstrating our commitment to the highest safety standards.

Fatalities

Fatalities	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Employees	Number	0	0	0	0
Contractors (Contractual employees)	Number	0	0	0	0

This data point is third-party verified.

Refer to our Assurance statement in our Sustainability Report here.

Refer to our Assurance statement certificates in the Annexures of this Factbook.

3.4.4. Lost-Time Injury Frequency Rate (LTIFR) – Employees

We measure LTIFR of our employees to monitor the effectiveness of our safety management systems and drive continuous improvement. Monitoring this metric helps us identify trends, assess risk levels, and implement targeted interventions to reduce workplace incidents. In the past 2 financial years, we have not reported any lost time injury for our employees across our business units.

LTIFR for Employees (Rate)raw material

Particulars	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Employees LTIFR	LTIFR	0.13	0	0	0
Data coverage	Percentage of employees	100%	100%	100%	100%

This data point is third-party verified.

Refer to our Assurance statement in our Sustainability Report here.

Refer to our Assurance statement certificates in the Annexures of this Factbook.

3.4.5. Lost-Time Injury Frequency Rate (LTIFR) – Contractors

LTIFR for contractors is tracked with equal rigor, ensuring that contractors working at our sites operate under the same stringent safety standards as our employees. In the past 4 financial years, we have not reported any lost time injury for our contractors across our business units.

LTIFR for Contractors (Rate)

Particulars	UoM	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Contractors LTIFR (Contractual employees)	LTIFR	0	0	0	0
Data coverage	Percentage of contractors	100%	100%	100%	100%

This data point is third-party verified.

Refer to our Assurance statement in our Sustainability Report here.

Refer to our Assurance statement certificates in the Annexures of this Factbook.

4. Annexures

4.1. Materiality Assessment – Impacts, Risks and Opportunities

Material Topic	Key Impacts / Effects	Key Risks	Key Opportunities	Company Response
Human Capital Development	Workforce capability, operational performance, business continuity	Skill gaps, talent attrition, leadership pipeline constraints	Higher productivity, innovation, employee engagement and retention	Leadership development, capability building, performance management and employee engagement programmes
Innovation Management	Growth, customer retention, long-term competitiveness	Delayed adaptation to customer and market expectations	New products, process improvements, competitive differentiation	Investment in engineering, product development and customer-focused innovation
Climate Action	Operational continuity, costs, long-term resilience	Physical climate impacts, carbon regulations, rising energy costs	Energy efficiency, renewable energy adoption, emissions reduction	Climate risk assessment, emissions management, energy efficiency and decarbonization initiatives
Material & Waste Management	Environmental footprint, operational efficiency, resource availability	Resource inefficiencies, waste-related costs, regulatory compliance risks	Circularity, material efficiency, cost optimization	Waste minimization, recycling, responsible material use and circular economy practices
Community Relations	Reputation, stakeholder relationships, social license to operate	Reduced social acceptance, weaker stakeholder relationships	Community trust, shared value creation, positive social impact	CSR initiatives, volunteering programmes and community engagement
Information Security	Business continuity, customer trust, regulatory compliance	Cybersecurity incidents, data breaches, operational disruption	Improved digital resilience and stakeholder confidence	Information security management systems, cyber awareness and risk monitoring
Product Safety & Quality	Customer relationships, reputation, business growth	Product defects, recalls, customer dissatisfaction	Enhanced customer trust, product performance and competitiveness	Quality management systems, validation processes and continuous improvement initiatives
Employee Health & Safety	Employee welfare, business continuity, compliance performance	Workplace injuries, occupational health risks, operational disruptions	Improved wellbeing, productivity and workforce morale	ISO 45001 systems, risk assessments, training and preventive safety programmes
Water Management	Operational continuity and environmental performance	Water scarcity, supply disruptions, regulatory constraints	Resource efficiency and long-term water resilience	Water conservation, monitoring, recycling and replenishment initiatives
Business Ethics	Reputation, legal compliance, business relationships	Fraud, corruption, misconduct, reputational damage	Stronger organizational culture and stakeholder trust	Tata Code of Conduct, ethics training, whistleblower mechanism and compliance monitoring
Human Rights	Workforce wellbeing, reputation, stakeholder confidence	Labor rights concerns, discrimination, value chain risks	Inclusive workplaces, stronger employee relations, responsible conduct	Human rights due diligence, awareness programmes, grievance mechanisms and supplier engagement
Biodiversity & Ecosystems	Natural resource dependency, ecosystem resilience, stakeholder expectations	Habitat degradation, ecosystem impacts, emerging regulatory expectations	Enhanced environmental stewardship and nature-positive outcomes	Biodiversity risk assessments, management planning and conservation initiatives
Responsible Supply Chain	Operational continuity, compliance, customer expectations	Supplier non-compliance, ESG-related disruptions, supply chain instability	Greater supply chain resilience, transparency and collaboration	Supplier assessments, ESG engagement, audits and responsible sourcing practices
Corporate Governance	Stakeholder confidence, regulatory compliance, business performance	Compliance failures, ineffective oversight, reputational risks	Enhanced stakeholder trust, accountability and long-term resilience	Governance frameworks, Board oversight, risk management and policy-driven decision making

4.2. ISO Certifications

4.2.1. ISO 27001:2022 Certificate

DNV

MANAGEMENT SYSTEM CERTIFICATE

Certificate no.: CIS72940 | Initial certification date: 24 March 2024 | Valid: 24 March 2024 – 23 March 2027

This is to certify that the management system of

Tata AutoComp Systems Limited

TACO House, Damle Path, Off Law College Road, Pune - 411004, Maharashtra, India

and the sites as mentioned in the appendix accompanying this certificate

has been found to conform to the Information Security Management System standard:

ISO/IEC 27001:2022

This certificate is valid for the following scope:

Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023

Place and date:
London, 28 March 2024

For the issuing office:
DNV - Business Assurance
5th Floor, Vivo Building, 30 Stamford Street, London, SE1 9LQ, United Kingdom

UKAS MANAGEMENT SYSTEMS 0013

IAF

Eric Kook
Management Representative

Lack of fulfilment of conditions as set out in the Certification Agreement may render this Certificate invalid.
ACCREDITED UNIT: DNV Business Assurance UK Limited, 5th Floor, Vivo Building, 30 Stamford Street, London, SE1 9LQ, United Kingdom - TEL:+44(0) 203 816 4000.
www.dnv.co.uk

Appendix to Certificate

Tata AutoComp Systems Limited

Locations included in the certification are as follows:

Site Name	Site Address	Site Scope
Tata AutoComp Systems Limited	TACO House, Damle Path, Off Law College Road, Pune - 411004, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Automotive Stampings and Assemblies Limited	SN 108-2/ Village Khoda, Tal Sanand, Near to College of safety and Fire Technology, Dist : - Ahmedabad - 382110, Gujarat, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Automotive Stampings and Assemblies Limited	Gat No.427, Medankarwadi, Chakan, Tal. Khed, Pune - 410501, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Automotive Stampings and Assemblies Limited	Near tata motors prolife gate, khasara no.239, dewa road, dhawa chinhat, Lucknow - 226019, Uttar - Pradesh, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Automotive Stampings and Assemblies Limited	Survey No. 679/2/2, Alandi Road, Kunali, Chakan-Pune - 410501, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Automotive Stampings and Assemblies Limited	Plot No 71,Sector 11, Integrated Ind. Estate, US Nagar - Pantnagar - 263153, Uttrakhand, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Ficosa Automotive Systems Pvt.Ltd.	Plot No:1, 8th Avenue,1st cross Road, Chengalpettu, Chennai - 603004, Tamil Nadu, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Ficosa Automotive Systems Pvt.Ltd.	Plot No 69, Sector 11, TML Vendor Park IIE, Pantnagar, Rudrapur - 263153, Uttarakhand, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023

Site Name	Site Address	Site Scope
Tata Ficosa Automotive Systems Pvt.Ltd.	Plot No E 256 Main Road No 17, Cross Road No 34 Sanand GIDC II, Sanand - 382110, Gujarat, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Ficosa Automotive Systems Pvt.Ltd.	D-236/4, Chakan Industrial Area, Phase II, Village-Varale, Tal- Khed, Pune - 410501, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Autocomp Hendrickson Suspensions Private Limited	Gat No: 431/1 - 432, 433, 434, Medankarwadi, Chakan-Alandi Road, Tal: Khed, Pune - 410501, Maharashtra, India.	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Autocomp GY Batteries Pvt. Ltd	Plot No C-2, MIDC Ranjangaon, Tal - Shirur, Shirur-Pune - 412220, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Autocomp GY Batteries Pvt. Ltd	Office No -205-Office 2Nd Floor, P T Gera Centre, Oppo Axis Bank Dhole Patil Road, Pune - 411001, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
TM Automotive Seating Systems Pvt. Ltd.	Plot no 33/3, D-II Block, MIDC, Chinchwad, Opposite Sbi Bank/Hdfc Office,Nigdi-Bhosari Road, Pune - 411019, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
TM Automotive Seating Systems Pvt. Ltd.	Gat No. 237, 238 and 234 part, Nighoje (Phadkewasti) Near Mercedes Benz Company tal. Khed, Pune - 410501, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
TM Automotive Seating Systems Pvt Ltd	394/4SA, Dhawan, Dewa Road, Chinhat, Lucknow - 226019, Uttar-Pradesh, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
TM Automotive Seating Systems Pvt. Ltd.	Plot No 1C Sector 11, II E Pantnagar, Udhamsingh Nagar, Pantnagar - 263153, Uttarakhand, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023

Site Name	Site Address	Site Scope
TM Automotive Seating Systems Pvt. Ltd.	Plot No.173, Survey no-296,297,303,30 Kiadb Industrial Area, Belur-Dharwad - 580011, Karnataka, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
TM Automotive Seating Systems Pvt. Ltd.	Chota Govindpur, PO & PS- Govindpur, Shes Nagar, Jamshedpur - 831015, Jharkhand, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
TM Automotive Seating Systems Pvt Ltd	Block No. B-100 B, Indospace Industrial Park, Pollivakkam at 104, Pollivakkam, Village Sriperumbudur-Tiruvallur main Road, Tiruvallur, Chennai - 602002, Tamilnadu, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
TM FAINSA Railway Private Limited	Block No. B-100 B, Indospace Industrial Park, Pollivakkam at 104, Pollivakkam, Village Sriperumbudur-Tiruvallur main Road, Tiruvallur, Chennai - 602002, Tamilnadu, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
TMRP AUTO TRIMS Private Limited	Sr no. 237, 238, Khed, Nighoje, Chakan, Pune - 410501, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Autocomp Systems Ltd Technical Centre	Sr. No. # 280, Village Maan Tal : Mulshi Hinjewadi Phase II , Pune - 411057, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Autocomp Gotion Green Energy Solutions Private Limited	Plot No A-78, ESR Industrial Park, Chakan PH-II, MIDC, Village Vasuli, Chakan, Pune - 410501, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Autocomp Gotion Green Energy Solutions Private Limited	Srv 114,115,133, Village Makhiao, Nalsarovar,Taluka Sanand, Ahmedabad - 382110, Gujarat, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Taco Prestolite Electric Private Limited	F-1 Block, Plot No A-79, Horizon Industrial Parks, Chakan Industrial Area, Phase II, Sawardari Village, Tal Khed, Pune - 410501, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023

Certificate no.: C672940
Place and date: London, 28 March 2024

Site Name	Site Address	Site Scope
Tata Autocomp Systems Ltd – Composites Division	Plot No. D-236 MIDC Chakan Phase II, Village: Varale, Tal: Khed, Pune - 410501, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Autocomp Systems Ltd – Composites Division	Plot No-5532, Bay 9&10 Outer Complex TATA Motors Ltd, TELCO, Jamshedpur - 831004, Jharkhand, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Autocomp Systems Ltd – Composites Division	Plot – 66 Sector-11, IIE Sidcul Industrial Area, Rudrapur, Pantnagar, Udham Singh Nagar - 263153, Uttarakhand, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Autocomp Systems Ltd – Composites Division	Plot No. 4B, Industrial Growth Center, Sector -5, MPAKVN, Industrial Area, Pithampur-5, Pithampur - 454774, Madhya-Pradesh, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Autocomp Systems Limited - Interiors And Plastics Division	Survey No 235 & 245,Village Hinjawadi,Tal. Mulshi,Pune-411057, Pune - 411057, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Autocomp Systems Limited - Interiors And Plastics Division	C/o -Eastern Coatings & Services Pvt Ltd., Plot No - A 11,12,13 And 16, Phase VI, Adityapur Industrial Area., PO - Gamharia, Gamharia - 832108, Jharkhand, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Autocomp Systems Limited - Interiors And Plastics Division	Plot 30P, Village-Khoda, Nr. Fire Technology College, Sanand Viramgam Highway, Taluka - Sanand, District – Ahmedabad - 382170, Gujarat, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Autocomp Systems Limited - Interiors And Plastics Division	Khasra No.239 SIT AT Deva Road, Chinhat, Lucknow - 226019, Uttar Pradesh, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Autocomp Systems Limited - Interiors And Plastics Division	Plot no. 12/Part 221/1, Block - D1, OPP. Bird Vally Garden, Telco Road, MIDC, Chinchwad, Pimpri-Chinchwad - 411019, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023

Lack of fulfilment of conditions as set out in the Certification Agreement may render this Certificate invalid.
ACCREDITED UNIT: DNV Business Assurance UK Limited, 5th Floor, Vivo Building, 30 Stamford Street, London, SE1 9LQ, United Kingdom - TEL:+44(0) 203 816 4000.
www.dnv.co.uk

Certificate no.: C672940
Place and date: London, 28 March 2024

Site Name	Site Address	Site Scope
Tata Autocomp Systems Limited - Interiors And Plastics Division	Plot No 5532, Bay 9&10, Outer Complex, Inside Tata Motors Ltd. Telco, Jamshedpur - 831004, Jharkhand, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata AutoComp Systems Limited - Interiors and Plastic Division	Plot No 31 D-II Block MIDC Chinchwad, Pune - 411019, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Autocomp Systems Limited - Interiors And Plastics Division	Plot No D-236, Village- Varale, Chakan Industrial Area Phase 3, Tal- Khed, Dist Pune - 412105, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Autocomp Systems Limited - Interiors And Plastics Division	Gate No.: 1464, Near Jabil Company,At Post: Ranjangaon, Tal: Shirur, Dist. Pune, Ranjangaon - 412220, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Autocomp Systems Limited - Interiors And Plastics Division	TML Vendor Park PLOT NO A-2, Survey No.1, Village Sanand, North Kotpura, PO Vinoch Nagar, Ahmedabad - 382170, Gujarat, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Autocomp Systems Limited - Interiors And Plastics Division	Plot No. 28-A,Bidadi Industrial Area,Ramnagar District, Bangalore - 562109, Karnataka, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Toyo Radiator Ltd.	Srv. No. 235/245, Village Hinjawadi, Taluka Mulshi, Pune, Mulshi - 411057, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Toyo Radiator Ltd.	Plot No. D 236 /7, MIDC Chakan Industrial Area Phase- II, Village Varale, Taluka: Khed, Dist Pune - 410501, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Toyo Radiator Ltd.	Khasra No. 1027, Goyala, Near Samarpan Hospitalchinchut Deva Road, Lucknow - 226029, Uttar Pradesh, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023

Lack of fulfilment of conditions as set out in the Certification Agreement may render this Certificate invalid.
ACCREDITED UNIT: DNV Business Assurance UK Limited, 5th Floor, Vivo Building, 30 Stamford Street, London, SE1 9LQ, United Kingdom - TEL:+44(0) 203 816 4000.
www.dnv.co.uk

Certificate no.: C672940
Place and date: London, 28 March 2024

Site Name	Site Address	Site Scope
Tata Toyo Radiator Ltd.	Sri City 755, Badam Road, Chengambakam, Satyavedu Mandal, Chittor District - 517588, Andhra Pradesh, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Toyo Radiator Ltd.	S.No. 193/1/2, Pc No. 02, Village Sonway, Tehsil Mhow,Next To Toll Plaza, Indore-Pithampur Bypass, Dist. Indore, Indore - 453332, Madhya Pradesh, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Toyo Radiator Ltd.	Plot No.5532, Bay 9 & 10, Outer Complex, Tata Motors Ltd, Jamshedpur - 831004, Jharkhand, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Toyo Radiator Ltd.	Plot No.B12,Sy No.17,Sidco Industrial Estate, Hosur - 635126, Tamilnadu, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Toyo Radiator Ltd.	Survey No.1, Tata Motors Vendor Park, North Kotpura, Ahmedabad Viramgam Highway, Sanand - 382170, Gujrat, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Toyo Radiator Ltd.	Plot No-30, Sector – 11, Integrated Ind Estate, Rudrapur, Dist- Udham Singh Nagar, Pantnagar - 263153, Uttrakhand, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata Toyo Radiator Ltd.	Plot No. T-90 MIDC, Bhosari Pune, Pune - 411026, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
TACO Air International Thermal Systems Private Limited	Gat No.255, Chikhali Moshi Road, Borhadewadi Moshi, Tal: Khed, Pune, Pune - 412105, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
TACO Air International Thermal Systems Pvt Ltd	Plot No. T-90 Block, Bhosari MIDC, Pune - 411026, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023

Lack of fulfilment of conditions as set out in the Certification Agreement may render this Certificate invalid.
ACCREDITED UNIT: DNV Business Assurance UK Limited, 5th Floor, Vivo Building, 30 Stamford Street, London, SE1 9LQ, United Kingdom - TEL:+44(0) 203 816 4000.
www.dnv.co.uk

Certificate no.: C672940
Place and date: London, 28 March 2024

Site Name	Site Address	Site Scope
Tata Autocomp Katcon Exhaust Systems Pvt Ltd	Survey No.: 236/237, Village: Hinjawadi, Taluka Mulshi, Pune - 411057, Maharastra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata AutoComp Systems Ltd - Supply Chain Solutions	TACO House, V G Damle Path, Off Law College Road, Erandawane, Pune - 411004, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Taco Punch Powertrain Pvt. Ltd.	Horizon Industrial Park F–Bldg off MIDC, Phase 2 Main Road, MIDC Chakan, Tal-Khed Pune - 410501, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
TACO EV Component Solutions Pvt Ltd - Busbar Business	Horizon Industrial Park, Plot No. A-79, Phase 2, MIDC Chakan Industrial Area, Phase II, Pune - 410501, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
TACO EV Component Solutions Pvt Ltd - Charger Business	Plot No D-236/3, Chakan Industrial area, MIDC - Phase-2, Chakan, Pune - 410501, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
TACO EV Component Solutions Pvt Ltd - Electronics Business	Plot No D-236/3, Chakan Industrial area, MIDC - Phase-2, Chakan, Pune - 410501, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
TACO EV Component Solutions Pvt Ltd - Motor Business	Horizon Industrial Park, Plot No. A-79, Phase 2, MIDC Chakan Industrial Area, Phase II, Pune - 410501, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023
Tata AutoComp Systems Ltd - Independent After Market	Survey no 280, Village Maan, Hinjewadi Phase 2, Pune - 411057, Maharashtra, India	Information security management system applicable to IT Operations comprising of IT Infrastructure, application management, and providing IT Security services to the Business Users as per the Statement of Applicability version 01 dated 25 Oct 2023

Lack of fulfilment of conditions as set out in the Certification Agreement may render this Certificate invalid.
ACCREDITED UNIT: DNV Business Assurance UK Limited, 5th Floor, Vivo Building, 30 Stamford Street, London, SE1 9LQ, United Kingdom - TEL:+44(0) 203 816 4000.
www.dnv.co.uk

4.2.2. Composites Division (CD)



TATA AUTOCOMP SYSTEMS LIMITED
COMPOSITES DIVISION

TATA AUTOCOMP SYSTEMS LIMITED
Composites Division

HEAD OFFICE: D-236, MIDC, CHAKAN PHASE-2, NEAR CORNING COMPANY, A/P-VARALE, TAL- KHED, PUNE – 410 501, MAHARASHTRA, INDIA.

This is a multi-site certificate, additional site(s) are listed on the next page(s)

Bureau Veritas Certification Holding SAS – UK Branch certifies that the Management System of the above Organisation has been audited and found to be in accordance with the requirements of the Management System Standards detailed below.

Standards

ISO 14001:2015 & ISO 45001:2018

Scope of certification

MANUFACTURE OF COMPOSITES MATERIAL, COMPOSITES PRODUCTS, FRAME WELDING AND ASSEMBLIES FOR AUTOMOTIVE AND INDUSTRIAL APPLICATIONS. MANUFACTURE OF PAINTED COMPOSITES PRODUCTS AND ASSEMBLIES, MANUFACTURE OF MOULDED AND PAINTED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR, EXTERIOR APPLICATIONS.

Original cycle start date for ISO 14001: **30 June 2014**
Original cycle start date for ISO 45001: **20 August 2020**
Recertification cycle start date: **30 March 2024**
Subject to the continued satisfactory operation of the Organisation's Management System, this certificate is valid until: **03 April 2027**
Certificate No. **IND.24.2613/IM/U** Version: **1** Issue date: **30 March 2024**

For certificate authenticity, click here

ISO 14001	IN049.001
ISO 45001	IN049.001

Signed on behalf of BVCH SAS UK Branch
Jagdheesh N. MANIAN
Director – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

UKAS 0008

Certification body address: 5th Floor, 66 Prescot Street, London, E1 8HG, United Kingdom

Local office: Bureau Veritas (India) Private Limited (Certification Business), 72 Business Park, Marol Industrial Area, MIDC Cross Road "C", Andheri (East), Mumbai – 400 093, India.

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organization.
To check this certificate validity please call + 91 22 6274 2000.

Pg 1 of 2



TATA AUTOCOMP SYSTEMS LIMITED
COMPOSITES DIVISION

Standards

ISO 14001:2015 & ISO 45001:2018

SITE	ADDRESS	SCOPE
HO - CHAKAN	PLOT NO D-236, MIDC, CHAKAN PHASE-2, VILLAGE - VARALE, TAL- KHED, DIST. PUNE – 410501, MAHARASHTRA, INDIA.	MANUFACTURE OF COMPOSITES MATERIAL & COMPOSITES PRODUCTS AND ASSEMBLIES FOR AUTOMOTIVE AND INDUSTRIAL APPLICATIONS
SITE 1 - PANTNAGAR	PLOT NO-86, SECTOR-11, RE SIDCUL, PANTNAGAR US NAGAR – 263 153, UTTARAKHAND, INDIA.	MANUFACTURE OF PAINTED COMPOSITES PRODUCTS AND ASSEMBLIES, MANUFACTURE OF MOULDED AND PAINTED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR, EXTERIOR APPLICATIONS
SITE 2 - JAMSHEDPUR	PLOT NO.5532, BAY 9 & 10, OUTER COMPLEX, INSIDE TATA MOTORS LTD, JAMSHEDPUR – 831 004, JHARKHAND, INDIA.	1) MANUFACTURE OF PAINTED COMPOSITES PRODUCTS AND ASSEMBLIES FOR AUTOMOTIVE APPLICATIONS 2) MANUFACTURE OF MOULDED AND PAINTED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR, 2) EXTERIOR APPLICATIONS
SITE 3 - PITHAMPUR	PLOT-4B, INDUSTRIAL GROWTH CENTRE, SECTOR-5, MPAKVN, PITHAMPUR, DIST. DHAR – 454 775, MADHYA PRADESH, INDIA.	MANUFACTURE OF COMPOSITES PRODUCTS FOR AUTOMOTIVE APPLICATIONS

Certificate No. **IND.21.1921/IM/U** Version: **1** Revision date: **03 April 2021**

Signed on behalf of BVCH SAS – UK Branch
Jagdheesh N. MANIAN
Head – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

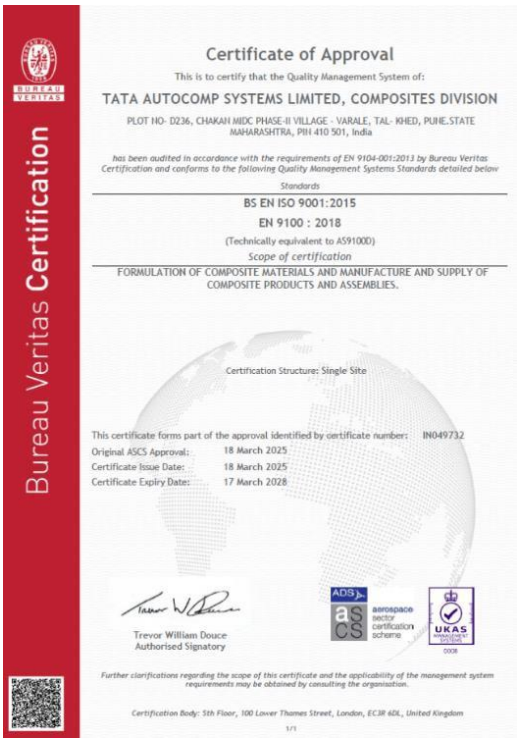
UKAS 0008

Certification body address: 5th Floor, 66 Prescot Street, London, E1 8HG, United Kingdom.

Local office: Bureau Veritas (India) Private Limited (Certification Business), 72 Business Park, Marol Industrial Area, MIDC Cross Road "C", Andheri (East), Mumbai – 400 093, India.

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organization.
To check this certificate validity please call +91 22 6274 2000.

Pg 2 of 2



Certificate of Approval

This is to certify that the Quality Management System of:

TATA AUTOCOMP SYSTEMS LIMITED, COMPOSITES DIVISION

PLOT NO- D236, CHAKAN MIDC PHASE-II VILLAGE - VARALE, TAL- KHED, PUNE.STATE MAHARASHTRA, PIH 410 501, India

has been audited in accordance with the requirements of EN 9104-001:2013 by Bureau Veritas Certification and conforms to the following Quality Management Systems Standards detailed below

Standards

BS EN ISO 9001:2015

EN 9100 : 2018

(Technically equivalent to AS9100D)

Scope of certification

FORMULATION OF COMPOSITE MATERIALS AND MANUFACTURE AND SUPPLY OF COMPOSITE PRODUCTS AND ASSEMBLIES.

Certification Structure: Single Site

This certificate forms part of the approval identified by certificate number: IN049732

Original ASCS Approval: 18 March 2025
Certificate Issue Date: 18 March 2025
Certificate Expiry Date: 17 March 2028

Trevor William Douce
Authorised Signatory

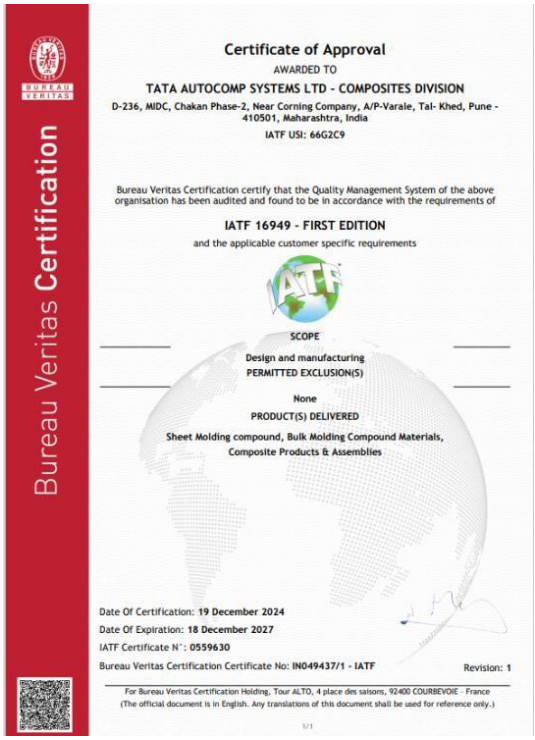
ADS aerospace sector certification scheme

UKAS 0008

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.

Certification Body: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom

1/1



Certificate of Approval

AWARDED TO

TATA AUTOCOMP SYSTEMS LTD - COMPOSITES DIVISION

D-236, MIDC, Chakan Phase-2, Near Corning Company, A/P-Varale, Tal- Khed, Pune - 410501, Maharashtra, India

IATF USI: 66G2C9

Bureau Veritas Certification certify that the Quality Management System of the above organisation has been audited and found to be in accordance with the requirements of

IATF 16949 - FIRST EDITION

and the applicable customer specific requirements

SCOPE

Design and manufacturing

PERMITTED EXCLUSION(S)

None

PRODUCT(S) DELIVERED

Sheet Molding compound, Bulk Molding Compound Materials, Composite Products & Assemblies

Date Of Certification: **19 December 2024**
Date Of Expiration: **18 December 2027**
IATF Certificate N°: **0559630**
Bureau Veritas Certification Certificate No: **IN049437/1 - IATF** Revision: **1**

For Bureau Veritas Certification Holding, Tour ALTO, 4 place des saisons, 92400 COURBEVOIE - France
(The official document is in English. Any translations of this document shall be used for reference only.)

1/1

4.2.3. Interiors and Plastics Division (IPD)



Bureau Veritas Certification

TATA AUTOCOMP SYSTEMS LTD.
Interiors and Plastics Division

HEAD OFFICE: SURVEY NO 235 & 245, VILLAGE- HINJEWADI, TAL-MULSHI, PUNE – 411 057, MAHARASHTRA, INDIA.

This is a multi-site certificate, additional site(s) are listed on the next page(s)

Bureau Veritas Certification Holding SAS – UK Branch certifies that the Management System of the above Organisation has been audited and found to be in accordance with the requirements of the Management System Standards detailed below.

Standards

ISO 14001:2015 & ISO 45001:2018

Scope of certification

MANUFACTURE & DISPACH OF MOULDED & PAINTED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR, EXTERIOR APPLICATION IN AUTOMOTIVE INDUSTRY.

Original cycle start date for ISO 14001: **22 March 2014**
Original cycle start date for ISO 45001: **12 March 2020**
Recertification cycle start date: **09 March 2026**
Subject to the continued satisfactory operation of the Organisation's Management System, this certificate is valid until: **11 March 2029**
Certificate No. **IND.26.15639/IM/U** Version: **1** Issue date: **09 March 2026**

Signed on behalf of BVCH SAS UK Branch
Dr. JN MANIAN
Director – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

For certificate authenticity, click here https://certcheck.ukas.com/

ISO 14001	IN054076
ISO 45001	IN054077

UKAS MANAGEMENT SYSTEMS 0008

Certification body address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom.

Local office: 72 Business Park, Marol Industrial Area, MIDC Cross Road "C", Andheri (East), Mumbai – 400 093, India.

Pg 1 of 2

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.
To check this certificate validity please call + 91 22 6274 2000.



Bureau Veritas Certification

TATA AUTOCOMP SYSTEMS LTD.
Interiors and Plastics Division

Standard

ISO 14001:2015 & ISO 45001:2018

Scope of certification

SITE	ADDRESS	SCOPE
HEAD OFFICE	SURVEY NO 235 & 245, VILLAGE- HINJEWADI, TAL-MULSHI, PUNE 411 057, MAHARASHTRA, INDIA.	MANUFACTURE & DISPACH OF MOULDED & PAINTED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR, EXTERIOR APPLICATION IN AUTOMOTIVE INDUSTRIES.
SITE 1	PLOT NO 28A, BIDADI INDUSTRIAL AREA, RAMANAGARA TALUKA & DIST. BANGALORE 562 109, INDIA.	MANUFACTURE & DISPACH OF MOULDED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR, EXTERIOR APPLICATION IN AUTOMOTIVE INDUSTRIES.
SITE 2	PLOT NO A-2, SURVEY NO. 1, TML VENDER PARK, VILLAGE NORTH KOTPURA, TALUKA SANAND, PO. VIROCH NAGAR, AHMEDABAD 382 170, GUJRAT, INDIA	MANUFACTURE & DISPACH OF MOULDED & PAINTED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR, EXTERIOR APPLICATION IN AUTOMOTIVE INDUSTRIES.
SITE 3	PLOT NO. 31 / D-2 BLOCK, MIDC CHINCHWAD, PUNE 411 019, MAHARASHTRA, INDIA.	MANUFACTURE & DISPACH OF MOULDED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR, EXTERIOR APPLICATION IN AUTOMOTIVE INDUSTRIES.
SITE 4	GATNO-1464, RANJANGAON MIDC, NEAR JABIL COMPANY, PUNE 422 209, MAHARASHTRA, INDIA.	ASSEMBLY & DISPACH OF PLASTIC COMPONENTS FOR AUTOMOBILE INDUSTRIES.
SITE 5	PLOT NO: D236, CHAKAN INDUSTRIAL AREA, VIRALE, CHAKAN, PUNE 410 501, MAHARASHTRA, INDIA.	MANUFACTURE & DISPACH OF MOULDED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR, EXTERIOR APPLICATION IN AUTOMOTIVE INDUSTRIES.

Certificate No. **IND.26.15639/IM/U** Version: **1** Issue date: **09 March 2026**

Signed on behalf of BVCH SAS UK Branch
Dr. JN MANIAN
Director – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

For certificate authenticity, click here https://certcheck.ukas.com/

ISO 14001	IN054076
ISO 45001	IN054077

UKAS MANAGEMENT SYSTEMS 0008

Certification body address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom.

Local office: 72 Business Park, Marol Industrial Area, MIDC Cross Road "C", Andheri (East), Mumbai – 400 093, India.

Pg 2 of 2

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.
To check this certificate validity please call + 91 22 6274 2000.



Bureau Veritas Certification

Certificate of Approval

AWARDED TO

TATA AUTOCOMP SYSTEMS LIMITED - INTERIORS AND PLASTICS DIVISION

PLOT NO. 28A, BIDADI INDUSTRIAL AREA, RAMANAGARA - 562 109, KARNATAKA, India

IATF USI: PMK52T

Bureau Veritas Certification certify that the Quality Management System of the above organisation has been audited and found to be in accordance with the requirements of

IATF 16949 - FIRST EDITION

and the applicable customer specific requirements

SCOPE

Design and manufacturing

PERMITTED EXCLUSION(S)

None

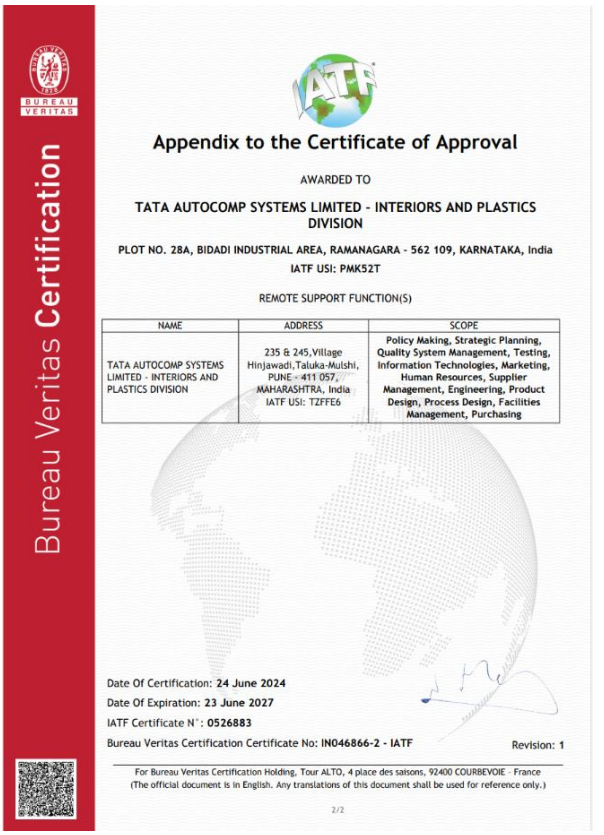
PRODUCT(S) DELIVERED

MOULDED PLASTIC COMPONENTS AND ASSEMBLIES FOR INTERIOR AND EXTERIOR APPLICATION.

Date Of Certification: **24 June 2024**
Date Of Expiration: **23 June 2027**
IATF Certificate N°: **0526883**
Bureau Veritas Certification Certificate No: **IN046866-2 - IATF** Revision: **1**

For Bureau Veritas Certification Holding, Tour ALTO, 4 place des saisons, 92400 COURBEVOIE - France
(The official document is in English. Any translations of this document shall be used for reference only.)

1/2



Bureau Veritas Certification

Appendix to the Certificate of Approval

AWARDED TO

TATA AUTOCOMP SYSTEMS LIMITED - INTERIORS AND PLASTICS DIVISION

PLOT NO. 28A, BIDADI INDUSTRIAL AREA, RAMANAGARA - 562 109, KARNATAKA, India

IATF USI: PMK52T

REMOTE SUPPORT FUNCTION(S)

NAME	ADDRESS	SCOPE
TATA AUTOCOMP SYSTEMS LIMITED - INTERIORS AND PLASTICS DIVISION	235 & 245,Village Hinjawadi,Taluka-Mulshi, PUNE – 411 057, MAHARASHTRA, India IATF USI: TZFFE6	**Policy Making, Strategic Planning, Quality System Management, Testing, Information Technologies, Marketing, Human Resources, Supplier Management, Engineering, Product Design, Process Design, Facilities Management, Purchasing**

Date Of Certification: **24 June 2024**
Date Of Expiration: **23 June 2027**
IATF Certificate N°: **0526883**
Bureau Veritas Certification Certificate No: **IN046866-2 - IATF** Revision: **1**

For Bureau Veritas Certification Holding, Tour ALTO, 4 place des saisons, 92400 COURBEVOIE - France
(The official document is in English. Any translations of this document shall be used for reference only.)

2/2



Bureau Veritas Certification

Certificate of Approval

AWARDED TO

Tata Autocomp Systems Ltd.-Interiors & Plastics Division

PLOT NO.D236, CHAKAN INDUSTRIAL AREA, VARALE, TAL KHED, PUNE - 410501, Maharashtra, India

IATF USI: CF49EC

Bureau Veritas Certification certify that the Quality Management System of the above organisation has been audited and found to be in accordance with the requirements of

IATF 16949 - FIRST EDITION

and the applicable customer specific requirements

SCOPE

Manufacturing

PERMITTED EXCLUSION(S)

8.3 - Design and development of products and services

PRODUCT(S) DELIVERED

MOLDED PARTS & ASSEMBLIES FOR INTERIOR & EXTERIOR APPLICATIONS

Date Of Certification: **14 January 2025**

Date Of Expiration: **13 January 2028**

IATF Certificate N°: **0562265**

Bureau Veritas Certification Certificate No: **IN046866-5 - IATF** Revision: **1**

For Bureau Veritas Certification Holding, Tour ALTO, 4 place des saisons, 92400 COURBEVOIE - France
(The official document is in English. Any translations of this document shall be used for reference only.)

1/2



Bureau Veritas Certification

Appendix to the Certificate of Approval

AWARDED TO

Tata Autocomp Systems Ltd.-Interiors & Plastics Division

PLOT NO.D236, CHAKAN INDUSTRIAL AREA, VARALE, TAL KHED, PUNE - 410501, Maharashtra, India

IATF USI: CF49EC

REMOTE SUPPORT FUNCTION(S)

NAME	ADDRESS	SCOPE
TATA AUTOCOMP SYSTEMS LTD. INTERIORS & PLASTICS DIVISION	Survey No. 235 & 245, Village Hinjawadi, Taluka Mulshi, PUNE - 411057, Maharashtra, India IATF USI: TZFFE6	Process Design, Information Technologies, Marketing, Policy Making, Strategic Planning, Production Equipment Development, Facilities Management, Supplier Management, Testing, Quality System Management, Human Resources, Engineering, Purchasing

Date Of Certification: **14 January 2025**

Date Of Expiration: **13 January 2028**

IATF Certificate N°: **0562265**

Bureau Veritas Certification Certificate No: **IN046866-5 - IATF** Revision: **1**

For Bureau Veritas Certification Holding, Tour ALTO, 4 place des saisons, 92400 COURBEVOIE - France
(The official document is in English. Any translations of this document shall be used for reference only.)

2/2



Bureau Veritas Certification

Certificate of Approval

AWARDED TO

TATA AUTOCOMP SYSTEMS LIMITED - INTERIORS AND PLASTICS DIVISION

Plot No 31, D II Block, M.I.D.C, Chinchwad, Pune, Maharashtra - 411019, India

IATF USI: PR5RGZ

Bureau Veritas Certification certify that the Quality Management System of the above organisation has been audited and found to be in accordance with the requirements of

IATF 16949 - FIRST EDITION

and the applicable customer specific requirements

SCOPE

Manufacturing

DESIGN OUTSOURCED

NA

PERMITTED EXCLUSION(S)

8.3 - Design and development of products and services

PRODUCT(S) DELIVERED

Moulded Plastic Components and Assemblies for Interior and Exterior Applications

Date Of Certification: **01 June 2024**

Date Of Expiration: **31 May 2027**

IATF Certificate N°: **0520902**

Bureau Veritas Certification Certificate No: **IN046866-3 - IATF** Revision: **3**

For Bureau Veritas Certification Holding, Tour ALTO, 4 place des saisons, 92400 COURBEVOIE - France
(The official document is in English. Any translations of this document shall be used for reference only.)

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Bureau Veritas Certification

Appendix to the Certificate of Approval

AWARDED TO

TATA AUTOCOMP SYSTEMS LIMITED - INTERIORS AND PLASTICS DIVISION

Plot No 31, D II Block, M.I.D.C, Chinchwad, Pune, Maharashtra - 411019, India

IATF USI: PR5RGZ

Remote Support location(S)

NAME	ADDRESS	SUPPORT FUNCTIONS
TATA AUTOCOMP SYSTEMS LIMITED - INTERIORS AND PLASTICS DIVISION	Survey No. 235 & 245,Village Hinjawadi,Taluka-Mulshi, Pune, Maharashtra - 411057, India IATF USI: TZFFE6	Engineering, Facilities Management, Human Resources, Internal Audit Management, Marketing, Policy Making, Production Equipment Development, Purchasing, Quality System Management, Strategic Planning, Supplier Management, Testing, Information Technology

Date Of Certification: **01 June 2024**

Date Of Expiration: **31 May 2027**

IATF Certificate N°: **0520902**

Bureau Veritas Certification Certificate No: **IN046866-3 - IATF** Revision: **3**

For Bureau Veritas Certification Holding, Tour ALTO, 4 place des saisons, 92400 COURBEVOIE - France
(The official document is in English. Any translations of this document shall be used for reference only.)

2/2



Bureau Veritas Certification

Certificate of Approval

AWARDED TO

TATA AUTOCOMP SYSTEMS LIMITED-INTERIORS AND PLASTICS DIVISION

Survey No.235 & 245, Village Hinjawadi, Taluka-Mulshi, Pune - 411057, Maharashtra, India

IATF USI: TZFFE6

Extended Manufacturing site(s): Page 2 to 2

Bureau Veritas Certification certify that the Quality Management System of the above organisation has been audited and found to be in accordance with the requirements of

IATF 16949 - FIRST EDITION

and the applicable customer specific requirements

SCOPE

Design and manufacturing

DESIGN OUTSOURCED

NA

PERMITTED EXCLUSION(S)

None

PRODUCT(S) DELIVERED

Moulded and Painted Plastic Components and assemblies for interior and exterior applications.

Date Of Certification: **06 May 2024**

Date Of Expiration: **05 May 2027**

IATF Certificate N°: **0515209**

Bureau Veritas Certification Certificate No: **IN046866-1 - IATF** Revision: **3**

For Bureau Veritas Certification Holding, Tour ALTO, 4 place des saisons, 92400 COURBEVOIE - France
(The official document is in English. Any translations of this document shall be used for reference only.)

1/2



Bureau Veritas Certification

Appendix to the Certificate of Approval

AWARDED TO

TATA AUTOCOMP SYSTEMS LIMITED-INTERIORS AND PLASTICS DIVISION

Survey No.235 & 245, Village Hinjawadi, Taluka-Mulshi, Pune - 411057, Maharashtra, INDIA

IATF USI: TZFFE6

EXTENDED MANUFACTURING SITE(S)

NAME	ADDRESS
TATA AUTOCOMP SYSTEMS LTD.INTERIORS & PLASTICS DIVISION	Plot No.12/Part-21/1, Block-D1, Opp. Bird Valley Garden, Telco Road, MIDC, Chinchwad, Pune - 411019, Maharashtra, India IATF USI: TE354T

Date Of Certification: **06 May 2024**

Date Of Expiration: **05 May 2027**

IATF Certificate N°: **0515209**

Bureau Veritas Certification Certificate No: **IN046866-1 - IATF** Revision: **3**

For Bureau Veritas Certification Holding, Tour ALTO, 4 place des saisons, 92400 COURBEVOIE - France
(The official document is in English. Any translations of this document shall be used for reference only.)

2/2



Bureau Veritas Certification

Certificate of Approval

AWARDED TO

TATA AUTOCOMP SYSTEMS LIMITED-INTERIORS AND PLASTICS DIVISION

Survey No.235 & 245, Village Hinjawadi, Taluka-Mulshi, Pune - 411057, Maharashtra, India

IATF USI: TZFFE6

Extended Manufacturing site(s): Page 2 to 2

Bureau Veritas Certification certify that the Quality Management System of the above organisation has been audited and found to be in accordance with the requirements of

IATF 16949 - FIRST EDITION

and the applicable customer specific requirements

SCOPE

Design and manufacturing

DESIGN OUTSOURCED

NA

PERMITTED EXCLUSION(S)

None

PRODUCT(S) DELIVERED

Moulded and Painted Plastic Components and assemblies for interior and exterior applications.

Date Of Certification: **06 May 2024**

Date Of Expiration: **05 May 2027**

IATF Certificate N°: **0515209**

Bureau Veritas Certification Certificate No: **IN046866-1 - IATF** Revision: **3**

For Bureau Veritas Certification Holding, Tour ALTO, 4 place des saisons, 92400 COURBEVOIE - France
(The official document is in English. Any translations of this document shall be used for reference only.)

1/2



Bureau Veritas Certification

Appendix to the Certificate of Approval

AWARDED TO

TATA AUTOCOMP SYSTEMS LIMITED-INTERIORS AND PLASTICS DIVISION

Survey No.235 & 245, Village Hinjawadi, Taluka-Mulshi, Pune - 411057, Maharashtra, INDIA

IATF USI: TZFFE6

EXTENDED MANUFACTURING SITE(S)

NAME	ADDRESS
TATA AUTOCOMP SYSTEMS LTD.INTERIORS & PLASTICS DIVISION	Plot No.12/Part-21/1, Block-D1, Opp. Bird Valley Garden, Telco Road, MIDC, Chinchwad, Pune - 411019, Maharashtra, India IATF USI: TE354T

Date Of Certification: **06 May 2024**

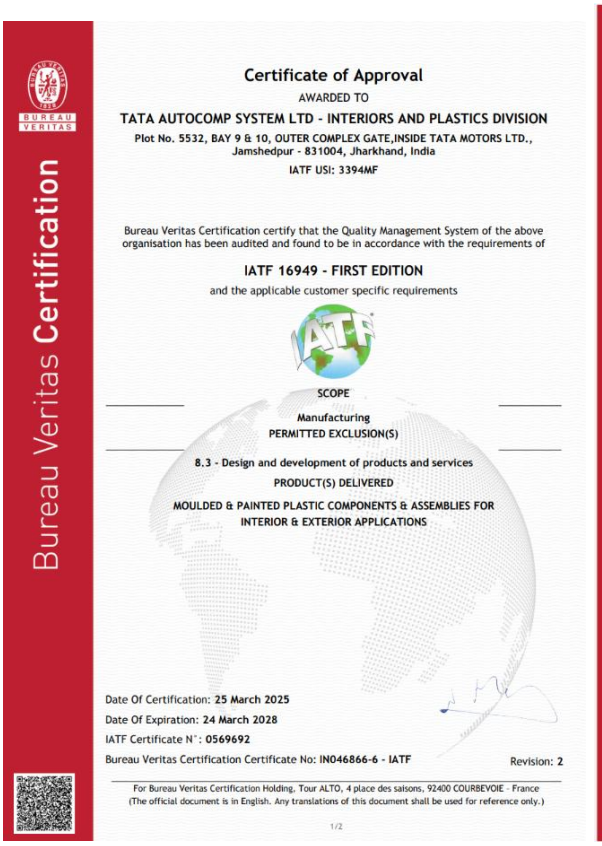
Date Of Expiration: **05 May 2027**

IATF Certificate N°: **0515209**

Bureau Veritas Certification Certificate No: **IN046866-1 - IATF** Revision: **3**

For Bureau Veritas Certification Holding, Tour ALTO, 4 place des saisons, 92400 COURBEVOIE - France
(The official document is in English. Any translations of this document shall be used for reference only.)

2/2



Bureau Veritas Certification

Certificate of Approval

AWARDED TO

TATA AUTOCOMP SYSTEM LTD - INTERIORS AND PLASTICS DIVISION

Plot No. 5532, BAY 9 & 10, OUTER COMPLEX GATE,INSIDE TATA MOTORS LTD., Jamshedpur - 831004, Jharkhand, India

IATF USI: 3394MF

Bureau Veritas Certification certify that the Quality Management System of the above organisation has been audited and found to be in accordance with the requirements of

IATF 16949 - FIRST EDITION

and the applicable customer specific requirements

SCOPE

Manufacturing

PERMITTED EXCLUSION(S)

8.3 - Design and development of products and services

PRODUCT(S) DELIVERED

MOULDED & PAINTED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR & EXTERIOR APPLICATIONS

Date Of Certification: **25 March 2025**

Date Of Expiration: **24 March 2028**

IATF Certificate N°: **0569692**

Bureau Veritas Certification Certificate No: **IN046866-6 - IATF**

Revision: **2**

For Bureau Veritas Certification Holding, Tour ALTO, 4 place des saisons, 92400 COURBEVOIE - France
(The official document is in English. Any translations of this document shall be used for reference only.)



Bureau Veritas Certification

Appendix to the Certificate of Approval

AWARDED TO

TATA AUTOCOMP SYSTEM LTD - INTERIORS AND PLASTICS DIVISION

Plot No. 5532, BAY 9 & 10, OUTER COMPLEX GATE,INSIDE TATA MOTORS LTD., Jamshedpur - 831004, Jharkhand, India

IATF USI: 3394MF

REMOTE SUPPORT FUNCTION(S)

NAME	ADDRESS	SCOPE
TATA AUTOCOMP SYSTEMS LIMITED-INTERIORS AND PLASTICS DIVISION	Survey No. 235 & 245, Village Hinjawadi, Taluka-Mulshi, Pune - 411057, Maharashtra, India IATF USI: TZFFE6	**Policy Making, Strategic Planning, Purchasing, Human Resources, Information Technologies, Contract Review, Engineering, Quality System Management, Process Design, Marketing, Testing**

Date Of Certification: **25 March 2025**

Date Of Expiration: **24 March 2028**

IATF Certificate N°: **0569692**

Bureau Veritas Certification Certificate No: **IN046866-6 - IATF**

Revision: **2**

For Bureau Veritas Certification Holding, Tour ALTO, 4 place des saisons, 92400 COURBEVOIE - France
(The official document is in English. Any translations of this document shall be used for reference only.)



Bureau Veritas Certification

Certificate of Approval

AWARDED TO

TATA AUTOCOMP SYSTEMS LIMITED-INTERIORS AND PLASTICS DIVISION

GAT NO.1464, NEAR JABIL COMPANY, A/P.RANJANGAON GANPATI, TALUKA-SHIRUR, PUNE - 412209, India

IATF USI: LZFHCZ

Bureau Veritas Certification certify that the Quality Management System of the above organisation has been audited and found to be in accordance with the requirements of

IATF 16949 - FIRST EDITION

and the applicable customer specific requirements

SCOPE

Manufacturing

DESIGN OUTSOURCED

NA

PERMITTED EXCLUSION(S)

8.3 - Design and development of products and services

PRODUCT(S) DELIVERED

Assembly of Molded & painted plastic components for Interior and Exterior Application

Date Of Certification: **16 July 2025**

Date Of Expiration: **15 July 2028**

IATF Certificate N°: **0578034**

Bureau Veritas Certification Certificate No: **IN046866-7 - IATF**

Revision: **1**

For Bureau Veritas Certification Holding, Tour ALTO, 4 place des saisons, 92400 COURBEVOIE - France
(The official document is in English. Any translations of this document shall be used for reference only.)



Bureau Veritas Certification

Appendix to the Certificate of Approval

AWARDED TO

TATA AUTOCOMP SYSTEMS LIMITED-INTERIORS AND PLASTICS DIVISION

GAT NO.1464, NEAR JABIL COMPANY, A/P.RANJANGAON GANPATI, TALUKA-SHIRUR, PUNE - 412209, India

IATF USI: LZFHCZ

REMOTE SUPPORT LOCATIONS(S)

NAME	ADDRESS	SUPPORT FUNCTIONS
TATA AUTOCOMP SYSTEMS LIMITED-INTERIORS AND PLASTICS DIVISION	Survey No. 235 & 245, Village Hinjawadi, Taluka-Mulshi, Pune - 411057, Maharashtra, India IATF USI: TZFFE6	**Engineering, Facilities Management, Human Resources, Information Technologies, Internal Audit Management, Marketing, Training, Process Design, Purchasing, Quality System Management, Sales, Strategic Planning, Supplier Management, Policy Making**

Date Of Certification: **16 July 2025**

Date Of Expiration: **15 July 2028**

IATF Certificate N°: **0578034**

Bureau Veritas Certification Certificate No: **IN046866-7 - IATF**

Revision: **1**

For Bureau Veritas Certification Holding, Tour ALTO, 4 place des saisons, 92400 COURBEVOIE - France
(The official document is in English. Any translations of this document shall be used for reference only.)



Bureau Veritas Certification

Certificate of Approval

AWARDED TO

TATA AUTOCOMP SYSTEMS LTD - INTERIORS AND PLASTICS DIVISION

PLOT NO A-2, SURVEY NO -1 , TATA MOTORS VENDOR PARK, NORTH KOTPURA, SANAND - 382170, GUJARAT, India

IATF USI: PARF42

Extended Manufacturing site(s): Page 2 to 2

Bureau Veritas Certification certify that the Quality Management System of the above organisation has been audited and found to be in accordance with the requirements of

IATF 16949 - FIRST EDITION

and the applicable customer specific requirements

SCOPE

Manufacturing

DESIGN OUTSOURCED

NA

PERMITTED EXCLUSION(S)

8.3 - Design and development of products and services

PRODUCT(S) DELIVERED

MOULDED AND PAINTED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR AND EXTERIOR APPLICATIONS

Date Of Certification: 10 September 2024

Date Of Expiration: 09 September 2027

IATF Certificate N°: 0544349

Bureau Veritas Certification Certificate No: IN046866-4 - IATF Revision: 2

For Bureau Veritas Certification Holding, Tour ALTO, 4 place des saisons, 92400 COURBEVOIE - France
(The official document is in English. Any translations of this document shall be used for reference only.)



Bureau Veritas Certification

Appendix to the Certificate of Approval

AWARDED TO

TATA AUTOCOMP SYSTEMS LTD - INTERIORS AND PLASTICS DIVISION

PLOT NO A-2, SURVEY NO -1 , TATA MOTORS VENDOR PARK, NORTH KOTPURA, SANAND - 382170, GUJARAT, INDIA

IATF USI: PARF42

EXTENDED MANUFACTURING SITE(S)

NAME	ADDRESS
TATA AUTO COMP SYSTEMS LTD - INTERIORS & PLASTICS DIVISION	Sr.No.107-2 Paiki and 104- Paiki, Sanand, Khoda, Road, Khoda, Ahmedabad - 382170, Gujarat, India IATF USI: TY9EY2

Date Of Certification: 10 September 2024

Date Of Expiration: 09 September 2027

IATF Certificate N°: 0544349

Bureau Veritas Certification Certificate No: IN046866-4 - IATF Revision: 2

For Bureau Veritas Certification Holding, Tour ALTO, 4 place des saisons, 92400 COURBEVOIE - France
(The official document is in English. Any translations of this document shall be used for reference only.)



Bureau Veritas Certification

Appendix to the Certificate of Approval

AWARDED TO

TATA AUTOCOMP SYSTEMS LTD - INTERIORS AND PLASTICS DIVISION

PLOT NO A-2, SURVEY NO -1 , TATA MOTORS VENDOR PARK, NORTH KOTPURA, SANAND - 382170, GUJARAT, India

IATF USI: PARF42

REMOTE SUPPORT LOCATIONS(S)

NAME	ADDRESS	SUPPORT FUNCTIONS
TATA AUTOCOMP SYSTEMS LTD-INTERIORS & PLASTIC DIVISIONS	Survey No. 235 & 245,Village - Hinjawadi,Taluka-Mulshi, Pune - 411057, Maharashtra, India IATF USI: T2FFE6	Engineering, Facilities Management, Process Design, Purchasing, Supplier Management, Human Resources, Internal Audit Management, Quality System Management, Strategic Planning, Policy Making, Contract Review, Marketing, Information Technologies

Date Of Certification: 10 September 2024

Date Of Expiration: 09 September 2027

IATF Certificate N°: 0544349

Bureau Veritas Certification Certificate No: IN046866-4 - IATF Revision: 2

For Bureau Veritas Certification Holding, Tour ALTO, 4 place des saisons, 92400 COURBEVOIE - France
(The official document is in English. Any translations of this document shall be used for reference only.)

4.2.4. Tata AutoComp Gotion Division



TATA AUTOCOMP GOTION GREEN ENERGY SOLUTIONS PRIVATE LIMITED

TATA GOTION

ESR Industrial Logistics Park Private Limited,
Plot No. A-78, Village - Vasuli, Taluka-khed, Pune – 410 501, Maharashtra, India.

Bureau Veritas Certification Holding SAS – UK Branch certifies that the Management System of the above organisation has been audited and found to be in accordance with the requirements of the Management System Standards detailed below.

Standards

ISO 14001:2015 & ISO 45001:2018

Scope of certification

DESIGN AND MANUFACTURE OF LITHIUM ION BATTERY PACKS

Original cycle start date: **23 December 2021**
Recertification cycle start date: **08 November 2024**
Subject to the continued satisfactory operation of the organisation's Management System, this certificate is valid until: **22 December 2027**
Certificate No. **IND.24.1970/IM/U** Version: **1** Issue date: **08 November 2024**

Signed on behalf of BVCH SAS UK Branch
Jagdheesh N. MANIAN
Director – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

For certificate authenticity, click here https://certcheck.ukas.com/

ISO 14001	IN048576
ISO 45001	IN048577

Certification body address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom.

Local office: Bureau Veritas (India) Private Limited (Certification Business) 72 Business Park, Marol Industrial Area, MIDC Cross Road "C", Andheri (East), Mumbai – 400 093, India.

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.
To check this certificate validity please call + 91 22 6274 2000.



TATA AUTOCOMP GOTION GREEN ENERGY SOLUTIONS PRIVATE LIMITED
SANAND

TATA GOTION

SURVEY NO.133,114,115 - VILLAGE - MAKHIYAV, TALUKA,
SANAND AHMEDABAD, GUJARAT 382 110.

Bureau Veritas Certification Holding SAS – UK Branch certifies that the Management System of the above organisation has been audited and found to be in accordance with the requirements of the Management System Standards detailed below.

Standards

ISO 14001:2015 & ISO 45001:2018

Scope of certification

DESIGN AND MANUFACTUTRE OF LITHIOUM ION BATTERY PACKS

Original cycle start date: **12 February 2026**
Expiry date of previous cycle: **Not Applicable**
Certification Audit date: **10 January 2026**
Certification cycle start date: **12 February 2026**
Subject to the continued satisfactory operation of the organisation's Management System, this certificate is valid until: **11 February 2029**
Certificate No. **IND.26.15580/IM/U** Version: **1** Issue date: **12 February 2026**

Signed on behalf of BVCH SAS UK Branch
Dr. JN MANIAN
Director – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

For certificate authenticity, click here https://certcheck.ukas.com/

ISO 14001	IN053719
ISO 45001	IN053720

Certification body address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom.

Local office: 72 Business Park, Marol Industrial Area, MIDC Cross Road "C", Andheri (East), Mumbai – 400 093, India.

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.
To check this certificate validity please call + 91 22 6274 2000.



Certificate of Approval

AWARDED TO

Tata AutoComp Gotion Green Energy Solutions Private Limited

Taluka Sanand, SRV 114,115,133, Village Makhiao, Nalsarovar, Ahmedabad - 382110, Gujarat, India

IATF USI: C996R2

Bureau Veritas Certification certify that the Quality Management System of the above organisation has been audited and found to be in accordance with the requirements of

IATF 16949 - FIRST EDITION

and the applicable customer specific requirements

SCOPE

Design and manufacturing

DESIGN OUTSOURCED

NA

PERMITTED EXCLUSION(S)

None

PRODUCT(S) DELIVERED

LITHIUM- ION PACK

Date Of Certification: **23 August 2024**
Date Of Expiration: **22 August 2027**
IATF Certificate N°: **0540052**
Bureau Veritas Certification Certificate No: **IND-23218/2 - IATF** Revision: **2**

For Bureau Veritas Certification Holding, Tour ALTO, 4 place des saisons, 92400 COURBEVOIE - France
(The official document is in English. Any translations of this document shall be used for reference only.)

1/2



Appendix to the Certificate of Approval

AWARDED TO

Tata AutoComp Gotion Green Energy Solutions Private Limited

Taluka Sanand, SRV 114,115,133, Village Makhiao, Nalsarovar, Ahmedabad - 382110, Gujarat, India

IATF USI: C996R2

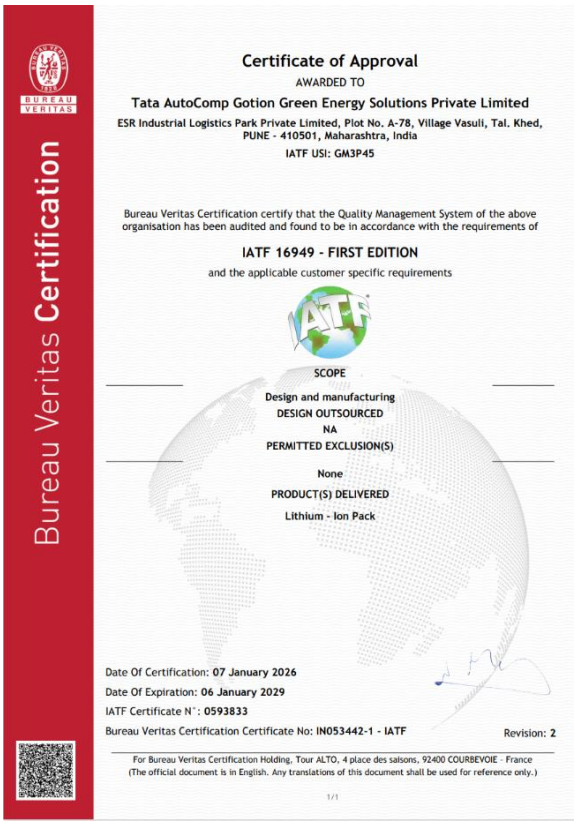
REMOTE SUPPORT LOCATIONS(S)

NAME	ADDRESS	SUPPORT FUNCTIONS
Tata AutoComp Gotion Green Energy Solutions Private Limited	ESR Industrial Logistics Park Private Limited, Plot No. A-78, Village-Vasuli, Taluka -khed, Pune - 410501, Maharashtra, India IATF USI: GM3P45	**Facilities Management, Engineering, Product Design, Human Resources, Training, Warranty Management, Policy Making, Marketing, Contract Review, Sales, Information Technologies, Internal Audit Management, Supplier Management**

Date Of Certification: **23 August 2024**
Date Of Expiration: **22 August 2027**
IATF Certificate N°: **0540052**
Bureau Veritas Certification Certificate No: **IND-23218/2 - IATF** Revision: **2**

For Bureau Veritas Certification Holding, Tour ALTO, 4 place des saisons, 92400 COURBEVOIE - France
(The official document is in English. Any translations of this document shall be used for reference only.)

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Certificate of Approval

AWARDED TO

Tata AutoComp Gotion Green Energy Solutions Private Limited

ESR Industrial Logistics Park Private Limited, Plot No. A-78, Village Vasuli, Tal. Khed, PUNE - 410501, Maharashtra, India

IATF USI: GM3P45

Bureau Veritas Certification certify that the Quality Management System of the above organisation has been audited and found to be in accordance with the requirements of

IATF 16949 - FIRST EDITION

and the applicable customer specific requirements

SCOPE

Design and manufacturing

DESIGN OUTSOURCED

NA

PERMITTED EXCLUSION(S)

None

PRODUCT(S) DELIVERED

Lithium - Ion Pack

Date Of Certification: **07 January 2026**

Date Of Expiration: **06 January 2029**

IATF Certificate N°: **0593833**

Bureau Veritas Certification Certificate No: **IN053442-1 - IATF** Revision: **2**

For Bureau Veritas Certification Holding, Tour ALTO, 4 place des saisons, 92400 COURBEVOIE - France
(The official document is in English. Any translations of this document shall be used for reference only.)

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Tata Autocomp Gotion Green Energy Solutions Private Limited

ESR Industrial Logistics Park Private Limited, Plot No. A-78, Village Vasuli, Tal. Khed, Pune – 410 501, Maharashtra, India.

Bureau Veritas Certification Holding SAS – UK Branch certifies that the Management System of the above organisation has been audited and found to be in accordance with the requirements of the Management System Standard detailed below.

Standard

ISO 9001:2015

Scope of certification

Design and manufacturing Lithium - Ion Pack

Original cycle start date: **11 March 2026**

Certification cycle start date: **11 March 2026**

Subject to the continued satisfactory operation of the organisation's Management System, this certificate is valid until: **06 January 2029**

Certificate No. **IND.26.13635/QM/U** Version: **1** Issue date: **11 March 2026**

For certificate authenticity, click here
https://certicheck.ukas.com/

ISO 9001 | IN054120

Signed on behalf of BVCH SAS UK Branch
Dr. JN MANIAN
Director – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

Certification body address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom.

Local office: 72 Business Park, Marol Industrial Area, MIDC Cross Road "C", Andheri (East), Mumbai – 400 093, India.

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.
To check this certificate validity please call **+ 91 22 6274 2000.**



Tata AutoComp Gotion Green Energy Solutions Private Limited

Taluka Sanand, SRV 114,115,133, Village Makhiao, Nalsarovar, Ahmedabad – 382 110, Gujarat, India

Bureau Veritas Certification Holding SAS – UK Branch certifies that the Management System of the above organisation has been audited and found to be in accordance with the requirements of the Management System Standard detailed below.

Standard

ISO 9001:2015

Scope of certification

DESIGN AND MANUFACTURING OF LITHIUM- ION PACK

Original cycle start date: **06 September 2024**

Certification cycle start date: **06 September 2024**

Subject to the continued satisfactory operation of the organisation's Management System, this certificate is valid until: **22 August 2027**

Certificate No. **IND.24.1866/QM/U** Version: **1** Issue date: **06 September 2024**

For certificate authenticity, click here
https://certicheck.ukas.com/

ISO 9001 | IN048232

Signed on behalf of BVCH SAS UK Branch
Jagdheesh N. MANIAN
Director – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

Certification body address: 5th Floor, 66 Prescot Street, London, E1 8HG, United Kingdom.

Local office: Bureau Veritas (India) Private Limited (Certification Business) 72 Business Park, Marol Industrial Area, MIDC Cross Road "C", Andheri (East), Mumbai – 400 093, India.

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.
To check this certificate validity please call **+ 91 22 6274 2000.**

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

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.

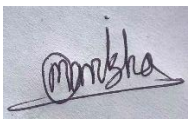
The assurance team for this work does not have any involvement in any other Bureau Veritas projects with "Tata AutoComp Systems Limited"

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

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Independent Assurance Statement

To: Tata AutoComp Systems Limited

Introduction and Objective of Work

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

Assurance Standard Used

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

Scope of Work

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

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

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

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

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

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

Responsibilities

Management's Responsibility:

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

Assurer's Responsibility:

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

Reporting Criteria

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

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

LTIFR is calculated and reported separately for

- Employees
- Contractors

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

- Fatalities among Employees
- Fatalities among Contractors

Methodology

Our assurance procedures included, but were not limited to:

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

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

Limitations

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

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

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

Findings

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

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

Conclusion

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

Independence, Integrity, and Competence

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

For Safeone Engineering Services



Mahesh B. Mandake

Competent Person F.A.1948

MS/DISH/CPC/M-061/2023

Place- Pune, India

Date- 04/10/2025.



TATA AUTOCOMP

www.tataautocomp.com