

# Business Responsibility & Sustainability Report (BRSR)

## Section A: General Disclosures

### I. Details of the listed entity i.e. Tata Motors Limited

1. **Corporate Identity Number (CIN) of Tata Motors Limited:** L28920MH1945PLC004520
2. **Name of the Listed Entity:** Tata Motors Limited
3. **Year of incorporation:** 1945
4. **Registered office address:** Bombay House, 24, Homi Mody Street, Mumbai 400001, Maharashtra, India.
5. **Corporate Address:** Bombay House, 24, Homi Mody Street, Mumbai, Maharashtra- 400001, India
6. **E-mail:** [inv\\_rel@tatamotors.com](mailto:inv_rel@tatamotors.com)
7. **Telephone:** +91 22 66658282
8. **Website:** <https://www.tatamotors.com/>
9. **Financial year for which reporting is being done:** 2024-25
10. **Name of the Stock Exchange(s) where shares are listed:** BSE Limited and National Stock Exchange of India Limited.
11. **Paid-up Capital:**

Tata Motors Limited ('TML'): ₹736 crore

**Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:**

**Name:** Mr. Jyotindran Sastabhavan Kutty

**Designation:** Chief Sustainability Officer

**Telephone Number:** +91 20 6613 2781

**E-mail address:** [kutty@tatamotors.com](mailto:kutty@tatamotors.com)

12. **Reporting boundary:** This is a Voluntary report for FY 2024-25 based on SEBI's BRSR Framework. It has been prepared combining the information of three entities i.e. Tata Motors Limited ('TML') (Commercial Vehicle business), Tata Motors Passenger Vehicles Limited ('TMPVL') and Tata Passenger Electric Mobility Limited ('TPEML') together called 'Tata Motors'. Reporting of environmental and safety related KPIs under Principle 3 and 6 does not include the non-manufacturing locations including regional and corporate offices of Tata Motors. Tata Motors has evaluated and does not believe that this exclusion is material both qualitatively and quantitatively to the reporting under BRSR.

The scope of this report excludes joint operations of Tata Cummins Private Ltd.

The information/data measurement techniques used, and the basis of calculations and estimates have been mentioned in the relevant sections of this report.

There are certain restatements for Tata Motors in the comparative year due to change in approach, methodology and re-computation of certain attributes in this report. Restatements have been done on the following attributes – PoSH, energy consumption, GHG emissions, air emissions, PPP adjusted intensities for environmental attributes, concentration of purchases and sales. The effects and reasons have been included under the respective Principles of this report. These restatements would enable consistency and comparability of information for the current year and previous year.

13. **Name of Assurance Provider:** KPMG Assurance and Consulting Services LLP (KPMG)
14. **Type of assurance obtained:** Limited assurance has been provided on select set of indicators for TML, TMPVL and TPEML.

## II. Products/services

### 15. Details of business activities (accounting for 90% of the Turnover):

	Description of main activity	Description of business activity	% of turnover
TML	Automobile Manufacturing	Manufacturing, Sales & Marketing, and Customer Support	98%
TMPVL and TPEML	Automobile Manufacturing	Manufacturing, Sales & Marketing, and Customer Support	99%
TML, TMPVL and TPEML	Automobile Manufacturing	Manufacturing, Sales & Marketing, and Customer Support	98%

### 16. Products / Services sold by the entity (accounting for 90% of the entity's turnover):

#### TML:

Sr. No.	Products/ Services	NIC Code	% of total turnover contributed
1	Vehicles	291, 292, 293	84%
2	Spare parts	453	11%

#### TMPVL and TPEML\*:

Sr. No.	Products/ Services	NIC Code	% of total turnover contributed
1	Vehicles	291, 293	85%
2	Spare parts	453	5%

\*Intercompany transactions have not been adjusted for this attribute.

#### TML, TMPVL and TPEML\*:

Sr. No.	Products/ Services	NIC Code	% of total turnover contributed
1	Vehicles	291, 292, 293	85%
2	Spare parts	453	8%

\*Intercompany transactions have not been adjusted for this attribute.

## III. Operations

### 17. Number of locations where plants and/or operations/offices of the entity are situated:

#### TML:

Products/ Services	Number of plants	Number of offices	Total
National	7	37	44
International	0	3	3

#### TMPVL and TPEML:

Products/ Services	Number of plants	Number of offices	Total
National	3	31	34
International	0	0	0

#### TML, TMPVL and TPEML:

Products/ Services	Number of plants	Number of offices	Total
National	10	63*	73
International	0	3	3

\*includes 5 shared offices.

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## 18. Markets served by the entity:

### a) Number of locations (TML):

Locations	Number
National (no. of states)	Pan - India
International (no. of countries) (TML only)	125

### b) What is the contribution of exports as a percentage of the total turnover of the entity?

TML: 5%

TMPVL and TPEML\*: 0%

TML, TMPVL and TPEML\*: 5%

\*Intercompany transactions have not been adjusted for this attribute.

### c) A brief on types of customers:

TML's Commercial Vehicles business ('CV') caters to a diverse range of customers with varying needs and requirements. Customers include - fleet owners, transporters, government agencies, defense, public transport utilities, small and medium enterprises (SMEs), agriculture and rural segment, mining and construction industry etc.

TMPVL's Passenger Vehicles cater to a diverse range of customers across economic profiles and geographies. TPEML's Electric Vehicles have set new standards for clean, safe and future-ready mobility for our customers.

## IV. Employees

### 19. Details as at the end of financial year: FY 2024-25

#### a) (i) Employees and workers (including differently abled) of TML:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
i.	Permanent employees (D)	8,616	7,838	91	778	9
ii.	Other than Permanent employees (E)	111	63	57	48	43
iii.	<b>Total Employees (D+ E)</b>	<b>8,727</b>	<b>7,901</b>	<b>91</b>	<b>826</b>	<b>9</b>
Workers						
iv.	Permanent (F)	12,203	11,864	97	339	3
v.	Other than Permanent (G)	16,054	13,272	83	2,782	17
vi.	<b>Total Workers (F +G)</b>	<b>28,257</b>	<b>25,136</b>	<b>89</b>	<b>3,121</b>	<b>11</b>

#### (ii) Employees and workers (including differently abled) of TMPVL and TPEML:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
i.	Permanent employees (D)	3,975	3,573	90	402	10
ii.	Other than Permanent employees (E)	254	202	80	52	20
iii.	<b>Total Employees (D+ E)</b>	<b>4,229</b>	<b>3,775</b>	<b>89</b>	<b>454</b>	<b>11</b>
Workers						
iv.	Permanent (F)	3,382	3,380	99	2	0.1
v.	Other than Permanent (G)	13,847	11,764	85	2,083	15
vi.	<b>Total Workers (F +G)</b>	<b>17,229</b>	<b>15,144</b>	<b>88</b>	<b>2,085</b>	<b>12</b>

(ii) (iii) Employees and workers (including differently abled) of TML, TMPVL and TPEML:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
i.	Permanent employees (D)	12,591	11,411	91	1,180	9
ii.	Other than Permanent employees (E)	365	265	73	100	27
iii.	<b>Total Employees (D+ E)</b>	<b>12,956</b>	<b>11,676</b>	<b>90</b>	<b>1,280</b>	<b>10</b>
Workers						
iv.	Permanent (F)	15,585	15,244	98	341	2
v.	Other than Permanent (G)	29,901	25,036	84	4,865	16
vi.	<b>Total Workers (F +G)</b>	<b>45,486</b>	<b>40,280</b>	<b>89</b>	<b>5,206</b>	<b>11</b>

Tata Motors, a flagship company of the Tata Group, has built its remarkable journey on a foundation of inclusivity, empathy, and strong cultural values. As a leader in the automotive sector, it has taken significant strides in promoting diversity, equity, and inclusion (DEI) across its workforce, supply chains, and customer base. This holistic approach is deeply rooted in the Tata Group's philosophy, which centres on building a sustainable and equitable world for all. Tata Motors' commitment to these principles has positioned it as not only a leader in the automotive sector but also a champion of social equity and inclusivity.

We respect differences that are fundamental to an individual's identity, such as age, gender, ethnicity, race, physical ability, mental ability, and sexual orientation, as well as latent and invisible differences that shape our perspectives, like education, work experience, parental status, etc. We are committed to being an equal opportunity employer, maintaining dignity and respect for all.

Tata Motors defines DEI as establishing an environment where diversity is embraced as a natural and integral part of the organisation. We believe—and have witnessed—that a gender-balanced workforce leads to increased productivity, better decisions, enhanced collaboration, and more innovative ideas. We are gradually focusing on moving beyond gender and have received well-accepted dipstick research to support this as well.

In order to mobilize DEI in our DNA, we have framed the 10-point Lighthouse approach to build a standardized, mature model of DEI that helps us stay abreast of the latest societal developments and simultaneously implement the same in the organization. These include enhancing gender diversity in the workforce along with representation at the leadership level, with the goal of having 10% women in leadership by 2026. Tata Motors has also taken landmark steps to increase the representation of the LGBTQ+ community in its workforce through various hiring pilot initiatives. Adhering to the Rights of Persons with Disabilities Act, 2016, Tata Motors also has hiring pilots for the differently abled, along with making the working environment conducive for them to function well through steps like infrastructure readiness.

We are working towards creating an inclusive workplace culture through our policies and processes. The company organizes sensitisation and awareness campaigns to help create an open mind and culture to leverage diversity at the workplace.

Tata Motors also keeps enhancing its Diversity, Equity, and Inclusivity principles in the workforce through processes like ISO DEI Audits, Culture Surveys, etc., thereby making its initiatives more holistic in contributing better towards the empowerment of vulnerable sections of society and thus towards building a better future for all.

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## b) (i) Differently abled employees and workers of TML:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1.	Permanent employees (D)	10	10	100	0	0
2.	Other than Permanent employees (E)	0	0	-	0	-
3.	<b>Total Employees (D+ E)</b>	<b>10</b>	<b>10</b>	<b>100</b>	<b>0</b>	<b>0</b>
Differently Abled Workers						
4.	Permanent (F)	9	9	100	0	0
5.	Other than Permanent (G)	129	94	73	35	27
6.	<b>Total Workers (F +G)</b>	<b>138</b>	<b>103</b>	<b>75</b>	<b>35</b>	<b>25</b>

## (ii) Differently abled employees and workers of TMPVL and TPEML:

Sr.	Particulars	Total (A)	Male		Female	
No.			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1.	Permanent employees (D)	2	1	50	1	50
2.	Other than Permanent employees (E)	0	0	-	0	-
3.	<b>Total Employees (D+ E)</b>	<b>2</b>	<b>1</b>	<b>50</b>	<b>1</b>	<b>50</b>
Differently abled Workers						
4.	Permanent (F)	8	8	100	0	0
5.	Other than Permanent (G)	4	4	100	0	-
6.	<b>Total Workers (F +G)</b>	<b>12</b>	<b>12</b>	<b>100</b>	<b>0</b>	<b>0</b>

## (iii) Differently abled employees and workers of TML, TMPVL and TPEML:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1.	Permanent employees (D)	12	11	92	1	8
2.	Other than Permanent employees (E)	0	0	-	0	-
3.	<b>Total Employees (D+ E)</b>	<b>12</b>	<b>11</b>	<b>92</b>	<b>1</b>	<b>8</b>
Differently Abled Workers						
4.	Permanent (F)	17	17	100	0	0
5.	Other than Permanent (G)	133	98	74	35	26
6.	<b>Total Workers (F +G)</b>	<b>150</b>	<b>115</b>	<b>77</b>	<b>35</b>	<b>23</b>

We are committed to providing equal opportunity to all employees without regard to their race, caste, gender, religion, colour, nationality, disability, etc. All employees (including permanent, temporary, trainees, and contract employees) are treated with dignity with a view to maintaining a safe work environment. Moreover, we recognize the Rights of Persons with Disabilities (RPWD) Act of 2016 in India as a guiding light, mandating measures to ensure equal opportunities and access for people with disabilities. As we strive to adhere to these regulations, they are presented with various strategies to enhance premises and office accessibility, especially in locations that pose unique challenges.

**20. (a) Participation / Inclusion / Representation of women of TML:**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	3	33.33
Key Management Personnel	2*	0	0

\* Key Managerial Personnel excludes Whole Time Director/ Executive Director as already included under Board of Directors.

**(b) Participation / Inclusion / Representation of women (TMPVL):**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	5	2	40
Key Management Personnel	2*	1	50

\* excludes Managing Director as already included under Board of Directors.

**(c) Participation / Inclusion / Representation of women (TPEML):**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.33
Key Management Personnel	2*	1	50.00

\* excludes Managing Director as already covered under Board of Directors.

**21. (i) Turnover rate for permanent employees and workers of TML:**

	FY2024-25			FY2023-24			FY2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6.8	10.9	7.2	6.7	11.5	7.0	6.9	17.1	7.6
Permanent Workers	1.1	1.1	1.1	2.2	0.5	2.2	0.2	0.5	0.2

Note: Turnover rate includes those who leave voluntarily or involuntarily due to dismissal, termination, retirement or death.

**(ii) Turnover rate for permanent employees and workers of TMPVL and TPEML:**

	FY2024-25			FY2023-24			FY2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.9	13.6	8.4	9	15.5	9.5	7.9	28.6	9.1
Permanent Workers	0.4	0	0.4	0.5	0	0.5	0.3	0	0.3

Note: Turnover rate includes those who leave voluntarily or involuntarily due to dismissal, termination, retirement or death.

**(iii) Turnover rate for permanent employees and workers of TML, TMPVL and TPEML:**

	FY2024-25			FY2023-24			FY2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.1	11.8	7.6	7.2	12.6	7.6	7.1	19.3	7.9
Permanent Workers	0.9	1.0	0.9	1.8	0.4	1.8	0.2	0.5	0.2

Note: Turnover rate includes those who leave voluntarily or involuntarily due to dismissal, termination, retirement or death.

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## V. Holding, Subsidiary and Associate Companies (including Joint Ventures)

### 22. Names of holding / subsidiary / associate companies / joint ventures:

Refer to Form AOC-1 provided in this Integrated Annual Report for the list of subsidiary companies. From the list of subsidiary companies mentioned in AOC-1, the subsidiaries listed below participate in the Business Responsibility initiatives of the Company. However, this BRSR covers information on sustainability information of TML, TMPVL and TPEML only.

1. Tata Motors Passenger Vehicles Limited
2. Tata Passenger Electric Mobility Limited
3. TML Business Services Limited
4. TML Smart City Mobility Solutions Limited

## VI. CSR Details

### 23. CSR Activities

I. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes.

II. Turnover:

TML: ₹68,023 crore

TMPVL and TPEML\*: ₹63,398 crore

TML, TMPVL and TPEML\*: ₹1,31,421 crore

\*Intercompany transactions have not been adjusted for this attribute.

III. Net worth:

TML: ₹32,041 crore

TMPVL and TPEML\*: ₹13,611 crore

TML, TMPVL and TPEML\*: ₹45,652 crore

\*Intercompany transactions have not been adjusted for this attribute.

## VII. Transparency and Disclosures Compliances

### 24. Complaints / Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

(i) TML :

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place	FY 25			FY 24		
	If Yes, then provide web-link for grievance redress policy	Number of complaints filed	Number of complaints pending resolution at the end of the year	Remarks	Number of complaints filed	Number of complaints pending resolution at the end of the year	Remarks
Communities	Yes. We have a community feedback mechanism across our CSR projects, and any aggrieved individuals or groups can express their grievances through this annual exercise or on an as-and-when-required basis.	NIL	NIL		NIL	NIL	-
	The Whistleblower Policy has been formulated with a view to provide a mechanism for any other stakeholders of the Company, including communities, to approach the Ethics Counsellor, Apex Ethics Committee, Chairperson of the Audit Committee of the Company, or other channels set out in this Policy, to report violations of the Code of Conduct or any other grievances.						
Investors (other than shareholders)	Yes, the dispute resolution mechanism is available at <a href="https://www.tatamotors.com/newsroom/investor-contacts/">https://www.tatamotors.com/newsroom/investor-contacts/</a>	NIL	NIL		NIL	NIL	-

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place  If Yes, then provide web-link for grievance redress policy	FY 25			FY 24		
		Number of complaints filed	Number of complaints pending resolution at the end of the year	Remarks	Number of complaints filed	Number of complaints pending resolution at the end of the year	Remarks
Shareholders	Yes, the shareholders can register their grievances at <a href="https://scores.sebi.gov.in/">https://scores.sebi.gov.in/</a>	210	22	<b>We are currently in process of evaluating the pending complaints and appropriate actions shall be taken on resolution.</b>	115	7	All the open complaints from FY24 have been resolved as of FY25.
Employees and workers	Yes. The Whistleblower Policy has been formulated with a view to provide a mechanism for directors, employees, as well as other stakeholders of the Company to approach the Ethics Counsellor, Apex Ethics Committee, Chairperson of the Audit Committee of the Company, or other channels set out in this policy, to report violations of the Code of Conduct or any other grievances.  <a href="https://www.tatamotors.com/wp-content/uploads/2023/10/whistle-blower-policy-1.pdf">https://www.tatamotors.com/wp-content/uploads/2023/10/whistle-blower-policy-1.pdf</a>  Additionally, our organization has established dedicated forums at various levels to ensure the effective handling of grievances related to our valued workmen. These forums—namely the Joint Shop Council (JSC), Joint Divisional Council (JDC), and Joint Management Council (JMC)—are strategically located at the Shop, Division, and Plant levels, respectively. These forums serve as platforms where workmen can table their grievances, ensuring that their voices are heard and addressed in a timely and appropriate manner.	64	2		36	6	
Customers	Yes. The Whistleblower Policy has been formulated with a view to provide a mechanism for directors, employees, as well as other stakeholders of the Company to approach the Ethics Counsellor, Apex Ethics Committee, Chairperson of the Audit Committee of the Company, or other channels set out in this policy, to report violations of the Code of Conduct or any other grievances.  <a href="https://www.tatamotors.com/wp-content/uploads/2023/10/whistle-blower-policy-1.pdf">https://www.tatamotors.com/wp-content/uploads/2023/10/whistle-blower-policy-1.pdf</a>  Customers can also raise their complaints and feedback on products through channels such as call centres, a 24x7 toll-free number, the website, social media, letter, or by directly reaching out to Channel Partners (showrooms and workshops). These complaints are not part of the numbers reported here.	3	0		1	0	
Value Chain Partners		8	0		10	1	
Other (anonymous cases, contractual employees, former employees, other third parties))		84	7		54	4	All the open complaints from FY24 have been resolved as of FY25.



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## (ii) TMPVL + TPEML

Note: The grievance redressal mechanisms and policies are common for TML, TMPVL and TPEML.

Stakeholder group from whom complaint is received	FY 25			FY 24		
	Number of complaints filed	Number of complaints pending resolution at the end of the year	Remarks	Number of complaints filed	Number of complaints pending resolution at the end of the year	Remarks
Communities	NIL	NIL	NA	NIL	NIL	NA
Investors (other than shareholders)	NIL	NIL	NIL	NIL	NIL	NA
Shareholders	NA	NA	NIL	NA	NA	NA
Employees and workers	20	1	We are currently in process of evaluating the pending complaints and appropriate actions shall be taken on resolution.	26	0	All the open complaints from previous year have been resolved as of FY25
Customers	68	0		7	0	
Value Chain Partners	5	1		7	0	
Other (anonymous cases, contractual employees, former employees, other third parties))	31	9		16	0	

## (iii) TML + TMPVL + TPEML:

Stakeholder group from whom complaint is received	FY 25			FY 24		
	Number of complaints filed	Number of complaints pending resolution at the end of the year	Remarks	Number of complaints filed	Number of complaints pending resolution at the end of the year	Remarks
Communities	NIL	NIL	NA	NIL	NIL	NA
Investors (other than shareholders)	NIL	NIL	NA	NIL	NIL	NA
Shareholders	210	22	NIL	115	7	NA
Employees and workers	84	3	We are currently in process of evaluating the pending complaints and appropriate actions shall be taken on resolution.	62	6	All the open complaints from FY24 have been resolved as of FY25
Customers	71	0		8	0	
Value Chain Partners	13	1		17	1	
Other (anonymous cases, contractual employees, former employees, other third parties))	115	16		70	4	

## 25. Overview of the entity's material responsible business conduct issues:

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

At Tata Motors, we acknowledge the role of materiality assessments in ensuring that our ESG efforts are relevant, strategic, and impactful. This year marks a significant milestone for TML as we have broadened our approach to materiality assessments by incorporating the concept of double materiality for the first time.

The double materiality assessment (DMA) has helped us determine which sustainability issues are most important to both the organization and its stakeholders. It involves evaluating the impact of the organization on environmental and social factors (inside-out perspective) and examining how these factors affect the organization (outside-in perspective). This dual approach helps the company identify and prioritize ESG issues that are both financially important and socially impactful, promoting the comprehensive integration of sustainability into its core strategy.

Sr . No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Climate Change Mitigation	Risk and Opportunity	<p><b>Own Operations:</b></p> <p>Energy use in manufacturing contributes to Scope 1 and Scope 2 greenhouse gas (GHG) emissions. Transitioning to renewable energy presents a strategic opportunity to mitigate emissions, and enhance long-term cost efficiency. In alignment with our RE100 commitment, this opportunity supports our decarbonization roadmap while strengthening business resilience and aligning with global expectations on climate action and sustainable growth.</p> <p><b>Downstream (Long term):</b></p> <p>Emissions from internal combustion engine (ICE) vehicles play a major role in contributing to greenhouse gases and climate change. TML adheres to CAFÉ regulations. Transitioning to low-emission vehicles offers TML growth potential and supports its climate mitigation initiatives.</p>	<p>Tata Motors is cognizant of the physical and transition risks posed by climate change in the short, medium and long term. We have set ourselves ambitious targets of achieving Net Zero GHG emissions by 2045 in CV business, and 2040 in the PV business. We have set intermediate targets of achieving RE100 before the end of this decade and are committed to set interim Science Based Targets.</p> <p>Our roadmap, at the operations level, and product level, are fully aligned to our ambition and our intermediate targets.</p>	<p><b>Positive Implications:</b></p> <p>This opportunity is anticipated to positively impact TML's finances, driven by potential market prospects for low-emission vehicles.</p> <p>Although investing in renewable energy projects requires substantial initial funding, the long-term financial gains and strategic benefits can surpass these costs, bolstering TML's financial stability and sustainability objectives.</p> <p><b>Negative Implications:</b></p> <p>Regulatory non-compliance related to emission standards can have significant legal, financial, and reputational consequences for companies.</p>
2.	Energy	Risk and Opportunity	<p><b>Own Operations: (Medium term)</b></p> <p>High energy consumption will result in higher emissions in manufacturing processes in addition to higher resource depletion.</p> <p><b>Upstream (Short term):</b> Increased energy usage by supply chain partners will lead to elevated emissions, Suppliers may need to shift to renewable energy sources to lower emissions, which could affect their operational expenses. Variations in energy costs, particularly for renewable sources, can influence supplier pricing and the overall cost framework. Collaborating with suppliers to support them in transitioning to renewable energy presents a significant opportunity for TML.</p>	<p>As part of its decarbonization strategy, TML will set renewable energy standards for its suppliers and collaborate with them to ensure these are adaptable and cost-effective.</p>	<p><b>Negative Implications:</b></p> <p>This risk is expected to negatively impact TML's finances due to increasing supplier costs, which will affect TML's overall expenses. Rising and unpredictable energy costs, along with investments in renewables and facility upgrades, can strain profits in the short term.</p> <p><b>Positive Implications:</b></p> <p>This opportunity is anticipated to positively influence TML's financial performance. Renewable energy sources, such as solar or wind, can reduce the volatility associated with fossil fuel prices, leading to more predictable and potentially lower supply chain costs.</p>

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Sr . No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Resource Use and Circular Economy	Opportunity	<p><b>Own Operations (Long term):</b> The increasing regulations on resource use and waste management can have significant implications for TML. Streamlining manufacturing processes presents an opportunity for TML to reduce resource outflows and waste.</p> <p>High demand can lead to fluctuating raw material prices, causing financial uncertainty and increased costs, which in turn can affect profit margins. Environmental impacts of resource use might prompt stricter government regulations on consumption. By adopting circular economy principles, like recycling and reusing materials in manufacturing, TML can reduce resource use and waste.</p> <p><b>Downstream (Medium term):</b> Vehicles are composed of various valuable materials. Failure to properly recycle these materials means they are lost to landfills instead of being recovered. Circular business models are designed to minimize waste and maximize resource efficiency by keeping products, materials, and resources in use for as long as possible.</p> <p><b>Upstream (Long term):</b> Rising demand for finite resources can lead to scarcity and heightened competition, disrupting supply chains. By exploring the opportunity of adopting sustainable sourcing strategies, TML can minimize environmental impacts and maintain supply chain stability. Additionally, developing robust vehicle recycling and refurbishing services can enhance sustainability and reduce dependence on virgin materials.</p>	-	<p><b>Positive implications:</b> This opportunity is expected to positively impact TML's finances as a result of new revenue opportunities.</p> <p>This opportunity is projected to positively impact TML's finances. It can create additional revenue streams by selling byproducts or recycled materials to other industries. TML can also reduce the costs associated with raw material procurement. Utilizing recycled materials often costs less than purchasing new ones, leading to direct savings.</p> <p>Circular sourcing result in streamlined operations and lower production costs, enhancing overall profitability. Using recycled materials typically incurs lower expenses.</p>

Sr . No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Climate Change adaption	Risk	<p><b>Own operations (Medium term):</b> Extreme weather conditions can significantly impact manufacturing facilities, causing disruptions that stall production and business operations. These interruptions can result in revenue loss and increased operational costs.</p> <p><b>Upstream (Medium term):</b> Climate change may lead to shortages of essential raw materials for automotive components, affecting their availability and cost. Suppliers in climate-vulnerable areas face operational risks that threaten supply chain reliability and TML's efficiency. These disruptions can halt production, impacting operations and causing economic losses.</p>	<p>TML is conducting a climate risk assessment of its top suppliers to ensure early detection and preparedness in the event of a climate change related disaster.</p> <p>The Company has established systems to handle climate-related disasters, supported by a strong business continuity plan. TML is also performing a climate risk assessment of its plants to ensure early detection and preparedness.</p>	<p><b>Negative Implications:</b> This risk is anticipated to negatively impact TML's revenue due to production disruptions caused by supply chain issues. Additionally, developing alternative sources will further affect TML's finances.</p> <p>This risk is expected to negatively impact TML's revenue due to production stoppages resulting from facility damage caused by extreme climatic events.</p>
5.	Biodiversity	Risk	<p><b>Own Operations (Long term):</b> TML has a significant opportunity to incorporate Nature-Based Solutions ('NBS') into its strategies to mitigate the impact of climate change on biodiversity. These solutions can help the company address environmental challenges while enhancing its sustainability credentials.</p> <p><b>Upstream (Long term):</b> Upstream biodiversity and ecosystem risks stem from raw material sourcing linked to deforestation, habitat loss, and land degradation. These impacts may pose regulatory, reputational, and operational risks, emphasizing the need for sustainable sourcing and supplier due diligence.</p>	<p>TML is actively engaged in biodiversity conservation measures. The Company has launched a wetland project that includes 1,800 wetlands across four states. This will enhance its environmental stewardship and align with global sustainability trends.</p> <p>TML is working on exploring Nature-based solutions linked to the sale of products that can play a significant role in enhancing a Company's environmental responsibility and aligning with consumer expectations for sustainability.</p>	<p><b>Negative Implications:</b> This risk may have a negative impact on TML finances. Upstream biodiversity and ecosystem losses from raw material sourcing linked to deforestation, habitat loss, and land degradation may pose regulatory, reputational, and operational risks.</p> <p><b>Positive implications:</b> Developing products and services that incorporate NBS principles can attract environmentally conscious consumers. This can open new market opportunities and increase sales, particularly as demand for sustainable solutions grows.</p> <p>Working with suppliers to reduce the biodiversity impacts can help attract environmentally conscious consumers and make the supply chain more resilient.</p>

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Sr . No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
				TML has joined the corporate engagement program of Science-Based Targets for Nature which is created by the Science Based Targets Network, or "SBTN". The Network is developing Science-Based Targets for Nature for companies to address their environmental impacts across terrestrial, freshwater, and marine realms, in addition to climate. This structured approach will help Tata Motors reduce its contribution to key drivers of nature loss. In FY25, we have identified material impacts of our operations and those of our immediate upstream value chain on nature and biodiversity.	
6	Pollution of Air	Risk	<p><b>Own operations (Medium term):</b> Stricter pollution controls and regulations may necessitate costly R&amp;D investments and upgrades to manufacturing facilities and cleaner product portfolio.</p> <p><b>Downstream (Medium term):</b> Air pollution from internal combustion engine (ICE) vehicles contributes to environmental degradation.</p>	The Company engages regularly with regulators and the government to shape the agenda on air pollution. TML has invested significantly in R&D to reduce air emissions from its products and in its own operations.	<b>Negative Implications:</b> Tighter regulations related to air pollution are likely to necessitate R&D and upgrades to manufacturing facilities. Also, there needs to be strategic shift towards cleaner product portfolio like Electric vehicles with zero tailpipe emissions. This will require significant investments.

Sr . No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Water consumption and withdrawal	Risk	<b>Own operations:</b> High consumption and withdrawal requirements, particularly in water-stressed regions poses a significant risk. These risks may impact operational continuity, regulatory compliance, and community relations, making efficient water management and conservation critical to long-term sustainability.	All TML Plants ensure optimal water consumption through leakage prevention, water efficient technologies, rain water harvesting, and closed loop recycling. Most TML locations operate as zero liquid discharge facilities, and there are ongoing plans to expand this approach to more sites..	<b>Negative Implications:</b> This risk may have negative impact on TML finances. Supply chain disruption gives rise to production delays, impacting revenue.  Water risks threaten Tata Motors Limited's business continuity, especially in water-scarce areas, potentially causing operational disruptions and financial losses. Investing in efficient water management is essential to ensure resilience and protect profitability
			<b>Upstream (Medium term):</b> Relying on suppliers that require large volumes of water for their operations makes TML vulnerable to disruptions, especially if those suppliers are located in regions prone to water scarcity or drought.		
8	Own Workforce - Labour practices	Opportunity	<b>Own Operations (Medium term):</b> Inadequate wages and gender pay inequity can decrease employee satisfaction, increase turnover, reduce diversity and may lead to labor disputes. Implementing proactive labor practices can attract potential employees, boost morale, and enhance innovation and productivity.	-	<b>Positive Implications:</b> This opportunity is projected to positively impact TML's financials by boosting productivity through improved labor practices.
9	Own Workforce - Training and development	Opportunity	<b>Own Operations (Medium term):</b> Neglecting investment in skills development could lead to a workforce unable to keep pace with technological progress. Cultivating a skilled and diverse team can spur innovation, enabling the Company to produce state-of-the-art products and sustain its competitive advantage.	TML is actively implementing upskilling initiatives, including the creation of an MTech curriculum centered on ESG and AI. The Company also provides a 3-year diploma program through ITI as part of its commitment to skill enhancement. Moreover, TML has introduced innovative programs to retain and nurture talent, such as a 5-year PhD program.	<b>Positive Implications:</b> This opportunity is anticipated to positively influence TML's revenue through investments in employee training, leading to enhanced quality, innovation, and production.

## Business Responsibility & Sustainability Report (BRSR)

Sr . No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Our Workforce – Health and safety	Risk	<b>Own Operations (Medium term):</b> Failure to comply with evolving health and safety regulations can result in fines, sanctions, and legal actions. These penalties can be costly and can impact a company's financial health.	TML complies with all safety regulations. TML prioritizes comprehensive health and safety measures, including workplace safety training and occupational safety. The Company also highlights accident investigation, to maintain a safe work environment.	<b>Negative Implications:</b> This risk may have a negative effect which includes fines, penalties and in severe cases imprisonment and temporary shutting down of operations.
11	Consumer and End users - Health and Safety	Opportunity	<b>Downstream (Medium Term):</b> There is an opportunity to go beyond regulations and attract customers who value the safety features offered by TML's products.	-	<b>Positive Implications:</b> TML is recognized by consumers for the superior safety ratings of its vehicles. There is an opportunity to build on its brand perception and offer enhanced safety features to consumers, improving market share.
12	Business Conduct	Risk	<b>Own Operations (Long term):</b> If whistle-blower concerns are not properly addressed, TML may face regulatory, legal, and reputational risks, potentially resulting in scandals. Legal penalties can be incurred in situations involving corruption, bribery, insider trading, and other ethical violations.  <b>Downstream (Long term):</b> Unethical practices within dealership and service networks can expose TML to significant regulatory and legal risks, which can have serious repercussions on its operations and reputation. This can lead to consumer backlash and a shift in customer preferences away from TML.	TML has established systems and processes, such as audits and due diligence, to ensure compliance. The Company also conducts regular training sessions for its employees on topics related to bribery, corruption, and other ethical issues.  TML provides training for dealers via online modules upon their joining. Additionally, audits and unannounced visits are conducted to ensure compliance.	<b>Negative Implications:</b> This risk could adversely affect TML, as non-compliance might result in fines, and in severe cases, prosecution and temporary suspension of operations.  Reputation damage and consumer backlash can affect sales and market share.

Sr . No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
13	Responsible investment/ finance	Risk and Opportunity	<p><b>Own Operations (Medium term):</b> ESG issues in investments can pose significant financial risks. Failing to consider ESG factors in investment decisions can damage a Company's reputation. In today's market, stakeholders are increasingly valuing sustainability, and negative perceptions can lead to reduced brand loyalty and decreased competitiveness.</p> <p>Integration of responsible investment practices enhances the organization's reputation and can attract value-aligned investors and clients.</p>	TML provides transparent reports on its ESG initiatives and performance to build trust with stakeholders and showcase its commitment and accountability.	<p><b>Positive and Negative Implications:</b> Responsible investment can lead to positive impacts due to enhanced reputation and investor attractiveness. On the other hand, investment in non-aligned ESG areas can lead to reputational damage and reduced brand loyalty.</p>
14	Workers in the value chain – Human Rights	Risk	<p><b>Upstream (Medium term):</b> Human Rights-related issues in any tier of the supply chain can pose reputation and regulatory risks for TML and its suppliers. If Human rights concerns are not properly addressed, suppliers may face regulatory, legal, and reputational risks, potentially affecting their operations and in turn, business continuity at TML.</p>	TML periodically seeks Human rights-related information from suppliers. The company encourages suppliers to create mechanisms for affected individuals to report human rights violations and create systems to detect and resolve the issues in a time-bound manner.	<p><b>Negative implications:</b> This risk is anticipated to negatively impact TML. Suppliers' failure to ensure human rights for their employees and workers will negatively impact on TML's reputation, and in extreme cases, limit the suppliers' ability to provide services to TML, affecting business continuity.</p>

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>										
1	a. Whether the Company's policy / policies cover each principle and its core elements of the NGRBCs (Yes/No).									
	Audit Committee Charter	Yes			Yes					
	Anti-Bribery and Anti-Corruption Policy	Yes			Yes			Yes		
	Dividend Distribution Policy	Yes			Yes					
	Dealer Code of Conduct	Yes			Yes					
	Corporate Social Responsibility Policy				Yes				Yes	
	Content Archiving Policy	Yes			Yes					
	Code of Corporate Disclosure Practices	Yes			Yes					
	Privacy Policy	Yes			Yes	Yes				Yes
	Environmental Policy		Yes		Yes		Yes			
	Environmental Procurement Policy		Yes		Yes		Yes			
	Policy for Determining Material Subsidiaries	Yes			Yes					
	Guidelines for Tata Companies on Board Effectiveness	Yes			Yes					
	Policy on Related Party Transaction	Yes			Yes					



# Business Responsibility & Sustainability Report (BRSR)

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Whistle Blower Policy	Yes			Yes					Yes
Quality Policy				Yes					Yes
Tata Code of Conduct	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Tata Code of Conduct For Non-Executive Directors and Independent Directors	Yes			Yes					
Sustainability Policy		Yes		Yes		Yes			
Supplier Code of Conduct	Yes	Yes	Yes	Yes	Yes	Yes			
Safety and Health Policy			Yes	Yes					
Remuneration Policy for Directors, Key Managerial Personnel and Other Employees	Yes			Yes					
Climate Change Policy		Yes		Yes		Yes			

P1: Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable

P2: Businesses should provide goods and service in a manner that is sustainable and safe

P3: Businesses should respect and promote the well-being of all employees, including those in their value chains

P4: Businesses should respect the interests of and be responsive to all its stakeholders

P5: Businesses should respect and promote human rights

P6: Businesses should respect and make efforts to protect and restore the environment

P7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

P8: Businesses should promote inclusive growth and equitable development

P9: Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>b. Has the policy been approved by the Board?</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>c. Web Link of the Policies</b>	<p>The Policies covering the NGRBC principles are available on the Company's website and following weblinks</p> <p><a href="https://www.tatamotors.com/corporate-responsibility/governance/">https://www.tatamotors.com/corporate-responsibility/governance/</a></p> <p><a href="https://www.tata.com/content/dam/tata/pdf/Tata%20Code%20Of%20Conduct.pdf">https://www.tata.com/content/dam/tata/pdf/Tata%20Code%20Of%20Conduct.pdf</a></p>								
<b>2 Whether the entity has translated the policy into procedures.</b>	<p>Yes, all our policies have been translated into actionable procedures, currently undergoing implementation across different phases. The Company follows a systematic, multi-tiered approach to review performance. The Factory Implementation Committee at the first level, followed by plant level Apex Committee/Sub-Committee followed by Business Unit ('BU') Councils and overseen by the respective committees of the Board.</p>								
<b>3 Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>4 Name of the national and international codes / certifications / labels / standards adopted by your entity and mapped to each principle</b>	<p>The Environmental Policy, Safety &amp; Health policy and Quality policy are aligned with the requirements of international standards ISO 14001, ISO 45001 and IATF 16949. TML follows GRI Standards to disclose on its material topics in the Integrated Report, which is also mapped against principles of United Nations Global Compact ('UNGC') and Sustainable Development Goals ('SDGs'). The Company voluntarily discloses to CDP on Climate Change, S&amp;P Global Corporate Sustainability Assessment (CSA) and is committed to Science Based Targets initiative (SBTi).</p> <p>Our IT systems are ISO 27001 compliant, and we are updating our procedures as per General Data Protection Regulation (GDPR) and the Digital Personal Data Protection Act, 2023 ('DPDP'). All our commercial vehicle manufacturing sites are ISO 45001 and ISO 14001 certified.</p>								
<b>5 Specific commitments, goals and targets set by the entity with defined timelines</b>	<p>Tata Motors has set internal goals and targets on each of the principles with a few listed below.</p> <p>In line with Principle 6, the following commitments have been made by TML:</p> <p>(i) Driving Net Zero - The Company is committed to achieving Net Zero Emissions by 2045 for Commercial Vehicles Business and it has also committed to setting Science Based Targets to act as intermediate milestones in this journey. As a signatory to Climate Group RE100, the Company is committed to achieving 100% renewable electricity use in operations by 2030. We have also set internal targets to reduce our embodied emissions by 2030, aligning with our Net Zero commitment.</p>								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9

# Business Responsibility & Sustainability Report (BRSR)

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>9 Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details</b>	<p>Yes, TML has constituted various Board committees, which are responsible for and have a remit over key sustainability related policies, as below:</p> <p>The <b>Safety, Health and Sustainability ('SHS') Committee</b> of the Board reviews the Company's Environment, Social and Governance performance and oversees the implementation of relevant policies and strategies.</p> <p>The <b>Corporate Social Responsibility ('CSR') Committee</b> of the Board formulates and recommends the CSR policy to the Board and monitors CSR budget, activities and expenditure.</p> <p>The <b>Stakeholders' Relationship ('SRC') Committee</b> of the Board evaluates the statutory compliances and services concerning dividend payments, security holders, and performance of the Registrar and Transfer Agents.</p> <p>The <b>Risk Management ('RM') Committee</b> of the Board supports the Board in directing the risk management process, the controls and risk tolerance including strategic, financial, operational, sectoral, sustainability (Environment, Social and Governance) related risks, information &amp; cyber security and compliance risks. It makes recommendations related to risk mitigation and reviews the Company's risk governance system.</p>								
<b>10 Details of Review of NGRBCs by the Company.</b>									
Subject for review	Indicate whether review was undertaken by director / committee of the board / any other committee								
	Frequency (annually / half yearly / quarterly / any other)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Performance against above policies and follow up action</b>	<p>TML follows a systematic, multi-tiered approach to review the SHS performance. The Factory Implementation Committee is the first level (monthly), followed by plant level Apex Committee/Sub-Committee (monthly) followed by Business Unit ('BU') Safety &amp; Health Council and Sustainability Council (monthly) and finally by the SHS Committee of the Board (3 to 4 times in a year).</p> <p>The Company has in place a vigil mechanism as defined in the Whistle-Blower Policy which provides a formal mechanism for all Directors and employees of the Company to approach the management of the Company (Audit Committee in case where the concern involves the Senior Management) and make protected disclosures to the Management about unethical behaviour, actual or suspected fraud or violation of the Company's Code of Conduct or Ethics policy. RM Committee of the Board frames, implements, monitors and review the Risk Management plan and ensures its effectiveness.</p> <p>Through an Enterprise Risk Management Program, the business units and the corporate functions address their short term, medium term and long terms risks. The Audit committee has an additional oversight on the financial risks and controls.</p>								
<b>Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances</b>	The Company complies with the statutory requirements as applicable.								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? If Yes, provide name of the agency.</b>	<p>The implementation of the Tata Code of Conduct and other policies are reviewed through internal audit function/ Ethics Counsellor. External assessment through the Tata Business Excellence Model ('TBEM') reviews the implementation of all the Company policies. Any opportunities for improvement are addressed through implementation of TBEM action plan. The Quality, Safety &amp; Health and Environmental policies are subject to internal and external audits as part of certification process.</p>								
<b>12 If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:</b>	Not Applicable								

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

**Principle 1: Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable.**

### Essential Indicators

#### 1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

TML:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	23	<ul style="list-style-type: none"> <li>Initiatives on Cost/Quality etc.</li> <li>Product Familiarization</li> <li>Corporate Social Responsibility (CSR)</li> <li>Safety Health and Sustainability (SHS)</li> <li>Employee Remuneration</li> <li>Surveys and Welfare Schemes</li> <li>Succession Planning</li> <li>SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015 (LODR)</li> <li>Enterprise Risk Management (ERM)</li> <li>Internal Control over Financial Reporting (ICFR)</li> <li>Internal Financial Controls (IFC)</li> <li>Indian Accounting Standards (IND AS)</li> <li>Related Party Transactions (RPTs)</li> <li>Internal Financial Controls (IFC)</li> <li>SEBI (Prohibition of Insider Trading) Regulations</li> </ul>	100
Key Managerial Personnel (KMP)	8	<ul style="list-style-type: none"> <li>Leadership Trails 2.0</li> <li>Anti-bribery and anti-corruption policy</li> <li>Corporate communications policy</li> <li>Cyber Security Awareness</li> <li>Prevention of Sexual Harassment at Workplace (POSH)</li> <li>Safety Induction Module</li> <li>Commemorating the Tata Code of Conduct</li> <li>Process Oriented Mindset</li> </ul>	100
Employees other than BoD and KMPs	20	<ul style="list-style-type: none"> <li>Sustainability Leadership Series</li> <li>Diversity, Equity and Inclusion (DEI) Training</li> <li>Anti-bribery and anti-corruption policy</li> <li>Commemorating the Tata Code of Conduct</li> <li>Training on Business Ethics</li> <li>Prevention of Sexual Harassment at Workplace (POSH)</li> <li>Safety Training</li> <li>Corporate communications policy</li> </ul>	62
Workers	3,542	<ul style="list-style-type: none"> <li>Diversity, Equity and Inclusion (DEI) Training</li> <li>Stakeholder Engagement</li> <li>Training on sustainability</li> <li>Commemorating the Tata Code of Conduct</li> <li>Anti-bribery and anti-corruption policy</li> </ul>	100

# Business Responsibility & Sustainability Report (BRSR)

## TMPVL and TPEML:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	23	<ul style="list-style-type: none"> <li>Corporate Social Responsibility (CSR)</li> <li>Safety</li> <li>Health and Sustainability (SHS)</li> <li>Employee Remuneration</li> <li>Surveys and Welfare Schemes</li> <li>SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015 (LODR)</li> <li>Enterprise Risk Management (ERM)</li> <li>Internal Control over Financial Reporting (ICFR)</li> <li>Internal Financial Controls (IFC)</li> <li>Indian Accounting Standards (IND AS)</li> <li>Related Party Transactions (RPTs)</li> <li>Internal Financial Controls (IFC)</li> <li>SEBI (Prohibition of Insider Trading) Regulations</li> </ul>	100
Key Managerial Personnel (KMP)	6	<ul style="list-style-type: none"> <li>Leadership Trails 2.0</li> <li>Anti-bribery and anti-corruption policy</li> <li>Corporate communications policy</li> <li>Prevention of Sexual Harassment at Workplace (POSH)</li> <li>Commemorating the Tata Code of Conduct</li> </ul>	100
Employees other than BoD and KMPs	18	<ul style="list-style-type: none"> <li>Sustainability Leadership Series</li> <li>Diversity, Equity and Inclusion (DEI) Training</li> <li>Anti-bribery and anti-corruption policy</li> <li>Tata Code of Conduct</li> <li>Prevention of Sexual Harassment at Workplace (POSH)</li> </ul>	63
Workers	1,383	<ul style="list-style-type: none"> <li>Diversity, Equity and Inclusion (DEI) Training</li> <li>Stakeholder Engagement</li> <li>Training on sustainability</li> <li>Commemorating the Tata Code of Conduct</li> <li>Anti-bribery and anti-corruption policy</li> </ul>	100

## TML and TMPVL and TPEML

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	23	<ul style="list-style-type: none"> <li>Corporate Social Responsibility (CSR)</li> <li>Safety</li> <li>Health and Sustainability (SHS)</li> <li>Employee Remuneration</li> <li>Surveys and Welfare Schemes</li> <li>Succession Planning</li> <li>SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015 (LODR)</li> <li>Enterprise Risk Management (ERM)</li> <li>Internal Control over Financial Reporting (ICFR)</li> <li>Internal Financial Controls (IFC)</li> <li>Indian Accounting Standards (IND AS)</li> <li>Related Party Transactions (RPTs)</li> <li>Internal Financial Controls (IFC)</li> <li>SEBI (Prohibition of Insider Trading) Regulations</li> </ul>	100
Key Managerial Personnel (KMP)	14	<ul style="list-style-type: none"> <li>Leadership Trails 2.0</li> <li>Anti-bribery and anti-corruption policy</li> <li>Corporate communications policy</li> <li>Cyber Security Awareness</li> <li>Prevention of Sexual Harassment at Workplace (POSH)</li> <li>Tata Code of Conduct</li> </ul>	100

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Employees other than BoD and KMPs	23	<ul style="list-style-type: none"> <li>Sustainability Leadership Series</li> <li>Diversity, Equity and Inclusion (DEI) Training</li> <li>Anti-bribery and anti-corruption policy</li> <li>Tata Code of Conduct</li> <li>Training on Business Ethics</li> <li>Prevention of Sexual Harassment at Workplace (POSH)</li> <li>Safety Training</li> </ul>	63
Workers	4925	<ul style="list-style-type: none"> <li>Diversity, Equity and Inclusion (DEI) Training</li> <li>Stakeholder Engagement</li> <li>Training on sustainability</li> <li>Commemorating the Tata Code of Conduct</li> <li>Anti-bribery and anti-corruption policy</li> </ul>	100

\* All 3 entities have common training sessions for BODs and KMPs.

**2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators / law enforcement agencies / judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):**

TML, TMPVL and TPEML: Nil

Note: In 2014, the Competition Commission of India ('CCI') held that the automobile manufacturers, including the Company, had engaged in anti-competitive practices and imposed a penalty of 2% of the Company's total turnover in India. The Company was ordered to pay a penalty of Rs 1,346 crore within a period of 60 days of the receipt of the order. The Company challenged the order of the CCI on constitutional issues, and the same is pending before Supreme Court as of FY 2024-25.

**3. Of the instances disclosed in question 2 above, details of the appeal / revision preferred in cases where monetary or non-monetary action has been appealed.**

NA.

**4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.**

Yes, the Company and its wholly owned subsidiaries, i.e., TMPVL and TPEML, have adopted the Tata Code of Conduct and are steadfast in their commitment to uphold professionalism, fairness, and integrity in all aspects of their business operations and relationships, regardless of where they operate. The policy is available on the Company's website at <https://www.tata.com/content/dam/tata/pdf/Tata%20Code%20Of%20Conduct.pdf>

Furthermore, we are dedicated to implementing and enforcing robust procedures to combat bribery and corruption. Our stance on bribery and corruption is unequivocal—we maintain a zero-tolerance policy. To underscore this commitment, we have developed an Anti-Bribery and Anti-Corruption Policy, which delineates our core principles and comprehensive procedures designed to prevent any involvement in bribery, facilitation payments, or corrupt practices.

In addition to these measures, the Company conducts regular training sessions and awareness programs for employees and other stakeholders on matters pertaining to Anti-Bribery and Anti-Corruption protocols.

The policy is available on the Company's website at: <https://www.tatamotors.com/wp-content/uploads/2023/10/anti-bribery-anti-corruption-policy.pdf>

## Business Responsibility & Sustainability Report (BRSR)

### 5. Number of Directors / KMPs / employees / workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption:

#### TML:

	FY 25	FY 24
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

#### TMPVL and TPEML

	FY 25	FY 24
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

#### TML, TMPVL and TPEML

	FY 25	FY 24
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

### 6. Details of complaints with regard to conflict of interest:

#### TML

	FY 25		FY 24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NA	NIL	NA

#### TMPVL and TPEML

	FY 25		FY 24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NA	NIL	NA

### 7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators / law enforcement agencies / judicial institutions, on cases of corruption and conflicts of interest.

No fines / penalties / actions were imposed by regulators/ law enforcement agencies or judicial institutions on cases related to corruption and conflicts of interest was imposed on TML, TMPVL and TPEML

**8. Number of days of accounts payables [(Accounts payable \*365) / Cost of goods/services procured] in the following format:**

**TML:**

	FY 25	FY 24
Number of days of accounts payable	83	77

**TMPVL and TPEML\*:**

	FY 25	FY 24
Number of days of accounts payables	52	50

\*Intercompany transactions have not been adjusted for this attribute.

**TML, TMPVL and TPEML\*:**

	FY 25	FY 24
Number of days of accounts payables	67	64

\*Intercompany transactions have not been adjusted for this attribute.

**9. Open-ness of business:**

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

**TML**

Parameter	Metrics	FY 25	FY 24
<b>Concentration of Purchases</b>	a. Purchases from trading houses as % of total purchases*	0	0
	b. Number of trading houses where purchases are made from*	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses*	0	0
<b>Concentration of Sales</b>	a. Sales to dealers / distributors as % of total sales	75%	76%
	b. Number of dealers / distributors to whom sales are made	328	326
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	21%	20.8%
<b>Share of RPTs in</b>	a. Purchases (Purchases with related parties / Total Purchases)	17%	20%**
	b. Sales (Sales to related parties / Total Sales)	8%	10%**
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	84%	14%
	d. Investments (Investments in related parties / Total Investments made)	89%	91%

\*TML purchases directly from Supply Chain Partners and Purchase transactions do not involve any trading houses.

\*\*The financial figures for FY 24 have been restated to improve accuracy and clarity in reporting following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core.

**TMPVL and TPEML\***

Parameter	Metrics	FY 25	FY 24
<b>Concentration of Purchases</b>	a. Purchases from trading houses as % of total purchases**	0	0
	b. Number of trading houses where purchases are made from**	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses**	0	0
<b>Concentration of Sales</b>	a. Sales to dealers / distributors as % of total sales	67%	72%
	b. Number of dealers / distributors to whom sales are made	314	299
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	14%	15%
<b>Share of RPTs in</b>	a. Purchases (Purchases with related parties / Total Purchases)	56%	56%***
	b. Sales (Sales to related parties / Total Sales)	29%	23%***
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	96%
	d. Investments (Investments in related parties / Total Investments made)	18%	60%

\*Intercompany transactions have not been adjusted for this attribute.



# Business Responsibility & Sustainability Report (BRSR)

\*\*TMPVL and TPEML purchases directly from Supply Chain Partners and Purchase transactions do not involve any trading houses.

\*\*\*The financial figures for FY 24 have been restated to improve accuracy and clarity in reporting following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core.

## TML, TMPVL and TPEML\*

Parameter	Metrics	FY 25	FY 24
<b>Concentration of Purchases</b>	a. Purchases from trading houses as % of total purchases**	0	0
	b. Number of trading houses where purchases are made from**	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses**	0	0
<b>Concentration of Sales</b>	a. Sales to dealers / distributors as % of total sales	71%	74%
	b. Number of dealers / distributors to whom sales are made	600	602
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	18%	12%
<b>Share of RPTs in</b>	a. Purchases (Purchases with related parties / Total Purchases)	37%	37%***
	b. Sales (Sales to related parties / Total Sales)	18%	16%***
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	77%	85%
	d. Investments (Investments in related parties / Total Investments made)	82%	90%

\*Intercompany transactions have not been adjusted for this attribute.

\*\*TML, TMPVL and TPEML purchases directly from Supply Chain Partners and Purchase transactions do not involve any trading houses.

\*\*\*The financial figures for FY 24 have been restated to improve accuracy and clarity in reporting following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core.

## Leadership Indicators

### 1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

#### TML

	Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programs
1	Sessions on Sustainability for Supply Chain Partners – 7	Principle 2: Circularity Principle 3,5: Human Rights, Safety Principle 6: Net zero, Water Management, Waste Management, Biodiversity	87*
2	Sessions on Sustainability for Dealer Partners – 19	Virtual and onsite training programs were conducted focusing on Sustainability awareness. These programs covered topics such as Sustainability & ESG, Net Zero, Water Management, Waste Management, Human Rights, Diversity & Inclusion, Labour Management, Community Relations & CSR, and Corporate Governance.	75**

\*As a percentage of Purchase Value from Supply Chain partners

\*\*As a percentage of Sales Revenue from Channel Partners

## TMPVL and TPEML

	Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programs
1	Sessions on Sustainability for Supply Chain Partners – 7	Principle 2: Circularity Principle 3,5: Human Rights, Safety Principle 6: Net zero, Water Management, Waste Management, Biodiversity	90*
2	Sessions on Sustainability for Dealer Partners – 19	Virtual and onsite training programs were conducted focusing on Sustainability awareness. These programs covered topics such as Sustainability & ESG, Net Zero, Water Management, Waste Management, Human Rights, Diversity & Inclusion, Labour Management, Community Relations & CSR, and Corporate Governance.	75**

\*As a percentage of Purchase Value from Supply Chain partners

\*\*As a percentage of Sales Revenue from Channel Partners

TML, TMPVL and TPEML

	Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programs
1	Sessions on Sustainability for Supply Chain Partners – 11	Principle 2: Circularity Principle 3,5: Human Rights, Safety Principle 6: Net zero, Water Management, Waste Management, Biodiversity	80*
2	Sessions on Sustainability for Dealer Partners – 30	Virtual and onsite training programs were conducted focusing on Sustainability awareness. These programs covered topics such as Sustainability & ESG, Net Zero, Water Management, Waste Management, Human Rights, Diversity & Inclusion, Labour Management, Community Relations & CSR, and Corporate Governance.	75**

\*As a percentage of Purchase Value from Supply Chain partners

\*\*As a percentage of Sales Revenue from Channel Partners

## 2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? If Yes, provide details of the same.

Yes, we have a process in place which is governed by the “Tata Code of Conduct for Non-Executive Directors and Independent Directors” of Tata Motors and its wholly owned subsidiaries TMPVL and TPEML. Web link to the same is:

<https://www.tatamotors.com/wp-content/uploads/2023/10/ned-id-2.pdf>

## Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

### Essential Indicators

#### 1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

##### TML

	FY25 (%)	FY 24 (%)	Details of improvements in environmental and social impacts
Total R&D expenditure	61	80	Please refer to the Technology Absorption, Adaptation and Innovation section in Annexure-3 of the Board's report.
Total Capex	57	71	

##### TMPVL and TPEML

	FY 25 (%)	FY 24 (%)	Details of improvements in environmental and social impacts
Total R&D expenditure	43	46	Please refer to the R&D and innovation section of the Integrated Annual Report.
Total Capex	44	48	

# Business Responsibility & Sustainability Report (BRSR)

## TML, TMPVL and TPEML

	FY 25 (%)	FY 24 (%)	Details of improvements in environmental and social impacts
Total R&D expenditure	49	58	Please refer to the following sections in the Integrated Annual Report:  a) Technology Absorption, Adaptation and Innovation section in Annexure-3 of the Board's report  b) R&D and innovation section of the Integrated Annual Report.
Total Capex	48	55	

**2. Does the entity have procedures in place for sustainable sourcing? If Yes, what percentage of inputs were sourced sustainably?**

Tata Motors is driving a transformative shift to establish itself as a leader in Sustainable Mobility. Understanding the crucial role of the supply chain in this transition, TML introduced the 'Sustainable Supply Chain Initiative' in 2017, followed by the launch of 'AIKYAM,' a collaborative platform, in 2023.

As part of this initiative, we have developed a comprehensive framework that includes a Supplier Code of Conduct, an Environmental Procurement Policy, and Sustainability Guidelines for Suppliers. These guidelines cover key areas such as governance, legal compliance, management system certification, transparency and reporting, occupational health and safety, labor rights, and human rights. By setting these standards, we aim to foster responsible business practices among our suppliers and partners. We have also updated our Manufacturing Site Audit questionnaire to include a sustainability pillar, which ensures that any new supplier is scrutinized on sustainability as well.

To ensure effective implementation, we have established strong oversight mechanisms for our supplier ESG program. The highest decision-making body, the Executive Committee Members, along with the Chief Purchasing Officer, is responsible for monitoring and guiding this critical aspect of our sustainability strategy.

Additionally, our procurement processes are continuously reviewed to align with the Supplier Code of Conduct and prevent any potential conflicts with our ESG commitments. This ongoing evaluation ensures that every stage of our procurement strategy remains in sync with our sustainability goals.

We also conduct thorough assessments of our suppliers to measure their compliance with ESG standards, providing valuable insights into their environmental and social performance. Recognizing the importance of internal stakeholders, we provide extensive training to our procurement teams and relevant personnel. Expanding this initiative further, we introduced the Dealer Code of Conduct and Dealer Sustainability Guidelines in 2019 to help dealerships enhance their sustainability practices. These guidelines, along with ESG performance assessments, ensure alignment with our broader sustainability vision.

TML Suppliers Covering 68% of APV have either ISO 45001 or ISO 14001 Certification.

TMPVL suppliers covering 77% of APV have either ISO 45001 or ISO 14001 Certification.

**2. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) Other waste.**

**Products post-consumer waste:**

As part of end-of-life product management, we are continuously working on improving our product's circularity. This involves designing the vehicle for recyclability, selecting sustainable materials by studying their environmental impact, designing vehicle assemblies/components that are easy to dismantle, and providing information about the same in our products, etc.

The design-for-recycling approach complements our initiative on the circular economy, which aims to minimize waste and reduce negative impact. During the design stage, TML has been encouraging the use of recyclable materials in products and is actively working towards improving product recyclability. Typically, all vehicles are designed to achieve a minimum of 90% recyclability and recoverability. As a responsible organization committed to sustainability and the environment, we are publishing dismantling information on a portal named IDIS (i.e., International Dismantling Information System). Dismantlers can access this information for the efficient recycling of non-metallic automobile parts like bumpers, trim parts, dashboards, etc. We are the first Indian OEM to publish dismantling information on the IDIS portal and have published information for 11 models to date.

As part of the product design stage, we are currently working on exploratory projects to further use more biodegradable materials, recycled materials, and re-refined base oil (RRBO) to enhance product circularity. At the end of the product lifecycle, scrapping and recycling vehicles in a responsible way supports environmental goals. Tata Motors demonstrated its holistic commitment to sustainable mobility with the launch of “Re.Wi.Re – Recycle with Respect” to facilitate the safe recycling of end-of-life vehicles (ELVs).

The state-of-the-art Tata Motors Re.Wi.Re. facility is designed to dismantle end-of-life passenger and commercial vehicles of all brands. These facilities will drive responsible scrapping and recycling of ELVs by using globally benchmarked and optimized processes. With the launch of Re.Wi.Re., Tata Motors aims to offer better value capture in downstream businesses, generate employment, and support the minimization of environmental pollution caused by aged vehicles. Tata Motors has opened five more Re.Wi.Re. facilities under a franchise-based model, now totaling seven facilities with an annual capacity to dismantle more than 1,10,000 vehicles.

We are committed to expanding Re.Wi.Re. facilities across the country to promote circularity and enhance and organize our value chain play. This move will lessen the pollution involved in the dismantling of ELVs and bring this activity within the organized sector.

#### Operations:

Our manufacturing operations generate various types of wastes which are covered under various national regulations. All our plants ensure that the management of such wastes is done in full compliance with these legal requirements as specified by the operating permits, consents, and authorizations.

Our manufacturing operations receive a large and diverse number of parts, components, and consumables in various forms of packaging which are discarded. These are segregated as per material type and shape and sold to recyclers for conversion and utilization. Specifically, we ensure the sale of all flexible and rigid plastic packaging to authorized plastic waste processors for recycling and utilization in the manufacture of new packaging material. Hazardous and other wastes are similarly routed to authorized recyclers or re-processors for material recovery, or to co-processing for energy recovery through cement plants. We also ensure the safe disposal of specific hazardous wastes, as mandated in operating consent/authorizations, through government-authorized Treatment, Storage, and Disposal Facilities.

E-wastes from our operations, comprising electronic devices, their components, and IT assets that are discarded after their useful life or due to obsolescence, are disposed of only through authorized recyclers.

Where technically feasible, we are utilizing recovered materials such as reclaimed thinner, secondary paint made from paint sludge, or sand from our foundries in our own manufacturing operations or in our supply chain.

#### 4. Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities. If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, the EPR provisions under the Plastic Waste Management & Handling Rules, 2016 (as amended) are applicable to the Company. Tata Motors Limited (‘TML’) (Commercial Vehicle business) and Tata Motors Passenger Vehicles Limited (‘TMPVL’) registered as a “Brand Owner” and as an “Importer” with the CPCB and have complied with the requirements of the Registration for the concluded year 2024-25. The Company have set up internal systems to track and ensure compliance on a running basis, for the current year and beyond.

Legal compliance of our EPR target for FY 2024-25 has been ensured by the procurement of re-cycling certificates through a third party. Going forward, we will continue to fulfil our EPR targets through this route using the established systems for collection, transportation, and the re-cycling of post-consumer plastic packaging waste. In the case of The Battery Waste Management Rules-2022, the Company is registered as a ‘Producer’ with the Central Pollution Control Board and is working towards meeting the necessary requirements going forward.

#### Leadership Indicators

##### 1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If Yes, provide details in the following format?

TML is actively working towards conducting LCA for representative models of Trucks, small commercial vehicle, and ICE passenger vehicles to determine product carbon footprint.

# Business Responsibility & Sustainability Report (BRSR)

## TML

	NIC code (Group)	Name of product/ service	% of total turnover contributed	Boundary for which the life cycle perspective/ assessment was conducted	Whether conducted by independent external agency	Results communicated in public domain. If Yes, provide the web-link
1	291	Small commercial vehicle	10%	Cradle to TML gate (Excluding Transportation)	No	No
2	291	Light medium commercial vehicle	13%	Cradle to TML gate (Excluding Transportation)	No	No
3	291	Heavy Commercial Vehicle	48%	Cradle to TML gate (Excluding Transportation)	No	No

## TMPVL and TPEML:

	NIC code (Group)	Name of product/ service	% of total turnover contributed	Boundary for which the life cycle perspective/ assessment was conducted	Whether conducted by independent external agency	Results communicated in public domain. If Yes, provide the web-link
1	291	Nexon BS6	100	Cradle to Grave (including preventive, extensive maintenance; various end-of-life scenarios)	3 <sup>rd</sup> party verification in-progress for internally conducted LCA (Expected to complete by Feb'25 end)	No
2	291	Altroz BS6		Cradle to TMPVL in gate (Excluding transportation)	No	No
3	291	Tiago BS6		Cradle to TMPVL in gate (Excluding transportation)	No	No
4	291	Tigor BS6		Cradle to TMPVL in gate (Excluding transportation)	No	No
5	291	Punch BS6		Cradle to TMPVL in gate (Excluding transportation)	No	No
6	291	Harrier		Cradle to TMPVL in gate (Excluding transportation)	No	No
7	291	Safari		Cradle to TMPVL in gate (Excluding transportation)	No	No
8	291	HV Battery pack		Cradle to TMPVL in gate (Excluding transportation)	Yes (LCA conducted by 3 <sup>rd</sup> party)	
9	291	Nexon EV		Cradle to Grave (including preventive, extensive maintenance; grid greening effect based on various projection scenarios and end-of-life scenarios)	No	No
10	291	Tigor EV		Cradle to TMPVL in gate (Excluding transportation)	No	No

\*Intercompany transactions have not been adjusted for this attribute.

The LCA study conducted for the Nexon BS6 is a detailed, externally verified study (verification ongoing) evaluating cradle-to-grave environmental impact over 150,000 km of driving distance, with various scenario analyses covering preventive and extensive maintenance, as well as end-of-life approaches.

**TML, TMPVL and TPEML:** The turnover contribution of each product cannot be consolidated across the three entities and hence the consolidated disclosure has been excluded.

2. If there are any significant social or environmental concerns and / or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

**TML:**

	Name of product / service	Description of the risk / concern	Action taken
1	Small commercial vehicle	Global warming potential Carbon Footprint	- Materials/components with higher carbon footprint contributions have been identified. Actions have been initiated with engineering teams and suppliers to increase material circularity and reduce carbon footprint impact.
2	Light & Intermediate commercial vehicle	Global warming potential Carbon Footprint	- Materials/components with higher carbon footprint contributions have been identified. Actions have been initiated with engineering teams and suppliers to increase material circularity and reduce carbon footprint impact.
3	Heavy Commercial Vehicle	Global warming potential Carbon Footprint	- Materials/components with higher carbon footprint contributions have been identified. Actions have been initiated with engineering teams and suppliers to increase material circularity and reduce carbon footprint impact.

**TMPVL and TPEML:**

	Name of product / service	Description of the risk / concern	Action taken
1	ICE Passenger Cars	1. Global Warming Potential Carbon Footprint 2. Abiotic Resources Depletion 3. Acidification potential 4. Ozone Depletion potential 5. Eutrophication potential	- After completion of baseline LCA calculations (Cradle to Gate) for passenger cars, hotspots contributing significant carbon emissions have been identified, and targets are being set to reduce the carbon footprint. For upcoming models, decarbonization and material circularity targets have been set, and these targets are being systematically driven to further reduce carbon footprint and abiotic resource depletion impacts. For all other impact categories, we are currently in the phase of quantifying the potential impacts and their hotspots.

2. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

**TML:**

	Indicate input material	FY 25 (%)	FY 24(%)
1	Steel used in BIW	7-8*	6-7*
2	Aluminium used in alloy wheels & engines	30-40*	30-40*

\*As per Supplier declarations

**TMPVL and TPEML:**

	Indicate input material	FY 25 (%)	FY 24(%)
1	Interior & Exterior Plastic Trim Parts	~2*	~2*
2	Steel used in BIW	~11*	6-7*
3	Aluminium used in alloy wheels & engines	~30-40*	30-40*
4	Windshield, tailgate & door glass	~25*	~20*

\*As per Supplier declarations

# Business Responsibility & Sustainability Report (BRSR)

**TML, TMPVL and TPEML:** The Input material and their recycled content cannot be consolidated across the three entities and hence excluded from disclosure.

## 4. 3. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed.

**TML:**

	FY 25			FY 24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	11,204*	0	0	9,118**	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
<b>Other waste</b>	0	0	0	0	0	0

\* FY25 EPR target for plastic waste for TML, which has been complied. EPR credits have been procured from Producer Responsibility Organisation (PRO) for pre and post- consumer packaging waste.

\*\* The numbers for FY24 has been restated to account for additional EPR credits procured in addition to the EPR obligation.

**TMPVL and TPEML:**

	FY 25			FY 24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	2,270*	0	0	2,329	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
<b>Other waste</b>	0	0	0	0	0	0

\* FY25 EPR target for plastic waste for TML, which has been complied. EPR credits have been procured from Producer Responsibility Organisation (PRO) for pre and post- consumer packaging waste.

**TML, TMPVL and TPEML**

	FY 25			FY 24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	13,474*	0	0	11,447**	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
<b>Other waste</b>	0	0	0	0	0	0

\* FY25 EPR target for plastic waste for TML, which has been complied. EPR credits have been procured from Producer Responsibility Organisation (PRO) for pre and post- consumer packaging waste.

\*\* The numbers for FY24 has been restated to account for additional EPR credits procured in addition to the EPR obligation.

## 5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

**TML:**

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
1 Plastic Packaging	100%

**TMPV and TPEML:**

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
1 Plastic Packaging	100%

### Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

#### Essential Indicators

#### 1a. Details of measures for the well-being of employees:

##### TML

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	7,838	7,838	100	7,838	100	N.A		7,838	100	7,838	100
Female	778	778	100	778	100	778	100	N.A		778	100
Total	8,616	8,616	100	8,616	100	778	100	7,838	100	8,616	100
Other than Permanent Employees											
Male	63	63	100	63	100	N.A.		63	100	63	100
Female	48	48	100	48	100	48	100	N.A.		48	100
Total	111	111	100	111	100	48	100	63	100	111	100

##### TMPVL and TPEML

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	3,573	3,573	100	3,573	100	N.A		3,573	100	3,573	100
Female	402	402	100	402	100	402	100	N.A		402	100
Total	3,975	3975	100	3,975	100	402	100	3,573	100	3,975	100
Other than Permanent Employees											
Male	202	202	100	202	100	N.A		202	100	202	100
Female	52	52	100	52	100	52	100	N.A		52	100
Total	254	254	100	254	100	52	100	202	100	254	100

##### TML, TMPVL and TPEML

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	11,411	11,411	100	11,411	100	N.A		11,411	100	1,1411	100
Female	1,180	1,180	100	1,180	100	1,180	100	N.A		1,180	100
Total	12,591	12,591	100	12,591	100	1,180	100	11,411	100	12,591	100
Other than Permanent Employees											
Male	265	265	100	265	100	N.A		265	100	265	100
Female	100	100	100	100	100	100	100	N.A		100	100
Total	365	365	100	365	100	100	100	265	100	365	100



# Business Responsibility & Sustainability Report (BRSR)

## 1b. Details of measures for the well-being of workers:

### TML:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	11,864	11,864	100	11,864	100	N.A		11,864	100	11,864	100
Female	339	339	100	339	100	339	100	N.A		339	100
Total	12203	12203	100	12203	100	339	100	11864	100	12203	100
Other than Permanent Workers											
Male	13,272	13,272	100	13,272	100	N.A		13,272	100	13,272	100
Female	2,782	2,782	100	2,782	100	2,782	100	N.A		2,782	100
Total	16,054	16,054	100	16,054	100	2,782	100	13,272	100	16,054	100

### TMPVL and TPEML

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	3,380	3,380	100	3,380	100	N.A		3,380	100	3,380	100
Female	2	2	100	2	100	2	100	N.A		2	100
Total	3,382	3,382	100	3,382	100	2	100	3,380	100	3,382	100
Other than Permanent Workers											
Male	11,764	11,764	100	11,764	100	N.A		11,764	100	11,764	100
Female	2,083	2,083	100	2,083	100	2,083	100	N.A		2,083	100
Total	13,847	13,847	100	13,847	100	2,083	100	11,764	100	13,847	100

### TML, TMPVL and TPEML

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	15244	15244	100	15244	100	NA		15244	100	15244	100
Female	341	341	100	341	100	341	100	NA		341	100
Total	15585	15585	100	15585	100	341	100	15244	100	15585	100
Other than Permanent Workers											
Male	25036	25036	100	25036	100	NA		25036	100	25036	100
Female	4865	4865	100	4865	100	4865	100	NA		4865	100
Total	29901	29901	100	29901	100	4865	100	25036	100	29901	100

## 1c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

### TML

	FY 25 (%)	FY 24 (%)
Cost incurred on wellbeing measures as a % of total revenue of the company	0.3	0.3

## TMPVL and TPEML

	FY 25 (%)	FY 24 (%)
Cost incurred on wellbeing measures as a % of total revenue of the company*	0.11	0.1

\*Intercompany transactions have not been adjusted for this attribute.

## TML, TMPVL and TPEML

	FY 25 (%)	FY 24 (%)
Cost incurred on wellbeing measures as a % of total revenue of the company*	0.21	0.2

\*Intercompany transactions have not been adjusted for this attribute.

## 2. Details of retirement benefits, for current financial year and previous financial year:

### TML

Benefits	FY 24			FY 23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
Employee State Insurance (ESI)*	100	100	Yes	100	100	Yes

\*The coverage percentage include only those employees and workers who are covered or entitled under ESI

### TMPVL and TPEML

Benefits	FY 24			FY 23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
Employee State Insurance (ESI)*	100	100	Yes	100	100	Yes

\*The coverage percentage include only those employees and workers who are covered or entitled under ESI

### TML, TMPVL and TPEML

Benefits	FY 24			FY 23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
Employee State Insurance (ESI)*	100	100	Yes	100	100	Yes

\*The coverage percentage include only those employees and workers who are covered or entitled under ESI

- 3. Accessibility of workplaces:** Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Tata Motors recognizes the importance of fostering an inclusive environment where Persons with Disabilities (PWD) are not just accommodated but actively empowered. As part of our commitment to Diversity, Equity, and Inclusion (DEI), we are embarking on a strategic initiative to integrate PWD candidates seamlessly into our workforce. This strategy employs a multifaceted approach, encompassing proactive audits, civil works enhancements, along with parallel comprehensive sensitization programs.

## Business Responsibility & Sustainability Report (BRSR)

This approach ensures that our efforts are comprehensive and holistic, leaving no stone unturned in creating an environment conducive to the success of PWD candidates.

**Proactive Audits:** We are in the process of conducting various accessibility audits of infrastructure and buildings to identify barriers and areas for improvement in accommodating PWD candidates. These audits will be conducted in collaboration with experts in accessibility and disability rights, ensuring compliance with relevant regulations and standards like the Harmonized Guidelines and Standards for Universal Accessibility in India - 2021, released by the Ministry of Housing and Urban Affairs.

**Civil Works Enhancements:** To bring implementation to the insights of the audit process, we will initiate civil works enhancements aimed at eliminating physical barriers and creating accessible spaces for PWD candidates. This includes, but is not limited to, installing ramps, accessible restroom facilities, tactile markers, and ergonomic workstations—ensuring that our workplaces are truly inclusive.

**Comprehensive Sensitization Programs:** We understand that creating an inclusive environment goes beyond physical accommodations; it requires a shift in mindset and cultural norms. Therefore, we will continue conducting the ONEderful Conversations that help comprehend the various defined DEI aspects. It is a half day workshop where trained facilitators from business is driving the agenda to the last level employee. Focus is on the people managers first who have a larger span of control. Topics like unconscious bias to building awareness about self – thoughts, realizing the various layers of inclusion are all planned through an ONEderful kit. The program is aimed at raising awareness, dispelling myths, and fostering empathy among employees.

**Pilot Implementation:** To test the effectiveness of our strategy, we will launch pilot programs at two primary locations within our organization. These pilots will serve as testbeds for refining our approach and identifying best practices that can be scaled across the organization.

**Underlining Message of Inclusivity:** Throughout our DEI communication, we will underline the message of inclusivity, emphasizing our intent to create an environment where every individual, regardless of ability, feels valued and respected. Our communication is a long term focused one which focuses on the intent behind our actions highlighting our commitment to diversity and inclusion as one of our foundational belief.

**Readiness for Visitors and Employees:** In addition to catering to our employees, we would ensure that our facilities are equally accessible and accommodating for visitors, including clients, partners, and stakeholders. This ensures that our commitment to inclusivity is evident not only within our workforce but also in our interactions with external parties. We are in the process to build a uniform experience across locations.

In conclusion, Tata Motors is committed to fostering an inclusive workplace where PWD candidates are not just included but empowered to thrive. Our multifaceted strategy, encompassing proactive audits, civil works enhancements, and comprehensive sensitization programs, underscores our commitment to diversity, equity, and inclusion. Through pilot implementations and inclusive communication, we aim to set a precedent for inclusivity in the automotive industry.

#### 4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

We provide equal opportunities to all our employees and to all eligible applicants for employment in our company. Tata Motors follows a no discrimination policy and fosters workspaces that promote diversity and equal opportunities. Refer Section D of the Tata Code of conduct The web-link of the same is: <https://www.tata.com/content/dam/tata/pdf/Tata%20Code%20Of%20Conduct.pdf>

#### 5. Return to work and Retention rates of permanent employees and workers that took parental leave.

##### TML

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate (%)	Retention Rate (%)	Return to Work Rate (%)	Retention Rate (%)
Male	100	97	-	-
Female	100	100	100	100
<b>Total</b>	<b>100</b>	<b>98.5</b>	<b>100</b>	<b>100</b>

## TMPVL and TPEML

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate (%)	Retention Rate (%)	Return to Work Rate (%)	Retention Rate (%)
Male	100	97	100	99
Female	100	100	-	-
<b>Total</b>	<b>100</b>	<b>98.5</b>	<b>100</b>	<b>99</b>

## TML, TMPVL and TPEML

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate (%)	Retention Rate (%)	Return to Work Rate (%)	Retention Rate (%)
Male	100	97	100	99
Female	95	91	100	100
<b>Total</b>	<b>97.5</b>	<b>94</b>	<b>100</b>	<b>99.5</b>

### 6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief:

	Yes/No, (if Yes, then give details of the mechanism in brief)
Permanent Workers	<p>Yes. Tata Motors has a three-stage dedicated grievance redressal forum operating at various levels. These forums—Joint Shop Council (JSC), Joint Divisional Council (JDC), and Joint Management Council (JMC)—are strategically located at the Shop, Division, and Plant levels, respectively. They serve as platforms where workmen can voice their grievances, ensuring that their concerns are heard and addressed in a timely and appropriate manner. The closure of grievances is also monitored at the Plant level.</p> <p>Furthermore, for contract labour, we have Business Partner Forums to address their grievances. In addition, we provide helpline numbers and grievance drop boxes as alternate mechanisms to ensure accessibility and inclusivity in grievance redressal.</p>
Other than Permanent Workers	<p>The Company has adopted the Tata Code of Conduct (TCoC), which outlines our commitment to ethical conduct. All internal and external stakeholders of the Tata Group are expected to operate within the framework of this Code. Training and awareness programs on the TCoC are conducted regularly for employees and relevant stakeholders.</p> <p>We also have dedicated Human Rights and Whistleblower Policies. The Company has established a robust governance mechanism to ensure confidentiality and protect whistleblowers from harassment or victimization, including retaliation, threats, termination/suspension of service, disciplinary action, transfer, demotion, denial of promotion, or any other form of intimidation. This protection also extends to prevent any direct or indirect misuse of authority to obstruct a whistleblower's right to perform their duties or to make further protected disclosures.</p>
Permanent Employees	<p>The Company has a well-defined process to address concerns through the Ethics Committee, which oversees due investigations.</p> <p>Oversight of the TCoC, Whistleblower Policy, and Human Rights Policy lies with the Chairperson of the Audit Committee and the Chief Ethics Counsellor. An ethics helpline is available for employees to anonymously report any ethical violations. This helpline can be accessed in the following ways:</p> <ol style="list-style-type: none"> <li>1. A whistleblower can report concerns via the toll-free number: 000 800 0502 221, or through the web portal: <a href="http://tatamotors.ethicspoint.com">tatamotors.ethicspoint.com</a>. Concerns can be submitted in multiple languages.</li> <li>2. Alternatively, concerns can be submitted in writing to the Chief Ethics Counsellor or the Chairman of the Audit Committee.</li> </ol> <p>In line with our commitment to gender inclusion and diversity, and to create a safe, fair, and just workplace, the Company has implemented a Prevention of Sexual Harassment at Workplace (POSH) Policy. The POSH framework includes several Internal Committees (ICs), along with an APEX Internal Committee that acts as an appellate body and oversees dissemination of this policy.</p>
Other than Permanent Employees	<p>We have developed standard guidelines to address sexual harassment, which are enforced by location or subunit-specific committees at the Plant and Regional levels. This policy covers all women associates (including permanent, temporary, contractual, and trainees), women service providers, and any woman visiting the Company's workplace. Any form of objectionable conduct is subject to strict disciplinary action.</p>

# Business Responsibility & Sustainability Report (BRSR)

## 7. Membership of employees and worker in association(s) or unions recognised by the listed entity:

### TML:

	FY 25			FY 24		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union(D)	% (D / C)
<b>Total Permanent Employees</b>	8616	0	0	8,931	0	0
Male	7838	0	0	8,200	0	0
Female	778	0	0	731	0	0
<b>Total Permanent Workers</b>	12203	12,122	99	11,645	11,564	99
Male	11864	11,784	99	11,416	11,336	99
Female	339	338	99	229	228	99

### TMPVL and TPEML

	FY 25			FY 24		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union(D)	% (D / C)
<b>Total Permanent Employees</b>	3,975	0	0	3,687	0	0
Male	3,573	0	0	3,375	0	0
Female	402	0	0	312	0	0
<b>Total Permanent Workers</b>	3,382	3,382	100	3,426	3,073	90
Male	3,380	3,380	100	3,424	3,071	90
Female	2	2	100	2	2	100

### TML, TMPVL and TPEML

	FY 25			FY 24		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union(D)	% (D / C)
<b>Total Permanent Employees</b>	12,591	0	0	12,618	0	0
Male	11,411	0	0	11,575	0	0
Female	1,180	0	0	1,043	0	0
<b>Total Permanent Workers</b>	15,585	15,504	99	15,071	14,637	97
Male	15,244	15,164	99	14,840	14,407	97
Female	341	340	99	231	230	99

## 8. Details of training given to employees and workers:

### TML:

	FY 25					FY 24				
	Total (A)	Health and safety measures		Skill upgradation		Total (D)	Health and safety measures		Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	7,901	4,164	53	7,901	100	8,388	3,046	36	2,501	30
Female	826	298	36	767	93	784	146	19	217	28
<b>Total</b>	<b>8,727</b>	<b>4,462</b>	<b>51</b>	<b>8,668</b>	<b>99</b>	<b>9,172</b>	<b>3192</b>	<b>35</b>	<b>2,718</b>	<b>30</b>
<b>Workers</b>										
Male	25,136	17,540	70	14,487	58	25,202	25,202	100	5,973	24
Female	3,121	1560	50	1,597	51	3,195	3,195	100	426	13
<b>Total</b>	<b>28,257</b>	<b>19,100</b>	<b>68</b>	<b>16,084</b>	<b>57</b>	<b>28,397</b>	<b>28,397</b>	<b>100</b>	<b>6,399</b>	<b>23</b>

### TMPVL and TPEML

	FY 25					FY 24				
	Total (A)	Health and safety measures		Skill upgradation		Total (D)	Health and safety measures		Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	,3775	1,914	51	3,181	84	3,712	1,032	28	598	16
Female	454	185	41	369	81	392	82	21	65	17
<b>Total</b>	<b>4,229</b>	<b>2,099</b>	<b>50</b>	<b>3,550</b>	<b>84</b>	<b>4,104</b>	<b>1,114</b>	<b>27</b>	<b>663</b>	<b>16</b>
<b>Workers</b>										
Male	15,144	13,098	86	10,316	68	16,165	16,165	100	945	6
Female	2,085	1,701	82	1,813	87	2,275	2,275	100	74	3
<b>Total</b>	<b>17,229</b>	<b>14,799</b>	<b>86</b>	<b>12,129</b>	<b>70</b>	<b>18,440</b>	<b>18,440</b>	<b>100</b>	<b>1,019</b>	<b>6</b>

### TML, TMPVL and TPEML

	FY 25					FY 24				
	Total (A)	Health and safety measures		Skill upgradation		Total (D)	Health and safety measures		Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	11,676	6,078	52	11,082	95	12,100	4,078	34	3,099	26
Female	1,280	483	38	1136	89	1,176	228	19	282	24
<b>Total</b>	<b>12,956</b>	<b>6,561</b>	<b>51</b>	<b>12,218</b>	<b>94</b>	<b>13,276</b>	<b>4,306</b>	<b>32</b>	<b>3,381</b>	<b>25</b>
<b>Workers</b>										
Male	40,280	30,638	76	24,803	62	41,367	41,367	100	6,918	17
Female	5,206	3,261	63	3,410	66	5,470	5,470	100	500	9
<b>Total</b>	<b>45,486</b>	<b>33,899</b>	<b>75</b>	<b>28,213</b>	<b>62</b>	<b>46,837</b>	<b>46,837</b>	<b>100</b>	<b>7,418</b>	<b>16</b>

# Business Responsibility & Sustainability Report (BRSR)

## 9. Details of performance and career development reviews of employees and worker:

### TML

	FY 25			FY 24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	7,838	7,838	100	8,200	8,200	100
Female	778	778	100	731	731	100
<b>Total</b>	<b>8,616</b>	<b>8,616</b>	<b>100</b>	<b>8,931</b>	<b>8,931</b>	<b>100</b>
<b>Workers</b>						
Male	11,864	11,864	100	11,416	11,416	100
Female	339	339	100	229	229	100
<b>Total</b>	<b>12,203</b>	<b>12,203</b>	<b>100</b>	<b>11,645</b>	<b>11,645</b>	<b>100</b>

The performance of all management staff employees is managed through a performance appraisal process called LOOP. The performance management process facilitates open communication between managers and employees to clarify expectations, communicate organizational goals, provide feedback, and offer continuous coaching for improving performance. This system employs a structured cascade of balanced scorecard objectives (at Business Unit level) all the way down to individual targets, ensuring alignment across the organization. It integrates performance and leadership behavior appraisal, with rewards based on both company performance and individual contributions. Compensation reviews consider performance, leadership behavior, and market comparisons, ultimately aiming to enhance business outcomes by defining and achieving goals effectively.

### TMPVL and TPEML

	FY 25			FY 24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	3,573	3,573	100	3,375	3,375	100
Female	402	402	100	312	312	100
<b>Total</b>	<b>3,975</b>	<b>3,975</b>	<b>100</b>	<b>3,687</b>	<b>3,687</b>	<b>100</b>
<b>Workers</b>						
Male	3,380	3,380	100	3,424	3,424	100
Female	2	2	100	2	2	100
<b>Total</b>	<b>3,382</b>	<b>3,382</b>	<b>100</b>	<b>3,426</b>	<b>3,426</b>	<b>100</b>

### TML, TMPVL and TPEML

	FY 25			FY 24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	11,411	11,411	100	11,575	11,575	100
Female	1,180	1,180	100	1043	1043	100
<b>Total</b>	<b>12,591</b>	<b>12,591</b>	<b>100</b>	<b>12,618</b>	<b>12,618</b>	<b>100</b>
<b>Workers</b>						
Male	15,244	15,244	100	14,840	14,840	100
Female	341	341	100	231	231	100
<b>Total</b>	<b>15,585</b>	<b>15,585</b>	<b>100</b>	<b>15,071</b>	<b>15,071</b>	<b>100</b>

## 10. Health and safety management system:

### a) Whether an occupational health and safety management system has been implemented by the entity? If Yes, the coverage such system?

Yes. Safety is a core value at Tata Motors, driven by a zero-harm culture through an ISO 45001:2018-aligned OHSMS and Board-level oversight by the SHS Committee. Health and safety are embedded across all verticals, ensuring a proactive, risk-managed, and healthy environment for all stakeholders.

#### Integrated OH&S Governance

Safety governance is led by the SHS Committee, supported by Corporate Sub-Committees and Factory Implementation Committees, ensuring consistent policy execution and workplace safety across all facilities.

#### Core Elements of the Safety System

Key focus areas include leadership accountability, risk management, compliance, operational control, competency development, incident investigation, contractor safety, emergency preparedness, and performance tracking.

#### OH&S Excellence Highlights

All sites, except Sanand 2, are ISO 45001 certified. A multi-tiered governance structure with worker representation, leadership programs, updated safety standards, and models addressing emerging risks like EVs and renewable energy, strengthens the safety culture.

#### Contractor Safety Program

Contractor safety is structured through corporate oversight. Business partners are categorized by risk, assessed via a Star Rating System and engaged through 169 self-managed teams.

#### Key focus areas for FY25

Focus on safe equipment maintenance, vehicle operations, utilities, housekeeping, and facility installations.

- **Digital & AI Initiatives**

AI-driven analytics and PPE monitoring are being deployed, focusing on connected workforce, assets, video analytics, and skill development. Thirteen pilots are complete; full PPE monitoring is targeted by FY26.

- **People and Recognition**

Continuous learning (E-modules), multi-level recognition (Spot Awards, Safety Stewards), and quarterly rewards for contractors drive safety engagement. 244 trainers have been developed under the Train-the-Trainer initiative.

- **Compliance and Continuous Improvement**

Rigorous audits and proactive safety measures ensure compliance and accountability. Tata Motors is committed to a zero-harm future through continuous innovation and data-driven safety strategies.

### b) What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Tata Motors uses a structured, proactive risk assessment approach to identify and mitigate hazards across routine and non-routine activities. Through continuous monitoring, advanced analytics, and worker engagement, risks are prioritized based on likelihood and severity, ensuring effective control measures.

#### A. Routine Hazard Identification & Risk Assessment

- **Hazard Identification & Risk Assessment (HIRA):**

Conducted bi-annually to assign a Risk Priority Number (RPN) based on severity, likelihood, and exposure, applying the Hierarchy of Controls (elimination prioritized). All assessments are digitally recorded for real-time tracking and trend analysis.

- **Continuous Safety Monitoring & Audits:**

Safety observations, walkthroughs, and layered audits (factory, department, corporate) ensure control adherence. Performance is measured via the Proactive Safety Index (PSI), combining proactive and incident-based metrics.



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- **Worker Involvement:**

Toolbox Talks and “TAKE 2” sessions engage workers in hazard assessment before tasks. Behavior-Based Safety (BBS) observations promote safe practices.

## B. Non-Routine Hazard Identification & Risk Assessment

- **Job Safety Analysis (JSA):**

Conducted before non-routine or high-risk tasks, providing step-by-step hazard controls.

- **Permit-to-Work (PTW) System:**

Mandatory for high-risk activities like hot work, confined space entry, electrical maintenance, work at heights, excavation, and lifting, ensuring authorization and training compliance.

- **Access Control & Work Area Safety:**

Barricading and Lockout/Tag-out (LOTO) systems prevent unauthorized access and control hazardous energy.

- **Advanced Risk Assessments:**

Specialized assessments like HAZOP (process safety), QRA (risk quantification), and FMEA (failure prevention) are deployed for high-risk or complex operations.

## C. Emergency Preparedness & Continuous Improvement

- Regular emergency drills test response readiness for scenarios like fire, chemical spills, and gas leaks. Incident investigations use Root Cause Analysis (RCA) for continual safety improvements. AI-driven platforms like Legatrix enable real-time risk prediction and management.

Tata Motors’ data-driven, evolving safety framework integrates structured assessments, digital monitoring, and worker participation to sustain a zero-harm culture across all operations.

## c) Whether you have processes for workers to report the work related hazards and to remove themselves from such risks.

Yes, Tata Motors has robust and comprehensive processes in place for workers to report work-related hazards and to remove themselves from such risks. We firmly believe that a safe and healthy workplace is not just a desirable outcome, but a fundamental right for every employee. Our commitment to this principle is reflected in the multi-faceted approach we take to hazard reporting and risk mitigation. We empower our employees to be active participants in maintaining a safe work environment, providing them with the tools, training, and authority to identify, report, and, when necessary, immediately remove themselves from potential hazards. This commitment is not merely a policy on paper; it’s a deeply ingrained cultural value, reinforced through continuous training, open communication, and a clear understanding that safety is everyone’s responsibility.

### I. Multiple Reporting Mechanisms for Work-Related Hazards

- **Digital Safety Reporting Platform:** Employees can report hazards and near-misses in real-time through a dedicated digital system (Safety Portal) integrated into the company’s safety management framework.
- **Safety Observation (SO) Process:** Workers identify and report unsafe acts, conditions, and near-misses for prompt corrective action.
- **Action Employee Can Take (AECT) Program:** Encourages employees to take ownership of safety by flagging and mitigating hazards proactively.
- **Whistleblower Mechanism & Open-Door Policy:** Ensures anonymous reporting and protection from retaliation, fostering a culture of transparency and trust.
- **Self-Directed Team (SDT) & Self-managed Team (SMT) Safety Point Leaders:** On-ground shop floor representatives of self-employees and Business partners lead hazard identification and reporting programs.

### II. Empowering Workers to Remove Themselves from Unsafe Conditions

- **Stop Work Authority (SWA):** Employees have the right to immediately stop work if they perceive an imminent risk to health and safety.

- **Escalation Procedures:** Workers can escalate unresolved safety concerns to safety officers, supervisors, or the site SHE team for immediate intervention.
- **Joint Safety Committees:** Employee representatives actively participate in safety governance, risk assessments, and hazard control initiatives.
- **Incident Investigation & Corrective Actions:** Every reported hazard undergoes root cause analysis (RCA) and triggers corrective and preventive actions with follow-up audits.
- **Regular Safety Training & Toolbox Talks:** Employees receive continuous safety training on identifying risks, reporting hazards, and exercising their right to a safe work environment.

Through this comprehensive approach, Tata Motors fosters a safety-first culture where employees are actively involved in hazard identification, risk reporting, and workplace safety improvements.

**d) Do the employees / worker of the entity have access to non-occupational medical and healthcare services?**

Tata Motors is committed to a safe, healthy, and sustainable workplace through a robust safety management system, risk mitigation strategies, and continuous improvement. Integrating ISO 45001 standards, digital tools, predictive analytics, and strong governance, the company promotes a zero-incident culture across manufacturing, research, supply chains, and business partner ecosystems.

**Key elements include:**

- Robust Governance & Oversight with OH&S system integration and leadership accountability
- Risk-Based Operational Safety Programs (CTS Stations, BBS initiatives)
- Contractor Safety Management across supply chains
- AI & Digital Safety Interventions for real-time risk monitoring
- Employee Health & Well-being Programs
- Reward & Recognition for safety excellence
- 2<sup>nd</sup> Party Safety & Health Audits to ensure continuous improvement

**A. Robust Governance & Oversight**

Tata Motors embeds a multi-tiered OH&S governance structure:

- SHS Board Committee (chaired by independent director) reviews safety quarterly.
- SHS Council (Executive Director and BU Heads) aligns corporate and plant-level initiatives.
- Factory Implementation Committees (FICs) ensure execution at ground level.

**Leadership for Zero Harm:**

- 8 leadership behaviours promoted across forums
- Safety Culture Model and revised Safety Standards (EVs, Hydrogen, LNG) adopted

**B. Operations and Risk Mitigation**

**Critical to Safety (CTS) Stations:**

1,203 CTS Stations focus on hazard elimination using engineering and administrative controls.

**Sustaining Safety Controls through SDCA Cycles**

Tata Motors follows SDCA (Standardize, Do, Check, Act) cycles to sustain safety measures:

Control Type	Interventions Implemented
S1 Controls (Administrative/People Controls)	4,128 measures strengthening procedural discipline
S2 Controls (Engineering Controls)	2,647 interventions for risk mitigation
S3 Controls (Elimination/Substitution/Fail-Safe)	1,137 high-impact measures eliminating risks at the source

# Business Responsibility & Sustainability Report (BRSR)

## C. Safety Kaizen Projects & Behavior-Based Safety (BBS)

- **Safety Kaizen Projects:** ~85 continuous improvement projects annually targeting material handling, PPE compliance, and driving safety.
- **Behaviour-Based Safety (BBS):** Enhancing safe practices and eliminating unsafe behaviors.

## D. Business Partner (Contractor) Safety Program: Focus Areas for FY25

Tata Motors has identified high-risk, high-value contract services across plant locations, focusing on targeted hazard analysis, risk mapping, and implementation of administrative and engineering controls in the following areas:

1. Equipment Maintenance
2. Driving Safety (Vehicle movement across plants)
3. Operations & Maintenance of Utilities
4. Housekeeping Operations
5. Equipment & Facility Installation

### Key Initiatives under the Business Partner Safety Program:

These initiatives reinforce Tata Motors' Zero Harm commitment, ensuring contractor safety through structured governance, risk-based assessments, and self-managed accountability mechanisms.

The Business Partner Safety Program has been formulated with six key levers to enhance contractor safety and compliance:

- **Business Partner Risk Categorization:**
  - o Based on risk level and nature of work, leveraging benchmarking from Tata Group Company.
  - o Four risk-based categories have been defined.
- **Star Rating System Implementation:**
  - o Benchmarking and categorizing business partners based on risk assessment outcomes.
  - o 383 Business Partners have undergone Star Rating Assessment, all achieving a rating of 3 stars or above.
- **Deployment of Self-Managed Teams (SMTs):**
  - o 169 SMTs initiated across plant locations to strengthen contractor safety management.
  - o Empowering business partners to drive safety performance autonomously.

## E. AI & Digital Interventions for Safety

- AI-driven safety initiatives in partnership with Tata group companies at Plants to analyse PPE adherence.
- 13 AI-based pilot projects including PPE monitoring, video analytics, and connected workforce solutions.

## F. Employee Health & Well-being Initiatives

Tata Motors prioritizes employee health through structured wellness programs and medical interventions, including:

- Annual health screenings & medical check-ups to monitor workforce health.
- Fitness and lifestyle programs, including ergonomic assessments and weight management plans.
- Industrial hygiene and exposure monitoring to assess potential workplace hazards.
- Workplace wellness programs (stress management, health counselling, and nutrition guidance).

- Occupational Health Centres (OHCs) providing on-site medical assistance.
- Employee Assistance Programs (EAPs) for mental health and work-life balance.

#### G. People & Performance – Reward & Recognition Culture

Tata Motors fosters a safety-driven culture through structured reward and recognition programs:

- **Recognition & Incentives:**
  - o Spot Awards for exceptional safety contributions.
  - o Best Self-Directed Teams & Safety Point Leaders.
  - o Safety Competitions at plants/Workshop/Depot and corporate levels.
- Quarterly Business Partner Safety Rewards Program across all plants.
- Train-the-Trainer Program: Developing 244 new trainers to strengthen safety leadership.

#### H. 2<sup>nd</sup> Party Corporate Safety & Health Audit:

As part of Tata Motors' commitment to fostering a world-class safety culture, the 2<sup>nd</sup> Party Corporate Safety & Health Audit plays a crucial role in ensuring compliance, continuous improvement, and operational excellence across all manufacturing plants and business units. The audit process follows a structured approach aligned with corporate standard and procedure (S&P) subcommittee and audit protocols, providing an independent assessment of workplace safety standards, risk mitigation strategies, and the effectiveness of key safety programs.

The FY 2024-25 audit cycle focused on five critical safety standards selected based on risk levels and incident history, as well as a defined audit frequency of three years. The selected standards are:

- MOC – Management of Change
- WAH – Working at Heights
- LASL – Lifting & Supporting Load
- ESMS – Electrical Safety Management System
- FSMS – Fire Safety Management System

The audit teams, consisting of Cross-Functional Teams (CFTs) from various plants, led by Plant S&P Subcommittee Heads, FIC Heads, Standard Champions, Safety Officers, and Broad-Based Safety (BBS) Standard Champions. These teams conduct detailed assessments evaluate the implementation of safety measures, identify areas for improvement, and reinforce best practices.

The audit findings presented at the Corporate Standard and Procedure (S&P) Subcommittee and subsequently at the SHS Council for review and action planning. The insights gathered drive corrective and preventive actions (CAPA), enhance Business partner safety management, and strengthen leadership engagement in safety governance.

Through comprehensive governance structures, risk-based programs, digital safety interventions, and employee well-being initiatives, Tata Motors continues to drive a safe and healthy workplace, reinforcing its commitment to Zero Harm and safety excellence.

# Business Responsibility & Sustainability Report (BRSR)

## 11. Details of safety related incidents:

### TML

Safety Incident / Number	Category*	FY 25	FY 24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.12**	0.27
	Workers	0.18	0.16
Total recordable work-related injuries	Employees	54	79
	Workers	17	21
No. of fatalities	Employees	Nil	1
	Workers	1	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

\*For safety metrics employees include both white collar employees & blue-collar workers on roll with Tata Motors while workers consist of the third-party contractual workforce and business partners.

\*\*Initiatives detailed in Q.10 above has led to an improvement in LTIFR

### TML, TMPVL and TPEML

Safety Incident / Number	Category*	FY 25	FY 24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.09**	0.14
	Workers	0.19	0.08
Total recordable work-related injuries	Employees	13**	23
	Workers	8	9
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

\*For safety metrics employees include both white collar employees & blue-collar workers on roll with Tata Motors while workers consist of the third-party contractual workforce and business partners.

\*\* One LTI case was reported for a permanent employee that was later retracted in regulatory filings post investigation. This has been excluded from reporting

### TML, TMPVL and TPEML

Safety Incident / Number	Category*	FY 25	FY 24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.11**	0.23
	Workers	0.18	0.13
Total recordable work-related injuries	Employees	67**	102
	Workers	25	30
No. of fatalities	Employees	Nil	1
	Workers	1	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

\* For safety metrics employees include both white collar employees & blue-collar workers on roll with Tata Motors while workers consist of the third-party contractual workforce and business partners

\*\* One LTI case was reported for a permanent employee that was later retracted in regulatory filings post investigation. This has been excluded from reporting.

## 12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

Tata Motors is dedicated to ensuring a safe, healthy, and sustainable work environment through a robust safety management system, proactive risk mitigation, and continuous improvement. By adhering to global safety standards (ISO 45001), using advanced technology, and engaging workers, the company minimizes hazards and promotes employee well-being. Leveraging behavior-based safety (BBS), digital tools, predictive analytics, and strong governance, Tata Motors fosters a zero-incident culture across operations.

## Key Safety Approaches

- Governance & Oversight**

Tata Motors integrates Occupational Health & Safety (OH&S) into governance with multi-tiered safety committees ensuring leadership accountability and regular reviews.

- Risk Mitigation & Core Safety Programs (CTS)**

The company eliminates hazards through engineering and administrative controls, with over 1,200 Critical to Safety (CTS) stations to monitor high-risk areas and reduce injuries.

- Business Partner Safety Management**

Safety protocols extend to contractors through risk-based categorization, Star Ratings, and Self-Managed Teams (SMTs) to ensure safety across the supply chain.

- AI & Digital Safety Interventions**

AI-driven tools monitor PPE adherence and enhance workplace safety, including 13 pilot projects like PPE monitoring and video analytics.

- Employee Health & Wellness**

Tata Motors offers wellness programs, health screenings, fitness initiatives, and mental health support, with Occupational Health Centres (OHCs) and Employee Assistance Programs (EAPs).

- People & Performance Recognition**

Safety culture is promoted through Spot Awards, Safety Competitions, and a Train-the-Trainer Program to develop leadership in safety.

- Safety & Health Audits**

Regular safety audits assess practices in critical areas like Electrical Safety and Working at Heights, driving corrective actions and continuous improvement.

## Detailed Safety Measures

- Governance:** Tata Motors embeds OH&S into its governance, with committees like the SHS Council ensuring alignment between corporate and plant-level safety.
- CTS Stations:** 1,203 CTS stations focus on eliminating hazards, reducing risks, and sustaining safety through SDCA cycles.
- Business Partner Safety:** Key areas like Equipment Maintenance, Driving Safety, and Housekeeping are prioritized for contractor safety, with initiatives like the Star Rating System and SMT deployment.

Tata Motors' commitment to safety excellence is reinforced by cutting-edge technology, global best practices, and a strong culture of risk mitigation and employee well-being.

## 13. Number of Complaints on the following made by employees and workers:

### TML

	FY 25			FY 24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health and Safety	Nil	Nil	Nil	1	0	Nil

# Business Responsibility & Sustainability Report (BRSR)

## TMPVL and TPEML

	FY 25			FY 24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
<b>Health and Safety</b>	Nil	Nil	Nil	3	0	Nil

## TML, TMPVL and TPEML

	FY 25			FY 24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
<b>Health and Safety</b>	Nil	Nil	Nil	4	0	Nil

### 14. Assessments for the year:

TML	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100
Working Conditions	100
TMPVL and TPEML	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100
Working Conditions	100

Internal inspections play a crucial role in maintaining and enhancing safety standards at Tata Motors. The company conducts first-party audits every month, where every Factory Implementation Committee (FIC) thoroughly examines all 16 safety standards to ensure compliance and identify areas for improvement. Additionally, second-party audits are conducted monthly for one standard by cross FIC within the plant, and five safety standards annually by cross-location teams.

Tata Motors prioritizes independent external verification of health, safety, and well-being through BIS 14489 EHS audits. These audits assess the organization's environmental health and safety (EHS) programs to ensure compliance with regulatory standards and promote a safe work environment. The EHS department plays a crucial role in preparing the workplace and staff for audits, ensuring the effectiveness of the EHS management system.

#### Standards Used:

- **BIS 14489 EHS Audits:** These audits adhere to the BIS 14489:1998 standard, which focuses on assessing an organization's environmental health and safety programs. This standard ensures that the organization meets regulatory standards and promotes a safe work environment.

**Scope of the Audit:** The audit typically involves:

- Identifying applicable regulations for the specific facility.
- Verifying employee adherence to health and safety standards.
- Evaluating the effectiveness of safety training programs.
- Assessing the adequacy of processes, systems, and technologies for ensuring compliance.

All Tata Motors sites underwent BIS 14489:1998 audits during the fiscal year 2024-25, demonstrating our commitment to upholding high standards of health, safety, and well-being across our organization.

**ISO 45001 Certification:** All Tata Motors sites, except Sanand 2, are certified to ISO 45001, an international standard for occupational health and safety management systems.

**15. Provide details of any corrective action taken or underway to address safety-related incidents and on significant risks / concerns arising from assessments of health and safety practices and working conditions.**

Tata Motors (TML), safety is a core value and an integral part of our business strategy. We are committed to providing a safe, healthy, and sustainable work environment by adopting a proactive and structured approach to incident prevention, risk mitigation, and continuous improvement in workplace safety. We recognize that addressing safety-related incidents and mitigating significant risks is paramount to protecting our employees and fostering a Zero Harm culture. Our comprehensive strategy involves several key elements:

Our safety governance framework emphasizes:

- ✓ Incident investigation and learning
- ✓ Addressing Unsafe Acts & Conditions
- ✓ Addressing Significant Risks & Concerns from Safety Assessments
- ✓ A Culture of Safety Leadership Engagements and Ownership
- ✓ Enhancing Workplace Health & Well-being

Tata Motors adopts a structured approach to incident prevention and risk mitigation. Key strategies include:

- **Incident Investigation and Learning:**
  - o Root Cause Analysis (RCA) is conducted for all safety incidents to determine causes and areas for improvement.
  - o Learnings are shared via RED Corner notices across locations to address risks proactively.
  - o Corrective measures, including process modifications and engineering controls, are implemented, with Action Taken Reports (ATR) ensuring follow-up.
  - o Regular audits and effectiveness checks verify the success of corrective actions.
- **Addressing Unsafe Acts & Conditions:**
  - o Unsafe acts are identified and corrected through structured observation and near-miss reporting.
  - o A timeline is set for corrective action, with audits ensuring sustained risk mitigation.
- **Managing Significant Risks:**
  - o Tata Motors uses a tiered risk management approach, implementing human-factor (S1), engineering (S2), and advanced elimination measures (S3) for hazards.
  - o Over 1,200 Critical to Safety (CTS) stations monitor high-risk activities.
  - o AI and predictive analytics enhance safety by identifying unsafe behaviors and conditions in real time.
- **Safety Leadership and Ownership:**
  - o Senior leadership engages in safety walkthroughs and audits, reinforcing the safety culture.
  - o Employees are empowered to stop work if a danger is identified and are encouraged to communicate safety concerns openly.
- **Workplace Health & Well-being:**
  - o Ergonomic assessments, health screenings, and wellness initiatives are regularly conducted.
  - o Mental health and stress management programs foster a holistic approach to safety and well-being.

Tata Motors' safety strategy integrates technology, proactive measures, and a culture of leadership engagement to continually enhance workplace safety and health.



# Business Responsibility & Sustainability Report (BRSR)

## Leadership Indicators

### 1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (B) Workers? (Yes/No)

- A. Employees – Yes  
B. Workers – Yes

Yes, Tata Motors extends life insurance and compensatory packages to staff employees in the event of death or on medical grounds (Permanent Disability). These benefits include financial assistance schemes such as the Parivar Suraksha Yojana (PSY), Seva Nidhi Yojana (SNY), Adarsh Nidhi Yojana (ANY), Employee Mutual Benefit Fund (EMBF), Employee Contribution Benefit Scheme (ECBS), Jeevan Ratan Kalyan Yojana (JRKY), and Group Personal Accident Insurance (GPA). Additionally, there's the Corporate National Pension Scheme (NPS) for long-term financial support. The benefits extend to nominees or legal heirs and cover different locations and employee categories. Furthermore, there are family medical benefits available in Jamshedpur, Mumbai, Pune, Lucknow, Dharwad, Sanand, and Pantnagar, offering medical support to spouses for a lifetime and children until they reach the age of 21.

### 2. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

#### TML:

	Total no. of affected employees / workers		No. of employees / workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 25	FY 24	FY 25	FY 24
Employees	Nil	1	Nil	1
Workers	1	0	0	0

#### TMPVL and TPEML

	Total no. of affected employees / workers		No. of employees / workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 25	FY 24	FY 25	FY 24
Employees	Nil	0	Nil	0
Workers	Nil	1	Nil	1

#### TML , TMPVL and TPEML

	Total no. of affected employees / workers		No. of employees / workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 25	FY 24	FY 25	FY 24
Employees	Nil	1	Nil	1
Workers	1	1	0	1

### 3. Details on assessment of value chain partners:

At Tata Motors, all value chain partners undergo periodic assessments to ensure adherence to health and safety practices and maintain optimal working conditions. Compliance with standards such as SA8000, OHSAS 18001, ISO 45001, and IS 14489 is actively promoted.

At Tata Motors, we believe that evaluating supplier performance is essential to ensure alignment with our business standards and operational excellence. We are committed to fostering strong partnerships by working closely with suppliers to clarify our expectations and enhance their capabilities through training, guidance, and support.

	% of value chain partners (by value of business done with such partners) that were assessed	
	TML	TMPVL AND TPEML
Health and safety practices	100 (Downstream Channel Partners)	100 (Downstream Channel Partners)
Working Conditions	100 (Downstream Channel Partners)	100 (Downstream Channel Partners)

#### 4. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

At Tata Motors, safety is a top priority across the entire value chain, ensuring the well-being of employees, suppliers, contractors, and logistics partners. We implement rigorous risk mitigation strategies, digital safety tools, and capacity-building initiatives to create a resilient safety ecosystem.

##### I. Risk Mitigation for Value Chain Partners

To address safety risks across our supply chain, we focus on:

- Defensive Driver Training to reduce road incidents.
- Authorized Drivers Only Policy to restrict vehicle operation to certified personnel.
- Daily Work Management (DWM) to ensure structured planning and task allocation.
- Safety Committees & Employee Engagement to promote safety improvements.
- Safety Champions Program to empower employees to lead safety initiatives.
- Monthly Safety Audits & Compliance Checks to identify gaps and implement corrective actions.
- Knowledge Sharing & Best Practices to spread successful safety initiatives.

##### II. Digitalization & Innovation in Safety

We leverage digital tools and technologies to enhance safety:

- Supplier Safety Dashboards for real-time safety compliance tracking.
- AI-Based Safety Monitoring to identify potential hazards.
- Contractor Safety Management System for strict adherence to safety guidelines.

##### III. Key Safety Programs for Supply Chain Partners

- Safety Audits and Risk Assessments to ensure compliance with Tata Motors' standards.
- Digital Safety Integration includes remote monitoring and IoT-enabled hazard detection.
- Standardized Safety Practices: Supplier Safety Code of Conduct and mandatory ISO 45001 certification.
- Process & Engineering Controls: Automating logistics and material handling processes, digital Lockout-Tagout (LOTO) systems for enhanced machine safety.
- Training Initiatives: Digital and classroom-based training, behavior-based safety programs, and workshops.
- Incident Reporting and Monitoring: Structured reporting system and performance reviews, with incentive programs for top-performing suppliers.

##### IV. Impact and Outcomes

These initiatives have led to:

- Enhanced compliance across partners.
- Significant reduction in safety incidents within the supply chain.
- A stronger safety culture extending beyond Tata Motors' direct operations.

# Business Responsibility & Sustainability Report (BRSR)

## V. Business Partner (Contractor) Safety Program

Key components include:

Risk-Based Categorization: Four defined categories for business partners.

Star Rating System: 383 Business Partners have undergone Star Rating Assessment, all achieving a rating of 3 stars or above.

Self-Managed Teams (SMTs): 169 SMTs foster independent safety governance.

## VI. Operational Safety

Tata Motors has focused on high-risk contract services such as:

- Equipment Maintenance, Vehicle Movement, Utilities Maintenance, Housekeeping, Equipment Installation. Control measures include:
- 305 Administrative Controls and 131 Engineering Controls to ensure safety.

## VII. Culture of Safety Excellence

Tata Motors continues to strengthen safety through:

- Continuous incident analysis and safety improvements.
- Digital innovation for enhanced risk management.
- Employee well-being programs and proactive safety leadership.
- Extending safety focus to value chain partners for a sustainable ecosystem.

By implementing these safety interventions, Tata Motors reinforces its commitment to creating a zero-harm workplace and a safer future for all stakeholders.

### Principle 4 : Businesses should respect the interests of and be responsive to all its stakeholders

#### Essential Indicators

#### 1. Describe the processes for identifying key stakeholder groups of the entity.

Internal and external stakeholders have been identified that have a direct impact on the operations and working of the Company. This includes Investors & Shareholders, Employees, Customers, Communities, Suppliers/service providers, Regulators/Government, Dealers & Service centers, Experts/Academic & Research institutions, Media. For more details, refer to the Stakeholder Engagement section of the Integrated Annual Report 2024-25.

#### 2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as vulnerable and marginalized group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (annually / half yearly / quarterly / others)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1 Investors & Shareholders	No	Investor meets, investor calls, press releases and mail updates, email support for investor queries.	Quarterly engagement post results. Annual engagement at AGM. Investor meetings on request	Timely business updates and updates on material events, enhancing level of disclosures, compliances.
2 Employees	No	Team touch point, skip level meetings, quarterly town hall, accolades – rewards & recognition platform, culture survey and pulse survey, round table with senior leadership, ask me anything forums, self-directed teams	Regular engagement	Build strong employee engagement, Recognition and Rewards, building strong organisational culture, leadership development, ccess capability, union engagement

Stakeholder Group		Whether identified as vulnerable and marginalized group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (annually / half yearly / quarterly / others)	Purpose and scope of engagement including key topics and concerns raised during such engagement
3	Customers	No	Customer meets, feedback calls, home visits	Feedback is collected regularly post customer visit to workshop. Customer meets and home visits are planned activity and being monitored on monthly basis.	Product and service-related issues
4	Regulators/ Government	No	Strategic representation and meetings with government agencies, Representation through trade bodies	Regular engagement	Obtaining permissions, licenses, clarifications, waivers, business development approvals, vendor and logistical support, recoveries as per group requirement
5	Communities	Yes	Awareness building through people friendly engagement tools like street plays and folk songs; Community meetings matching the routines and availability of the beneficiaries; Recognition and felicitation through interaction with the board members, senior leadership, Emergency/ Disaster relief activities.  Related examples, Integrated Village Development related activities; need assessment, Local Governance (village health and Nutrition Committee, Village Development Committee, Water Management Committee) meetings for strengthening their operations, Water Project in and with the communities, Celebration and participation in local Community events etc.	Regular engagement	Malnutrition and other health issues, Education-related: Addressing gaps in learning levels; skilling; increasing employability, even for school dropouts; Spreading environmental awareness and facilitating plantation; Providing disaster relief
6	Suppliers/ service providers	No	Early vendor involvement in product design and development; Structured  Engagement through annual supplier conference, zonal meets and supplier council meets; Periodic interactions to drive ongoing product improvements; Supplier technology days to understand and align supplier technologies that can be deployed in Tata Motors products. Annual performance review of ESG parameters. Need based category buyer engagement with suppliers. Focused engagement with suppliers from Affirmative Action community. A dedicated platform - Aikyam - for engaging suppliers in a meaningful dialogue on sustainability initiatives	Periodic (structured) and Need-based	Key topics discussed include product improvements, Technologies, additional demand fulfilment for semiconductors due to global demand supply deficit; commodity price inflation, ESG performance, and any other topic/concern specific to a particular supplier.

# Business Responsibility & Sustainability Report (BRSR)

Stakeholder Group	Whether identified as vulnerable and marginalized group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (annually / half yearly / quarterly / others)	Purpose and scope of engagement including key topics and concerns raised during such engagement
7 Dealers & service centres	No	Dealer meetings, visits, audits, dealer council, joint programmes & sustainability initiatives.	Regular engagement	Ordering complexity and turnaround time, reduction in inventory cost, timely settlement of claims, and timely support from insurance surveyors.
8 Experts/ Academic and Research Institutions	No	Collaborative need-based engagements on mutually beneficial projects, Case-based meetings	Need basis	Consistency and Maturity of process and associated protocol, of collaborating institutions; Ensuring technical, managerial and leadership alignment with customer requirement and regulatory needs.
9 Media	No	Press releases, Media Interviews, Authored articles, Quotes in industry stories Participation in media led industry forums as thought leader / guest speaker Content reused/reproduced by media basis what is published on proprietary digital assets	Company and its business related announcements supported with news releases and media interactions – As and when required • Sales Releases – Monthly • Global Sales Releases - Quarterly\ • Financial Results – Quarterly • Speaking on media led platforms – as and when required	Need for consistent internal and external communication to amplify key identified themes/storylines that portray the company and its business' future readiness, leadership, talent and culture, customer centricity, contribution to nation and community

## Leadership Indicators

### 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

We firmly believe in fostering continuous dialogue with our stakeholders, underscoring our commitment to transparency and accountability. Our leadership actively engages through various platforms to ensure that stakeholder feedback—whether on economic, environmental, or social matters—is thoughtfully considered and integrated into our decision-making processes.

To strengthen and formalize this engagement, we have established dedicated committees focused on key areas of concern:

- The Safety, Health, and Sustainability (SHS) Committee plays a critical role in evaluating our performance across Environmental, Social, and Governance (ESG) dimensions. It oversees the implementation of relevant policies and strategies that drive sustainable practices across the organization.
- The Corporate Social Responsibility (CSR) Committee is instrumental in shaping and recommending CSR policies to the Board. It also monitors CSR budget allocations, activities, and expenditures to ensure alignment with our broader commitment to social impact and community engagement.
- The Stakeholders' Relationship Committee is entrusted with monitoring statutory compliances and ensuring the smooth execution of services related to dividend payments, security holder communication, and the performance of our Registrar and Transfer Agents—enhancing trust, transparency, and service efficiency in our investor relations.

Furthering our commitment to shareholder engagement, we provide shareholders the opportunity to interact with the full Board during the Annual General Meeting (AGM). This forum enables meaningful dialogue and helps us stay responsive to the evolving needs, priorities, and expectations of our stakeholders.

**2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics. If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Tata Motors conducted a thorough materiality assessment in FY 2024-25 to pinpoint issues crucial to our value creation process. We engaged with both internal and external stakeholders to identify material topics which were identified by analyzing our ESG rating against various ESG frameworks. Customized questionnaires based on these topics were distributed to stakeholders and the leadership team, who rated each topic based on its impact on business and sustainability. Stakeholder responses were then prioritized as High, Medium, or Low, helping Tata Motors identify key material topics. Finally, senior management reviewed these identified topics for further action.

Further these material topics have been taken to identify establish clear and specific goals that outline what the company aims to achieve in addressing that issue.

**3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable / marginalized stakeholder groups.**

The Company's Affirmative Action (AA) Policy is specially designed to address the needs and concerns of socially disadvantaged sections of society, i.e., Scheduled Castes and Tribes (SC and ST). Within the broader stakeholder group of communities, the Company's programs are mainly driven towards women's health and empowerment, and the health and education of children. The projects are implemented to ensure regular and continuous engagement with these stakeholders, with measured outcomes and impacts.

The Company has also curated special projects to address the challenges faced by the most socially and economically marginalised sections — the waste pickers and the migrants in Pune district. The aim is to provide dignity and a decent quality of life for them and their family members. Special scholarships have been granted to their wards to mainstream and continue their education.

In one of the instances, 15 workers bonded at Math Village in Ahilya Nagar District, who had passed through the hands of four owners since October 2024, were exploited, provided with inadequate food and water, and kept under unhygienic conditions, nearly forbidden to return home. With the help of the District Magistrate's Office, efforts were made by our team to reach their relatives, and all the workers were rescued and sent back to their homes in HOL village in Jalgaon in March 2025. It was also ensured that all their dues were paid.

**Principle 5: Businesses should respect and promote human rights**

**Essential Indicators**

**1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity:**

**TML**

	FY 25			FY 24**		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	8,616	5,796	67	8,931	3,807	43
Other than permanent	111	111	100	241	13	5
<b>Total Employees</b>	<b>8,727</b>	<b>5,907</b>	<b>68</b>	<b>9,172</b>	<b>3,820</b>	<b>42</b>
<b>Workers</b>						
Permanent	12,203	2,089	17	11,645	2,030	17
Other than permanent	16,054	12,881	80	16,752	16,752	100
<b>Total Workers</b>	<b>28,257</b>	<b>14,970</b>	<b>54</b>	<b>28,397</b>	<b>18,782</b>	<b>66</b>

# Business Responsibility & Sustainability Report (BRSR)

## TMPVL and TPEML

	FY 25			FY 24		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	3,975	2,604	66	3,687	1,431	39
Other than permanent	254	254	100	417	38	9
<b>Total Employees</b>	<b>4,229</b>	<b>2,858</b>	<b>68</b>	<b>4,104</b>	<b>1,469</b>	<b>36</b>
<b>Workers</b>						
Permanent	3,382	1,254	37	3,426	943	<a href="#">28</a>
Other than permanent	13,847	10,308	74	15,014	15,014	100
<b>Total Workers</b>	<b>17,229</b>	<b>11,562</b>	<b>67</b>	<b>18,440</b>	<b>15,957</b>	<b>87</b>

## TML, TMPVL and TPEML

	FY 25			FY 24		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
<b>Employees</b>						
TML, TMPVL and TPEML	3,975	2,604	66	3,687	1,431	39
Other than permanent	254	254	100	417	38	9
<b>Total Employees</b>	<b>4,229</b>	<b>2,858</b>	<b>68</b>	<b>4,104</b>	<b>1,469</b>	<b>36</b>
<b>Workers</b>						
Permanent	15,585	3,343	21	15,071	2,973	<a href="#">20</a>
Other than permanent	29,901	23,189	78	31,766	31,766	100
<b>Total Workers</b>	<b>45,486</b>	<b>26,532</b>	<b>58</b>	<b>46,837</b>	<b>34,739</b>	<b>74</b>

## 2. Details of minimum wages paid to employees and workers:

### TML

	FY 25					FY 24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage (C)		Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		(B)	% (B / A)	(C)	% (C / A)		(B)	% (B / A)	(C)	% (C / A)
Employees										
Permanent	8,616	0	0	8,616	100	8,931	0	0	8,931	100
Male	7,838	0	0	7,838	100	8,200	0	0	8,200	100
Female	778	0	0	778	100	731	0	0	731	100
Other than Permanent	111	0	0	111	100	241	0	0	241	100
Male	63	0	0	63	100	188	0	0	188	100
Female	48	0	0	48	100	53	0	0	53	100
Workers*										
Permanent	12,203	0	0	12,203	100	11,645	0	0	11,645	100
Male	11,864	0	0	11,864	100	11,416	0	0	11,416	100
Female	339	0	0	339	100	229	0	0	229	100
Other than Permanent	16,054	2,557	16	13,497	84	16,752	2,377	14	14,375	86
Male	13,272	2,359	18	10,913	82	13,786	2,030	15	11,756	85
Female	2,782	198	7	2,584	93	2,966	347	12	2,619	88

### TMPVL and TPEML

	FY 25					FY 24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage (C)		Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		(B)	% (B / A)	(C)	% (C / A)		(B)	% (B / A)	(C)	% (C / A)
<b>Employees</b>										
Permanent	3,975	0	0	3,975	100	3,687	0	0	3,687	100
Male	3,573	0	0	3,573	100	3,375	0	0	3,375	100
Female	402	0	0	402	100	312	0	0	312	100
Other than Permanent	254	0	0	254	100	417	0	0	417	100
Male	202	0	0	202	100	337	0	0	337	100
Female	52	0	0	52	100	80	0	0	80	100
<b>Workers*</b>										
Permanent	3,382	0	0	3,382	100	3,426	0	0	3,426	100
Male	3,380	0	0	3,380	100	3,424	0	0	3,424	100
Female	2	0	0	2	100	2	0	0	2	100
Other than Permanent	13,847	2,863	21	10,984	79	15,014	0	0	15,014	100
Male	11,764	2,686	23	9,078	77	12,741	0	0	12,741	100
Female	2,083	177	8	1,906	92	2,273	0	0	2,273	100

### TML, TMPVL and TPEML

	FY 25					FY 24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage (C)		Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		(B)	% (B / A)	(C)	% (C / A)		(B)	% (B / A)	(C)	% (C / A)
<b>Employees</b>										
Permanent	12,591	0	0	12,591	100	12,618	0	0	12,618	100
Male	11,411	0	0	11,411	100	11,575	0	0	11,575	100
Female	1,180	0	0	1,180	100	1,043	0	0	1,043	100
Other than Permanent	365	0	0	365	100	658	0	0	658	100
Male	265	0	0	265	100	525	0	0	525	100
Female	100	0	0	100	100	133	0	0	133	100
<b>Workers*</b>										
Permanent	15,585	0	0	15,585	100	15,071	0	0	15,071	100
Male	15,244	0	0	15,244	100	14,840	0	0	14,840	100
Female	341	0	0	341	100	231	0	0	231	100
Other than Permanent	29,901	5,420	18	24,481	82	31,766	2,377	7	29,389	93
Male	25,036	5,045	20	19,991	80	26,527	2,030	8	24,497	92
Female	4,865	375	8	4,490	92	5,239	347	7	4,892	93

### 3. Details of remuneration / salary / wages:

#### a. Median remuneration / wages:

##### TML

	Male		Female	
	Number	Median remuneration / salary / wages of respective category (in lacs INR)	Number	Median remuneration / salary / wages of respective category (in lacs INR)
Board of Directors (BoD)	6	125.4	3	125.8
Key Managerial Personnel*	2	867.56	-	-
Employees other than BoD and KMP	7835	17.07	778	12.48
Workers	11864	10.48	339	6.69

\*excludes Executive Director who is also a KMP and included under BoD



# Business Responsibility & Sustainability Report (BRSR)

## TMPVL and TPEML

	Male		Female	
	Number	Median remuneration / salary / wages of respective category (in lacs INR)	Number	Median remuneration / salary / wages of respective category (in lacs INR)
TMPVL Board of Directors (BoD)	3	NA*	2	NA*
TPEML Board of Directors (BoD)	4	NA*	2	NA*
Key Managerial Personnel	2	228.28	2	27.53
Employees other than BoD and KMP	3,570	17.8	400	11.24
Workers	3,380	12.18	2	11.83

\* Remuneration is payable to only one independent director subject to shareholders approval. All the other directors on the Board of PV and EV entity do not avail any kind of remuneration from the Company.

## TML, TMPVL and TPEML

	Male		Female	
	Number	Median remuneration / salary / wages of respective category (in lacs INR)	Number	Median remuneration / salary / wages of respective category (in lacs INR)
Board of Directors (BoD)*	NA	NA	NA	NA
Key Managerial Personnel	4	264.62	2	27.53
Employees other than BoD and KMP	11,405	17.3	1,178	12.02
Workers	15,244	10.65	341	6.7

\* Not all Board directors are mutually exclusive across the entities and hence consolidated data for remuneration of BoDs cannot be disclosed.

### b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

TML	FY 24	FY 23
Gross wages paid to females as % of total wages	5.20	4.6
<b>TMPVL and TPEML</b>		
Gross wages paid to females as % of total wages	4.90	4.1
<b>TML, TMPVL and TPEML</b>		
Gross wages paid to females as % of total wages	5.20	4.5

### 4. Do you have a focal point (Individual / Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

All our Human Resource Policies and initiatives, directly or indirectly, promote the preservation and promotion of Human Rights. Tata Motors acknowledges the upholding of human rights as a fundamental element of its business operations. The company is committed to respecting and safeguarding the human rights of all stakeholders and addressing any adverse human rights impacts arising from its operations.

The Company has adopted a Policy on Prevention, Prohibition, and Redressal of Sexual Harassment at the workplace in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, and the rules framed thereunder. Internal Committees are in place for all works and offices of the Company to redress complaints received regarding sexual harassment. Protection of human rights, impacts, or issues caused by business is covered under TCoC. The Company has an ethics helpline where anyone can place anonymous complaints of alleged violations.

The ethics helpline can be reached in the following ways:

1. A Whistle-blower can report his/her ethical concerns by either calling the toll-free number - 000 800-0502-221 or by accessing the web portal at 'tatamotors.ethicspoint.com' or by email to ethicsoffice@tatamotors.com. Concerns can be submitted in multiple languages.

2. Written application: Concerns can also be reported in writing to the Chief Ethics Counsellor, Chairman of the Audit Committee, or other members of senior management.

## 5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Tata Motors is dedicated to managing its operations with fairness and transparency, maintaining the highest levels of professionalism, honesty, integrity, and ethical conduct. In line with this commitment, the Company has implemented the Tata Code of Conduct, which sets forth the principles and standards that govern the actions of both the Company and its employees.

Tata Motors also has a Whistle Blower Mechanism in place to encourage the reporting of violations of the Tata Code of Conduct, including human rights violations. This mechanism is governed by the Whistle-blower Policy. The whistle-blower helpline can be reached in the following ways:

1. A whistle-blower can report his/her ethical concerns by either calling the toll-free number – 000 800 0502 221 or by accessing the web portal at ‘tatamotors.ethicspoint.com’. Concerns can be submitted in multiple languages.
2. Written application: Concerns can also be reported in writing to the Chief Ethics Counsellor or the Chairman of the Audit Committee.

The Company has a governance mechanism in place to ensure confidentiality and protection of the whistle-blower from any harassment or victimization.

Any actual or potential breach of the Tata Code of Conduct, no matter how minor it may seem, is regarded as a serious concern by the Company. Upon receiving any concern, it is thoroughly investigated. The facts and evidence gathered during the investigation are evaluated by the Ethics Counsel members. If the violations are proven, the Ethics Counsellor members, in consultation with the Chief Ethics Counsellor or the Apex Ethics Committee, shall recommend the consequential action, taking into consideration the nature, gravity, and quantum of the issues noted.

The Company has a Consequence Management Policy in place, which lays down the consequences or actions to be taken in case of violation of the Tata Code of Conduct. Consequences for violations range from formal warnings and performance management downgrades for first instances, ultimately leading to termination or resignation.

Every quarter, an update on the summary of cases received and resolved during the quarter, and actions taken in cases where violations were noted, is presented to the Audit Committee.

The Company also has a Code of Conduct for Value Chain Partners and requires them to submit a declaration affirming their commitment to adhering to the guidelines in it. The said Code of Conduct also encompasses the protection of human rights.

In line with our commitment towards gender inclusion and diversity, and creating a safe, fair, and just workplace, the Company has the Prevention of Sexual Harassment at Workplace (POSH) Policy. The POSH setup includes various Internal Committees (ICs). In addition, an APEX Internal Committee acts as an Appellate Body and is responsible for disseminating this policy. We have formulated standard guidelines to address the issue of sexual harassment at the workplace. These guidelines are administered by the location/sub-unit specific committees at the local (Plant/Regions) level. All women associates (permanent, temporary, contractual, and trainees), women service providers, as well as any woman visiting the Company’s workplace, are covered under this policy. Any kind of objectionable conduct is subject to disciplinary action.

# Business Responsibility & Sustainability Report (BRSR)

## 6. Number of Complaints on the following made by employees and workers:

### TML

	FY 25			FY 24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	21	1	The enquiry is in progress for the pending case	11	4	All FY24 pending cases have been resolved as of FY25.
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	1	0	NA	Nil	Nil	NA
Forced Labour / Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

### TMPVL and TPEML

	FY 24			FY 23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0	All cases have been resolved	4	0	All cases have been resolved
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour / Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

## 7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

### TML

	FY 25	FY 24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	21	11
Complaints on POSH as a % of female employees / workers	0.53	0.32#
Complaints on POSH upheld	21**	10*

\* Includes cases from FY 2022-23 that were closed in FY 2023-24.

\*\* Includes cases from FY 2023-24 that were closed in FY 2024-25.

# The % PoSH complaints per employee/ worker for FY24 have been restated basis the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core.

### TMPVL and TPEML

	FY 25	FY 24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	4
Complaints on POSH as a % of female employees / workers	0.04	0.17#
Complaints on POSH upheld	0	3

# The % PoSH complaints per employee/ worker for FY24 have been restated basis the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core.

#### TML, TMPVL and TPEML

	FY 25	FY 24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	22	15
Complaints on POSH as a % of female employees / workers	0.34	0.26#
Complaints on POSH upheld	21**	13*

\* Includes cases from FY 2022-23 that were closed in FY 2023-24.

\*\* Includes cases from FY 2023-24 that were closed in FY 2024-25.

# The % PoSH complaints per employee/ worker for FY24 have been restated basis the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core.

#### 8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

- In the Whistle Blower Policy, the Company has a separate section addressing the protection of whistleblowers against any unfair practices such as retaliation, threats, or intimidation involving termination/suspension of service, disciplinary action, transfer, demotion, refusal of promotion, or the like. This includes any direct or indirect use of authority to obstruct the whistleblower's right to continue performing his/her duties/functions, including making further Protected Disclosures. The identity of the whistleblower shall be kept confidential to the extent possible and permitted under law.
- As part of the Prevention of Sexual Harassment at Workplace (POSH) Policy, the Company has stated that the complainant, if the charge is found valid, or the alleged harasser, if found innocent, is protected against any form of retaliation.
- As part of the Tata Code of Conduct (TCoC), the Company does not tolerate any form of retaliation against anyone reporting concerns. Anyone involved in targeting such a person will be subject to disciplinary action.

#### 9. Do human rights requirements form part of your business agreements and contracts?

Yes, compliance with the Tata Code of Conduct is included in business agreements, contracts, and purchase orders. Tata Motors has specific clauses related to human rights as part of the Tata Code of Conduct, Supplier Code of Conduct, and Dealer Code of Conduct.

#### 10. Assessments for the year:

	% of plants and offices that were assessed
Child labour	100
Forced / involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100

Tata Motors conducts comprehensive assessments of all its plants and offices to ensure compliance with human rights standards. Internal teams rigorously evaluate each facility, supported by robust checks and controls designed to identify and rectify any violations. These assessments are part of the regular ongoing reviews conducted by the senior leadership team of the Company.

#### Child Labour:

Our commitment to eradicating child labor is reflected in our robust systems and controls. We have implemented stringent measures to ensure that individuals under the age of 18 are not employed within our organization. Our manpower system prohibits the onboarding of anyone below this age threshold, while our rigorous gate control procedures guarantee that individuals under 18 are not granted access to our premises.

# Business Responsibility & Sustainability Report (BRSR)

## Forced/Involuntary Labour:

We uphold the dignity and rights of all our employees by strictly prohibiting any form of forced or involuntary labor. To reinforce this commitment, we ensure that all employee salaries are deposited directly into their bank accounts, eliminating any possibility of coercion or exploitation in the payment process. This practice underscores our zero-tolerance stance against forced labor in any aspect of our operations.

## Sexual Harassment:

The Company maintains a steadfast stance of zero tolerance towards sexual harassment in the workplace. In compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, and its accompanying regulations, we have established a comprehensive Policy on Prevention, Prohibition, and Redressal of Sexual Harassment. This policy is enforced across all our worksites and offices, and Internal Complaints Committees (ICCs) have been established to promptly and effectively address any complaints related to sexual harassment.

## Discrimination at Workplace:

We are committed to fostering an inclusive and equitable work environment where every individual is treated with dignity and respect. The Company strictly adheres to a non-discrimination policy, ensuring that all employees are valued for their skills, contributions, and potential—regardless of factors such as gender, race, religion, or nationality.

## Wages:

We recognize the importance of fair and equitable compensation for our employees. Our wage practices are informed by thorough market studies and are designed to comply with all relevant statutory regulations. By ensuring that our employees receive wages that are commensurate with industry standards and legal requirements, we uphold our commitment to providing fair and just compensation for their hard work and dedication.

### 11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

Throughout FY 2024–25, Tata Motors diligently monitored its operations and identified no significant risks or concerns. However, as part of our commitment to responsible corporate practices, we continue to maintain a vigilant approach through ongoing monitoring and auditing of our processes.

## Leadership Indicators

### 1. Details of a business process being modified / introduced as a result of addressing human rights grievances / complaints.

The Company is of the belief that it has upheld the basic principles of human rights in all its dealings. The Company regularly creates awareness among its employees on the Tata Code of Conduct through various training programmes educating them on the Tata Code of Conduct, Prevention of Sexual Harassment and Diversity and Inclusion.

### 2. Details of the scope and coverage of any Human rights due-diligence conducted.

The Company recognizes the upholding of human rights as an integral aspect of doing business and has implemented systems and controls to ensure the protection of human rights. The company strictly prohibits the engagement of child labor, and our controls ensure that individuals below 18 years of age cannot be onboarded onto the Manpower system. We maintain stringent gate control measures to prevent individuals below 18 years of age from being issued gate passes.

Furthermore, the Company does not engage in forced labor practices. Salaries of all employees are deposited directly into their bank accounts, and no instances of forced labor have been observed.

The Company has zero tolerance for sexual harassment at workplace and has adopted a Policy on Prevention, Prohibition and Redressal of Sexual Harassment at workplace in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Rules framed thereunder. Internal Complaints Committee ('ICC') is in place for all works and offices of the Company to redress complaints received regarding sexual harassment.

### 3. Is the premise / office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

In an era where inclusivity is not just a buzzword but a fundamental aspect of societal progress, ensuring accessibility for differently abled individuals within office premises has become a crucial endeavor. The Rights of Persons with Disabilities

(RPWD) Act of 2016 in India serves as a guiding light, mandating measures to ensure equal opportunities and access for people with disabilities. As we strive to adhere to these regulations, they are presented with various strategies to enhance premise and office accessibility, especially in locations that pose unique challenges.

**Understanding the Landscape:** Tata Motors is based out of from diverse locations, ranging from modern commercial spaces to heritage buildings with historical significance. Each setting presents its own set of challenges and opportunities in terms of accessibility. While some commercial locations may already boast inclusive premises due to modern construction norms or proactive measures, older buildings may require significant retrofitting to meet accessibility standards.

**Assessing the Need:** To embark on the journey of creating inclusive premises, we are kick starting comprehensive accessibility audits. These audits serve as invaluable tools in identifying barriers to accessibility and prioritizing areas for improvement. By mapping out the current state of accessibility, we are developing a clear roadmap for action, ensuring that resources are allocated effectively and efficiently.

**Implementing Solutions:** Once the audit process is complete, we can begin implementing measures to enhance accessibility. These measures may include:

- Physical Modifications:** Retrofitting entrances with ramps, widening doorways, installing handrails, and ensuring accessible restroom facilities are just a few examples of physical modifications that can greatly improve accessibility for differently abled individuals.
- Technological Solutions:** We would also leverage technology can also play a significant role in enhancing accessibility. From automated doors and elevators to assistive devices such as screen readers and braille displays, technology can bridge gaps and empower individuals with disabilities to navigate office spaces more independently.
- Training and Sensitization:** It's not just about physical infrastructure; fostering a culture of inclusivity within the organization is equally important. Providing training and sensitization sessions for employees promotes awareness and understanding of the challenges faced by differently abled individuals, fostering a more inclusive work environment.
- Collaboration and Partnerships:** We are also leveraging collaborations and partnerships with disability rights organizations, accessibility experts, and government agencies to gain insights and support in their journey towards creating inclusive premises.

Embracing Diversity, Equity, and Inclusion (DEI): Ultimately, the pursuit of accessibility within office premises is deeply intertwined with broader efforts towards diversity, equity, and inclusion (DEI). By prioritizing accessibility, we not only fulfil legal obligations but also demonstrate a commitment to creating environments where every individual, regardless of ability, can thrive and contribute meaningfully.

## Principle 6: Businesses should respect and make efforts to protect and restore the environment

### Essential Indicators

#### 1. Details of total energy consumption (in Joules or multiples) and energy intensity:

##### TML

Parameter	FY 25	FY 24
<b>From renewable sources</b>		
Total electricity consumption (A) (in GJ)	5,32,976	3,72,058*
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable source (A+B+C)</b>	<b>5,32,976</b>	<b>3,72,058*</b>
<b>From non-renewable sources</b>		
<b>Total electricity consumption (D) (in GJ)</b>	<b>6,50,710</b>	<b>8,66,904*</b>
<b>Total fuel consumption (E) (in GJ)</b>	<b>6,03,551</b>	<b>6,81,508*</b>
<b>Energy consumption through other sources (F)</b>	<b>0</b>	<b>0</b>
<b>Total energy consumed from non-renewable sources (D+E+F) (in GJ)</b>	<b>12,54,262</b>	<b>15,48,412*</b>
<b>Total energy consumed (A+B+C+D+E+F) (in GJ)</b>	<b>17,87,238</b>	<b>19,20,470*</b>
<b>Energy intensity per rupee of turnover (GJ/ ₹)</b> (Total energy consumption/ Revenue from operations)	<b>0.000002627</b>	<b>0.00000267*</b>

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Parameter	FY 25	FY 24
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b>	<b>0.00005428</b>	0.00005459*
(Total energy consumed / Revenue from operations adjusted for PPP)		
<b>Energy intensity in terms of physical output (GJ/vehicle produced)</b>	<b>4.72</b>	4.80*
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency.	Yes, KPMG Assurance and Consulting Services LLP has provided limited assurance on data reported under this indicator in voluntary BRSR.	

\* The numbers for FY 24 have been restated due to reclassification of green attribute ownership for renewable electricity and enhanced coverage of fuel consumption points.

\*\*The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

## TMPVL and TPEML

Parameter	FY 25	FY 24
<b>From renewable sources</b>		
Total electricity consumption (A) (in GJ)	<b>3,63,295</b>	3,24,981*
Total fuel consumption (B)	<b>0</b>	0
Energy consumption through other sources (C)	<b>0</b>	0
<b>Total energy consumed from renewable source (A+B+C)</b>	<b>3,63,295</b>	3,24,981*
<b>From non-renewable sources</b>		
<b>Total electricity consumption (D) (in GJ)</b>	<b>4,10,417</b>	3,29,878*
<b>Total fuel consumption (E) (in GJ)</b>	<b>3,79,182</b>	3,41,873*
<b>Energy consumption through other sources (F)</b>	<b>-</b>	0
<b>Total energy consumed from non-renewable sources (D+E+F) (in GJ)</b>	<b>7,89,599</b>	6,71,751*
<b>Total energy consumed (A+B+C+D+E+F) (in GJ)</b>	<b>11,52,894</b>	9,96,732*
<b>Energy intensity per rupee of turnover (GJ/ ₹)</b>	<b>0.00000182</b>	0.00000164*
(Total energy consumption/ Revenue from operations)		
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b>	<b>0.00003757</b>	0.00003349*
(Total energy consumed / Revenue from operations adjusted for PPP)		
<b>Energy intensity in terms of physical output (GJ/vehicle produced)</b>	<b>2.07</b>	1.74*
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency.	Yes, KPMG Assurance and Consulting Services LLP has provided limited assurance on data reported under this indicator.	

\* The numbers for FY 24 have been restated due to reclassification of green attribute ownership for renewable electricity and enhanced coverage of fuel consumption points.

\*\*Intercompany transactions have not been adjusted for this attribute.

\*\*\*The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

## TML, TMPVL and TPEML

Parameter	FY 25	FY 24
<b>From renewable sources</b>		
Total electricity consumption (A) (in GJ)	<b>8,96,271</b>	6,97,039*
Total fuel consumption (B)	<b>-</b>	0
Energy consumption through other sources (C)	<b>-</b>	0
<b>Total energy consumed from renewable source (A+B+C)</b>	<b>8,96,271</b>	6,97,039*



Parameter	FY 25	FY 24
From non-renewable sources		
<b>Total electricity consumption (D) (in GJ)</b>	<b>10,61,128</b>	11,96,782*
<b>Total fuel consumption (E) (in GJ)</b>	<b>9,82,733</b>	10,23,381*
<b>Energy consumption through other sources (F)</b>	<b>-</b>	0
<b>Total energy consumed from non-renewable sources (D+E+F) (in GJ)</b>	<b>20,43,861</b>	6,71,751*
<b>Total energy consumed (A+B+C+D+E+F) (in GJ)</b>	<b>29,40,132</b>	29,17,202*
<b>Energy intensity per rupee of turnover (GJ/ ₹)</b> (Total energy consumption/ Revenue from operations)	<b>0.00000224</b>	0.00000220*
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	<b>0.00004622</b>	0.00004492*
<b>Energy intensity in terms of physical output (GJ/vehicle produced)</b>	<b>3.14</b>	2.99*
<b>Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency.</b>	<b>Yes, KPMG Assurance and Consulting Services LLP has provided limited assurance on data reported under this indicator.</b>	

\* The numbers for FY 24 have been restated due to reclassification of green attribute ownership for renewable electricity and enhanced coverage of fuel consumption points numbers.

\*\*Intercompany transactions have not been adjusted for this attribute.

\*\*\*The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? If Yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken.

Not Applicable.

3. Provide details of the following disclosures related to water:

#### TML

Parameter	FY 25	FY 24
Water withdrawal by source (in kilolitres)		
(i) Surface water	<b>1,57,280</b>	1,69,577
(ii) Groundwater	<b>6,67,560</b>	5,71,963
(iii) Third party water	<b>20,22,267</b>	23,42,418
(iv) Seawater / desalinated water		0
(v) Others		0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>28,47,107</b>	30,83,958
<b>Total volume of water consumption (in kilolitres)</b>	<b>26,61,542</b>	29,79,832
<b>Water intensity per rupee of turnover (Kilolitres/ ₹)</b> (Water consumed / Revenue from operations)	<b>0.00000391</b>	0.00000415
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Kilolitres/ \$)</b> (Total water consumption / Revenue from operations adjusted for PPP)	<b>0.00008084</b>	0.00008470
<b>Water intensity in terms of physical output (Kilolitres/ Vehicles Produced)</b>	<b>7.03</b>	7.44
<b>Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency.</b>	<b>Yes, KPMG Assurance and Consulting Services LLP has provided limited assurance on data reported under this indicator in voluntary BRSR</b>	

\* The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.



# Business Responsibility & Sustainability Report (BRSR)

## TMPVL and TPEML

Parameter	FY 25	FY 24
Water withdrawal by source (in kilolitres)		
(i) Surface water	56,101	79,531
(ii) Groundwater	-	0
(iii) Third party water	17,74,365	18,70,990
(iv) Seawater / desalinated water	-	0
(v) Others	-	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>18,30,466</b>	19,50,521
<b>Total volume of water consumption (in kilolitres)</b>	<b>18,30,466</b>	19,50,521
<b>Water intensity per rupee of turnover (Kilolitres/ ₹)</b> (Water consumed / Revenue from operations)	<b>0.00000289</b>	<b>0.00000321</b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	<b>0.00005965</b>	0.00006554*
<b>Water intensity in terms of physical output (Kilolitres/ Vehicles Produced)</b>	<b>3.29</b>	3.40
<b>Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency.</b>	Yes, KPMG Assurance and Consulting Services LLP has provided limited assurance on data reported under this indicator.	

\* The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

\*\*Intercompany transactions have not been adjusted for this attribute.

## TML, TMPVL and TPEML\*

Parameter	FY 25	FY 24
Water withdrawal by source (in kilolitres)		
(i) Surface water	2,13,381	2,49,108
(ii) Groundwater	6,67,560	5,71,963
(iii) Third party water	37,96,632	42,13,408
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>46,77,573</b>	50,34,479
<b>Total volume of water consumption (in kilolitres)</b>	<b>44,92,008</b>	49,30,353
<b>Water intensity per rupee of turnover (Kilolitres/ ₹)</b> (Water consumed / Revenue from operations)	<b>0.00000342</b>	<b>0.00000372</b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) *</b> (Kilolitres/ \$) (Total water consumption / Revenue from operations adjusted for PPP)	<b>0.00007062</b>	0.00007592*
<b>Water intensity in terms of physical output (Kilolitres/ Vehicles Produced)</b>	<b>4.80</b>	5.06
<b>Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency.</b>	Yes, KPMG Assurance and Consulting Services LLP has provided limited assurance on data reported under this indicator.	

\* The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

\*\*Intercompany transactions have not been adjusted for this attribute.

#### 4. Provide the following details related to water discharged:

TML:

	FY 25	FY 24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To surface water</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	1,85,565 (TDS 478 mg/L)	1,04,126 (TDS 602 mg/L)
<b>(ii) To groundwater</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(iii) To seawater</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(iv) Sent to third-parties</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(v) Others</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>1,85,565</b>	<b>1,04,126</b>
<b>Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? If Yes, name of the external agency</b>	Yes, KPMG Assurance and Consulting Services LLP has provided Limited assurance on data reported under this indicator in voluntary BRSR.	

TMPV +TPEM

	FY 24	FY 23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To surface water</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(ii) To groundwater</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(iii) To seawater</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(iv) Sent to third-parties</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(v) Others</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>0</b>	<b>0</b>
<b>Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? If Yes, name of the external agency</b>	Yes, KPMG Assurance and Consulting Services LLP has provided limited assurance on data reported under this indicator.	

# Business Responsibility & Sustainability Report (BRSR)

## TML, TMPVL and TPEML

	FY 24	FY 23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To surface water</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	1,85,565 (TDS 478 mg/L)	1,04,126 (TDS 602 mg/L)
<b>(ii) To groundwater</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(iii) To seawater</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(iv) Sent to third-parties</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(v) Others</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>1,85,565</b>	<b>1,04,126</b>
<b>Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? If Yes, name of the external agency</b>	Yes, KPMG Assurance and Consulting Services LLP has provided limited assurance on data reported under this indicator.	

### 5. Has the entity implemented a mechanism for Zero Liquid Discharge? If Yes, provide details of its coverage and implementation.

Our operations in India extend across Jharkhand, Uttar Pradesh, Uttarakhand, Gujarat, Maharashtra, and Karnataka. The management and disposal of treated effluents generated during plant operations are governed by the specific operating consent orders issued by the respective State Pollution Control Boards, which our plants strictly follow.

In line with these consent orders, several plants have implemented tertiary treatment systems, such as Reverse Osmosis (RO), to recycle treated effluents for reuse in processes. Others adopt a Zero Liquid Discharge (ZLD) approach by repurposing treated effluents for secondary applications, including toilet flushing and supporting greenbelt development within the plant and surrounding areas.

This year, we have taken additional steps to conserve freshwater and optimize its usage. In Pune and Jamshedpur, for example, we have reduced freshwater consumption by increasing the use of treated effluents in our processes. This includes the installation of tertiary treatment systems with RO membranes and the utilization of treated sewage wastewater for plant process water requirements from nearby sources—such as PCMC's treated sewage usage at the Pimpri plant and township sewage at the Jamshedpur plant. Furthermore, efforts are underway to enhance water sustainability through rainwater harvesting and recharge initiatives both within and around plant premises. Tata Motors is committed to achieving a 'Water Positive' status by 2030 in all its operations and townships.

Aligned with these consent orders/authorizations, plants have implemented comprehensive tertiary treatment systems, such as Reverse Osmosis, to recycle treated effluents for process reuse. Others ensure Zero Liquid Discharge by repurposing treated effluents for secondary purposes, such as toilet flushing and/or maintaining greenbelt development within plant premises and adjacent green areas belonging to the plants. Moving forward, our approach will embrace a holistic perspective, encompassing all aspects of water sourcing and its efficient utilization. Our ongoing efforts are reducing freshwater usage by increasing treated effluent recycling for our processes and other sanitation purposes. Efforts are ongoing to increase water augmentation through rainwater harvesting and recharge both within and beyond plant premises, as Tata Motors strives toward achieving a 'Water Positive' status by the year 2030.

## 6. Please provide details of air emissions (other than GHG emissions) by the entity:

### TML

Parameter	Unit	FY 25	FY 24
NOx	MT	192	160*
SOx	MT	0.17	0.19*
Particulate matter (PM)	MT	519	679*
Others – Ozone Depleting Substances (ODS)	kg as CFC-11 Equivalent	87	95
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency	Yes, KPMG Assurance and Consulting Services LLP has provided limited assurance on data reported under this indicator.		

\* The numbers for FY 24 have been restated due to a change in methodology to include only the air emissions from associated stacks and using fuel based approach for SOx emissions, and using maximum concentration levels for NOx and TPM emissions from stack monitoring reports

### TMPVL and TPEML

Parameter	Unit	FY 25	FY 24
NOx	MT	68	48*
SOx	MT	0.08	0.09*
Particulate matter (PM)	MT	301	328*
Others – Ozone Depleting Substances (ODS)	kg as CFC-11 Equivalent	37	47
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency	Yes, KPMG Assurance and Consulting Services LLP has provided limited assurance on data reported under this indicator.		

\* The numbers for FY 24 have been restated due to a change in methodology to include only the air emissions from associated stacks and using fuel based approach for SOx emissions, and using maximum concentration levels for NOx and TPM emissions from stack monitoring reports .

### TML, TMPVL and TPEML

Parameter	Unit	FY 25	FY 24
NOx	MT	260	208*
SOx	MT	0.25	0.28*
Particulate matter (PM)	MT	820	1008*
Others – Ozone Depleting Substances (ODS)	kg as CFC-11 Equivalent	124	142
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency	Yes, KPMG Assurance and Consulting Services LLP has provided limited assurance on data reported under this indicator.		

# Business Responsibility & Sustainability Report (BRSR)

## 7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity:

### TML

Parameter	Unit	43,754	48,736*
Total Scope 1 emissions	Metric tonnes of CO <sub>2</sub>	131,407	1,72,409*
Total Scope 2 emissions	Metric tonnes of CO <sub>2</sub>	0.000000258	0.000000308*
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO <sub>2</sub> / ₹	0.000000258	0.000000308*
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO <sub>2</sub> / \$	0.000005320	0.000006286*
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO <sub>2</sub> / Vehicles Produced	0.462	0.552*
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency.	Yes, KPMG Assurance and Consulting Services LLP has provided limited assurance on data reported under this indicator in voluntary BRSR.		

\* The numbers for FY 24 have been restated due to reclassification of green attribute ownership for renewable electricity, enhanced coverage of fuel consumption points and extended coverage of fugitive emissions from refrigerants.

\*\*The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

# The emission factors for calculation of Scope 1 emissions are based on 2024 UK Government GHG Conversion Factors for Company Reporting Version 1.1 from DEFRA

## Scope 2 GHG emissions reported are calculated based on market-based approach. The above Scope 2 numbers are after adjustments for International Renewable Energy Certificates(iRECs) purchased. For grid electricity the latest applicable CEA published grid emission factor has been used.

### TMPVL and TPEML

Parameter	Unit	FY 25	FY 24
Total Scope 1 emissions	tCO <sub>2</sub> e	26,992	22,542*
Total Scope 2 emissions	tCO <sub>2</sub>	82,882	65,609*
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO <sub>2</sub> / ₹	0.000000173	0.000000145
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO <sub>2</sub> / \$	0.000003581	0.000002962*
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO <sub>2</sub> / Vehicles Produced	0.197	0.154*
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency.	Yes, KPMG Assurance and Consulting Services LLP has provided limited assurance on data reported under this indicator.		

\*The numbers for FY 24 have been restated due to reclassification of green attribute ownership for renewable electricity, enhanced coverage of fuel consumption points and extended coverage of fugitive emissions from refrigerants.

\*\*Intercompany transactions have not been adjusted for this attribute.

\*\*\*The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

# The emission factors for calculation of Scope 1 emissions are based on 2024 UK Government GHG Conversion Factors for Company Reporting Version 1.1 from DEFRA

## Scope 2 GHG emissions reported are calculated based on market-based approach. The above Scope 2 numbers are after adjustments for International Renewable Energy Certificates(iRECs) purchased. For grid electricity the latest applicable CEA published grid emission factor has been used.

#### TML, TMPVL and TPEML

Parameter	Unit	FY 25	FY 24
Total Scope 1 emissions	tCO <sub>2</sub> e	70,746	71,278*
Total Scope 2 emissions	tCO <sub>2</sub>	2,14,289	2,38,018*
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO <sub>2</sub> / ₹	0.000000217	0.000000233*
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO <sub>2</sub> / \$	<b>0.000004481</b>	0.000004763*
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO <sub>2</sub> / Vehicles Produced	<b>0.305</b>	0.317*
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency.	Yes, KPMG Assurance and Consulting Services LLP has provided limited assurance on data reported under this indicator.		

\*The numbers for FY 24 have been restated due to reclassification of green attribute ownership for renewable electricity, enhanced coverage of fuel consumption points and extended coverage of fugitive emissions from refrigerants.

\*\*Intercompany transactions have not been adjusted for this attribute.

\*\*\*The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database.

# The emission factors for calculation of Scope 1 emissions are based on 2024 UK Government GHG Conversion Factors for Company Reporting Version 1.1 from DEFRA.

## Scope 2 GHG emissions reported are calculated based on market-based approach. The above Scope 2 numbers are after adjustments for International Renewable Energy Certificates(iRECs) purchased. For grid electricity the latest applicable CEA published grid emission factor has been used.

#### 8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

We are driving decarbonization in our operations by minimizing greenhouse gas (Scope-1 and Scope-2) emissions through optimizing fossil fuel use in our manufacturing processes, switching from fossil fuel to electrical heating, continued energy conservation measures and transitioning to renewable electricity. We are a signatory to Climate Group RE100 for achieving 100% renewable electricity use in operations by 2030. The total installed capacity of Rooftop Solar amounts to 76.5 MW augmented by short term Green Power Purchase agreements and Renewable Energy Certificates.

# Business Responsibility & Sustainability Report (BRSR)

The Company continued to add on-site Renewable Energy (solar) generation capacity in FY 2024-25:

TML		TMPVL and TPEML	
Plant Locations	Total Roof Top PV Solar installed capacity till FY 24 in MWp	Plant Locations	Total Roof Top PV Solar installed capacity till FY 24 in MWp
Pimpri, Pune	18.5	Chikhali, Pune	18.95
Chinchwad, Pune	2.4		
Jamshedpur	11.5	Sanand	2
Lucknow	6.1		
Pantnagar	16	Sanand -II	0.05
Dharwad	1		
Total	55.5	Total	21
<b>TML, TMPVL and TPEML</b>		<b>76.5</b>	

Energy Conservation (ENCON) projects are implemented across all the Plants and Offices in a planned and budgeted manner. In FY25, ENCON Projects led to a cumulative reduction of 210.89 lakh kWh of electricity and 48811 GJ of fuel, which amounted to a reduction of 18423 tCO<sub>2</sub> of greenhouse gas emissions. Some of the major ENCON projects in FY25 include:

- Optimization of compressed air consumption at the Foundry, resulting in significant energy savings and reduction in tCO<sub>2</sub>e emissions.
- Elimination of the Sealer Oven process in the Paint Shop, leading to substantial energy conservation.
- Implementation of Variable Refrigerant Flow (VRF) systems in the Engine Assembly and Power Train areas to enhance energy efficiency.
- Achievement of energy savings through Foundry yield improvement initiatives, realizing an average 2% yield improvement across various items, contributing to significant unit and energy savings.
- Installation of 40 Variable Frequency Drives (VFDs) at the Paint Shop to control motor speeds more efficiently and reduce power consumption.
- Installation of new compressors and replacement of all conventional motors at the Air Supply Plants with energy-efficient EC motors to improve energy utilization across operations.
- Upgrade of conventional Air Handling Units (AHUs) at the Paint Shop with high-efficiency EC fans.
- Conversion of pneumatic (air-driven) pumps to electric pumps, enhancing energy savings and operational reliability.
- Eliminated sealer baking process on paint shop by implementation of wet-on-wet sealer Paint Shop to reduce propane consumption
- Heat Pump utilization for Paint shop Process tank heating.
- Digitization and furnace optimization in heat treatment area.
- Energy efficient HVLS fans installation at various assembly lines.

## 9. Provide details related to waste management by the entity:

The waste generated from our operations comprises a diverse range of both hazardous and non-hazardous materials, along with scrap material. Our waste management practices are governed by the Hazardous Waste Authorization issued by the respective State Pollution Control Boards where we operate. Continuously, our operations drive initiatives aimed at eliminating, minimizing, and recycling waste in accordance with legal regulations and available opportunities. These initiatives encompass various activities, including material recovery through authorized recyclers for items such as used oil, solvents, paint sludge, and used foundry sand (reclaimed and reused). Additionally, we engage in co-processing hazardous waste as alternate fuel and raw material, including paint sludge, phosphate sludge, ETP sludge grinding waste, oily rags, and composting of food waste. Furthermore, we ensure the recycling of metal and non-metal scrap through authorized recyclers.

Furthermore, we are committed to achieving Zero Waste to Landfill across our operations by the end of the decade. We are carrying this message across our value chain to our supply chain and channel partners.

**TML**

	FY 25	FY 24
<b>Total waste generated (in metric tonnes)</b>		
Plastic waste (A)	1,994	1,959\$
E-waste (B)	137	76
Bio-medical waste (C)	2.8	1.98
Construction and demolition waste (D)	6,244	3,180
Battery waste (E)	202	233
Radioactive waste (F)		Nil
Other hazardous waste. Please specify, if any. (G)	3,934	4,009
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	90,087*	81,488\$
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>102,601</b>	<b>90947</b>
<b>Waste intensity per rupee of turnover (MT/₹)</b>	<b>0.000000151</b>	<b>0.000000127</b>
(Total waste generated / Revenue from operations)		
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b>	<b>0.000003116</b>	<b>0.000002585</b>
(Total waste generated / Revenue from operations adjusted for PPP)		
<b>Waste intensity in terms of physical output (MT/Vehicles Produced)</b>	<b>0.271</b>	<b>0.227</b>
<b>Waste intensity (optional) – the relevant metric may be selected by the entity</b>		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
<b>Category of waste</b>		
(i) Recycled	73,673***	53,728***
(ii) Re-used		0
(iii) Other recovery operations	4,696	5,250
<b>Total</b>	<b>78,369</b>	<b>58,978</b>
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
<b>Category of waste</b>		
(i) Incineration	40	40.61
(ii) Landfilling	24,133	31,527
(iii) Other disposal operations	59	401
<b>Total</b>	<b>24,232</b>	<b>31,969</b>
<b>Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? If Yes, name of the external agency.</b>	<b>Yes, KPMG Assurance and Consulting Services LLP has provided limited assurance on data reported under this indicator in voluntary BRSR</b>	

\* Non-hazardous waste disposed in lots have been converted into Metric tonnes using an average conversion factor from the generated value in FY 25 due to an improvement in tracking processes leading to a marginal increase in the waste footprint reported.

\*\*The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

\*\*\* Includes non-hazardous ferrous and non-ferrous metal and other scrap like packaging waste, plastic, rubber, glass and auto components that were sold to scrap dealers and not to the primary recyclers. Recycling data has been certified through declarations by scrap dealers who in turn sell to end-users who are secondary metallurgical industries or recyclers that



# Business Responsibility & Sustainability Report (BRSR)

convert scrap into other products.

\$ Does not include non-hazardous waste, plastic waste and scrap disposal that were recorded in lots or numbers.

## TMPVL and TPEML

	FY 25	FY 24
<b>Total waste generated (in metric tonnes)</b>		
Plastic waste (A)	971	1051\$
E-waste (B)	58	35
Bio-medical waste (C)	0.9	0.8
Construction and demolition waste (D)	16,821	8,256*
Battery waste (E)	150	72
Radioactive waste (F)		0
Other hazardous waste. Please specify, if any. (G)	4,295	2,507
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	72,409**	64,870\$
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>94,704</b>	<b>76,792*</b>
<b>Waste intensity per rupee of turnover (MT/₹)</b>	<b>0.000000149</b>	<b>0.000000126*</b>
(Total waste generated / Revenue from operations)		
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b>	<b>0.000003086</b>	<b>0.000002580*</b>
(Total waste generated / Revenue from operations adjusted for PPP)		
<b>Waste intensity in terms of physical output (MT/Vehicles Produced)</b>	<b>0.170</b>	<b>0.1337*</b>
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
<b>Category of waste</b>		
(i) Recycled	91,737#	66,138#
(ii) Re-used		0
(iii) Other recovery operations	2,775	1866
<b>Total</b>	<b>94,512</b>	<b>68,004</b>
<b>Category of waste</b>		
(i) Incineration	14	132
(ii) Landfilling	55	136
(iii) Other disposal operations	123	264
<b>Total</b>	<b>192</b>	<b>532</b>
<b>Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? If Yes, name of the external agency.</b>	<b>Yes, KPMG Assurance and Consulting Services LLP has provided limited assurance on data reported under this indicator.</b>	

\* Construction and demolition waste for FY24 has been restated due to enhanced coverage of waste generation points .

\*\* Non-hazardous waste disposed in lots have been converted into Metric tonnes using an average conversion factor from the generated value in FY 25 due to an improvement in tracking processes leading to a marginal increase in the waste footprint reported.

\*\*\*The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

# Includes non-hazardous ferrous and non-ferrous metal and other scrap like packaging waste, plastic, rubber, glass and auto components that were sold to scrap dealers and not to the primary recyclers. Recycling data has been certified through declarations by scrap dealers who in turn sell to end-users who are secondary metallurgical industries or recyclers that convert scrap into other products.

##Intercompany transactions have not been adjusted for this attribute.

\$ Does not include non-hazardous waste, plastic waste and scrap disposal that were recorded in lots or numbers.

**TML + TMPV + TPEM**

	FY 25	FY 24
<b>Total waste generated (in metric tonnes)</b>		
Plastic waste (A)	2,965	3,011
E-waste (B)	194	110
Bio-medical waste (C)	3.7	2.8
Construction and demolition waste (D)	23,065	11,436*
Battery waste (E)	352	305
Radioactive waste (F)	-	0
Other hazardous waste. Please specify, if any. (G)	8,229	6,517
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	162,496 **	1,46,358
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>197,305</b>	<b>1,67,739*</b>
<b>Waste intensity per rupee of turnover (MT/₹)</b>	<b>0.000000150</b>	<b>0.000000126*</b>
(Total waste generated / Revenue from operations)		
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b>	<b>0.000003102</b>	<b>0.000002583*</b>
(Total waste generated / Revenue from operations adjusted for PPP)		
<b>Waste intensity in terms of physical output (MT/Vehicles Produced)</b>	<b>0.211</b>	<b>0.172*</b>
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
<b>Category of waste</b>		
(i) Recycled	<b>165,410#</b>	1,19,866#
(ii) Re-used	-	0
(iii) Other recovery operations	<b>7,471</b>	7,116
<b>Total</b>	<b>172,881</b>	1,26,982
<b>Category of waste</b>		
(i) Incineration	<b>54</b>	173
(ii) Landfilling	<b>24,188</b>	31,663
(iii) Other disposal operations	<b>182</b>	665
<b>Total</b>	<b>24,424</b>	32,501
<b>Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? If Yes, name of the external agency.</b>	<b>Yes, KPMG Assurance and Consulting Services LLP has provided limited assurance on data reported under this indicator.</b>	

\* Construction and demolition waste for FY24 has been restated due to enhanced coverage of waste generation points.

\*\* Non-hazardous waste disposed in lots have been converted into Metric tonnes using an average conversion factor from the generated value in FY 25 due to an improvement in tracking processes leading to a marginal increase in the waste footprint reported.

\*\*\*The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

# Includes non-hazardous ferrous and non-ferrous metal and other scrap like packaging waste, plastic, rubber, glass and auto components that were sold to scrap dealers and not to the primary recyclers. Recycling data has been certified through declarations by scrap dealers who in turn sell to end-users who are secondary metallurgical industries or recyclers that convert scrap into other products.

##Intercompany transactions have not been adjusted for this attribute.

\$ Does not include non-hazardous waste, plastic waste and scrap disposal that were recorded in lots or numbers.

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**10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

The waste generated from our operations is categorized into hazardous and non-hazardous, as well as recyclable and non-recyclable types. Our waste management practices are governed by the Consent Orders and hazardous waste authorizations provided by the respective State Pollution Control Boards in the areas where we operate. We are committed to promoting cleaner production, waste minimization, and pollution prevention initiatives. Additionally, we focus on the principles of the circular economy, including reuse and recycling, while ensuring full compliance with all relevant legal requirements.

We have also looked at innovative ways of reducing the moisture content of the ETP sludge through the installation of sludge drying bed. The drying process takes place in an enclosed shed, where the floor bed is heated by circulating hot water heated through Concentrated Solar Thermal to effectively remove moisture from the sludge. It is estimated that around 30% of the ETP sludge disposal quantity will be reduced through the effective drying process.

We are committed to reducing the use of hazardous and toxic chemicals in our manufacturing processes. This is achieved through design improvements and the thoughtful selection of manufacturing technologies and raw materials. We are actively evaluating the environmental impact of our vehicles and identifying opportunities to enhance material circularity. Additionally, initiatives have been introduced to assess the emission rates of Volatile Organic Compounds (VOCs) from our painting operations, with the aim of improving our overall sustainability and environmental performance.

In terms of products, conscious efforts are made to eliminate the use of hazardous and toxic chemicals at the product design stage. These efforts are driven by well-defined standards, processes, and systems, such as:

- Implementation of projects to eliminate paints from polymeric parts.
- Restriction on the use of Persistent Organic Pollutants (POPs) as per the BRS Convention, covering 15 banned industrial POPs (with 2 more under discussion), by releasing internal standards to follow during the design stage and communicating these requirements to the supplier at the stage of the request for quotation. We are continuously monitoring the POPs listed under the BRS Convention and working with our suppliers to identify alternative chemicals as well as eliminate new POPs from our supply chain according to the timeline. To track the presence of POPs or any other hazardous materials, we have developed an in-house IT system to identify these chemicals. This enables us to provide inputs to the Ministry and SIAM and play a leadership role in creating awareness within the auto industry about best practices.
- Proactive compliance with the AIS-129 standard (which is not yet enforced) to restrict the use of four heavy metals (Lead, Mercury, Cadmium, and Hexavalent Chromium) in vehicles above threshold limits.
- Ensuring no presence of flame retardants like TDCIPP, TCIP, and TCEP in vehicle seat foam as per NGT order, which addresses the adverse impacts of these chemicals on human health.
- Development of an internal standard for material identification marking for plastic components weighing more than 100g and elastomer components weighing more than 200g. This helps enhance the recyclability of these components at the end-of-life phase.

We are continuously exploring new approaches to monitor and improve our sustainability and environmental performance. Initiatives have been implemented to eliminate paints from polymeric parts, phase out hazardous materials and Persistent Organic Pollutants (POPs), introduce sustainable materials to enable energy savings in manufacturing processes, and explore new strategies to improve our sustainability and environmental performance.

**10. If the entity has operations / offices in / around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details:**

None of our Operations are located near notified ecologically sensitive areas.

**11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency	Results communicated in public domain	Relevant web link
Proposed Construction of Industrial Buildings (Manufacturing & Assembly of Passenger Vehicles) at Plot No. 1A and 1B, SIPCOT Industrial Park, Panapakkam, Nemili Taluk, Ranipet District, Tamil Nadu by M/s. Tata Motors Ltd.	Under Project Category "B" and Schedule S.No. 8(a) 'Building & Construction Project'—Issue of Environmental Clearance as per the EIA Notification 2006-as amended	EC was issued dated 11 <sup>th</sup> January 2025 by the State Environment Impact Assessment Authority (SEIAA), Tamil Nadu)	Project Feasibility Study along with Environment Management Plan was prepared by internal team of Tata Motors as this is Category – B EIA Project.	The EC details was notified in Dinakaran Tamil daily and The Hindu English daily newspaper on 7 <sup>th</sup> February 2025.	<a href="https://www.tatamotors.com/wp-content/themes/TataMotors/pdf/EC-Approval-for-TML-TN-310125.pdf">https://www.tatamotors.com/wp-content/themes/TataMotors/pdf/EC-Approval-for-TML-TN-310125.pdf</a>

**12. Is the entity compliant with the applicable environmental law / regulations / guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment protection act and rules thereunder. If not, provide details of all such non-compliances:**

All TML entities fully comply with the applicable environmental laws, regulations, and guidelines set forth by regulatory authorities. No significant instances of non-compliance have been reported across any of our plants.

**Leadership Indicators**

**1. Water withdrawal, consumption and discharge in areas of water stress (in kilo-litres). For each facility / plant located in areas of water stress, provide the following information:**

**TML**

**I. Name of the area:** The water stress areas have been identified based on the 2024 National Compilation on Dynamic Ground Water Resources of India Report by the Central Ground Water Board. According to this report, only the Jamshedpur plant location has been classified as 'Over-Exploited', while all other plant locations are classified as 'Safe'. No groundwater abstraction is being carried out to meet the industrial and residential water requirements in Jamshedpur.

**II. Nature of operations :** Automobile Manufacturing

**III. Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 25	FY 24
Water withdrawal by source (in kilolitres)		
(i) Surface water	64,514	68,344
(ii) Groundwater	0	0
(iii) Third party water	8,41,357	10,12,610
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>9,05,871</b>	<b>10,80,954</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>7,20,306</b>	<b>9,76,828</b>
<b>Water intensity per rupee of turnover (water consumed / turnover)</b>	<b>0.00000106</b>	<b>0.00000136</b>
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	185,565 (TDS 478 mg/L)	1,04,126 (TDS 602 mg/L)

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Parameter	FY 25	FY 24
(ii) Into groundwater		
- No treatment	0	0
- With treatment – please	0	0
Specify level of treatment		
(iii) Into seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>185,565</b>	<b>1,04,126</b>
Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? If Yes, name of the external agency.		
Yes, KPMG Assurance and Consulting Services LLP has provided limited assurance on data reported under this indicator in voluntary BRSR		

**TMPVL and TPEML plants are not located in water stress areas.**

## 2. Please provide details of total Scope 3 emissions and its intensity:

### TML

Parameter	Unit	FY 25	FY 24
Category 1 : Purchased goods and services <sup>1</sup>	tCO <sub>2</sub> e	5,228,249	6,109,148*
Category 3 : Fuel- and energy-related activities	tCO <sub>2</sub>	40,853	50,134
Category 5 : Waste generated in operations	tCO <sub>2</sub> e	5201	4669
Category 6 : Business travel	tCO <sub>2</sub>	6755	7006
Category 7 : Employee commuting <sup>2</sup>	tCO <sub>2</sub> e	8,777	8950
Category 8 : Upstream leased assets <sup>3</sup>	tCO <sub>2</sub>	1,074	1490
₹Category 11 : Use of sold products	tCO <sub>2</sub>	139,571,557	158,621,101
Category 14 : Franchises <sup>4</sup>	tCO <sub>2</sub>	82,335	82,854
Total Scope 3 emissions	tCO <sub>2</sub>	144,944,801	164,885,353*
Total Scope 3 emissions per rupee of turnover	tCO <sub>2</sub> /₹	0.00021	0.00023*
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency.		Yes, KPMG Assurance and Consulting Services LLP has provided limited assurance on data reported under this indicator in voluntary BRSR	

<sup>1</sup> Spend based method

<sup>2</sup> This includes coverage of only the employee commute through company buses contracted by third parties at each plant location.

<sup>3</sup> The leased assets are shared offices by TML CV business, TMPV and TPEM. The utility expenses are shared between the entities.

<sup>4</sup> The calculation methodology involves data collected on Scope 1 and Scope 2 data from 342 dealer partners and extrapolation of the average emissions for each outlet category across total Commercial vehicle network.

\*Category 1 numbers for FY24 have been restated due to change in methodology to apply the latest available emission factor database and adjustment of spent on products and services for PPP and inflation.

## TMPVL and TPEML

Parameter	Unit	FY 25	FY 24
Category 1 : Purchased goods and services <sup>1</sup>	tCO <sub>2</sub> e	4,178,817	4,594,551*
Category 3 : Fuel- and energy-related activities	tCO <sub>2</sub>	27,470	24,981
Category 5 : Waste generated in operations	tCO <sub>2</sub> e	3,943	3,014
Category 6 : Business travel	tCO <sub>2</sub>	2,965	3,452
Category 7 : Employee commuting <sup>2</sup>	tCO <sub>2</sub> e	5,734	4,949
Category 8 : Upstream leased assets <sup>3</sup>	tCO <sub>2</sub>	1,302	869
Category 11 : Use of sold products	tCO <sub>2</sub>	13,028,652	13,647,932
Category 14 : Franchises <sup>4</sup>	tCO <sub>2</sub>	108,473	113,485
Total Scope 3 emissions	tCO <sub>2</sub>	17,357,357	18,393,233*
Total Scope 3 emissions per rupee of turnover*	tCO <sub>2</sub> /₹	0.0000274	0.0000302*
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency.		Yes, KPMG Assurance and Consulting Services LLP has provided limited assurance on data reported under this indicator.	

<sup>1</sup> Spend based method

<sup>2</sup> This includes coverage of only the employee commute though company buses contracted by third parties at each plant location.

<sup>3</sup> The leased assets are shared offices by TML CV business, TMPV and TPEM. The utility expenses are shared between the entities

<sup>4</sup> The calculation methodology involves data collected on Scope 1 and Scope 2 data from 75 dealer partners and extrapolation of the average emissions for each outlet category across total passenger vehicle network.

\* Category 1 numbers for FY24 have been restated due to change in methodology to apply the latest available emission factor database and adjustment of spent on products and services for PPP and inflation.

## TML, TMPVL and TPEML

Parameter	Unit	FY 25	FY 24
Category 1 : Purchased goods and services <sup>1</sup>	tCO <sub>2</sub> e	9,407,066	10,703,770*
Category 3 : Fuel- and energy-related activities	tCO <sub>2</sub>	68,323	75,115
Category 5 : Waste generated in operations	tCO <sub>2</sub> e	9145	7,683
Category 6 : Business travel	tCO <sub>2</sub>	9,720	10,458
Category 7 : Employee commuting <sup>2</sup>	tCO <sub>2</sub> e	14,511	13,899
Category 8 : Upstream leased assets <sup>3</sup>	tCO <sub>2</sub>	2,376	2359
Category 11 : Use of sold products	tCO <sub>2</sub>	152,600,209	172,269,033
Category 14 : Franchises <sup>4</sup>	tCO <sub>2</sub>	190,808	1,96,339
Total Scope 3 emissions	tCO <sub>2</sub>	162,302,158	183,278,586*
Total Scope 3 emissions per rupee of turnover*	tCO <sub>2</sub> /₹	0.0001235	0.000138*
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency.		Yes, KPMG Assurance and Consulting Services LLP has provided limited assurance on data reported under this indicator.	

<sup>1</sup> Spend based method

<sup>2</sup> This includes coverage of only the employee commute though company buses contracted by third parties at each plant location.

<sup>3</sup> The leased assets are shared offices by TML CV business, TMPV and TPEM. The utility expenses are shared between the entities.

<sup>4</sup> The calculation methodology involves data collected on Scope 1 and Scope 2 data from 417 dealer partners and extrapolation of the average emissions for each outlet category across total Commercial and passenger vehicle network.

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\* Category 1 numbers for FY24 have been restated due to change in methodology to apply the latest available emission factor database and adjustment of spent on products and services for PPP and inflation

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct and indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives:

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Biodegradable Waste Management	Installation of automated organic waste composter at Jamshedpur plant to convert food waste to compost.	The generated bio-compost is being used for green belt development.
Foundry Waste Sand Management	Recycling of Used Sand for manufacturing of cores in Maval Plant.	Reduction in Virgin Sand Consumption.
Tertiary Treatment of Wastewater at Pune and Jamshedpur Township	At the Pune-Pimpri Plant, wastewater generated from the process, along with treated sewage from PCMC, is treated together using membrane-based technology for tertiary treatment. The treated wastewater from this process is then utilized to meet both the plant's total process and non-potable water requirements.  At the Jamshedpur Plant, the township's sewage, amounting to approximately 1.6 MLD, is treated by a newly constructed decentralized STP employing Sequencing Batch Reactors (SBR) technology, followed by membrane-based tertiary treatment.	At both the Pune and Jamshedpur plants, approximately 1 MLD of freshwater at each facility will be replaced with treated sewage. This initiative will help both plants progress toward achieving water neutrality.

**Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

## Essential Indicators

- 1a. Number of affiliations with trade and industry chambers / associations : 9
- 1b. List the top 10 trade and industry chambers / associations (determined based on the total members of such body) the entity is a member of / affiliated to:

### TML, TMPVL and TPEML

Sr No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations
1	Society of Indian Automobile Manufacturers	National
2	Confederation of Indian Industry	National
3	FICCI	National
4	Indian Merchant Chambers	National
5	Indo American Chamber of Commerce	National
6	Bombay Chamber of Commerce	State
7	Bangalore Chamber of Industry and Commerce	State
8	Mahratta Chamber of Commerce, Industries & Agriculture	State
9	SIDCUL Entrepreneur Welfare Society	State

**2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.**

Name of authority	Brief of the case	Corrective action taken
Nil		

Note: The Competition Commission of India (CCI) had passed an order in year 2011 which has been challenged and is pending for hearing. Another order passed in 2023 has been decided in favour of TML but has been challenged before the National Company Law Appellate Tribunal by the complainant. Details as under:

Case title: PV Auto parts case (Complaint filed by Mr. Shamsheer Kataria): In the year 2011, CCI initiated the enquiry and investigation against car manufacturers in India (including TML). Finally, CCI vide its order dated 25.08.2014 held the car manufacturers of having indulged in anti-competitive practices. CCI, among other directives, imposed a penalty on TML amounting to ₹1,346.46 crores. TML, along with a majority of car manufacturers, challenged the order of CCI and presently there is a stay on CCI's order. Now the matter shall be listed in due course before Supreme Court for further proceedings.

Case title: CV Abuse of dominance case (Complaint filed by Mrs. Neha Gupta and Mr. Nishant Bhutada): In the year 2021, CCI ordered its Director General ("DG") to conduct an investigation on the complaint against TML, TMFL and TCFSL for concerting together to form a cartel, abusing their dominance in the vehicle market and causing irreparable financial losses to its dealers. TMFL and TCFSL were dropped by CCI from the investigation. The DG submitted the report with CCI prima facie holding TML guilty of imposing territorial restrictions on its dealers from selling the vehicles. TML filed its objections to the DG's report and, finally the CCI vide its order dated 23.08.2023 decided the matter in favour of TML thereby setting aside the DG's report and the complaints filed by both the informants. The CCI held that while TML is a dominant player in commercial vehicles market, there is no case made out against it either under the provisions of Section 3 (anti-competitive practices) or Section 4 (abuse of dominance) of the Act.

Mrs. Neha Gupta has filed an appeal before the National Company Law Appellate Tribunal ("NCLAT") against the above Order of CCI and the same is pending for further proceedings.

**Principle 8: Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

**1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Name and brief details of project	SIA Notification No	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web link
Not Applicable					

**2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.**

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable					

**3. Describe the mechanisms to receive and redress grievances of the community.**

The Company's CSR department has a community feedback mechanism across all its CSR projects. Any aggrieved individual/ groups can express their grievances through this annual exercise or on as and when required basis.

**4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

**TML**

	FY 25(%)	FY 24 (%)
Directly sourced from MSMEs/ small producers	18.6%	15.9%
Directly from within India	99.5%	99.2%



# Business Responsibility & Sustainability Report (BRSR)

## TMPVL and TPEML\*

	FY 25(%)	FY 24 (%)
Directly sourced from MSMEs/ small producers	5.15%	4.6%
Directly from within India	96.04%	96.6%

\*Intercompany transactions have not been adjusted for this attribute.

## TML, TMPVL and TPEML\*

	FY 25 (%)	FY 24 (%)
Directly sourced from MSMEs/ small producers	11.5%	10.4%
Directly from within India	97.7%	97.96%

\*Intercompany transactions have not been adjusted for this attribute.

5. **Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost.**

## TML

Location	FY 25	FY 24
Rural	0.0%	0.0%
Semi-urban	0.0%	0.0%
Urban	35%	39.4%
Metropolitan	65%	60.6%

## TMPVL and TPEML

Location	FY 25	FY 24
Rural	0.0%	0.0%
Semi-urban	0.0%	0.0%
Urban	0.0%	2.4%
Metropolitan	100%	97.6%

## TML, TMPVL and TPEML

Location	FY 25	FY 24
Rural (population up to ten thousand)	0.0%	0.0%
Semi-urban (population more than ten thousand but up to one lakh)	0.0%	0.0%
Urban (population more than one lakh but up to ten lakh)	26%	27%
Metropolitan (population more than ten lakh)	74%	73%

## Leadership Indicators

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: question 1 of Essential Indicators above).**

Not Applicable

2. **Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies.**

## TML

State	Aspirational District	Amount spent (In INR)
Gujarat	Dahod, Narmada	77,424
Jharkhand	Garhwa, Chatra, Giridih, Godda, Sahibganj, Pakur, Bokaro, Lohardaga, Purbi Singhbhum, Palamu, Latehar, Hazaribagh, Ramgarh, Dumka, Ranchi, Khunti, Gumla, Simdega, Pashchimi Singhbhum	83,204,881

State	Aspirational District	Amount spent (In INR)
Karnataka	Raichur, Yadgir	48,390
Maharashtra	Nandurbar, Washim, Gadchiroli, Osmanabad	193,560
Uttar Pradesh	Balrampur, Bahraich, Chandauli, Chitrakoot, Fatehpur, Shrawasti, Sidharthnagar, Sonebhadra	14,208,940
Uttarakhand	Haridwar, Udham singh nagar	10,096,780
Andaman and Nicobar	Andaman	72,585
Andhra Pradesh	Vizianagaram, Visakhapatnam, Y.S.R. Kadapa	80,650
Arunachal Pradesh	Namsai	24,195
Assam	Goalpara, Barpeta, Hailakandi, Baksa, Darrang, Udalguri, Dhubri	338,730
Bihar	Sitamarhi, Araria, Purnia, Katihar, Muzaffarpur, Begusarai, Khagaria, Banka, Sheikhpura, Aurangabad, Gaya, Nawada, Jamui	629,070
Chattisgarh	Korba, Bastar, Kondagaon, Mahasamund, Rajnandgaon, Sukma, Dantewada, Bijapur, Narayanpur, Kanker	564,550
Himachal Pradesh	Chamba	32,260
J&K	Kupwara, Baramulla	96,780
Kerala	Wayanad	32,260
Lakshadweep	Lakshadweep	9,678
Madhya Pradesh	Barwani, Chhatarpur, Damoh, Guna, Khandwa, Rajgarh, Singrauli, Vidisha	451,640
Manipur	Chandel	32,260
Meghalaya	Ribhoi	32,260
Odisha	Dhenkanal, Gajapati, Koraput, Malkangiri, Narrangpur, Nupada, Rayagada, Balangir, Kalahandi, Kandhamal	564,550
Punjab	Moga, Firozpur	64,520
Rajasthan	Dholpur, Karauli, Jaisalmer, Sirohi, Baran	322,600
Sikkim	West Sikkim	24,195
Telangana	Asifabad, Bhoopalapally, Bhadradi-Kothagudem	96,780

#### TMPVL and TPEML

State	Aspirational District	Amount spent (In INR)
None	None	Nil

### 3a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups?

Tata Motors' Affirmative Action Policy clearly speaks about its commitment towards Social equity and further its commitment to enable the people from socially and marginalized communities, especially Scheduled Castes and Scheduled Tribes, by assisting them for employment opportunities and as business associates, with merit, cost and quality being equal.

### 3b. From which marginalized / vulnerable groups do you procure?

The Company procures materials and services from the people from socially and marginalized communities, especially Scheduled Castes and Scheduled Tribes and women.

### 3c. What percentage of total procurement (by value) does it constitute?

Rs 90.3 crore worth of business was awarded to Affirmative Action suppliers during FY 2024-25 (0.21% of total procurement spent). In addition, as a practice preference is given to firms promoted by members of the marginalized societies, the monetary value of which is not included here.

Rs 59.4 crore worth of business was awarded to Affirmative Action suppliers during FY 2024-25 (0.17% of total procurement spent) for TMPVL and TPEML.

## Business Responsibility & Sustainability Report (BRSR)

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge.

None.

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

None.

6. Details of beneficiaries of CSR Projects:

### TML

CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Education	1,46,210	100%
Employability	32,523	100%
Environment	1,63,696	100%
Health	6,40,301	100%
Rural Development	3,54,334	100%
<b>Total</b>	<b>13,37,064</b>	<b>100%</b>

### TMPVL and TPEML

CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Education	21,807	100%
Employability	2,740	100%
Environment	10,293	100%
Health	25,558	100%
Rural Development	90,839	100%
<b>Total</b>	<b>1,51,237</b>	<b>100%</b>

### TML,TMPVL and TPEML

CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Education	1,68,017	100%
Employability	35,263	100%
Environment	1,73,989	100%
Health	6,65,859	100%
Rural Development	4,45,173	100%
<b>Total</b>	<b>14,88,301</b>	<b>100%</b>

**Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner**

### Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Our customers can raise their complaints or give feedback through multiple channels, such as: call center 24x7 toll free number, website, social media, email, letter or by directly reaching out to Channel partners (Showrooms & Workshops).

All complaints raised have a defined Turn Around Time (TAT) & escalation matrix. Call center executives reach out to customers to ensure the timely and satisfactory closure of complaints registered through any touchpoints.

## 2. Turnover of products and / services as a percentage of turnover from all products / service that carry information about:

### TML

	As a percentage to total turnover (%)
Environmental and social parameters relevant to the product	100
Safe and responsible usage	100
Recycling and / or safe disposal	100

### TMPVL and TPEML

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100
Safe and responsible usage	100
Recycling and / or safe disposal	100

## 3. Number of consumer complaints in respect of the following:

### TML

	FY 25			FY 24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive trade practice	Nil	Nil	NA	Nil	Nil	NA
Unfair trade practices	Nil	Nil	NA	Nil	Nil	NA
Other	3	0	All complaints have been resolved	1	0	All complaints have been resolved

### TMPVL and TPEML

	FY 25			FY 24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive trade practice	Nil	Nil	NA	Nil	Nil	NA
Unfair trade practices	Nil	Nil	NA	Nil	Nil	NA
Other	68	0	All complaints have been resolved.	7	0	All complaints have been resolved

# Business Responsibility & Sustainability Report (BRSR)

## TML, TMPVL and TPEML

	FY 25			FY 24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive trade practice	Nil	Nil	NA	Nil	Nil	NA
Unfair trade practices	Nil	Nil	NA	Nil	Nil	NA
Other	71	0	All complaints have been resolved	8	0	All complaints have been resolved.

### 4. Details of instances of product recalls on account of safety issues:

#### TML

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

#### TMPVL and TPEML

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

### 5. Does the entity have a framework / policy on cyber security and risks related to data privacy? (Yes / No) If available, provide a web-link of the policy.

Yes, Tata Motors has a privacy policy and procedures which meet the industry standards for cyber security and data privacy. As a reputable global enterprise undergoing radical transformation, Tata Motors prioritizes safeguarding information assets, ensuring privacy and reducing human risk through technological advancements. With awareness of the constant cyber-crime threat, efforts are directed towards minimizing information security risks while enhancing customer experiences and shareholder value. The Business Continuity Plan and Incident Response Procedure are documented and in place, supplemented by biannual DR drills for effectiveness assessment.

As an ISO-27001 certified company, we have 28 Information Security Management System (ISMS) policies subject to annual review and audit, supported by the iProtect awareness campaign for employees. Customer privacy is paramount, and the Company is already working with external experts to further improve our existing policies and frameworks in light of Indian DPDP Act and learnings from EU's GDPR principles. Our privacy policy can be accessed at <https://www.tatamotors.com/wp-content/uploads/2023/10/privacy-policy.pdf>

Cyber Security Governance: Cybersecurity governance includes a board member overseeing the cybersecurity strategy, and the executive management team, including the CISO, CDIO, CTO, and CSO, are accountable for managing cybersecurity. The Risk Management Committee (RMC), along with the Technical Committee led by the Group CFO, includes senior leadership from Tata Motors and its IT team to manage related issues. In addition to that, the Risk Management Committee (RMC) of Tata Motors tracks all recent happenings related to cybersecurity risks on an ongoing and periodical basis.

### 6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

No case reported till date

**7. Provide the following information relating to data breaches:**

**a. Number of instances of data breaches :**

TML: Nil

TMPVL and TPEML: Nil

TML, TMPVL and TPEML: Nil

**b. Percentage of data breaches involving personally identifiable information of customers:**

TML: Nil

TMPVL and TPEML: Nil

TML, TMPVL and TPEML: Nil

**c. Impact, if any, of the data breaches: NA**

**Leadership Indicators**

**1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

Details on products and services of the company can be accessed on the company's website, social media handles, mobile apps like E-Dukaan, FleetEdge, E-Bandhu and by connecting with Customer service on 1800 209 7979 and also the following web links.

<https://www.tatamotors.com/about-us/>

<https://edukaan.home.tatamotors/#/>

<https://fleetedge.home.tatamotors/login>

For TMPV and TPEML, the details on products and services of the company can be accessed on the company's website, social media handles, and TMSC app and by connecting with Customer service on 1800 209 8282, email- [customercare@tatamotors.com](mailto:customercare@tatamotors.com) and also the following web links.

<https://www.tatamotors.com/passenger-vehicles/>

<https://www.tatamotors.com/electric-vehicles/>

**2. Mechanisms in place to inform consumers of any risk of disruption / discontinuation of essential services.**

Not Applicable

**3. Does the entity display product information on the product over and above what is mandated as per local laws? If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole?**

The Owner's Manual document for all products contains important product information, instructions for safe and fuel efficient use of vehicles and customer support details. The Company has developed online resources for Channel Partners (Dealers, Distributors, TASS's, and Retailers etc.) and Key Account Customers to have access to Online Electronic Parts Catalogues to easily identify required spare parts.

Customer Centricity has been intrinsic to our culture. The Company continuously strived to provide the best services to enhance our customer engagement. Regular customer satisfaction surveys are conducted to assess customer satisfaction levels, post sales and post service. Customer service quality is met through integration of our Customer Relationship Management and Dealer Management System ('CRM – DMS')

# Business Responsibility & Sustainability Report (BRSR)

## Independent Practitioners' Reasonable Assurance Report

To the Directors of Tata Motors Limited

### Assurance report on the sustainability disclosures in the Business Responsibility and Sustainability Reporting (BRSR) Core Format

Assurance report on the sustainability disclosures in the Business Responsibility and Sustainability Reporting (BRSR) Core Format<sup>1</sup> (called 'Identified Sustainability Information' (ISI) of Tata Motors Limited (the 'Company'). The ISI is included in the Business Responsibility and Sustainability Reporting of the Company for the period from 1 April 2024 to 31 March 2025.

### Opinion

We have performed a reasonable assurance engagement on whether the Company's sustainability disclosures in the BRSR Core Format (refer to Annexure 1) for the period from 1 April 2024 to 31 March 2025 have been prepared in accordance with the reporting criteria (refer table below).

Identified Sustainability Information (ISI) subject to assurance	Period subject to assurance	Reference Section in the Integrated Annual Report	Reporting criteria
BRSR Core (refer Annexure 1)	From 1 April 2024 to 31 March 2025	"Business Responsibility and Sustainability Report" section of Integrated Annual Report	<ul style="list-style-type: none"> <li>- Regulation 34(2)(f) of the Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements (SEBI LODR)</li> <li>- Guidance notes for BRSR format issued by SEBI</li> <li>- World Resource Institute (WRI) / World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol (A Corporate Accounting and Reporting Standards)</li> </ul>

This engagement was conducted by a multidisciplinary team including assurance practitioners, engineers and, environmental and social professionals.

In our opinion, the Company's Identified Sustainability Information in "Business Responsibility and Sustainability Report" section of the Integrated Annual Report for the period 1 April 2024 to 31 March 2025, is prepared, in all material respects, in accordance with the *Regulation 34(2)(f) of the Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements (SEBI LODR) and basis of preparation set out in Section A: General Disclosures 13 of "Business Responsibility and Sustainability Report" of Integrated Annual Report.*

### Basis for opinion

We conducted our 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 (IAASB). Our responsibilities under those standards are further described in the "Our responsibilities" section of our report.

We have complied with the independence and other ethical requirements of the International Code of Ethics

for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA).

Our firm applies International Standard on Quality Management (ISQM) 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, issued by the IAASB. This standard requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Other information

Management and the Board of Directors are responsible for the other information. We have performed a limited assurance engagement on select BRSR and select GRI indicators and issued an independent assurance report on 14 May 2025.

Our reasonable assurance opinion and limited assurance conclusion on the ISI do not extend to other information that accompanies or contains the 'ISI and our assurance reports' (hereafter referred to as "other information").

<sup>1</sup> Notified by SEBI vide circular number **SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023**

The other information comprises the information included in the Company's Integrated Annual Report (but does not include the BRSR Core, select BRSR and GRI indicators and assurance reports thereon). The Company's Integrated Annual Report is expected to be made available to us after the date of this assurance report.

In connection with our assurance on the BRSR Core attributes, our responsibility is to read the other information identified above when it becomes available, and in doing so, consider whether other information is materially inconsistent with the BRSR Core, or our knowledge obtained in the assurance, or otherwise appears to be materially misstated.

When we read the annual report, if we conclude that there is a material misstatement therein, we are required to communicate the matter to Those Charged With Governance and describe actions applicable under the applicable laws and regulations.

### Intended use or purpose

The ISI and our reasonable assurance report are intended for users who have reasonable knowledge of the BRSR Core attributes, the reporting criteria and ISI and who have read the information in the ISI with reasonable diligence and understand that the ISI is prepared and assured at appropriate levels of materiality.

Our opinion is not modified in respect of this matter.

### Management's responsibilities for the identified Sustainability Information (ISI)

The management of the Company acknowledge and understand their responsibility for:

- designing, implementing and maintaining internal controls relevant to the preparation of the ISI that is free from material misstatement, whether due to fraud or error;
- selecting or establishing suitable criteria for preparing the ISI, taking into account applicable laws and regulations, if any, related to reporting on the ISI, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the ISI in accordance with the reporting criteria; disclosure of the applicable criteria used for preparation of the ISI in the relevant report/statement;
- preparing/fairly stating/properly calculating the ISI in accordance with the reporting criteria; and
- ensuring the reporting criteria is available for the intended users with relevant explanation;
- establishing targets, goals and other performance measures, and implementing actions to achieve such

targets, goals and performance measures;

- responsible for providing the details of the management personnel who takes ownership of the ISI disclosed in the report;
- ensuring compliance with law, regulation or applicable contracts;
- making judgements and estimates that are reasonable in the circumstances;
- identifying and describing any inherent limitations in the measurement or evaluation of information covered by assurance in accordance with the reporting criteria;
- preventing and detecting fraud;
- selecting the content of the ISI, including identifying and engaging with intended users to understand their information needs;
- informing us of other information that will be included with the ISI;
- supervision of other staff involved in the preparation of the ISI.

Those charged with governance are responsible for overseeing the reporting process for the Company's ISI.

### Inherent limitations

The preparation of the Company's BRSR information requires the management to establish or interpret the criteria, make determinations about the relevancy of information to be included, and make estimates and assumptions that affect the reported information.

Measurement of certain amounts and BRSR Core metrics, some of which are estimates, is subject to substantial inherent measurement uncertainty, for example, GHG emissions, water footprint, energy footprint. Obtaining sufficient appropriate evidence to support our opinion does not reduce the uncertainty in the amounts and metrics.

### Our responsibilities

We are responsible for:

- Planning and performing the engagement to obtain reasonable assurance on the sustainability disclosures in the BRSR Core are free from material misstatement, whether due to fraud or error, in accordance with the Reporting Criteria in line with the section above.
- Forming an independent opinion, based on the procedures we have performed and the evidence we have obtained, and
- Reporting our reasonable assurance opinion to the Directors of Tata Motors Limited.



# Business Responsibility & Sustainability Report (BRSR)

Summary of the work we performed as the basis for our opinion

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence that is sufficient and appropriate to provide a basis for our reasonable assurance opinion.

The nature, timing, and extent of the procedures selected depended on our judgement, including an assessment of the risks of material misstatement of the information covered by reasonable assurance, whether due to fraud or error. We identified and assessed the risks of material misstatement through understanding the Information covered by reasonable assurance and the engagement circumstances. We also obtained an understanding of the internal control relevant to the information covered by reasonable assurance in order to design procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of internal controls. In carrying out our engagement, we:

- assessed the suitability of the criteria used by the Company in preparing the information covered by reasonable assurance;
- evaluated the appropriateness of reporting policies, quantification methods and models used in the preparation of the information covered by reasonable assurance and the reasonableness of estimates made by the Company; and
- evaluated the overall presentation of the information covered by reasonable assurance.

## Exclusions

Our assurance scope excludes the following and therefore we do not express an opinion on the same:

- Any form of review of the commercial merits, technical feasibility, accuracy, compliance with applicable legislation for the project. We are also not required to verify any of the judgements and commercial risks associated with the project, nor comment upon the possibility of the financial projections being achieved.
- The Company's statements that describe the strategy, progress on goals (other than those listed under the scope of assurance), expression of opinion, claims, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.
- Operations of the Company other than those mentioned in the "Scope of Assurance".
- Aspects of the BRSR and the data/information (qualitative or quantitative) other than the ISI.
- Data and information outside the defined reporting period i.e., from 1 April 2024 to 31 March 2025.

**Shivananda Shetty**

*Partner*

**KPMG Assurance and Consulting Services LLP**

Date: 14 May 2025

Place: Gurugram

## Annexure – 1

### BRSR Core attributes

BRSR Indicator	Type of Assurance
P1 E8- Number of days of accounts payable	Reasonable
P1 E9-Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Reasonable
P3 E1c- Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company	Reasonable
P3 E11- Details of safety related incidents including lost time injury frequency rate, high consequence work-related injury or ill-health (excluding fatalities), no. of fatalities	Reasonable
P5 E3b- Gross wages paid to females as % of wages paid	Reasonable
P5 E7- Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, including complaints reported, complaints as a % of female employees, and complaints upheld	Reasonable
P6 E1- Details of total energy consumption (in Joules or multiples)	Reasonable
P6 E1- Details of total energy intensity	Reasonable
P6 E3- Provide details of water withdrawal by source and water consumption	Reasonable
P6 E3- Water consumption intensity	Reasonable
P6 E4- Provide details of water discharged	Reasonable
P6 E7- Provide details of greenhouse gas emissions (Scope 1)	Reasonable
P6 E7- Provide details of greenhouse gas emissions (Scope 2)	Reasonable
P6 E7 - Provide details of greenhouse gas emissions (Scope 1 and Scope 2) intensity	Reasonable
P6 E9- Provide details related to waste generated by category of waste	Reasonable
P6 E9- Waste intensity	Reasonable
P6 E9- Provide details related to waste recovered through recycling, re-using or other recovery operations	Reasonable
P6 E9- Provide details related to waste disposed by nature of disposal method	Reasonable
P8 E4- Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India	Reasonable
P8 E5- Job creation in smaller towns	Reasonable
P9 E7- Instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events	Reasonable