

# Special Purpose Supplementary BRSR for FY 2023-24

## Section A: General Disclosures

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

1. **Corporate Identity Number (CIN):** 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:** 2023-24
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'):** ₹767 crore

12. **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)

13. **Reporting boundary:** This is a voluntary special purpose BRSR report 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'. The information of each entity has been prepared on a standalone basis. The scope of this report excludes:

- a. Joint operations of Tata Cummins Private Ltd.
- b. The reporting of Safety and Environment indicators excludes the details of the newly commissioned plant of TPEML located at Sanand (Commissioning date - 1 January 2024). TPEML has evaluated that and does not believe that this change is material both qualitatively and quantitatively to the reporting under BRSR.

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 TML to the comparative year due to change in approach, methodology and re-computation of certain attributes in this report. The effects and reasons have been included under the respective Principles of this report. Restatements have been done on the following attributes - Stakeholder grievances; training given to employees and workers on health and safety measures, skill upgradation and human rights; Waste management and Water management. These restatements would enable consistency and comparability of information for the current year and previous year.

14. **Name of Assurance Provider:** KPMG Assurance and Consulting Services LLP, Mumbai (KPMG)

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**15. Type of assurance obtained:** Limited assurance has been provided on select set of indicators for TML, TMPVL and TPEML.

### II. Products/services

**16. 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%

**17. 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	84%
2	Spare parts	453	4%

*\*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	84%
2	Spare parts	453	8%

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

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### III. Operations

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

##### TML:

Location	Number of plants	Number of offices	Total
<b>National</b>	7	31	38
<b>International</b>	0	2	2

##### TMPVL and TPEML:

Location	Number of plants	Number of offices	Total
<b>National</b>	3	30	33
<b>International</b>	0	0	0

##### TML, TMPVL and TPEML:

Location	Number of plants	Number of offices	Total
<b>National</b>	10	54*	64
<b>International</b>	0	0	0

\*includes 7 shared offices.

#### 19. Markets served by the entity:

##### a) Number of locations (TML, TMPVL and TPEML):

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

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

TML: 4%

TMPVL and TPEML\*: 0%

TML, TMPVL and TPEML\*: 2%

\*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 caters 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.

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### IV. Employees

#### 20. Details as at the end of financial year: FY 2023-24

##### 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						
1.	Permanent employees (D)	8,931	8,200	92	731	8
2.	Other than Permanent employees (E)	241	188	78	53	22
3.	Total Employees (D+ E)	9,172	8,388	91	784	9
Workers						
4.	Permanent (F)	11,645	11,416	98	229	2
5.	Other than Permanent (G)	16,752	13786	82	2,966	18
6.	Total Workers (F +G)	28,397	25,202	89	3,195	11

##### a) (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						
1.	Permanent employees (D)	3,687	3,375	92	312	8
2.	Other than Permanent employees (E)	417	337	81	80	19
3.	Total Employees (D+ E)	4,104	3,712	90	392	10
Workers						
4.	Permanent (F)	3,426	3,424	99.9	2	0.06
5.	Other than Permanent (G)	15,014	12,741	85	2273	15
6.	Total Workers (F +G)	18,440	16,165	88	2275	12

##### a) (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						
1.	Permanent employees (D)	12,618	11,575	92	1043	8

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2.	Other than Permanent employees (E)	658	525	80	133	20
3.	<b>Total Employees (D+ E)</b>	<b>13,276</b>	<b>12,100</b>	<b>91</b>	<b>1,176</b>	<b>9</b>
<b>Workers</b>						
4.	Permanent (F)	15,071	14,840	98	231	2
5.	Other than Permanent (G)	31,766	26,527	84	5,239	16
6.	<b>Total Workers (F +G)</b>	<b>46,837</b>	<b>41,367</b>	<b>88</b>	<b>5,470</b>	<b>12</b>

### 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)	13	13	100	0	0
2.	Other than Permanent employees (E)	0	0	-	0	-
3.	Total Employees (D+ E)	13	13	100	0	0
Differently Abled Workers						
4.	Permanent (F)	49	49	100	0	0
5.	Other than Permanent (G)	0	0	-	0	-
6.	Total Workers (F +G)	49	49	100	0	0

### b (ii) Differently abled employees and workers of 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)	0	0	-	0	-
2.	Other than Permanent employees (E)	0	0	-	0	-
3.	<b>Total Employees (D+ E)</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>-</b>
Differently abled Workers						
4.	Permanent (F)	16	16	100	0	0
5.	Other than Permanent (G)	0	0	-	0	-
6.	<b>Total Workers (F +G)</b>	<b>16</b>	<b>16</b>	<b>100</b>	<b>0</b>	<b>0</b>

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### 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)	13	13	100	0	0
2.	Other than Permanent employees (E)	0	0	-	0	-
3.	Total Employees (D+ E)	13	13	100	0	0
Differently Abled Workers						
4.	Permanent (F)	65	65	100	0	0
5.	Other than Permanent (G)	0	0	-	0	-
6.	Total Workers (F +G)	65	65	100	0	0

### 21. (a) Participation / Inclusion / Representation of women of TML:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	3	37.5
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.

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### 22. (i) Turnover rate for permanent employees and workers of TML:

	FY2023-24			FY2022-23			FY2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6.7	11.5	<b>7</b>	6.9	17.1	<b>7.6</b>	7.5	21.7	<b>8.5</b>
Permanent Workers	2.2	0.5	<b>2.2</b>	0.2	0.5	<b>0.2</b>	0.5	0.5	<b>0.5</b>

Note: Turnover rate includes voluntary, involuntary and separation due to Superannuation.

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

	FY2023-24			FY2022-23			FY2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9	15.5	<b>9.5</b>	7.9	28.6	<b>9.1</b>	7.6	15.4	<b>8</b>
Permanent Workers	0.5	0	<b>0.5</b>	0.30	0	<b>0.30</b>	0.70	0	<b>0.70</b>

Note: Turnover rate includes voluntary, involuntary and separation due to Superannuation

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

	FY2023-24			FY2022-23			FY2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.2	12.6	<b>7.6</b>	7.1	19.3	<b>7.9</b>	7.4	20.5	8.3
Permanent Workers	1.8	0.4	<b>1.8</b>	0.2	0.5	<b>0.2</b>	0.5	0.5	0.5

Note: Turnover rate includes voluntary, involuntary and separation due to Superannuation

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

### 23. 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

### 24. CSR Activities

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

#### II. Turnover:

TML: ₹71,878 crore

TMPVL and TPEML\*: ₹60,798 crore

TML, TMPVL and TPEML\*: ₹1,32,676 crore

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

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### III. Net worth:

TML: ₹28,812 crore

TMPVL and TPEML\*: ₹13,226 crore

TML, TMPVL and TPEML\*: ₹42,038 crore

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

### VII. Transparency and Disclosures Compliances

#### 25. 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 24			FY 23*		
	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
<b>Communities</b>	Yes. We have a community feedback mechanism across our CSR projects and any aggrieved individual/ groups can express their grievances through this annual exercise or on a as and when required basis.  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.	NIL	NIL	We are currently in process of evaluating the pending complaints and appropriate actions shall be taken on resolution.	NIL	NIL	-
<b>Investors (other than shareholders)</b>	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	-
<b>Shareholders</b>	Yes, the shareholders can register their grievances at <a href="https://scores.sebi.gov.in/">https://scores.sebi.gov.in/</a>	115	7		86	NIL	-



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<b>Employees and workers</b>	<p>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.</p> <p><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></p> <p>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 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.</p>	36	6		77	25	All the open complaints from previous year have been resolved except one.
<b>Customers</b>	<p>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.</p> <p><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></p>	1	0		3	2	
<b>Value Chain Partners</b>	<p>Customers can also raise their complaints and feedback on products through channels such as call centres, 24x7 toll free number, 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.</p>	10	1		3	1	
<b>Other (anonymous cases, contractual employees, former employees, other third parties))</b>		54	4		31	8	

\* The FY23 data has been restated to include complaints related to TML standalone entity from a previous boundary which included cases from wholly owned subsidiaries TMPVL and TPEML.

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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 24			FY 23		
	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
<b>Communities</b>	NIL	NIL	NA	NIL	NIL	NA
<b>Investors (other than shareholders)</b>	NIL	NIL	NA	NIL	NIL	NIL
<b>Shareholders</b>	NA	NA	NA	NA	NA	NA
<b>Employees and workers</b>	26	0	We are currently in process of evaluating the pending complaints and appropriate actions shall be taken on resolution.	13	5	All the open complaints from previous year have been resolved.
<b>Customers</b>	7	0		6	0	
<b>Value Chain Partners</b>	7	0		4	1	
<b>Other (anonymous cases, contractual employees, former employees, other third parties))</b>	16	0		9	3	

### (iii) TML + TMPVL + TPEML:

Stakeholder group from whom complaint is received	FY 24			FY 23		
	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
<b>Communities</b>	NIL	NIL	NA	NIL	NIL	NA
<b>Investors (other than shareholders)</b>	NIL	NIL	NIL	NIL	NIL	NIL
<b>Shareholders</b>	115	7		86	NIL	NIL

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Employees and workers	62	6	We are currently in process of evaluating the pending complaints and appropriate actions shall be taken on resolution.	90	30	All the open complaints from previous year have been resolved except one.
Customers	8	0		9	2	
Value Chain Partners	17	1		7	2	
Other (anonymous cases, contractual employees, former employees, other third parties))	70	4		40	11	

### 26. 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:**

The details of our Materiality Assessment and Risk management section can be accessed in the Integrated Annual Report of FY 2023-24. Material business conduct issues are common across the three entities TML, TMPVL and TPEML.

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	Carbon Emissions and Climate Change	Risk and Opportunity	Climate Change poses acute and chronic physical risks to our operations and value chain. Climate change also poses transition risks to our business, which include technological advances in products and evolving market and policy landscape changes.	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. Our roadmap, at the operations level, and product level, are fully aligned to our ambition and our intermediate targets.	An increase in the frequency of extreme weather events like storms, floods, heatwaves, could have significant direct and indirect impact on our supply chain and our operations, thus adversely affecting our ability to fulfil demand. Evolving customer choices may lead to increased demand for low-carbon vehicles. Policy direction may require us to adopt low carbon manufacturing. Carbon pricing mandates may potentially enhance transition risk.
2	Environmental regulations and compliance	Risk	We are subject to a rapidly evolving regulatory landscape with associated laws, regulations and policies that impact our facilities and vehicles. The transition away from traditional fossil fuels to renewable energy sources – and the increasing pace of that transition - creates compliance challenges. Notable to mention here are tailpipe emissions for automotive companies and wider compliance requirements for carbon emissions produced during manufacturing and other operations.	Tata Motors is ahead of the curve in meeting environment regulations and compliance as we view every regulatory norm change as an opportunity to add significant value to our products while meeting our stakeholder's aspirations. e.g. In the BS4 to BS6 transition, we have capitalised by refreshing our entire portfolio with significant product upgrades that add immense value throughout the product life-cycle.	We may incur additional compliance costs to avoid facing significant civil and regulatory penalties, and our competitors may gain an advantage by adopting new emissions-reducing and fuel-efficient technologies before we do. Furthermore, we may incur significant reputational damage, which could materially impact our brands and sales, if we fail to meet environmental compliances. Regulatory and governmental policy changes may introduce additional operational costs in the form of carbon pricing and taxation
3.	Supply Chain Sustainability	Risk and Opportunity	Consumers are increasingly interested in the sustainability of products they purchase, including the environmental and	We are dedicated to leading the way in Sustainable Mobility, with a focus on our supply chain. Initiatives like the 'Sustainable	Dependence on unsustainable suppliers may disrupt operations and harm product quality. Conversely, investing in

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			social impacts of the entire supply chain. Non-compliance of the supply chain with environmental, labour, and ethical standards can lead to reputational damage, legal liabilities, and operational disruptions.	Supply Chain Initiative' (launched in 2017) and 'AIKYAM' a collaborative platform (introduced in 2023) underscore this commitment. We have established a robust framework including a Supplier Code of Conduct, Environmental Procurement Policy, and Sustainability Guidelines covering governance, compliance, transparency, safety, and human rights. Oversight mechanisms, led by the Executive Committee and Chief Purchasing Officer, ensure effective execution. Continuous review of procurement practices maintains alignment with sustainability goals.	a sustainable supply chain can yield long-term cost savings, enhance brand value, and meet stakeholder expectations.
4.	IT and CyberSecurity	Risk	We are exposed to IT risks since IT plays an important role in our operations, including the manufacturing, design of engineering processes. With our vehicles becoming increasingly technologically advanced and connected to the internet, they may become more susceptible to unauthorised access. We are also subject to risks related to legacy IT systems and system migration projects.	Information risk and cyber security are managed strategically. Through a cohesive programme of initiatives, we mitigate significant business risks while positively influencing business and brand value, growth, stability, and overall success. We continue to drive measurable improvements in cyber defense and other core security capabilities (e.g., security ecosystem, supply chain security, risk governance and cultural change).	Successful cyber-attacks could cause significant business disruption, affecting our ability to deliver products and services to our customers. In extreme situations, this could affect the personal safety of our customers and colleagues. Regulatory and statutory requirements are increasing, and failure to meet these obligations, such as the statutes of privacy and data protection law, could result in enforcement action, fines, reputational and financial damage. Any IT system migration, if not carried out within defined timelines or if implementation and outcome are not as desired, could materially adversely affect our operations, affect financial performance, and cause reputation damage.
5.	Circularity	Opportunity	Circular business models enable creation of economic value at every stage of a product's lifecycle by ensuring products retain their original identity and function. Circular business models allow higher utilization, incentivize more reliable & durable products while enabling reuse and refurbishment of products and components even as they are designed.	Tata Motors has built a circular economy framework "Tatva", signifying our commitment to embedding circular economy principles across our entire organization. Tatva represents the essence of integrating circularity into every aspect of our business, aiming to reduce virgin material consumption s, lower our material carbon footprint, extend life of our products & parts, as well as improving utilization of our products.	Designing for circularity is a key component of the Circular Economy. Maximum value is drawn when all the circular business models of Servitization, Longer durable life and Reuse are deployed in conjunction ensuring recurring revenues throughout the lifecycle.

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### 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> : The management and processes disclosure related to the NGRBC principles are commonly applicable to the three entities: TML, TMPVL, and TPEML.									
<b>1</b>	<b>a. Whether the companies' policy / policies cover each principle and its core elements of the NGRBCs.</b>									
	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					
	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			

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<b>P1:</b> Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable <b>P2:</b> Businesses should provide goods and service in a manner that is sustainable and safe <b>P3:</b> Businesses should respect and promote the well-being of all employees, including those in their value chains <b>P4:</b> Businesses should respect the interests of and be responsive to all its stakeholders <b>P5:</b> Businesses should respect and promote human rights <b>P6:</b> Businesses should respect and make efforts to protect and restore the environment <b>P7:</b> Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent <b>P8:</b> Businesses should promote inclusive growth and equitable development <b>P9:</b> Businesses should engage with and provide value to their consumers in a responsible manner										
	b. Has the policy been approved by the Board?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies	The Policies covering the NGRBC principles are available on the Company's website and following weblinks <a href="https://www.tatamotors.com/corporate-responsibility/governance/">https://www.tatamotors.com/corporate-responsibility/governance/</a> <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>								
2	Whether the entity has translated the policy into procedures.	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.								
3	Do the enlisted policies extend to your value chain partners?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes / certifications / labels / standards adopted by your entity and mapped to each principle	The Environmental Policy, Safety & 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&P Global Corporate Sustainability Assessment (CSA) and is committed to Science Based Targets initiative (SBTi). Our IT systems are ISO 27001 compliant and our Privacy policy and procedures are as per General Data Protection Regulation (GDPR) and the Digital Personal Data Protection Act, (DPDP) 2023.								
5	Specific commitments, goals and targets set by the entity with defined timelines	Tata Motors has set internal goals and targets on each of the principles with a few listed below. In line with Principle 6, the following commitments have been made by Tata Motors:  (i) Driving Net Zero - The Company is committed to achieving Net Zero Emissions by 2040 for Passenger Vehicles Business and 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.  (ii) Pioneering Circular Economy - The Company already has strong foundations in its operations around responsible use of fresh water, aiming for water neutrality by 2030, and disposal of waste, aiming for Zero Waste to Landfill by 2030.  (iii) Preserving Nature and Biodiversity - While the Company has a rich legacy of creating water body-based ecosystems around its plants, which nurture a wide variety of flora and fauna, it intends to take this forward with a more scientific approach and aspires to become a catalyst of transformative change on this subject.								

## Special Purpose Supplementary BRSR for FY 2023-24

6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	<p>Performance on goals on each of the principles is reviewed periodically by various Committees led by the Management and Board of Directors. A few of them are detailed below:</p> <p>(i) Improvement in RE share in total electricity consumption for all our Operations from 25.9% in FY 2022-23 to 40% in FY 2023-24.</p> <p>(ii) The following manufacturing facilities have been certified by CII-GBC for Water Neutrality.</p> <ol style="list-style-type: none"> <li>I. Dharwad Plant certified as "Water Positive" in November 2023 and valid till 2026.</li> <li>II. Pantnagar Plant certified as "Water Neutral" in February 2023 and valid till 2025.</li> <li>III. Lucknow Plant certified as "Water Positive" in November 2022 and valid till 2025</li> </ol> <p>(iii) Tata Motors has joined the corporate engagement program for Science-Based Targets for Nature. This initiative seeks to reshape economic systems to safeguard our collective environmental heritage – our air, water, land, biodiversity and oceans. Over the past year we have conducted extensive biodiversity baseline assessments at key sites and over 1,300 species were identified. This foundational research informs our Biodiversity Management Plan leveraging biodiversity indices as key indicators of environmental quality and richness. Through targeted conservation efforts, we aim to not only create resilient habitats but also to create lighthouse projects that demonstrate the power of scientific rigor in preserving biodiverse urban and industrial environments.</p>
<b>Governance, leadership and oversight</b>		
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Please refer to the TML's Executive Directors and TMPVL and TPEML MD's message, which is part of the Integrated Annual Report.
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>For TML: Mr. Girish Wagh, Executive Director</p> <p>For TMPVL and TPEML: Mr. Shailesh Chandra, Managing Director</p>
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	<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 of the Board</b> 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</p>

## Special Purpose Supplementary BRSR for FY 2023-24

		strategic, financial, operational, sectoral, sustainability (Environment, Social and Governance) related risks, information & cyber security and compliance risks. It makes recommendations related to risk mitigation and reviews the Company's risk governance system.
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10	Details of Review of NGRBCs by the Company.																			
	Subject for review	Indicate whether review was undertaken by director / committee of the board / any other committee									Frequency (annually / half yearly / quarterly / any other)									
		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
a	Performance against above policies and follow up action	<p>The Company 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	The Company complies with the statutory requirements as applicable.																		

		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.	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 & Health and Environmental policies are subject to internal and external audits as part of certification process.								

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:  
N.A



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## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

### Section C: 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)	5	During the year, the Board of Directors of the Company (including the Committees) has invested time on various matters relating to an array of issues viz., business, regulations, economy, environment, social and governance parameters.	100
Key Managerial Personnel (KMP)	7	The Company has adopted the Tata Code of Conduct (TCoC), and KMP's are required to undertake training on TCoC periodically and certify that they have not violated TCoC	100
Employees other than BoD and KMPs	74	Diversity, Equity and Inclusion e-Learning programs Stakeholder Engagement Sustainability Tata Code of Conduct Anti-bribery and anti-corruption policy Safety Awareness and Training Prevention of Sexual Harassment Training	78
Workers	1713	Awareness on Health and Wellbeing Safety Awareness and Training Workplace and Road Safety Environment management Tata Code of Conduct Sustainability Workplace Discipline Prevention of Sexual harassment Culture Workshops Legal Awareness Programme	100

## Special Purpose Supplementary BRSR for FY 2023-24

### 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)	5	During the year, the Board of Directors of the Company (including the Committees) has invested time on various matters relating to an array of issues viz., business, regulations, economy, environment, social and governance parameters.	100
Key Managerial Personnel (KMP)	7	The Company has adopted the Tata Code of Conduct (TCoC), and KMP's are required to undertake training on TCoC periodically and certify that they have not violated TCoC	100
Employees other than BoD and KMPs	66	Diversity, Equity and Inclusion e-Learning programs Stakeholder Engagement Sustainability Tata Code of Conduct Anti-bribery and anti-corruption policy Safety Awareness and Training Prevention of Sexual Harassment Training	69
Workers	453	Awareness on Health and Wellbeing Safety Awareness and Training Workplace and Road Safety Environment management Tata Code of Conduct Sustainability Workplace Discipline Prevention of Sexual harassment Culture Workshops Legal Awareness Programme	100

## Special Purpose Supplementary BRSR for FY 2023-24

### 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)	5*	During the year, the Board of Directors of the Company (including the Committees) has invested time on various matters relating to an array of issues viz., business, regulations, economy, environment, social and governance parameters.	100
Key Managerial Personnel (KMP)	7*	The Company has adopted the Tata Code of Conduct (TCoC), and KMP's are required to undertake training on TCoC periodically and certify that they have not violated TCoC	100
Employees other than BoD and KMPs	140	Diversity, Equity and Inclusion e-Learning programs Stakeholder Engagement Sustainability Tata Code of Conduct Anti-bribery and anti-corruption policy Safety Awareness and Training Prevention of Sexual Harassment Training	75
Workers	2,166	Awareness on Health and Wellbeing Safety Awareness and Training Workplace and Road Safety Environment management Tata Code of Conduct Sustainability Workplace Discipline Prevention of Sexual harassment Culture Workshops Legal Awareness Programme	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 2023-24.

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.**

## Special Purpose Supplementary BRSR for FY 2023-24

### 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 Tata Code of Conduct and are steadfast in its commitment to uphold professionalism, fairness, and integrity in all aspects of its business operations and relationships, regardless of where it operates. 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>

### 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 24	FY 23
<b>Directors</b>	NIL	NIL
<b>KMPs</b>	NIL	NIL
<b>Employees</b>	NIL	NIL
<b>Workers</b>	NIL	NIL

#### TMPVL and TPEML

	FY 24	FY 23
<b>Directors</b>	NIL	NIL
<b>KMPs</b>	NIL	NIL
<b>Employees</b>	NIL	NIL
<b>Workers</b>	NIL	NIL

#### TML, TMPVL and TPEML

	FY 24	FY 23
<b>Directors</b>	NIL	NIL
<b>KMPs</b>	NIL	NIL
<b>Employees</b>	NIL	NIL
<b>Workers</b>	NIL	NIL

## Special Purpose Supplementary BRSR for FY 2023-24

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

#### TML

	FY 24		FY 23	
	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 24		FY 23	
	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 the 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 24	FY 23
Number of days of accounts payable	77	82

#### TMPVL and TPEML\*:

	FY 24	FY 23
Number of days of accounts payables	50	55

## Special Purpose Supplementary BRSR for FY 2023-24

### TML, TMPVL and TPEML\*:

	FY 24	FY 23
Number of days of accounts payables	64	70

\*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 24	FY 23
<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
*TML purchases directly from Supply Chain Partners and Purchase transactions do not involve any trading houses.			
<b>Concentration of Sales</b>	a. Sales to dealers / distributors as % of total sales	76%	78%
	b. Number of dealers / distributors to whom sales are made	326	331
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	20.8%	21.5%
<b>Share of RPTs in</b>	a. Purchases (Purchases with related parties / Total Purchases)	21%	20%
	b. Sales (Sales to related parties / Total Sales)	8%	6%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	14%	2%
	d. Investments (Investments in related parties / Total Investments made)	91%	88%

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### TMPVL and TPEML\*

Parameter	Metrics	FY 24	FY 23
<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
<i>*TMPVL and TPEML purchases directly from Supply Chain Partners and Purchase transactions do not involve any trading houses.</i>			
<b>Concentration of Sales</b>	a. Sales to dealers / distributors as % of total sales	72%	80%
	b. Number of dealers / distributors to whom sales are made	299	288
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	15%	16%
<b>Share of RPTs in</b>	a. Purchases (Purchases with related parties / Total Purchases)	59%	41%
	b. Sales (Sales to related parties / Total Sales)	22%	14%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	96%	0%
	d. Investments (Investments in related parties / Total Investments made)	60%	62%

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

### TML, TMPVL and TPEML\*

Parameter	Metrics	FY 24	FY 23
<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	74%	79%

## Special Purpose Supplementary BRSR for FY 2023-24

	b. Number of dealers / distributors to whom sales are made	602	595
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	12%	12%
<b>Share of RPTs in</b>	a. Purchases (Purchases with related parties / Total Purchases)	40%	30%
	b. Sales (Sales to related parties / Total Sales)	14%	9%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	85%	0.3%
	d. Investments (Investments in related parties / Total Investments made)	90%	87%

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

### Leadership Indicators

- Awareness programmes conducted for value chain partners on any of the principles during the financial year:**

#### TML STANDALONE

	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	<p>Principle 2: Circularity</p> <p>Principle 3,5: Human Rights, Safety</p> <p>Principle 6: Net zero, Water Management, Waste Management, Biodiversity</p>	<b>81*</b>
2	Sessions on Sustainability for Dealer Partners – 21	We have conducted both virtual and onsite training programs 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.	<b>31**</b>

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

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



## Special Purpose Supplementary BRSR for FY 2023-24

### 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 – 6	Principle 2: Circularity  Principle 3,5: Human Rights, Safety  Principle 6: Net zero, Water Management, Waste Management, Biodiversity	61*
2	Sessions on Sustainability for Dealer Partners –7	We have conducted both virtual and onsite training programs 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.	79**

\*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 – 12	Principle 2: Circularity  Principle 3,5: Human Rights, Safety  Principle 6: Net zero, Water Management, Waste Management, Biodiversity	74*
2	Sessions on Sustainability for Dealer Partners – 21	We have conducted both virtual and onsite training programs 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.	52**

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

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

## Special Purpose Supplementary BRSR for FY 2023-24

- 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>

### Section C: 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

	FY24 (%)	FY 23 (%)	Details of improvements in environmental and social impacts
<b>Total R&amp;D expenditure</b>	<b>80</b>	<b>67</b>	Please refer to the Technology Absorption, Adaptation and Innovation section in Annexure-3 of the Board's report.
<b>Total Capex</b>	<b>71</b>	<b>68</b>	

##### TMPVL and TPEML

	FY 24 (%)	FY 23 (%)	Details of improvements in environmental and social impacts
<b>Total R&amp;D expenditure</b>	<b>46</b>	<b>48</b>	Please refer to the R&D and innovation section of the Integrated Annual Report.
<b>Total Capex</b>	<b>48</b>	<b>61</b>	

##### TML, TMPVL and TPEML

	FY 24 (%)	FY 23 (%)	Details of improvements in environmental and social impacts
<b>Total R&amp;D expenditure</b>	<b>58</b>	<b>56</b>	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.
<b>Total Capex</b>	<b>55</b>	<b>64</b>	

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

Tata Motors is committed to a significant shift, aiming to position itself as a frontrunner in Sustainable Mobility. Recognizing the pivotal role of the supply chain in this transition, TML launched the 'Sustainable Supply Chain Initiative' back in 2017 and a collaborative platform called 'AIKYAM' in 2023.

Within this endeavor, we've established a comprehensive framework comprising a Supplier Code of Conduct, an Environmental Procurement Policy, and Sustainability Guidelines for Suppliers. These guidelines encompass critical aspects such as governance, legal compliance, management system certification, transparency and reporting, occupational health and safety, labor rights, and human rights. Our objective in setting these standards is to nurture responsible practices among our suppliers and partners alike.

## Special Purpose Supplementary BRSR for FY 2023-24

In tandem with these foundational guidelines, we've instituted robust oversight mechanisms to ensure the effective execution of our supplier ESG program. Oversight responsibility is clearly defined, with the highest decision-making body, the Executive Committee Members, along with the Chief Purchasing Officer, tasked with monitoring and guiding this pivotal aspect of our sustainability journey.

Moreover, our procurement practices undergo continuous review to maintain alignment with the Supplier Code of Conduct and prevent any potential conflicts with our ESG requirements. This ongoing scrutiny ensures that every aspect of our procurement process resonates with our sustainability objectives.

In addition to these efforts, we actively evaluate our suppliers against minimum ESG requirements. Through rigorous assessments, we gauge their adherence to sustainability standards, thereby gaining valuable insights into their environmental and social performance. Recognizing the indispensable role of internal stakeholders, comprehensive training is imparted to our company's buyers and relevant personnel. We pursued this initiative downstream in 2019, wherein the Dealer Code of Conduct and the Dealer Sustainability Guidelines were developed to guide dealerships to improve their sustainability practices, along with assessments of their ESG performance through assessment questionnaires.

In FY 2023-24, we conducted assessments for 836 supply chain partners and franchise outlets across Commercial Vehicle, Passenger Vehicle and Electric Vehicle business.

### **3. 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 a part of end-of-life product management, we are continuously working on improving our product's circularity. It involves designing the vehicle for recyclability, selection of 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.

Design for recycling approach complements our initiative on circular economy, which aims to minimize waste and reduce the negative impact. During design stage, TML has been encouraging use of recyclable materials in the products and is actively working towards improving the product recyclability. Typically, all vehicles are designed to achieve minimum 85 % recyclability and 90 % recoverability.

At the end of the product lifecycle, scrapping and recycling of vehicles in a responsible way supports environmental goals. Tata Motors demonstrated its holistic commitment towards sustainable mobility with the launch of "Re.Wi.Re – Recycle with Respect" to facilitate the safe recycling of End-of-life Vehicles (ELV). 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 end-of-life vehicles 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 four more Re.Wi.Re. facilities in a franchise-based model, now totaling five, with an annual capacity to dismantle more than 72000 vehicles. We are committed to expanding Re.Wi.Re. facilities across the country to promote circularity and enhance and organize its 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 of 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 re-cyclers for conversion and utilization. Specifically – we ensure the sale of all flexible and rigid plastic packaging to authorized plastic waste processors for re-cycling and utilization in manufacture of new packaging material. Hazardous and Other Waste are similarly routed to authorized re-cyclers or re-processors for material recovery or to co-processing for energy recovery through cement plants. We also ensure 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 of electronic devices, their components, and IT assets that are discarded

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after their useful life or due to obsolescence, are disposed only to authorized re-cyclers. Where technically feasible, we are utilizing the recovered material 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. We are 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 2023-24. The Company have set up internal systems to track and ensure compliance on a running basis, for current year and beyond.

Legal compliance of our EPR target for FY 2023-24 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.

#### 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	11	Cradle to TML In Gate (excluding transportation)	No	No
2	291	Light medium commercial vehicle	12	Cradle to TML In 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 TMPVL in gate	No	No

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				(Excluding transportation)		
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, Safari, EV products		In Process	No	No

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

**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 contribution have been identified. Actions are initiated with suppliers to analyse & reduce carbon footprint impact.
2	Light commercial vehicle	Global warming potential - Carbon Footprint-	Materials/components with higher carbon footprint contribution have been identified. Actions are initiated with suppliers to analyse & reduce carbon footprint impact.

**TMPVL and TPEML:**

	Name of product / service	Description of the risk / concern	Action taken
1	ICE Passenger Cars	1. Abiotic Resources Depletion. 2. Global Warming Potential – Carbon Footprint	After completion of baseline calculations (Cradle to Gate) for Nexon BS 6, Altroz BS6, Tiago BS 6, Tigor BS 6 & Puch BS 6, hot spots contributing significant carbon

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			<p>emission have been identified and targets are being set to reduce the carbon foot print.</p> <p>For upcoming models, Decarbonisation and material circularity targets have been set &amp; these targets are driven systematically.</p>
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### 3. 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 24 (%)
1	Steel used in BIW	6-7*
2	Aluminium used in alloy wheels & engines	30-40*

\*As per Supplier declarations

#### TMPVL and TPEML:

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

\*As per Supplier declarations

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

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

#### TML:

	FY 24			FY 23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	4,200*	0	0	1,300	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

\* FY24 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

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### TMPVL and TPEML:

	FY 24			FY 23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	2,329*	0	0	1,341	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

\* FY24 EPR target for plastic waste for TMPVL and TPEML, 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 24			FY 23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	6,529*	0	0	2,641*	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

\* FY24 EPR target for plastic waste for TML, TMPVL and TPEML, which has been complied. EPR credits have been procured from Producer Responsibility Organisation (PRO) for pre and post- consumer packaging waste.

### 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	65

#### TMPV and TPEML:

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

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### Section C: 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	8,200	8,200	100	8,200	100	N.A.		8,200	100	8,200	100
Female	731	731	100	731	100	731	100	N.A.		731	100
Total	8,931	8,931	100	8,931	100	731	8	8,200	92	8,931	100
Other than Permanent Employees											
Male	188	188	100	188	100	N.A.		188	100	188	100
Female	53	53	100	53	100	53	100	N.A.		53	100
Total	241	241	100	241	100	53	22	188	78	241	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	3,375	3,375	100	3,375	100	N.A.		3,375	100	3,375	100
Female	312	312	100	312	100	312	100%	N.A		312	100
Total	3,687	3,687	100	3,687	100	312	8%	3,375	92	3,687	100
Other than Permanent Employees											
Male	337	337	100	337	100	N.A.		337	100	337	100
Female	80	80	100	80	100	80	100%	N.A		80	100
Total	417	417	100	417	100	80	19%	337	81	417	100



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### 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	11,575	11,575	100	11,575	100	N.A.		11,575	100	11,575	100
Female	1,043	1043	100	1,043	100	1,043	100	N.A.		1,043	100
Total	12,618	12,618	100	12,618	100	1,043	8	11,575	92	12,618	100
Other than Permanent Employees											
Male	525	525	100	525	100	N.A.		525	100	525	100
Female	133	133	100	133	100	133	100	N.A.		133	100
Total	658	658	100	658	100	133	20	525	80	658	100

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

#### TML:

	% of workers 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 Workers											
Male	11,416	11,416	100	11,416	100	N.A.		0	0	11,416	100
Female	229	229	100	229	100	229	100	N.A.		229	100
Total	11,645	11,645	100	11,645	100	229	2	0	0	11,645	100
Other than Permanent Workers											
Male	13,786	13,786	100	13,786	100	N.A.		0	0	13,786	100
Female	2,966	2,966	100	2,966	100	2,966	100	N.A.		2,966	100
Total	16,752	16,752	100	16,752	100	2,966	18	0	0	16,752	100

#### TMPVL and TPEML

	% of workers 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)

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Permanent Workers											
Male	3,424	3,424	100	3,424	100	N.A.		0	0	3,424	100
Female	2	2	100	2	100	2	100	N.A.		2	100
Total	3,426	3,426	100	3,426	100	2	0	0	0	3,426	100
Other than Permanent Workers											
Male	12,741	12,741	100	12,741	100	N.A.		0	0	12,741	100
Female	2,273	2,273	100	2,273	100	2,273	100	N.A.		2,273	100
Total	15,014	15,014	100	15,014	100	2,273	15	0	0	15,014	100

### TML, TMPVL and TPEML

	% of workers 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 Workers											
Male	14,840	14,840	100	14,840	100	N.A.		0	0	14,840	100
Female	231	231	100	231	100	231	100	N.A.		231	100
Total	15,071	15,071	100	15,071	100	231	2	0	0	15,071	100
Other than Permanent Workers											
Male	26,527	26,527	100	26,527	100	N.A.		0	0	26,527	100
Female	5,239	5,239	100	5,239	100	5,239	100	N.A.		5,239	100
Total	31,766	31,766	100	31,766	100	5,239	16	0	0	31,766	100

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

#### TML

	FY 24 (%)	FY 23 (%)
Cost incurred on wellbeing measures as a % of total revenue of the company	0.3	0.3

#### TMPVL and TPEML

	FY 24 (%)	FY 23 (%)
Cost incurred on wellbeing measures as a % of total revenue of the company*	0.1	0.1

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

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### TML, TMPVL and TPEML

	FY 24 (%)	FY 23 (%)
Cost incurred on wellbeing measures as a % of total revenue of the company*	0.2	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	Deducted and deposited with the authority

## Special Purpose Supplementary BRSR for FY 2023-24

					total workers	
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.

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. Through pilot implementations and inclusive communication, we aim to set a precedent for inclusivity in the automotive industry.

## Special Purpose Supplementary BRSR for FY 2023-24

### 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 weblink 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	100	N.A.	N.A.
Female	100	100	100	100
Total	100	100	100	100

#### TMPVL and TPEML

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate (%)	Retention Rate (%)	Return to Work Rate (%)	Retention Rate (%)
Male	100	100	N.A.	N.A.
Female	100	100	100	100
Total	100	100	100	100

#### TML, TMPVL and TPEML

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate (%)	Retention Rate (%)	Return to Work Rate (%)	Retention Rate (%)
Male	100	100	N.A.	N.A.
Female	100	100	100	100
Total	100	100	100	100

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**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:**

	If Yes, then give details of the mechanism in brief
Permanent Workers	<p>The Company has adopted the Tata Code of Conduct that outlines commitment to ethical conduct. All internal and external stakeholders of the Tata Group are expected to work within boundaries of the TCoC. Training and awareness on TCoC is provided to employees and relevant stakeholders from time to time.</p>
Other than Permanent Workers	<p>The Company also has a Whistle Blower Mechanism, which is governed by the Whistle Blower Policy. The Company has governance mechanism in place to ensure confidentiality and protection of whistle blower from any harassment/victimization like retaliation, threat, or intimidation of termination/suspension of service, disciplinary action, transfer, demotion, refusal of promotion or the like including any direct or indirect use of authority to obstruct the whistle blowers right to continue to perform his duties/functions including making of any further protected disclosure.</p>
Permanent Employees	<p>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 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.</p>
Other than Permanent Employees	<p>The Chairperson of the Audit Committee and the Chief Ethics Counsellor of the Company have an oversight on the functioning of the Whistle Blower Policy and mechanism. The Company has an ethics helpline where employees can place anonymous complaints of alleged ethics violations. The ethics helpline can be reached in the following ways:</p> <ol style="list-style-type: none"> <li>1. A Whistle-blower can report his / her ethical concerns by either calling on toll free number - 000 800 0502 221 or by accessing the web portal at 'tatamotors.ethicspoint.com'. Concern can be submitted in multiple languages.</li> <li>2. Written application: Concerns can also be reported in writing to Chief Ethics Counsellor or Chairman of the Audit Committee.</li> </ol> <p>In line with our commitment towards Gender Inclusion and Diversity, and creating a safe, fair and just workplace, Company has the Prevention of Sexual Harassment at Workplace (POSH) Policy. The Prevention of Sexual Harassment at Workplace (POSH) set up includes various Internal Committees (IC). 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 local (Plant/Regions) level. All the women associates (permanent, temporary, contractual and trainees), woman 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 actions.</p>

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

#### TML:

	FY 24			FY 23		
	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>	8,931	0	0	8,901	0	0
Male	8,200	0	0	8,290	0	0
Female	731	0	0	611	0	0
<b>Total Permanent Workers</b>	11,645	11,564	99.3	11,876	11,785	99.2
Male	11,416	11,336	99.3	11,656	11,566	99.2
Female	229	228	99.6	220	219	99.5

#### TMPVL and TPEML

	FY 24			FY 23		
	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>	<b>3,687</b>	<b>0</b>	<b>0</b>	<b>3,040</b>	<b>0</b>	<b>0</b>
Male	3,375	0	0	2,850	0	0
Female	312	0	0	190	0	0
<b>Total Permanent Workers</b>	<b>3,426</b>	<b>3,073</b>	<b>90</b>	<b>3,308</b>	<b>3,308</b>	<b>100</b>
Male	3,424	3,071	90	3,304	3,304	100
Female	2	2	100	4	4	100

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### TML, TMPVL and TPEML

	FY 24			FY 23		
	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>	<b>12,618</b>	<b>0</b>	<b>0</b>	<b>11,941</b>	<b>0</b>	<b>0</b>
Male	11,575	0	0	11,140	0	0
Female	1,043	0	0	801	0	0
<b>Total Permanent Workers</b>	<b>15,071</b>	<b>14,637</b>	<b>97.1</b>	<b>15,184</b>	<b>15,093</b>	<b>99.4</b>
Male	14,840	14,407	97.1	14,960	14,870	99.4
Female	231	230	99.6	224	223	99.6

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

#### TML:

	FY 24					FY 23**				
	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)
Employees										
Male	8,388	3,046	36	2,501	30	8,578	2,908	34	2,403	28
Female	784	146	19	217	28	683	159	23	136	20
Total	9,172	3192	35	2,718	30	9,261	3,067	33	2,539	27
Workers*										
Male	25,202	25,202	100	5,973	24	26,613	26,613	100	9,397	35
Female	3,195	3,195	100	426	13	2,227	2,227	100	1,273	57
Total	28,397	28,397	100	6,399	23	28,840	28,840	100	10,670	37

\*As per the long term settlement, permanent technicians are supposed to undergo atleast one training in a year on Health and Safety. Additionally all flexi technicians (Non-permanent) undergo safety training before deployment in their respective roles.

\*\* The data for FY23 have been re-stated due to an improved tracking mechanism of the base training data given to employees and workers.



## Special Purpose Supplementary BRSR for FY 2023-24

### TMPVL and TPEML

	FY 24					FY 23				
	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)
Employees										
Male	3,712	1,032	28	598	16	3,231	730	23	454	14
Female	392	82	21	65	17	289	34	12	54	19
Total	4,104	1,114	27	663	16	3,520	764	22	508	14
Workers*										
Male	16,165	16,165	100	945	6	13,281	13,281	100	7,927	60
Female	2,275	2,275	100	74	3	1,856	1,856	100	1,318	71
Total	18,440	18,440	100	1,019	6	15,137	15,137	100	9,245	61

\*As per the long term settlement, permanent technicians are supposed to undergo atleast one training in a year on Health and Safety. Additionally all flexi technicians (Non-permanent) undergo safety training before deployment in their respective roles.

### TML, TMPVL and TPEML

	FY 24					FY 23				
	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)
Employees										
Male	12,100	4,078	34	3,099	26	11,809	3,638	31	2,857	24
Female	1,176	228	19	282	24	972	193	20	190	20
Total	13,276	4,306	32	3,381	25	12,781	3,831	30	3,047	24
Workers*										
Male	41,367	41,367	100	6,918	17	39,894	39,894	100	17,324	43
Female	5,470	5,470	100	500	9	4,083	4,083	100	2,591	63
Total	46,837	46,837	100	7,418	16	43,977	43,977	100	19,915	45

\*As per the long term settlement, permanent technicians are supposed to undergo atleast one training in a year on Health and Safety. Additionally all flexi technicians (Non-permanent) undergo safety training before deployment in their respective roles.

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

#### TML

	FY 24			FY 23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						

## Special Purpose Supplementary BRSR for FY 2023-24

Male	8,200	8,200	100	8,290	8,290	100
Female	731	731	100	611	611	100
<b>Total</b>	<b>8,931</b>	<b>8,931</b>	<b>100</b>	<b>8,901</b>	<b>8,901</b>	<b>100</b>
<b>Workers</b>						
Male	11,416	11,416	100	11,656	11,656	100
Female	229	229	100	220	220	100
<b>Total</b>	<b>11,645</b>	<b>11,645</b>	<b>100</b>	<b>11,876</b>	<b>11,876</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 24			FY 23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	3,375	3,375	100	2,850	2,850	100
Female	312	312	100	190	190	100
<b>Total</b>	<b>3,687</b>	<b>3,687</b>	<b>100</b>	<b>3,040</b>	<b>3,040</b>	<b>100</b>
<b>Workers</b>						
Male	3,424	3,424	100	3,304	3,304	100
Female	2	2	100	4	4	100
<b>Total</b>	<b>3,426</b>	<b>3,426</b>	<b>100</b>	<b>3,308</b>	<b>3,308</b>	<b>100</b>

### TML, TMPVL and TPEML

	FY 24			FY 23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	11,575	11,575	100	11,140	11,140	100
Female	1043	1043	100	801	801	100
<b>Total</b>	<b>12,618</b>	<b>12,618</b>	<b>100</b>	<b>11,941</b>	<b>11,941</b>	<b>100</b>

## Special Purpose Supplementary BRSR for FY 2023-24

Workers						
Male	14,840	14,840	100	14,960	14,960	100
Female	231	231	100	224	224	100
<b>Total</b>	<b>15,071</b>	<b>15,071</b>	<b>100</b>	<b>15,184</b>	<b>15,184</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?**

Tata Motors prioritizes the health and safety of its employees, contractors, visitors, and stakeholders through a comprehensive Health and Safety Management System. This system follows established safety standards across all business operations. A robust governance structure ensures implementation, with oversight from the Safety, Health and Sustainability Committee of the Board, Safety Councils, Plant Committees, and joint committees with frontline staff. Tata Motors' commitment to safety goes beyond compliance. Our core principles emphasize that safety and well-being of all stakeholders is critical to business success. This translates into focused training programs, thorough hazard identification procedures, and ongoing efforts to cultivate a safety-conscious culture. All manufacturing sites are ISO 45001 certified, demonstrating our adherence to the highest international safety standards and legal requirements.

**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 has a comprehensive approach to workplace safety that clearly outlines processes for identifying and mitigating hazards in both routine and non-routine activities:

TML utilizes Hazard Identification and Risk Assessment (HIRA) Standard to proactively identify hazards before incidents occur.

**Risk-Based Prioritization:** Identified hazards are assigned a Risk Priority Number based on severity and likelihood, allowing for focused mitigation efforts.

**Hierarchy of Controls:** TML prioritizes the most effective controls, with elimination being the first choice, followed by substitution, engineering, administrative controls, and finally Personal Protective Equipment (PPE).

**Standardized Procedures:** Identified risks and control measures are documented in Standard Operating Procedures (SOPs) for clear communication and consistent execution.

**Adaptability:** TML recognizes the need for continuous improvement. HIRAs are reviewed every six months and updated based on changes or incidents, leading to adjustments in SOPs.

#### **For Non-Routine Activities:**

**Job Safety Analysis (JSA):** This process identifies potential hazards associated with each step of a non-routine task.

**Mitigation Plan:** Once hazards are identified, a plan is created to reduce the risk of those hazards causing harm.

**Issuance of Permit:** In some cases, a permit system is used to control access to the work area and ensure only authorized personnel with proper training can perform the non-routine activity.

**Barricading Activities Area:** Physical barriers are set up to restrict access to the work zone and prevent unauthorized entry, protecting individuals not involved in the task from exposure to hazards.

Beyond these initial assessments, our risk management goes a step further. We incorporate a "step back 2by2" approach, which involves regular safety discussions at all levels, and toolbox talks to keep safety top-of-mind.

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Additionally, for specific high-hazard areas with specialized risks, we utilize advanced assessment processes like HAZOP (Hazard Operability) and Quantitative Risk Assessment.

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

Encouraging employee participation is crucial for maintaining a safe work environment. Tata Motors has established processes for workers to report work-related hazards and to take action or report for removing these risks:

**Digital Reporting Platform:** Tata Motors provides a convenient and accessible digital platform for employees to report incidents, observations, and near misses.

**Multiple Reporting Avenues:** Various reporting avenues such as Safety Observation Process (SO), Action Employee Can Take (AECT), Near Miss Reporting, and Self-Directed Team (SDT) safety point leaders programs cater to different situations and employee preferences.

**Focus on Proactive Measures:** Encouraging the reporting of near misses allows for the identification and addressing of potential hazards before they cause accidents.

There are active safety committees for workers to report and take action for removal of risks and control of hazards in the work place.

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

Yes, All plants have Medical Centres equipped and manned for management of non-occupational medical conditions. Further all employees are covered under health insurance, statutory health insurance or ESIC as per eligibility for non-occupational medical and healthcare services.

## 11. Details of safety related incidents

### TML

Safety Incident / Number	Category*	FY 24	FY 23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.27**	0.14
	Workers	0.16	0.15
Total recordable work-related injuries	Employees	79**	63
	Workers	21	18
No. of fatalities	Employees	1	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

\*Including the contract workforce

\*\*Compared to FY23, an increase in incidents due to hand and finger injuries have been observed. Preventive action plans have been prepared and actions are in process.

### TMPVL and TPEML

Safety Incident / Number	Category*	FY 24	FY 23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.14	0.07
	Workers	0.08	0.46

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Total recordable work-related injuries	Employees	23	18
	Workers	9	8
No. of fatalities	Employees	Nil	Nil
	Workers	1	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

*\*Including the contract workforce*

### TML, TMPVL and TPEML

Safety Incident / Number	Category*	FY 24	FY 23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.23	0.12
	Workers	0.13	0.19
Total recordable work-related injuries	Employees	102	81
	Workers	30	26
No. of fatalities	Employees	1	Nil
	Workers	1	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

*\*Including the contract workforce*

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

### Measures for Ensuring a Safe and Healthy Workplace at Tata Motors

Tata Motors implements robust governance mechanisms for occupational safety and health, ensuring regular reviews at multiple levels:

#### Apex Review Bodies:

- The Safety, Health, and Sustainability (SHS) Committee of the Board of Directors reviews performance every four months.
- Business unit heads lead the Safety and Health Council, conducting monthly performance reviews.
- Factory-level reviews are conducted by the Apex Committee, various Sub-committees for Safety Standards, and the Factory Implementation Committees (FIC).

#### Non-Manufacturing Areas:

- Focused safety reviews are conducted at defined frequencies at regional offices with the Customer Service and Warehouse teams.

#### Key Safety Measures:

- **Critical to Safety Stations (CTS):** Tata Motors has identified CTS stations across plant locations to focus on areas with higher injury potential, resulting in a significant reduction in incidents.

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- **Safety Kaizen:** 72 Safety Kaizens were held across locations to address safety issues such as working in the line of fire, driving safety, PPE compliance, and material handling.
- **Long Term Settlement:** A safety-linked payment system based on Lead and Lag Safety Parameters has been introduced in manufacturing locations for permanent technicians.
- **Safety Observations:** Over 3500 White Collar Employees implement a six-step process on a weekly basis to identify safe and unsafe acts and situations, facilitating increased interactions and coaching opportunities with shop floor employees.
- **Actions Employees Can Take (AECT):** Workers report unsafe acts and situations in their respective areas under the AECT program, with supervisors assessing observations and implementing relevant corrective actions.
- **Training and Awareness:** Training and awareness initiatives across the organization cover Safety Management Fundamentals, Incident Investigation, Contractor Safety Management, and Actions Employees Can Take (AECT), ensuring a well-informed and prepared workforce.

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

#### TML

	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
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health and Safety	1	0	Nil	2	1	Nil

#### 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
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health and Safety	3	0	Nil	Nil	Nil	Nil

#### TML, 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
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health and Safety	4	0	Nil	2	1	Nil

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### 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 2023-24, demonstrating our commitment to upholding high standards of health, safety, and well-being across our organization.

**ISO 45001 Certification:** All Tata Motors sites 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) is committed to continuous improvement in occupational safety and health (OSH) through a proactive approach to addressing safety-related incidents and significant risks.:

#### A. Incident Investigation and Learning:

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- Thorough investigation of all safety incidents is conducted following an Incident Investigation process.
- Learnings from incidents are shared across the organization to prevent similar incidents in the future (horizontal deployment).
- Key recommendations from incident investigations are communicated through mandated actions, utilizing visual communication methods to highlight critical safety information.
- Confirmation of implemented recommendations is ensured with evidence, followed by regular audits to verify the closure effectiveness of recommendations.
- Actions from incidents are implemented through entire organisation for wider deployment of recommendations critical to preventing similar incidents in the future. Each plant takes responsibility to ensure engineering control, elimination, or substitution of the hazard and submits an Action Taken Report (ATR) with evidence on the safety data management portal.

### **B. Corrective Action for Unsafe Observations:**

- Unsafe acts and conditions identified during safety observations are addressed with timely closure and corrective actions.
- Sample audits are conducted to confirm the effectiveness of implemented corrective actions.

### **C. Proactive Risk Management:**

- Significant risks identified through Hazard Identification and Risk Assessment (HIRA) are managed using a tiered approach:
  - S1 Controls focus on people, such as improved training or procedures.
  - S2 Controls involve engineering or technological interventions to eliminate hazards at the source.
  - S3 Controls include failsafe mechanisms or complete hazard elimination for the highest risks.
- Additional measures like safety training, supervision, and appropriate Personal Protective Equipment (PPE) use, further enhance safety measures.
- This proactive approach contributes to a safer work environment for employees at Tata Motors.

### **Leadership Indicators**

#### **1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (B) Workers?**

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.



## Special Purpose Supplementary BRSR for FY 2023-24

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 24	FY 23	FY 24	FY 23
Employees	1	Nil	1	Nil
Workers	0	Nil	0	Nil

**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 24	FY 23	FY 24	FY 23
Employees	0	Nil	0	Nil
Workers	1	Nil	1	Nil

**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 24	FY 23	FY 24	FY 23
Employees	1	Nil	1	Nil
Workers	1	Nil	1	Nil

3. Details on assessment of value chain partners:

	% 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)

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### 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.

Tata Motors implements several practices for its value chain partners to address significant risks and concerns arising from assessments of health and safety practices and working conditions:

1. **Defensive Driver Training:** Equips drivers with skills to anticipate and avoid hazards, reducing the risk of accidents and injuries.
2. **Authorized Drivers Only:** Limits driving within workshops to authorized personnel, minimizing risks associated with inexperienced or unqualified drivers.
3. **Daily Work Management (DWM):** Focuses on planning, coordinating, and controlling work activities, potentially reducing safety issues arising from misunderstandings or improper procedures.
4. **Safety Committees:** Provide a platform for workers to raise safety concerns and collaborate on improvement initiatives.
5. **Safety Champions:** Empower employees to take ownership of safety within their workshops, fostering a culture of safety awareness.
6. **Monthly Safety Audits:** Regularly identify and address safety gaps, ensuring ongoing improvement.
7. **Sharing Best Practices:** Allows successful safety initiatives across the value chain to be adopted by others, maximizing effectiveness.

By implementing these practices, Tata Motors demonstrates a commitment to safety throughout its value chain, extending the focus beyond its own facilities. This not only protects employees and partners but also potentially contributes to a safer overall transportation and work environment.

## Section C: 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 2023-24.

#### 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

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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. Example, COVID-19 relief; Celebration and participation in local community events.	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.	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.
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	Company and its business related announcements supported with news releases and media	Need for consistent internal and external communication to amplify key identified themes/storylines that portray

## Special Purpose Supplementary BRSR for FY 2023-24

			<p>Participation in media led industry forums as thought leader / guest speaker</p> <p>Content reused/reproduced by media basis what is published on proprietary digital assets</p>	<p>interactions – As and when required</p> <ul style="list-style-type: none"> <li>• Sales Releases – Monthly</li> <li>• Global Sales Releases - Quarterly\</li> <li>• Financial Results – Quarterly</li> <li>• Speaking on media led platforms – as and when required</li> </ul>	<p>the company and its business' future readiness, leadership, talent and culture, customer centricity, contribution to nation and community</p>
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### 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 maintaining an ongoing dialogue with our stakeholders, demonstrating our commitment to transparency and accountability. Our leadership actively engages with stakeholders through various platforms to ensure the feedback from stakeholders are incorporated on economic, environmental or social topics.

To facilitate this engagement, we have established several committees dedicated to key areas of concern. The Safety, Health, and Sustainability (SHS) Committee rigorously assesses our performance in environmental, social, and governance (ESG) matters, overseeing the implementation of relevant policies and strategies to drive sustainable practices.

The Corporate Social Responsibility (CSR) Committee plays a pivotal role in formulating and recommending CSR policies to the Board. Additionally, it meticulously monitors CSR budget allocations, activities, and expenditures to ensure alignment with our commitment to social responsibility.

Furthermore, our Stakeholders' Relationship Committee is entrusted with evaluating statutory compliances and services related to dividend payments, security holders, and the performance of Registrar and Transfer Agents, thereby enhancing trust and transparency in our interactions.

In line with our dedication to shareholder engagement, we offer shareholders the opportunity to interact with all board members annually during the Annual General Meeting. This forum allows us to stay attuned to the evolving needs and concerns of our stakeholders, reinforcing our pledge to remain accountable and responsive to their interests.

- 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 2020-21 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.**

## Special Purpose Supplementary BRSR for FY 2023-24

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

### Section C: 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 24			FY 23**		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	8,931	3,807	43	8,901	5,931	67
Other than permanent	241	13	5	360	17	5
<b>Total Employees</b>	<b>9,172</b>	<b>3,820</b>	<b>42</b>	<b>9,261</b>	<b>5,948</b>	<b>64</b>
<b>Workers</b>						
Permanent	11,645	2,030	17	11,876	Not available	
Other than permanent*	16,752	16,752	100	16,964	16,964	100
<b>Total Workers</b>	<b>28,397</b>	<b>18,782</b>	<b>66</b>	<b>28,840</b>	<b>16,964</b>	<b>59</b>

\*All Other than permanent technicians undergo a compulsory induction where human rights awareness topics like Code of Conduct, Prevention of Sexual Harassment are part of the curriculum.

\*\* The data for FY23 have been re-stated due to an improved tracking mechanism of the base training data given to employees and workers.

##### TMPVL and TPEML

	FY 24			FY 23		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
<b>Permanent</b>	<b>3,687</b>	<b>1,431</b>	<b>39</b>	<b>3,040</b>	<b>1,616</b>	<b>53</b>
<b>Other than permanent</b>	<b>417</b>	<b>38</b>	<b>9</b>	<b>480</b>	<b>3</b>	<b>1</b>

## Special Purpose Supplementary BRSR for FY 2023-24

<b>Total Employees</b>	<b>4,104</b>	<b>1,469</b>	<b>36</b>	<b>3,520</b>	<b>1,619</b>	<b>46</b>
<b>Workers</b>						
<b>Permanent</b>	3,426	943	28	3,308	Not available	
<b>Other than permanent*</b>	15,014	15,014	100	11,829	11,829	100
<b>Total Workers</b>	<b>18,440</b>	<b>15,957</b>	<b>87</b>	<b>15,137</b>	<b>11,829</b>	<b>78</b>

*\*All Other than permanent technicians undergo a compulsory induction where human rights awareness topics like Code of Conduct, Prevention of Sexual Harassment are a part of the curriculum.*

### TML, TMPVL and TPEML

	FY 24			FY 23		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
<b>Permanent</b>	12,618	5,238	42	11,941	7,547	63
<b>Other than permanent</b>	658	51	8	840	20	2
<b>Total Employees</b>	<b>13,276</b>	<b>5,289</b>	<b>40</b>	<b>12,781</b>	<b>7,567</b>	<b>59</b>
<b>Workers</b>						
<b>Permanent</b>	15,071	2,973	20	15,184	Not Available	
<b>Other than permanent*</b>	31,766	31,766	100	28,793	28,793	100
<b>Total Workers</b>	<b>46,837</b>	<b>34,739</b>	<b>74</b>	<b>43,977</b>	<b>28,793</b>	<b>66</b>

*\*All Other than permanent technicians undergo a compulsory induction where human rights awareness topics like Code of Conduct, Prevention of Sexual Harassment are a part of the curriculum.*

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

### TML

	FY 24					FY 23				
	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>										
<b>Permanent</b>	<b>8,931</b>	<b>0</b>	<b>0</b>	<b>8,931</b>	<b>100</b>	<b>8,901</b>	<b>0</b>	<b>0</b>	<b>8,901</b>	<b>100</b>
<b>Male</b>	8,200	0	0	8,200	100	8,290	0	0	8,290	100
<b>Female</b>	731	0	0	731	100	611	0	0	611	100

## Special Purpose Supplementary BRSR for FY 2023-24

Other than Permanent	241	0	0	241	100	360	0	0	360	100
Male	188	0	0	188	100	288	0	0	288	100
Female	53	0	0	53	100	72	0	0	72	100
<b>Workers</b>										
Permanent	11,645	0	0	11,645	100	11,876	0	0	11,876	100
Male	11,416	0	0	11,416	100	11,656	0	0	11,656	100
Female	229	0	0	229	100	220	0	0	220	100
Other than Permanent	16,752	2,377	14	14,375	86	16,964	2,376	14	14,588	86
Male	13,786	2,030	15	11,756	85	14,957	2,324	16	12,633	84
Female	2,966	347	12	2,619	88	2,007	52	3	1,955	97

### TMPVL and TPEML

	FY 24					FY 23				
	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	3,687	0	0	3,687	100	3,040	0	0	3,040	100
Male	3,375	0	0	3,375	100	2,850	0	0	2,850	100
Female	312	0	0	312	100	190	0	0	190	100
Other than Permanent	417	0	0	417	100	480	0	0	480	100
Male	337	0	0	337	100	381	0	0	381	100
Female	80	0	0	80	100	99	0	0	99	100
<b>Workers</b>										
Permanent	3,426	0	0	3,426	100	3,308	0	0	3,308	100
Male	3,424	0	0	3,424	100	3,304	0	0	3,304	100
Female	2	0	0	2	100	4	0	0	4	100
Other than Permanent	15,014	0	0	15,014	100	11,829	727	6	11102	94
Male	12,741	0	0	12,741	100	9,977	282	3	9695	97
Female	2,273	0	0	2,273	100	1,852	445	24	1407	76

## Special Purpose Supplementary BRSR for FY 2023-24

### TML, TMPVL and TPEML

	FY 24					FY 23				
	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>										
<b>Permanent</b>	<b>12,618</b>	<b>0</b>	<b>0</b>	<b>12,618</b>	<b>100</b>	<b>11,941</b>	<b>0</b>	<b>0</b>	<b>11,941</b>	<b>100</b>
Male	11,575	0	0	11,575	100	11,140	0	0	11,140	100
Female	1,043	0	0	1,043	100	801	0	0	801	100
<b>Other than Permanent</b>	<b>658</b>	<b>0</b>	<b>0</b>	<b>658</b>	<b>100</b>	<b>840</b>	<b>0</b>	<b>0</b>	<b>840</b>	<b>100</b>
Male	525	0	0	525	100	669	0	0	669	100
Female	133	0	0	133	100	171	0	0	171	100
<b>Workers</b>										
<b>Permanent</b>	<b>15,071</b>	<b>0</b>	<b>0</b>	<b>15,071</b>	<b>100</b>	<b>15,184</b>	<b>0</b>	<b>0</b>	<b>15,184</b>	<b>100</b>
Male	14,840	0	0	14,840	100	14,960	0	0	14,960	100
Female	231	0	0	231	100	224	0	0	224	100
<b>Other than Permanent</b>	<b>31,766</b>	<b>2,377</b>	<b>7</b>	<b>29,389</b>	<b>93</b>	<b>28,793</b>	<b>3,103</b>	<b>11</b>	<b>25690</b>	<b>89</b>
Male	26,527	2,030	8	24,497	92	24,934	2,606	10	22328	90
Female	5,239	347	7	4,892	93	3,859	497	13	3362	87

### 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)	5*	120.80	3	123.20
Key Managerial Personnel	2**	771.41	-	-
Employees other than BoD and KMP	8,197	17.37	731	13.47
Workers	11,416	10.04	229	8.26



## Special Purpose Supplementary BRSR for FY 2023-24

\* The remuneration being paid to Mr Mitsuhiro Yamashita is being excluded, since Mr Yamashita ceased to be a Director on October 27, 2023.

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

### 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	187.76	1	32.88
Employees other than BoD and KMP	3,372	18.88	311	13.20
Workers	3,424	11.38	2	12.54

\* 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)*	-	-	-	-
Key Managerial Personnel	4	201.42	1	32.88
Employees other than BoD and KMP	11,569	17.87	1,042	13.44
Workers	14,840	10.14	231	8.26

\* 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
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Gross wages paid to females as % of total wages	<b>4.6</b>	4.2
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### TMPVL and TPEML

	FY 24	FY 23
Gross wages paid to females as % of total wages	4.1	4.2

### TML, TMPVL and TPEML

	FY 24	FY 23
Gross wages paid to females as % of total wages	4.5	4.2

#### 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 preservation and promotion of Human Rights. The Company 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 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:

I- A Whistle-blower can report his / her ethical concerns by either calling on toll free number - 000 800-0502-221 or by accessing the web portal at 'tatamotors.ethicspoint.com' or by email to [ethicsoffice@tatamotors.com](mailto:ethicsoffice@tatamotors.com). Concern can be submitted in multiple languages.

II- Written application: Concerns can also be reported in writing to Chief Ethics Counsellor or 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.

The Company has a Whistle Blower Mechanism, which is governed by the Whistle Blower Policy. The Company has governance mechanism in place to ensure confidentiality and protection of whistle blower from any harassment/victimization like retaliation, threat, or intimidation of termination/suspension of service, disciplinary action, transfer, demotion, refusal of promotion or the like including any direct or indirect use of authority to obstruct the whistle blowers right to continue to perform his duties/functions including making any further protected disclosure.

The Chairperson of the Audit Committee and the Chief Ethics Counsellor of the Company have an oversight on the functioning of the Whistle Blower Policy and mechanism. The Company has an ethics helpline where employees can place anonymous complaints of alleged ethics violations. The ethics helpline can be reached in the following ways:

1. A Whistle-blower can report his / her ethical concerns by either calling on 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 Chief Ethics Counsellor or Chairman of the Audit Committee.

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In line with our commitment towards Gender Inclusion and Diversity, and creating a safe, fair and just workplace, Company has the Prevention of Sexual Harassment at Workplace (POSH) Policy. The Prevention of Sexual Harassment at Workplace (POSH) set up includes various Internal Committees (IC). 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 local (Plant/Regions) level. All the women associates (permanent, temporary, contractual and trainees), woman 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 actions.

The Company has a consequence management policy in place which lays down the consequences or actions to be taken in case of violation of Tata Code of Conduct. Consequences for violations range from formal warnings and performance management downgrades for first instances or ultimately leading to termination or resignation. The Local Ethics Counsellors (LECs) or Apex Ethics Committee (AEC) in consultation with the Chief Ethics Counsellor shall have the right to modulate the consequential action taking into consideration the nature, gravity and quantum of issues.

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

#### TML

	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	11	4	Few of the pending cases were received in Q4. Inquiry / report preparation is underway.	11	5	Pending cases were largely cases that were registered in Q4. All 5 cases have been closed now.
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

#### 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

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Sexual Harassment	4	0	All cases have been resolved	2	1	Resolved in FY 2024
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

### TML, 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	15	4	Few of the pending cases were received in Q4. Inquiry / report preparation is underway	13	6	Pending cases were largely cases that were registered in Q4. All cases have been closed now.
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 24	FY 23
Total Complaints reported under Sexual Harassment on of Women at Workplace	11	11

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(Prevention, Prohibition and Redressal) Act, 2013 (POSH)		
Complaints on POSH as a % of female employees / workers	0.28	0.38
Complaints on POSH upheld	10*	6

\*Also includes cases from FY 2022-23 that were closed this year.

### TMPVL and TPEML

	FY 24	FY 23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	4	2
Complaints on POSH as a % of female employees / workers	0.15	0.09
Complaints on POSH upheld	3	1

### TML, TMPVL and TPEML

	FY 24	FY 23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	15	13
Complaints on POSH as a % of female employees / workers	0.23	0.26
Complaints on POSH upheld	13	7

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

A. In Whistle Blower Policy, the Company has a separate section mentioned on the protection of Whistleblower against any unfair practice like retaliation, threat or intimidation of termination/suspension of service, disciplinary action, transfer, demotion, refusal of promotion, or the like including any direct or indirect use of authority to obstruct the Whistleblower's right to continue to perform his/her duties/functions including making further Protected Disclosure. The identity of the Whistleblower shall be kept confidential to the extent possible and permitted under law.

B. As part of the Prevention of Sexual Harassment at Workplace (POSH) Policy, the Company has mentioned that the complainant, if the charge is found valid, or the alleged harasser, if found innocent, are protected against any impacts of retaliation.

C. 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.

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

Yes, Compliance to the Tata Code of conduct is included in the business agreements and contracts / purchase orders. Tata Motors have specific clauses related to human rights as part of the TCoC, 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 on Human rights standards. Internal teams rigorously evaluate each facility, supported by robust checks and controls designed to identify and rectify any violations. These are assessed as part of the regular ongoing reviews 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.

**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:** Our 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 we have established Internal Complaints Committees (ICCs) 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. Our 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 9 above.

Throughout FY2023-24, Tata Motors diligently monitored its operations and identified no significant risks or concerns. However, as part of our commitment to responsible corporate practices, we maintain a vigilant approach through continuous monitoring and auditing of our processes.

# Special Purpose Supplementary BRSR for FY 2023-24

## 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:

- a. **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.
- b. **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.
- c. **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

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awareness and understanding of the challenges faced by differently abled individuals, fostering a more inclusive work environment.

- d. 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 fulfill legal obligations but also demonstrate a commitment to creating environments where every individual, regardless of ability, can thrive and contribute meaningfully.

### Section C: 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 24	FY 23
<b>From renewable sources</b>		
<i>Total electricity consumption (A) (in GJ)</i>	4,10,570	2,90,770
<i>Total fuel consumption (B)</i>	0	0
<i>Energy consumption through other sources (C)</i>	0	0
<b>Total energy consumed from renewable source (A+B+C)</b>	4,10,570	2,90,770
<b>From non-renewable sources</b>		
<i>Total electricity consumption (D) (in GJ)</i>	8,28,392	9,38,705
<i>Total fuel consumption (E) (in GJ)</i>	6,72,786	6,54,171
<i>Energy consumption through other sources (F)</i>	0	0
<b>Total energy consumed from non-renewable sources (D+E+F) (in GJ)</b>	15,01,178	15,92,876
<b>Total energy consumed (A+B+C+D+E+F) (in GJ)</b>	19,11,748	18,83,646
<b>Energy intensity per rupee of turnover (GJ/ ₹)</b>		
(Total energy consumption/ Revenue from operations)	0.000002659	0.000002897
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (GJ/ ₹)</b>		
(Total energy consumed / Revenue from operations adjusted for PPP)	0.000000774	0.000000843



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Energy intensity in terms of physical output (GJ/vehicle produced)	4.78	4.61
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 PPP conversion factor (2022) has been referenced from World Development Indicators database, World Bank <https://data.worldbank.org/indicator/PA.NUS.PPP>

### TMPVL and TPEML

Parameter	FY 24	FY 23
<b>From renewable sources</b>		
Total electricity consumption (A) (in GJ)	3,50,656	2,03,223
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>	3,50,656	2,03,223
<b>From non-renewable sources</b>		
Total electricity consumption (D) (in GJ)	3,04,203	4,71,245
Total fuel consumption (E) (in GJ)	<b>3,41,872</b>	3,67,518
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F) (in GJ)</b>	<b>6,46,075</b>	8,38,763
<b>Total energy consumed (A+B+C+D+E+F) (in GJ)</b>	<b>9,96,731</b>	10,41,986
<b>Energy intensity per rupee of turnover (GJ/ ₹)</b> (Total energy consumption/ Revenue from operations**)	0.000001639	0.000002136
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) * (GJ/ ₹)</b> (Total energy consumed / Revenue from operations adjusted for PPP**)	0.000000477	0.000000622
<b>Energy intensity in terms of physical output (GJ/vehicle produced)</b>	1.74	1.91

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<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.
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\*The PPP conversion factor (2022) has been referenced from World Development Indicators database, World Bank <https://data.worldbank.org/indicator/PA.NUS.PPP>

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

### TML, TMPVL and TPEML

Parameter	FY 24	FY 23
<b>From renewable sources</b>		
Total electricity consumption (A) (in GJ)	7,61,226	4,93,993
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>7,61,226</b>	<b>4,93,993</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D) (in GJ)	11,32,595	14,09,950
Total fuel consumption (E) (in GJ)	<b>10,14,658</b>	10,21,689
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F) (in GJ)</b>	<b>21,47,253</b>	<b>24,31,639</b>
<b>Total energy consumed (A+B+C+D+E+F) (in GJ)</b>	<b>29,08,479</b>	<b>29,25,632</b>
<b>Energy intensity per rupee of turnover (GJ/ ₹)</b> (Total energy consumption/ Revenue from operations**)	<b>0.000002192</b>	0.000002571
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) * (GJ/ ₹)</b> (Total energy consumed / Revenue from operations adjusted for PPP**)	0.000000638	0.000000748
<b>Energy intensity in terms of physical output (GJ/vehicle produced)</b>	2.98	3.07

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<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.
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\*The PPP conversion factor (2022) has been referenced from World Development Indicators database, World Bank <https://data.worldbank.org/indicator/PA.NUS.PPP>

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

- 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 24	FY 23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	1,69,577	1,99,184*
(ii) Groundwater	5,71,963	5,04,960
(iii) Third party water	23,42,418	28,17,246
(iv) Seawater / desalinated water	0	0
(v) Others	0	0*
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	30,83,958	35,21,390*
<b>Total volume of water consumption (in kilolitres)</b>	29,79,832	33,25,645*
<b>Water intensity per rupee of turnover (Kilolitres/ ₹)</b> (Water consumed / Revenue from operations)	0.00000415	0.00000512*
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Kilolitres/ ₹)</b> (Total water consumption / Revenue from operations adjusted for PPP)	0.00000121	0.00000149*
<b>Water intensity in terms of physical output (Kilolitres/ Vehicles Produced)</b>	7.44	8.13*
<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 values of water withdrawal for FY23 have been restated due to re-classification of rainwater under surface water from previously reported category as 'others' and also due to a change in methodology of computation of withdrawal from harvested rainwater at one of the operational site.

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**\*\*The PPP conversion factor (2022) has been referenced from World Development Indicators database, World Bank**  
<https://data.worldbank.org/indicator/PA.NUS.PPP>

### TMPVL and TPEML

Parameter	FY 24	FY 23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	79,531	83,182*
(ii) Groundwater	0	0
(iii) Third party water	18,70,990	17,34,757*
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	19,50,521	18,17,939
<b>Total volume of water consumption (in kilolitres)</b>	19,50,521	18,17,939
<b>Water intensity per rupee of turnover (Kilolitres/ ₹)</b> (Water consumed / Revenue from operations**)	0.00000321	0.00000373
<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>0.00000093</b>	<b>0.00000108</b>
<b>Water intensity in terms of physical output (Kilolitres/ Vehicles Produced)</b>	3.40	3.33
<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 PPP conversion factor (2022) has been referenced from World Development Indicators database, World Bank**  
<https://data.worldbank.org/indicator/PA.NUS.PPP>

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

### TML, TMPVL and TPEML\*

Parameter	FY 24	FY 23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	2,49,108	2,82,366
(ii) Groundwater	5,71,963	5,04,960
(iii) Third party water	42,13,408	45,52,003
(iv) Seawater / desalinated water	0	0

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(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	50,34,479	53,39,329
<b>Total volume of water consumption (in kilolitres)</b>	49,30,353	51,43,584
<b>Water intensity per rupee of turnover (Kilolitres/ ₹)</b> (Water consumed / Revenue from operations**)	0.00000372	0.00000452
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) * (Kilolitres/ ₹)</b> (Total water consumption / Revenue from operations adjusted for PPP**)	0.00000108	0.00000132
<b>Water intensity in terms of physical output (Kilolitres/ Vehicles Produced)</b>	5.06	5.39
<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 PPP conversion factor (2022) has been referenced from World Development Indicators database, World Bank <https://data.worldbank.org/indicator/PA.NUS.PPP>

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

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

**TML:**

	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	1,04,126 (TDS 602 mg/L)	1,95,745 (TDS 471 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

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- 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>	1,04,126	1,95,745
<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.	

### 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	<b>0</b>	<b>0</b>
<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>

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<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.
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### 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	<b>1,04,126</b> <b>(TDS 602 mg/L)</b>	<b>1,95,745</b> <b>(TDS 471 mg/L)</b>
<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>1,04,126</b>	<b>1,95,745</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 span across the states of Jharkhand, Uttar Pradesh, Uttarakhand, Gujarat, Maharashtra, and Karnataka. The management of treated effluents generated during plant operations and their disposal is outlined in the individual plant operating consent orders issued by the respective State Pollution Control Boards, which our plants diligently adhere to.

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Aligned with these consent orders/authorizations, certain plants have implemented comprehensive tertiary treatment, i.e. Reverse Osmosis systems to recycle treated effluents for process reuse, while others ensure Zero Liquid Discharge (ZLD) by repurposing treated effluents for secondary purposes such as toilet flushing and / or maintaining greenbelt development within the 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 usage in our processes and for other sanitation purposes. Efforts are on to increase water augmentation through rainwater harvesting and recharge within the plant and outside premises, as Tata Motors strives towards 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 24	FY 23
NOx	MT	97	92
Sox	MT	14	26
Particulate matter (PM)	MT	589	577
Others – Ozone Depleting Substances (ODS)	kg as CFC-11 Equivalent	95	88
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.		

#### TMPVL and TPEML

Parameter	Unit	FY 24	FY 23
NOx	MT	35	89
Sox	MT	24	76
Particulate matter (PM)	MT	221	174
Others – Ozone Depleting Substances (ODS)	kg as CFC-11 Equivalent	47	23
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.		

#### TML, TMPVL and TPEML

Parameter	Unit	FY 24	FY 23
NOx	MT	132	181
Sox	MT	38	102



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Particulate matter (PM)	MT	810	751
Others – Ozone Depleting Substances (ODS)	kg as CFC-11 Equivalent	142	111
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.		

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

#### TML

Parameter	Unit	FY 24	FY 23
Total Scope 1 emissions	Metric tonnes of CO <sub>2</sub>	43,325	42,200
Total Scope 2 emissions	Metric tonnes of CO <sub>2</sub>	1,64,749	1,85,394
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> / ₹	0.000000289	0.000000350
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> / ₹	0.000000084	0.000000102
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO <sub>2</sub> / Vehicles Produced	0.519	0.556
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 PPP conversion factor (2022) has been referenced from World Development Indicators database, World Bank  
<https://data.worldbank.org/indicator/PA.NUS.PPP>

#### TMPVL and TPEML

Parameter	Unit	FY 24	FY 23
Total Scope 1 emissions	Metric tonnes of CO <sub>2</sub>	19,913	21,528
Total Scope 2 emissions	Metric tonnes of CO <sub>2</sub>	60,503	93,071

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Total Scope 1 and Scope 2 emissions per rupee of turnover  (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations**)	tCO2/ ₹	0.000000132	0.000000235
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**)	tCO2/ ₹	0.000000039	0.000000068
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO2/ Vehicles Produced	0.140	0.210
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 PPP conversion factor (2022) has been referenced from World Development Indicators database, World Bank <https://data.worldbank.org/indicator/PA.NUS.PPP>

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

### TML, TMPVL and TPEML

Parameter	Unit	FY 24	FY 23
Total Scope 1 emissions	Metric tonnes of CO2	63,306	63,728
Total Scope 2 emissions	Metric tonnes of CO2	2,25,252	2,78,465
Total Scope 1 and Scope 2 emissions per rupee of turnover  (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations**)	tCO2/ ₹	0.000000217	0.000000300
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**)	tCO2/ ₹	0.000000063	0.000000088
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO2/ Vehicles Produced	0.296	0.358
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 PPP conversion factor (2022) has been referenced from World Development Indicators database, World Bank <https://data.worldbank.org/indicator/PA.NUS.PPP>

## Special Purpose Supplementary BRSR for FY 2023-24

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

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

We are driving decarbonisation in our operations by minimizing greenhouse gas (Scope-1 and Scope-2) emissions through optimising fossil fuel use in our manufacturing processes, switching from thermal 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 56.3 MW augmented by short term Green Power Purchase agreements and Renewable Energy Certificates.

The Company continued to add on-site Renewable Energy (solar) generation capacity in FY 2023-24:

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	7.35	Chikhali	15.5
Chinchwad, Pune	0.435		
Jamshedpur	8.0		
Lucknow	6.0	Sanand	2
Pantnagar	16.0		
Dharwad	1.0		
Total	38.785	Total	17.5
<b>TML, TMPVL and TPEML</b>	56.3		

Energy Conservation (ENCON) projects are implemented across Plants and Offices in a planned and budgeted manner. In FY24, ENCON Projects led to a cumulative reduction of 69.28 Lakh kWh of electricity and 31,547 GJ of fuel, which amounted to a reduction of 6802 tCO<sub>2</sub> of greenhouse gas emissions. Some of the major ENCON projects in FY24 include:

- Conversion of 3-Coat 2-Bake process to 3-Coat 1-Bake process and in Paint Shops which eliminates the use of gas fuel in paint baking operation.
- Process changes in box furnace at heat treatment through process automation and Optimization.
- Optimization of water cooling and recirculation system, yield improvement & pouring track extension at Foundry
- Optimization of Hot water generator set point through IoT and Upgradation of Electro Deposition "Waste heat recovery system" (WHRS) in Paint Shop.
- Installation of energy efficient equipment for rotating machinery and ventilation

### 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

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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 24	FY 23
<b>Total waste generated (in metric tonnes)</b>		
<i>Plastic waste (A)</i>	1959**	2163
<i>E-waste (B)</i>	76	25
<i>Bio-medical waste (C)</i>	1.98	1.26*
<i>Construction and demolition waste (D)</i>	3180	3727
<i>Battery waste (E)</i>	233	157
<i>Radioactive waste (F)</i>	Nil	Nil
<i>Other hazardous waste. Please specify, if any. (G)</i>	4009	4,614
<i>Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)</i>	81488**	89,042
<b>Total (A+B + C + D + E + F + G + H)</b>	90947	99,729*
<b>Waste intensity per rupee of turnover (MT/₹)</b> (Total waste generated / Revenue from operations)	0.000000127	0.000000153
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (MT/₹)</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.0000000368	0.0000000447
<b>Waste intensity in terms of physical output (MT/Vehicles Produced)</b>	0.227	0.244
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>(i) Recycled</i>	53,728***	42,634 <sup>#</sup>
<i>(ii) Re-used</i>	0	0 <sup>#</sup>
<i>(iii) Other recovery operations</i>	5,250	5687 <sup>#</sup>
<b>Total</b>	<b>58,978</b>	<b>48,321</b>
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
<b>Category of waste</b>		
<i>(i) Incineration</i>	40.61	326 <sup>#</sup>

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(ii) Landfilling	31,527	44,662 <sup>#</sup>
(iii) Other disposal operations	401	4899 <sup>#</sup>
<b>Total</b>	<b>31,969</b>	<b>49,887</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.	

\* The values for biomedical waste for FY23 has been re-stated in order to maintain a consistent approach to the reporting boundary.

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

\*\*\* 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.

<sup>#</sup>The data for FY23 has been restated with specific disposal or recovery routes due to an improved tracking of waste data.

### TMPVL and TPEML

	FY 24	FY 23
<b>Total waste generated (in metric tonnes)</b>		
Plastic waste (A)	<b>1051*</b>	<b>1,150</b>
E-waste (B)	35	31
Bio-medical waste (C)	0.8	1
Construction and demolition waste (D)	0	0
Battery waste (E)	72	84
Radioactive waste (F)	0	Nil
Other hazardous waste. Please specify, if any. (G)	2,507	4,463
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	64,870*	71,426
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>68,536</b>	<b>77,155</b>
<b>Waste intensity per rupee of turnover (MT/₹)</b> (Total waste generated / Revenue from operations <sup>#</sup> )	0.000000113	0.000000158
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (MT/₹)</b> (Total waste generated / Revenue from operations adjusted for PPP <sup>#</sup> )	<b>0.000000033</b>	<b>0.000000046</b>
<b>Waste intensity in terms of physical output (MT/Vehicles Produced)</b>	0.119	0.141
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>		

## Special Purpose Supplementary BRSR for FY 2023-24

(i) Recycled	66,138**	74,833
(ii) Re-used	0	0
(iii) Other recovery operations	1866	1,161
<b>Total</b>	<b>68,004</b>	<b>75,993</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	132	203
(ii) Landfilling	136	800
(iii) Other disposal operations	264	159
<b>Total</b>	<b>532</b>	<b>1,162</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.	

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

\*\* 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.

### TML Standalone + TMPV + TPEM

	FY 24	FY 23
<b>Total waste generated (in metric tonnes)</b>		
Plastic waste (A)	3,011*	3,313
E-waste (B)	110	56
Bio-medical waste (C)	2.8	2.3
Construction and demolition waste (D)	3,180	3727
Battery waste (E)	305	241
Radioactive waste (F)	0	0
Other hazardous waste. Please specify, if any. (G)	6,517	9077
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1,46,358*	1,60,468
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>1,59,483</b>	<b>1,76,884#</b>
<b>Waste intensity per rupee of turnover (MT/₹)</b> (Total waste generated / Revenue from operations##)	<b>0.000000120</b>	<b>0.000000155</b>

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<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (MT/₹)</b> (Total waste generated / Revenue from operations adjusted for PPP##)	0.000000035	0.000000045
<b>Waste intensity in terms of physical output (MT/Vehicles Produced)</b>	0.164	0.185
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	1,19,866**	1,17,467
(ii) Re-used	0	0
(iii) Other recovery operations	7,116	6,848
<b>Total</b>	<b>1,26,982</b>	<b>1,24,314</b>
<b>Category of waste</b>		
(i) Incineration	173	529
(ii) Landfilling	31,663	45,462
(iii) Other disposal operations	665	5,058
<b>Total</b>	<b>32,501</b>	<b>51,049</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.	

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

\*\* 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.

#The values for FY23 (published as part of Annual Integrated Report FY23) have been re-stated and categories of non-hazardous waste, namely – plastic waste and construction & demolition waste have been included in the disclosure.

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

### 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.

Waste generated from TML operations encompasses a wide range of both hazardous and non-hazardous materials, along with metal and nonmetal scrap materials. Waste management practices are governed by the Consent Orders and hazardous waste authorizations issued by the respective State Pollution Control Boards in our operational areas. Our operations are dedicated to driving initiatives focused on waste elimination, minimization, and recycling in compliance with relevant legal requirements and available opportunities.

## Special Purpose Supplementary BRSR for FY 2023-24

These initiatives involve various strategies, including material recovery (such as secondary paint from paint sludge, reclaimed thinner, and reclaimed foundry sand), energy recovery (such as co-processing hazardous waste for use as alternate fuel or alternate raw material), and scrap recycling through authorized recyclers. While most key wastes are diverted from landfills, foundry waste remains an area of focus.

Additionally, we are continually working to reduce the use of hazardous and toxic chemicals in our manufacturing processes through design enhancements and careful selection of manufacturing technology and raw materials. Efforts are underway to evaluate the environmental impact of our vehicles and explore opportunities to enhance material circularity.

Initiatives have been implemented to eliminate paints from polymeric parts, phase out hazardous materials and Persistent Organic Pollutants (POPs), and explore new approaches to monitor and improve our sustainability and environmental performance.

**11. 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.

**12. 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
There have been no plant expansions undertaken at any of our locations that would necessitate Environmental Clearance under the Environmental Impact Assessment ("EIA") Notification, 2006 and its subsequent amendments.					

**13. 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 adhere to the relevant environmental laws, regulations, and guidelines stipulated by regulatory authorities. There are no material non-compliances reported from any plants.

### Leadership Indicators

**1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres). 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 2023 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:**



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### TML

	FY 24	FY 23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	68,344	1,26,673*
(ii) Groundwater	0	0
(iii) Third party water	10,12,610	13,17,926*
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres)</b>	10,80,954	14,44,599*
<b>Total volume of water consumption (in kilolitres)</b>	9,76,828	12,48,854*
<b>Water intensity per rupee of turnover (water consumed / turnover)</b>	0.00000136	0.00000192*
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) Into surface water</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	1,04,126 (TDS 602 mg/L)	1,95,745 (TDS 471 mg/L)
<b>(ii) Into groundwater</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(iii) Into 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>	1,04,126	1,95,745
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.	

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\* FY23 data has been restated on the basis of National Compilation on Dynamic Ground Water Resources of India 2023 Report by the Central Ground Water Board in place of the World Resources Institute India Water Tool which was used in FY23. The Company believes that the change in the reference source would result in more reliable and relevant information

**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 24	FY 23
<b>Category 1 : Purchased goods and services<sup>1</sup></b>	tCO <sub>2</sub> e	2,199,067	-
<b>Category 3 : Fuel- and energy-related activities</b>	tCO <sub>2</sub>	50,134	-
<b>Category 5 : Waste generated in operations</b>	tCO <sub>2</sub> e	4669	-
<b>Category 6 : Business travel</b>	tCO <sub>2</sub>	7006	-
<b>Category 7 : Employee commuting<sup>2</sup></b>	tCO <sub>2</sub>	8950	-
<b>Category 8 : Upstream leased assets<sup>3</sup></b>	tCO <sub>2</sub>	1490	-
<b>Category 11 : Use of sold products</b>	tCO <sub>2</sub>	15,86,21,101	-
<b>Category 14 : Franchises<sup>4</sup></b>	tCO <sub>2</sub>	82854	-
Total Scope 3 emissions	tCO <sub>2</sub>	16,09,75,271	-
Total Scope 3 emissions per rupee of turnover	tCO <sub>2</sub> /₹	<b>0.00022</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.		

<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 260 dealer partners and extrapolation of the average emissions for each outlet category across total 2576 outlets.

#### TMPVL and TPEML

Parameter	Unit	FY 24	FY 23
<b>Category 1 : Purchased goods and services<sup>1</sup></b>	tCO <sub>2</sub> e	<b>16,56,078</b>	-
<b>Category 3 : Fuel- and energy-related activities</b>	tCO <sub>2</sub>	<b>24,981</b>	-
<b>Category 5 : Waste generated in operations</b>	tCO <sub>2</sub> e	<b>3,014</b>	-
<b>Category 6 : Business travel</b>	tCO <sub>2</sub>	<b>3,452</b>	-
<b>Category 7 : Employee commuting<sup>2</sup></b>	tCO <sub>2</sub>	<b>4,949</b>	-
<b>Category 8 : Upstream leased assets<sup>3</sup></b>	tCO <sub>2</sub>	<b>869</b>	-
<b>Category 11 : Use of sold products</b>	tCO <sub>2</sub>	<b>1,36,47,932</b>	-

## Special Purpose Supplementary BRSR for FY 2023-24

<b>Category 14 : Franchises<sup>4</sup></b>	tCO2	<b>113,485</b>	<b>-</b>
<b>Total Scope 3 emissions</b>	tCO2	<b>1,54,54,760</b>	<b>-</b>
<b>Total Scope 3 emissions per rupee of turnover*</b>	tCO2/₹	<b>0.0000254</b>	<b>-</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.		

<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 93 dealer partners and extrapolation of the average emissions for each outlet category across 1890 total outlets.

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

### TML, TMPVL and TPEML

Parameter	Unit	FY 24	FY 23
<b>Category 1 : Purchased goods and services<sup>1</sup></b>	tCO <sub>2</sub> e	<b>38,55,145</b>	<b>-</b>
<b>Category 3 : Fuel- and energy-related activities</b>	tCO2	<b>75,115</b>	<b>-</b>
<b>Category 5 : Waste generated in operations</b>	tCO <sub>2</sub> e	<b>7,683</b>	<b>-</b>
<b>Category 6 : Business travel</b>	tCO2	<b>10,458</b>	<b>-</b>
<b>Category 7 : Employee commuting<sup>2</sup></b>	tCO2	<b>13,899</b>	<b>-</b>
<b>Category 8 : Upstream leased assets<sup>3</sup></b>	tCO2	<b>2359</b>	<b>-</b>
<b>Category 11 : Use of sold products</b>	tCO2	<b>17,22,69,033</b>	<b>-</b>
<b>Category 14 : Franchises<sup>4</sup></b>	tCO2	<b>1,96,339</b>	<b>-</b>
<b>Total Scope 3 emissions</b>	tCO2	<b>17,64,30,031</b>	<b>-</b>
<b>Total Scope 3 emissions per rupee of turnover*</b>	tCO <sub>2</sub> e/₹	<b>0.000133</b>	<b>-</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.		

<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 353 dealer partners and extrapolation of the average emissions for each outlet category across 4466 total outlets.

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

## Special Purpose Supplementary BRSR for FY 2023-24

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 advanced organic waste composter at Lucknow and Pantnagar plant to convert food waste to soil additive and further to compost.	Improved composting and bio manure used for green belt development.
Energy Conservation (ENCON) projects across plants	1. Painting process optimization at Paint Shops 2. Process changes in heat treatment area for box furnace, process automation & optimization. 3. Optimizing of water cooling and recirculation system, yield improvement & poring track extension at foundry.	Reduction in Energy consumption and GHG Footprint.
Foundry Waste Sand Management	Recycling of Used Sand for manufacturing of cores.	Reduction in Virgin Sand Consumption

### Section C: 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

## Special Purpose Supplementary BRSR for FY 2023-24

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
<b>Nil</b>		

**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. Shamsher 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 is 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.

## Section C: 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
<b>Not Applicable</b>					

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

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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)
<b>Not Applicable</b>					

### 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 24(%)	FY 23(%)
Directly sourced from MSMEs/ small producers	15.9%	7.9 %
Directly from within India	99.2%	99.6%

#### TMPVL and TPEML\*

	FY 24 (%)	FY 23 (%)
Directly sourced from MSMEs/ small producers	4.6%	3.7%
Directly from within India	96.6%	97.1%

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

#### TML, TMPVL and TPEML\*

	FY 24 (%)	FY 23 (%)
Directly sourced from MSMEs/ small producers	10.4%	6.0%
Directly from within India	97.96%	98.5%

\*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 24	FY 23
<b>Rural</b>	0.0%	0.0%
<b>Semi-urban</b>	0.0%	0.0%
<b>Urban</b>	39.4%	39.3%
<b>Metropolitan</b>	60.6%	60.7%

## Special Purpose Supplementary BRSR for FY 2023-24

### TMPVL and TPEML

Location	FY 24	FY 23
<b>Rural</b>	0.0%	0.0%
<b>Semi-urban</b>	0.0%	0.0%
<b>Urban</b>	2.4%	2.3%
<b>Metropolitan</b>	97.6%	97.7%

### TML, TMPVL and TPEML

Location	FY 24	FY 23
<b>Rural</b> (population up to ten thousand)	0.0%	0.0%
<b>Semi-urban</b> (population more than ten thousand but up to one lakh)	0.0%	0.0%
<b>Urban</b> (population more than one lakh but up to ten lakh)	27%	29.1%
<b>Metropolitan</b> (population more than ten lakh)	73%	70.9%

### 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	30,000
Jharkhand	Garhwa, Chatra, Giridih, Godda, Sahibganj, Pakur, Bokaro, Lohardaga, Purbi Singhbhum, Palamu, Latehar, Hazaribagh, Ramgarh, Dumka, Ranchi, Khunti, Gumla, Simdega, Pashchimi Singhbhum	80,522,500
Karnataka	Raichur, Yadgir	50,000
Maharashtra	Nandurbar, Washim, Gadchiroli, Osmanabad	160,625

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Uttar Pradesh	Balrampur, Bahraich, Chandauli, Chitrakoot, Fatehpur, Shravasti, Sidharthnagar, Sonbhadra	443,750
Uttarakhand	Haridwar, Udham singh nagar	7,550,000
Andhra Pradesh	Vizianagaram, Visakhapatnam, Y.S.R. Kadapa	93,750
Arunachal Pradesh	Namsai	44,375
Assam	Goalpara, Barpeta, Hailakandi, Baksa, Darrang, Udalguri, Dhubri	207,500
Bihar	Sitamarhi, Araria, Purnia, Katihar, Muzaffarpur, Begusarai, Khagaria, Banka, Sheikhpura, Aurangabad, Gaya, Nawada, Jamui	360,625
Chattisgarh	Korba, Bastar, Kondagaon, Mahasamund, Rajnandgaon, Sukma, Dantewada, Bijapur, Narayanpur, Kanker	280,000
Himachal Pradesh	Chamba	25,000
J&K	Kupwara, Baramulla	50,000
Kerala	Wayanad	36,250
Madhya Pradesh	Barwani, Chhatarpur, Damoh, Guna, Khandwa, Rajgarh, Singrauli, Vidisha	300,625
Manipur	Chandel	27,500
Meghalaya	Ribhoi	26,250
Odisha	Dhenkanal, Gajapati, Koraput, Malkangiri, Narrangpur, Nupada, Rayagada, Balangir, Kalahandi, Kandhamal	312,500
Punjab	Moga, Firozpur	46,875
Rajasthan	Dholpur, Karauli, Jaisalmer, Sirohi, Baran	135,000
Sikkim	West Sikkim	9,375
Telangana	Asifabad, Bhoopalapally, Bhadradi-Kothagudem	109,375
Tripura	Dhalai	4,375



## Special Purpose Supplementary BRSR for FY 2023-24

<b>Total</b>	<b>107 Districts</b>	<b>90,826,250</b>
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### TMPVL and TPEML

State	Aspirational District	Amount spent (In INR)
<b>None</b>	<b>None</b>	<b>Nil</b>

### 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 43 crore worth of business was awarded to Affirmative Action suppliers during FY 2023-24 (0.09% 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 3.36 crore worth of business was awarded to Affirmative Action suppliers during FY 2023-24 (0.01% of total procurement spent) for TMPVL and TPEML.

### 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
<b>Education</b>	1,34,191	100%
<b>Employability</b>	29,362	100%
<b>Environment</b>	1,39,157	100%
<b>Health</b>	5,58,540	100%
<b>Rural Development</b>	98,518	100%
<b>Total</b>	<b>9,59,768</b>	<b>100%</b>

## Special Purpose Supplementary BRSR for FY 2023-24

### TMPVL and TPEML

CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Education	12,445	100%
Employability	2,141	100%
Environment	8,671	100%
Health	18,103	100%
Rural Development	2,815	100%
<b>Total</b>	<b>44,175</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	1,46,636	100%
Employability	31,503	100%
Environment	1,47,828	100%
Health	5,76,643	100%
Rural Development	1,01,333	100%
<b>Total</b>	<b>10,03,943</b>	<b>100%</b>

### Section C: 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 (%)
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## Special Purpose Supplementary BRSR for FY 2023-24

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 24			FY 23		
	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	1	0	-	3	2	The open complaints have been resolved in FY24.

### TMPVL and TPEML

	FY 24			FY 23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
<b>Data privacy</b>	Nil	Nil	NA	Nil	Nil	NA
<b>Advertising</b>	Nil	Nil	NA	Nil	Nil	NA

## Special Purpose Supplementary BRSR for FY 2023-24

<b>Cyber-security</b>	Nil	Nil	NA	Nil	Nil	NA
<b>Delivery of essential services</b>	Nil	Nil	NA	Nil	Nil	NA
<b>Restrictive trade practice</b>	Nil	Nil	NA	Nil	Nil	NA
<b>Unfair trade practices</b>	Nil	Nil	NA	Nil	Nil	NA
<b>Other</b>	7	0	-	6	0	-

### TML, TMPVL and TPEML

	FY 24			FY 23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
<b>Data privacy</b>	Nil	Nil	NA	Nil	Nil	NA
<b>Advertising</b>	Nil	Nil	NA	Nil	Nil	NA
<b>Cyber-security</b>	Nil	Nil	NA	Nil	Nil	NA
<b>Delivery of essential services</b>	Nil	Nil	NA	Nil	Nil	NA
<b>Restrictive trade practice</b>	Nil	Nil	NA	Nil	Nil	NA
<b>Unfair trade practices</b>	Nil	Nil	NA	Nil	Nil	NA
<b>Other</b>	8	0	NA	9	2	The open complaints have been resolved in FY24

### 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

## Special Purpose Supplementary BRSR for FY 2023-24

### 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 privacy policy and procedures as per General Data Protection Regulation (GDPR) and the Digital Personal Data Protection Act, (DPDP Act) 2023. 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 21 Information Security Management System (ISMS) policies subject to annual review and audit, supported by the iProtect awareness campaign for employees.

Customer privacy is paramount, governed by the EU's GDPR principles, and Indian DPDP Act with a detailed privacy notice outlining data handling procedures, applicable to all personal data received from the European Economic Area (EEA). Our privacy policy can be accessed at <https://www.tatamotors.com/wp-content/uploads/2023/10/privacy-policy.pdf>

#### **Cyber security governance**

Cyber security 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 Management Information Security Forum, led by the Group CFO, includes senior leadership from Tata Motors and its IT team to manage related issues. In addition to that Risk Management Committee of Tata Motors track all the recent happenings related to cyber security risks on 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.

## Special Purpose Supplementary BRSR for FY 2023-24

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

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

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

For TMPV and TPEM, 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').