Sustainability Report FY2024-25
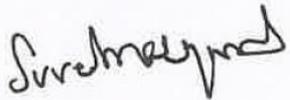
TATA FICOSA AUTOMOTIVE SYSTEMS PVT LTD

Enabling Mobility Solutions

Leadership Message

"*Sustainability is at the heart of Tata Ficosa's business strategy and operations. We firmly believe that long-term success can only be achieved by creating value for all our stakeholders — our customers, employees, partners, community, and the environment.*

This Sustainability Report reflects our ongoing commitment to responsible growth, environmental stewardship, and social well-being. Through innovation, energy efficiency, waste reduction, and continuous improvement, we strive to minimize our environmental footprint while enhancing the safety, health, and development of our people.

As we move forward, our focus remains on aligning with Tata Group's vision of Leadership with Trust, embedding sustainable practices across every aspect of our operations, and contributing positively to the global movement for a greener future."

Mr. Suresh Narayanan
Chief Executive Officer
Tata Ficosa Automotive Systems Private Limited

Agenda

Overview

Environment

Social

Governance

Overview

About the Report

Tata Ficosa Automotive Systems Private Limited, (may henceforth be referred as "Tata Ficosa", "TF", "us", or "we") is a 50:50 joint venture between "Tata AutoComp Systems Limited" and "Ficosa International". This Sustainability Report serves to present an overview of Tata Ficosa Automotive Systems Private Limited's sustainability efforts, its social leadership, and its robust governance. We strive to reduce our environmental footprint, enhance the well-being of our communities, and maintain the highest standards of ethical conduct. Through our transparent ESG disclosures, we aim to engage stakeholders towards a sustainable future.

This Report aims to highlight key aspects of our ESG performance, offering stakeholders a snapshot of our sustainability initiatives and progress.

Reporting Boundaries
The reporting boundaries includes our own operations at four locations in Pune, Sanand ,Chennai and Pantnagar within India. The reporting boundary for all environmental, social, financial, and governance disclosures in this report, unless otherwise stated, include all types of facilities. Our environmental disclosures are based on the principles of materiality and operational control.

Period covered
This Sustainability Report for Tata Ficosa Automotive Systems Private Limited.(TF) covers the period between 01 April 2024 to 31 March 2025.

Reporting Frameworks
This Sustainability Report is aligned with the Global Reporting Initiative (GRI) Framework and the United Nations Sustainable Development Goals (UN SDGs).

TATA | FICOSA

1 Company

Name	:	Tata Ficosa Automotive Systems Private Limited
Partners	:	Tata AutoComp Systems Limited (50%) and Ficosa International (50%)
Total plant sites in India	:	Four
Plant locations	:	Pune, Chennai, Sanand and Pantnagar
Certifications	:	IATF 16949, ISO 14001 & ISO 45001, ISO 27001, TISAX - AL 3
Customer Certifications	:	TML MSA, VW - Formel Q, Renault Nissan – ASES, Ford Q1

2 Products

Rear View Mirrors (ORVM & IRVM)

Gear Shifter Assembly Manual & Automatic

Parking Brake Lever

Washer Systems

New products – ADAS Systems - Cameras, Surround View System, Camera Monitoring System, In Cabin Monitoring System

3 Customer

Ashok Leyland | DAIMLER | Ford | HYUNDAI

TATA MOTORS | NISSAN | RENAULT | STELLANTIS | ŠKODA | VW

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Tata Ficosa Automotive Systems Pvt Ltd

Company Overview

A Joint Venture between TACO & Ficosa

Providing Vision Systems- Outer & Inner Rear- View Mirrors, Vision Assist Systems- Washer Systems, Parts of Transmission System- Gear Shifter housing & cables, Parking Brake Levers and ADAS products

Our Product Lines

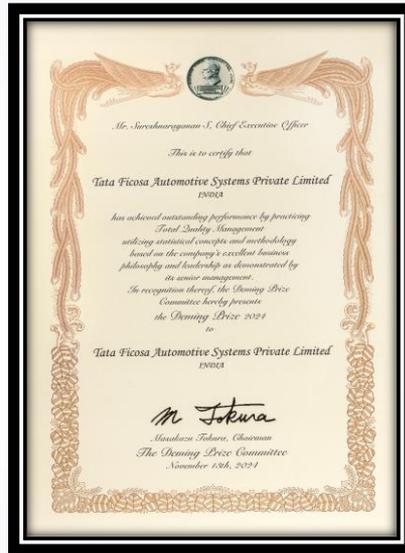| **Rear View Mirrors- ORVM & IRVM** | **Parking Brake Lever & Gear Shifters** | **Washer Systems** | **Camera** |

Certifications and Recognition

ISO 14001 : 2015 & ISO 45001 : 2018 Certification

International Automotive Task Force (IATF) 16949 Certification

ISO/IEC 27001:2022 Information Security Management

Quality Management Global Recognition -Deming Prize

Geography Footprint & Customers

Pune Plant-

Products - ORVM, IRVM, PBL, Gear Shifter Levers and Cables, Washer Systems and Rear View Camera, SBW

Customer- Tata Motors Limited, Stellantis (FCA), VW-Skoda, Renault-Nissan, Mahindra, Ford, Toyota.

Chennai Plant-

Products - ORVM, PBL Gear Shift Housing, IRVM, Washer Systems.

Customer- Renault-Nissan, Ashok Leyland, Stellantis

Sanand Plant -

Products - ORVM, PBL, Gear Shifter Housing

Customer- Tata Motors Limited

Pantnagar Plant -

Products - ORVM, PBL, IRVM, Gear Shifter Housing, Washer Systems

Customer- Tata Motors Limited

100% manufacturing plants of Tata Ficosa are certified with the below Standards

1. ISO14001
2. ISO45001
3. ISO27001
4. IATF16949

TATA FICOSA

Vision Mission and Values

Vision

"To be amongst the Top 2 & most Trusted Partner in our products"

We try to achieve our vision through excellence in:
- **Quality**
- **New Product & Customer Development Technology**
- **Growth**
- **Market Share**
- **Business Returns**

Mission

"Deliver value to all Stakeholders by Differentiation through Safety, Quality and Constant Innovation".

We try to achieve our mission by executing on key focus areas:
- **Safety**
- **Sustainability**
- **Innovation**
- **Talent Management**

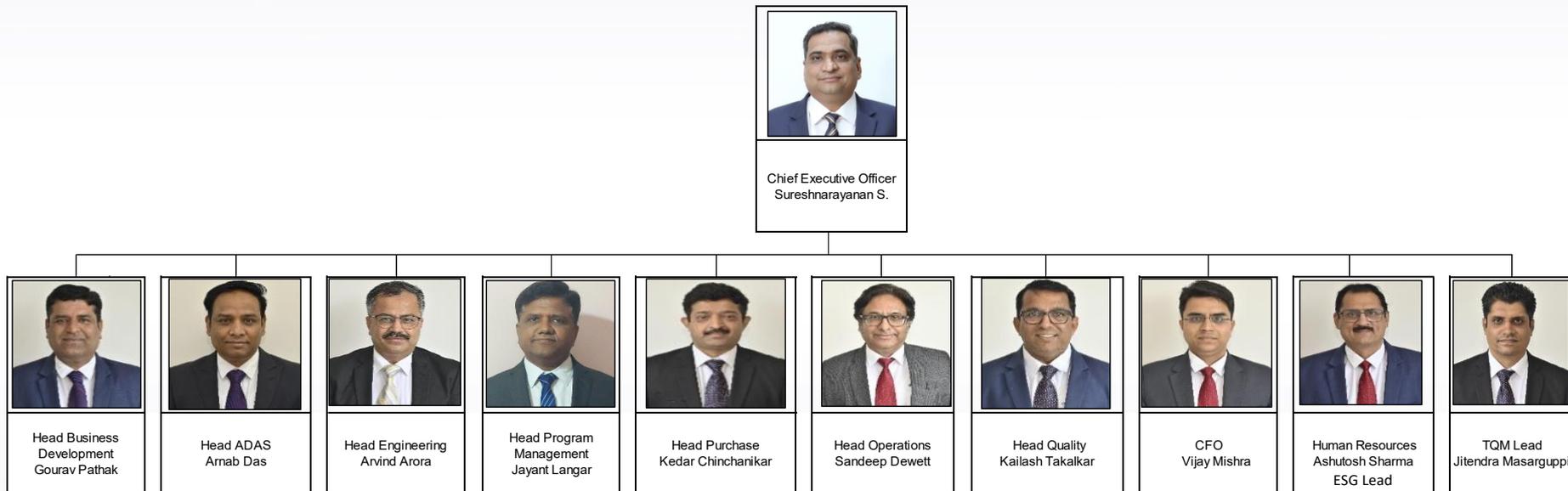## Values

Integrity

Pioneering

Excellence

Unity

Responsibility

Organization Structure

Chief Executive Officer
Sureshnarayanan S.

Head Business Development Gourav Pathak	Head ADAS Arnab Das	Head Engineering Arvind Arora	Head Program Management Jayant Langar	Head Purchase Kedar Chinchanikar	Head Operations Sandeep Dewett	Head Quality Kailash Takalkar	CFO Vijay Mishra	Human Resources Ashutosh Sharma ESG Lead	TQM Lead Jitendra Masarguppi

Tata Group's Aalingana Sustainability Goals

	Tata Aalingana Goals			Additional TF Goals
Driving Net Zero	★ Achieve Net Zero by 2045 across Scope 1 & 2	★ 25% reduction in absolute carbon emissions by 2030 *from 2020 baseline*		Achieve Industry leading RE 100% by 2030
				Conduct LCA cradle-to gate, for 100% of the critical Products by 2027
Pioneering Circular Economy	More than double the content of renewable or recycled resources in products by 2025 *From 2020 baseline*	★ Replenish freshwater and Zero Waste to Landfill by 2030	★ Replenish more freshwater than consumed at source by 2040	Achieve Zero liquid discharge (ZLD) at all sites by 2030
				Ensure Zero waste to landfill by 2030
Preserving Nature & Biodiversity	Create an action plan for net positive impact by 2024	★ Invest In Nature-Based Solutions (NBS) Products In India by 2025	★ Group is an NBS leader and has supported NBS market in India by 2030	Assess Biodiversity impact for 100% sites by 2030

★ *Indicates TF's alignment with Project Aalingana*

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Tata Ficosa Automotive Systems Pvt Ltd

Stakeholder Engagement

We regularly interact with all our stakeholders to cultivate and strengthen meaningful relationships. This ongoing engagement plays a crucial role in enhancing our strategic planning, decision-making processes, and overall business expansion.

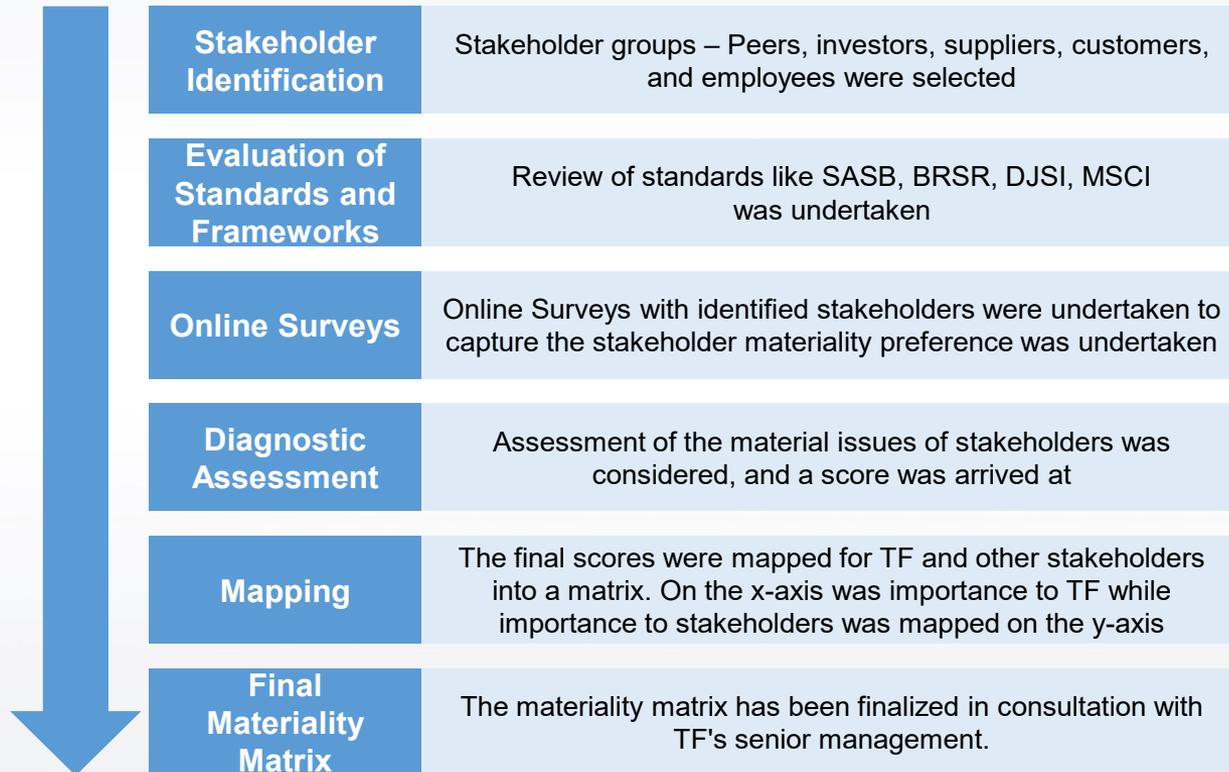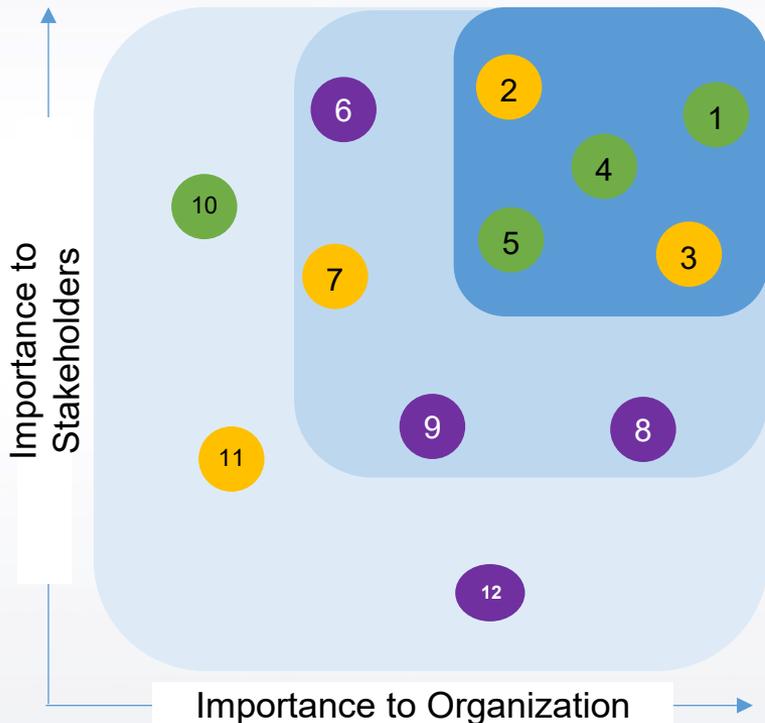| Key Stakeholder Group	Mode of Engagement	Frequency	ESG Areas
Employees	Emails, Meetings, Notices, Intranet, Website, Review Meetings, Performance Appraisal Processes	Ongoing or Need Basis	Employee Health, Safety & Wellbeing, Employee Career Management, Learning, Growth & Development, Policies, Processes & Performance
Board	Emails, Meetings, Notices, Intranet, Website, Review Meetings, Performance Appraisal Processes	Regular Board Meetings	Business & ESG Performance
Customers	Emails, Website, Interactions, Customer Satisfaction Surveys	Ongoing or Need Basis	Customer Satisfaction and Opportunities for Improvement
Investors	Annual Reports, Quarterly Presentations, Investor Meets, Emails, One-on-One Interactions, Websites	Ongoing or Need Basis	Business Performance Satisfaction and Opportunities for Improvement
Suppliers	Emails, Website, Interactions, Supplier Meets, Vendor Satisfaction Surveys	Ongoing or Need Basis	Business Growth, Vendor Satisfaction, Opportunities for Improvement
Communities	In-Person Interactions, CSR Field Visits, Group Discussions	Continuous or Frequently	Community Needs and Expectations, Opportunity for Improvement
Government & Regulatory Authorities	Interactions with State Authorities, Pollution Control Boards, Tax Officials, Seminars, Media Reports	Ongoing or Need Basis	Statutory & Regulatory Compliance
Trade Associations	Trade Meets	Need Basis	Industry Growth

Materiality Assessment Process

At TF, we understand that effective communication and strong relationships with our stakeholders are vital for achieving our goals and ensuring the company's success. We are committed to regular engagement and transparent disclosures to meet stakeholder expectations and address their concerns, fostering long-term value creation and sustaining lasting partnerships.

Our Approach

To ensure we are aligned with our stakeholders, we review our materiality analysis every two years or on need-basis. This involves collaborating with external stakeholders to identify material issues, which we then prioritize using a materiality matrix or a similar approach.

Stakeholder Identification	Stakeholder groups – Peers, investors, suppliers, customers, and employees were selected
Evaluation of Standards and Frameworks	Review of standards like SASB, BRSR, DJSI, MSCI was undertaken
Online Surveys	Online Surveys with identified stakeholders were undertaken to capture the stakeholder materiality preference was undertaken
Diagnostic Assessment	Assessment of the material issues of stakeholders was considered, and a score was arrived at
Mapping	The final scores were mapped for TF and other stakeholders into a matrix. On the x-axis was importance to TF while importance to stakeholders was mapped on the y-axis
Final Materiality Matrix	The materiality matrix has been finalized in consultation with TF's senior management.

TATA | FICOSA

Materiality Matrix

Importance to Stakeholders (vertical axis)

Importance to Organization (horizontal axis)

Our material issues are integrated into the company's Enterprise Risk Management process and is guided by the principle of impact materiality. This means we consider both the internal impact on our business and the external impact on society and the environment. The results of our materiality assessment are reviewed and approved by senior management and approved by our Board of Directors, ensuring a comprehensive approach to stakeholder engagement and corporate responsibility.

1. Climate Action
2. Employee Health, Safety, & Wellbeing
3. Talent Management
4. Circular Economy
5. Product Stewardship
6. Business Ethics
7. Human Rights and Labor Practices
8. Sustainable Innovation
9. Responsible Supply Chain
10. Environmental Protection
11. Community Relations
12. Data Privacy

Environment | Social | Governance

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Tata Ficosa Automotive Systems Pvt Ltd

Strictly Confidential

Environment

Environmental Policy & Commitments

Tata Ficosa considers environmental stewardship as a core principle of our operations and incorporates it through our various policies. We strive to minimize the environmental impact of our business activities by closely monitoring factors such as energy use, air emissions, GHG emissions, water consumption, noise generation, waste generation, circularity, and impact on biodiversity.

To ensure governance of our environmental progress, we have undertaken various initiatives. We have implemented ISO 14001:2015 (EMS) across our plants. We comply with all applicable environmental laws and regulations. Our executive compensation for relevant employees are also linked with environmental progress.

These policies, systems, and practices allow us to progress towards our sustainability goals and targets.

Targets

🌱	Net Zero by 2045
☀️	100% RE by 2030
💧	Water Positive by 2040
♻️	Zero Waste to Landfill by 2030

Key Highlights

100%	Manufacturing sites certified with ISO 14001
100%	Sites assessed for Biodiversity Risks
38%	Renewable Energy
1,480	Energy Consumption *(RE + Non-RE) (MWh)*

Planned Activities for FY 26

SBTi Alignment	Life Cycle Assessment
Climate Risk Assessment	Renewable Energy Expansion

Key Policies

Biodiversity Policy	Environment Policy
Sustainability Policy	QHSE Policy

Climate Action

Category	Very High-Risk Material Topic
Risk	Climate action can pose a risk to due to potential regulatory changes and increased costs for compliance and sustainable practices
Opportunity	Offers an opportunity to innovate, develop eco-friendly products, and gain a competitive edge in a growing market for sustainable solutions
Business Impact and Our Response	TF is committed to reducing its carbon footprint through Scope Emission Calculations and a Decarbonization Roadmap. We aim to integrate sustainability into all operations, enhancing efficiency and resilience.
Stakeholder	Government, Investors, Customers, Communities. Environmental NGOs
KPI	Total energy consumption (RE + Non-RE), Total Scope 1,2, and 3 GHG Emissions, Decarbonization Roadmap
GRI	401, 403, 404
SDGs	7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION

Circular Economy

Category	Very High-Risk Material Topic
Risk	Without incorporating circular economy principles, THSL risks resource scarcity and waste management challenges.
Opportunity	Innovation in recycling and resource efficiency can not only avoid resource scarcity but also improve efficiency to save costs.
Business Impact and Our Response	TF promotes circular economy practices through recycling and resource efficiency initiatives. We thereby aim to reduce waste and enhance sustainability.
Stakeholder	Suppliers, Customers, Community Environmental NGOs, Waste Management Companies, Employees
KPI	Water Consumption, Water Replenished, Water Recycled. Water Discharge, Waste to Landfill
GRI	304
SDGs	14 LIFE BELOW WATER 15 LIFE ON LAND 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Product Stewardship

Category	Very High-Risk Material Topic
Risk	Implementing product stewardship can increase the responsibility and costs to manage the entire lifecycle of our products
Opportunity	Product Stewardship offers a chance to enhance brand reputation, meet regulatory requirements, and foster customer loyalty through sustainable practices
Business Impact and Our Response	TF focuses on sustainable product design and lifecycle management to minimize environmental impact. We aim to innovate and create products that are both high-quality and eco-friendly.
Stakeholder	Customers, Suppliers, Employees, Trade Associations, Waste Management Companies, Environmental NGOs
KPI	Number of critical products undertaking LCA
GRI	301, 416, 417
SDGs	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Environmental Protection

Category	Very High-Risk Material Topic
Risk	Environmental protection efforts can lead to increased operational costs and regulatory compliance challenges as well as damage reputation among consumers and communities.
Opportunity	Prioritizing environmental protection will enable us to contribute to biodiversity conservation, improve ecosystem services, and attract environmentally conscious consumers
Business Impact and Our Response	TF is dedicated to environmental protection through sustainable practices and compliance with regulations. We aim to reduce our environmental footprint and promote conservation.
Stakeholder	Employees, Government
KPI	Number of sites with Biodiversity Management Assessment, Number of sites with Biodiversity Management Plan
GRI	301, 416, 417
SDGs	14 LIFE BELOW WATER 15 LIFE ON LAND

Environment Policy Commitments

Nurturing the Environment:

- Climate Action: Actively participate in global climate action by achieving ambitious emission reduction targets across our entire value chain, in alignment with The Paris Agreement on climate change. We are committed to significantly reducing our greenhouse gas (GHG) emissions through the adoption of renewable energy sources and implementing comprehensive decarbonization strategies. This includes setting science-based targets, increasing energy efficiency, and investing in innovative technologies to ensure a sustainable and resilient future.

- Resource Efficiency and Conservation: Strive to optimize resource use, minimize waste generation, and promote the efficient use of energy, water, and raw materials throughout our operations and value chain.

- Pollution Prevention: Prevent pollution by minimizing emissions, discharges, and waste generation through cleaner production technologies and processes. Additionally, we are committed to reducing noise pollution by implementing effective noise control measures and technologies to ensure a healthier environment for our communities and ecosystems.

- Biodiversity Conservation: Commit to biodiversity conservation and ecosystem protection by minimizing impacts on natural habitats and species diversity, ending deforestation, conducting reforestation drives, and promoting a net positive impact (NPI) approach. Additionally, we are dedicated to preserving and enhancing soil quality through sustainable land management practices, recognizing its vital role in supporting healthy ecosystems and biodiversity.

- Compliance with Laws and Regulations: Comply with all relevant environmental, health, safety, and sustainability laws, regulations, and standards across all locations and throughout our value chain.

Material Issues

| Material Issues	Target	KPI	Target Year	Progress
Climate Action	Achieve Net Zero	Scope 1+2+3 Emissions (tCO2e)	2045	On Track
	Reduce Scope 1 and Scope 2 emissions by 25% from 2020 baseline	Scope 1+2 Emissions (tCO2e)	2030	On Track
	Achieve 100% renewable energy	Renewable energy consumption (MWh)	2030	38% achieved till date
Circular Economy	Become Water Positive	Water consumption (KL) Water recycled (KL) Water replenished (KL)	2040	On Track
	Achieve water neutrality at all sites		2030	On Track
	Achieve Zero liquid discharge (ZLD) at all sites	Quantity of water discharged (KL)	2030	On Track
	Ensure Zero Waste to Landfill	Waste sent to landfill (Metric Tons)	2030	**Achieved**
Environmental Protection	100% sites to have Biodiversity Management Plans	Number of sites with Biodiversity Management Plan	2027	On Track
	100% sites assessed for Biodiversity impact	Number of sites with Biodiversity Management Assessment	2026	**Achieved**
Product Stewardship	Conduct LCA cradle-to-gate for 100% critical products	Number of critical products undertaking LCA	2027	On Track

Energy

We are committed to minimizing our resource use and carbon footprint through the adoption of energy-efficient technologies and energy conservation practices. We consider this to be an important part of our strategy to produce low-carbon products and address climate change risks

Energy Initiatives

We have implemented multiple initiatives aimed at enhancing energy efficiency and reducing resource consumption. To minimize diesel usage in generators, we obtained MSEB Express Feeder permissions. We have upgraded our facility to energy-efficient LED lighting systems with motion sensors, further optimizing power consumption. The installation of a VFD compressor and a new energy monitoring system has also contributed to significant energy savings.

Our renewable energy portfolio currently includes a 441 kWp solar power system, with an additional 454 kWp solar plant planned for commissioning by September 2025. These steps are helping us increase the share of renewable energy in our overall energy mix. Furthermore, we plan to undertake comprehensive GHG audits to strengthen our environmental performance, alongside pursuing ISO 50001 Energy Management System certification in FY 2025–26.

Energy Mix

2024-25	2023-24	2022-23
62% / 38%	63% / 37%	57% / 43%

Non Renewable Energy
Renewable Energy
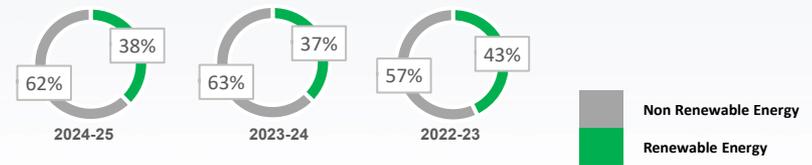
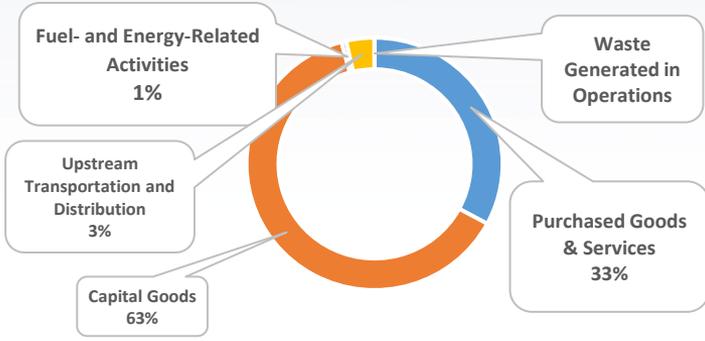| Source (in kWh)	FY 2024-25	FY 2023-24	FY 2022-23
Non-renewable Energy	9,21,690	9,34,030	8,07,300
Renewable Energy	5,58,281	5,54,383	6,08,635
Total	1,479,971	1,488,413	1,415,935

Roof Top Solar

Skylight & LED

Greenhouse Gas Emissions (GHG) Emissions

On the GHG emissions front, we have completed, along with our internal stakeholders a comprehensive inventory of Scope 1 + 2 + 3 GHG emissions as per the GHG Protocol, showcasing our dedication to managing our carbon footprint and aligning with global standards.

This provides us a baseline of our impact and will enable us to craft a comprehensive decarbonization roadmap by incorporating the principles of GHG budgeting. Since 98% of our GHG emissions come from Scope 3, we look to focus on our key Scope 3 categories – 'Purchased Goods & Services' and 'End of Life Treatment'. We have also taken initiatives to reduce our upstream emissions by optimizing our logistics.

Scope 3 Upstream GHG Emissions Inventory

Fuel- and Energy-Related Activities
1%

Waste Generated in Operations

Upstream Transportation and Distribution
3%

Purchased Goods & Services
33%

Capital Goods
63%

All values in tCO2e

Scope 3 categories	FY 23-24
Upstream (Category 1-7)	47,410
Downstream (Category 9, 12)	3,347
Total	**50,757**

Total GHG Emissions Inventory

Scope 2
>1%

Scope 1
<1%

Scope 3
98%

All values in tCO2e

GHG Emissions	FY 23-24
Scope 1	23
Scope 2	957
Scope 3	50,757
Total	**51,737**

Our targets and decarbonization roadmap is aligned with the Science Based Targets (SBTi) to ensure that we reduce our emissions in line with the Paris Climate Agreement to limit global warming to 1.5 °C. Our GHG emission inventory baselining activity has helped us identify the key decarbonization levers.

Product Stewardship

Product stewardship is also an important step in our journey to reduce our Scope 3 GHG Emissions. We have thereby identified Life Cycle Assessment (LCA) as a key part of our decarbonization journey. One of our next steps is to conduct a Lifecycle Assessments for our critical products. As a First Step we would be undertaking LCA for washer tank, our premier product.

* Inventorization for FY2025-26 is in progress.

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Other Environment Initiatives- Energy Saving Projects

Scope-2 Energy Consumption Reduction Projects

Existing Top Roof Solar

Solar Capacity (kWp)	441
Energy Saving (kWh/Yr)	4,55,000
GHG reduction in (tCO2e/Yr)	331

HVLS Fan

Number of HVLS	12
Energy Saving (kWh/Yr)	33,900
GHG reduction in (tCO2e/Yr)	25

VFD Compressor

Capacity (number)	1
Energy Saving (kWh/Yr)	3,45,000
GHG reduction in (tCO2e/Yr)	251

Power Pack Auto Cutoff

Power Pack (number)	6
Energy Saving (kWh/Yr)	8000
GHG reduction in (tCO2e/Yr)	6

Energy Monitoring System installed

Power Management | Online Data Tracking | Water flow Monitor

Electricity Meter | CFM Meter | Water Flow Meter

Daily Energy Monitoring & Tracking

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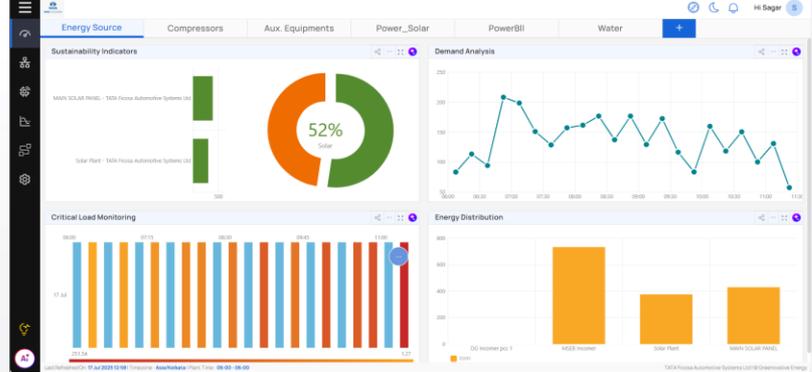
Water

Tata Ficosa is committed to responsible water resource management through strategic planning, development, distribution, and sustainable use. As part of our comprehensive water management program, we are actively identifying opportunities for enhancing water efficiency and reduction. Our approach involves a thorough evaluation of usage to identify hotspots and implement measures to reduce consumption.

Wastewater Recycling

Tata Ficosa plants have wastewater treatment systems that recycle wastewater and reuse it for flushing and gardening purposes. This helps to reduce the freshwater requirements from MIDC. Wastewater treatment plant helps the organization improve the sustainability improvement through water consumption reduction.

Fig. Wastewater Treatment Facility

Water Consumption Reduction System
- Water Management awareness training
- Drip irrigation in Garden
- Water-Efficient Taps
- Waste water recycling and reusing in gardening and flush

Source	FY 24-25	FY23-24	FY22-23
Water Consumption (in kl)	1301	1528	1596
Water Recycled & Reused (%)	79%	73%	67%

Rainwater Harvesting

Tata Ficosa has implemented rainwater harvesting initiatives as part of its commitment to sustainability and responsible resource management. By planning to capture and store rainwater, Tata Ficosa aims to reduce its future reliance on municipal water supplies, thereby conserving resources and minimizing environmental impact. Through this initiative, Tata Ficosa intends to contribute to a sustainable future and reinforce its leadership in eco-friendly practices.

Rainwater Harvesting - Water Consumption Projects Through CSR

A water assessment has been completed along with Technical Guidance from Tata Trusts and NGO-Yuva Mitra for Water Shed Development works. Four villages in the vicinity of Plant selected. Conserving & developing water resources to ensure the sustainability of drinking water- Work Commenced completed in Feb'25. Social Behavioral Change Communication (SBCC) & Water User Groups (WUG) empowered for overall water management Completed in Q3

- Water Shed area has implemented at water scarcity areas : 7000+ Beneficiaries – 3 Villages direct beneficiaries- **830 Lakh liters water saving/Year**
- Rainwater harvesting improve the ground water level at plant **120 Lakh Liters/Year**

Rainwater Harvesting implementation through Borewell at Kadus

PUNE : Water Shed – Water conservation in Chakan

Waste

Our dedication to sustainability goes beyond traditional methods, focusing on circular economy principles and innovative sustainable solutions to ensure reduction of material consumption through process optimization.

We have implemented several measures in our production processes to effectively manage the waste and scrap generated. We also ensure safe management of hazardous waste send the authorized vendor for recycling and reprocessing . We have also implemented initiatives such as providing waste reduction training to employees and have established recycling programs to recover material for circularity and eliminate sending waste to authorized recycler , aligning our actions and initiatives with circular economy, recovery, and waste management.

Our Approach

Our approach is to focus on creating awareness and advocate for enhanced resource productivity. We are committed to responsible Waste Management & Circularity, especially within our automobile spare parts business, treating waste as a resource. Our approach, based on circular economy principles (reduce, reuse, recycle, recover), minimizes our environmental footprint. We ensure meticulous categorization and waste segregation at source using labeled bins, complying with all Hazardous Waste Management & Handling Rules. Employee training on effective waste handling is regularly conducted. Reduction in process material consumption though Right First time. Also, reduction of internal wastes through material reuse, recovery or repurpose .

Types of Waste (in MT)	FY 2024-25	FY 2023-24	FY 2022-23
Waste Generated	**313.01**	**437.1**	**369.7**
Hazardous	0.5	0.91	0.76
Non-hazardous	312.4	436.2	368.9
Waste Safely Disposed	**313.01**	**437.1**	**369.7**
Landfill	0	0	0
Third-party Recyclers & Reprocessessor	313.01	437.1	369.7

We also monitor and manage our non-Greenhouse Gas Emissions as part of our discharge. This helps us effectively control our Air emissions to reduce air pollution. We have minimized the use of DG sets and use stacks and ducting to minimize dust, particulate matter, and following emissions.

Other Air Pollutants kg/Year	FY 2024-25	FY2023-24	FY2022-23	FY2021-22
SOx	0. 0852	0.082	0.061	0.0695
Nox	0.044	0.056	0.0495	0.0509
Total PM	0. 186	0. 24	0. 121	0. 137

Other Environment Initiatives

We recognize the profound importance of controlling pollutions from our sites in terms of air, water, and waste. However, we also focus on noise management to ensure a safe surrounding. For example, we regularly assess ambient noise levels generated by our DG sets and ensure that noise pollution is kept to a minimum. Additionally, we also focus on preserving and enhancing the natural environment surrounding our operational areas.

Green Canopy

Our commitment to ecological stewardship is actively demonstrated through dedicated Tree Plantation drives, which foster a vibrant Green Canopy initiative. These efforts extend beyond aesthetics, aiming to create vital green lungs, sequester carbon, and improve local air quality, benefiting both ecosystems and the communities we serve.

Biodiversity Assessment

Tata Ficosa, as a part of Tata Aalingana Goals, conducted a comprehensive biodiversity risk assessment across 100% our locations. The utilized tools such as Proximity Analysis, ENCORE, and Biodiversity Risk Filter to evaluate dependencies and impact on natural ecosystems. We assessed various physical and reputational risks. Our manufacturing sites are not close to any Key Biodiversity Areas (KBA) or Protected Areas (PA) and do not have any IUCN Red List species nearby.

TF family celebrated World Environment Day & Tata Sustainability Month by participating in the Tree Plantation Drive at Chakan.

Initiatives	FY 2024-25	FY 2023-24
Number of trees planted	2000	2600
Employee training hours on ESG-related topics (annual hours/employee)	1.8	1.2

Other Environment Initiatives

As part of our continued commitment to environmental sustainability and circular economy practices, Tata Ficosa proudly celebrated World Environment Day with the global theme. The event focused on employee awareness, action, and accountability. Key highlights included: Safety Pledge at all plants, Awareness Training has been conducted on tree plantation, Tree plantation inside the plant Premises, Tree Plantation through CSR at adopted locations.

This celebration reaffirmed our environmental goals under ESG & SDG targets, especially SDG 11 (Sustainable Cities and Communities) and SDG 13 (Climate Action). Our employees demonstrated strong enthusiasm and commitment toward building a greener, cleaner future.

Social

Social Policy & Commitments

Tata Ficosa is dedicated to cultivating a workforce that thrives on both professional development and personal growth. We are committed to creating a work environment that not only embraces diversity but also sets clear expectations and roles, ensuring that each employee feels valued, safe and understood.

We positively manage our talent by engaging in areas of concern such as Career Development, Trainings, Health & Safety, Wellbeing, and Human Rights. We have our Tata Affirmative Action Program to promote inclusivity. We do this through various initiatives like regular assessments that cover 100% of our sites covering topics such as Human Rights Due Diligence and Health & Safety. Besides certifying all our sites with ISO 45001, we also have a range of policies that govern our workforce management practices.

These systems not only allow us to engage positively with our workforce and ensure employee satisfaction and wellbeing but also help us commit positively to with our community.

Targets

Maintain Zero LTIFR & Fatalities	
Maintain Employee Satisfaction score of ≥ 90%	
Ensure 100% of employees receive POSH training	
Ensure 0 Human Rights violation	

Key Highlights

100%	Sites assessed for HRDD
100%	Manufacturing sites certified with ISO 45001
52,071	Total employee training hours
100%	Of employees received career development reviews

Planned Activities for FY 26

Targeting 1275 Volunteering Hours

Great Place to Work Survey

Key Policies

Health & Safety Policy	Work Environment Policy
Human Rights Policy	Performance Management Policy
Leave Policy	Background Verification Policy
TAAP Policy	Non-discrimination & Anti-harassment

Social Policy & Commitments

Employee Health, Safety & Wellbeing

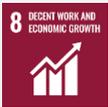| Category	Very High-Risk Material Topic
Risk	Potential for workplace accidents, health issues, and non-compliance with safety regulations.
Opportunity	Enhancing employee well-being can lead to increased productivity, reduced absenteeism, and improved morale
Business Impact and Our Response	TF prioritizes employee health and safety through rigorous training programs on wellbeing, regular health checks, and a robust safety management system. We aim to create a safe and healthy work environment to foster employee satisfaction and retention.
Stakeholder	Employees, Community, Government, Contractual workers
KPI	LTIFR, Number of Fatalities, % of Employee Covered for Health Check up & Health Index
GRI	401, 403, 404
SDGs	8 DECENT WORK AND ECONOMIC GROWTH 3 GOOD HEALTH AND WELL-BEING
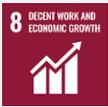
Talent Management

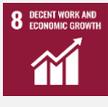| Category	Very High-Risk Material Topic
Risk	Ineffective talent management can lead to high turnover rates, skill gaps, and decreased productivity.
Opportunity	Effective talent management will allow us to attract, develop, and retain top talent, fostering innovation, enhancing performance, and maintaining a competitive edge
Business Impact and Our Response	TF invests in continuous learning & development programs to upskill employees & foster career growth. We aim to attract & retain top talent through comprehensive training initiatives.
Stakeholder	Employees, Educational Institutions, Customer, Contractual Workers
KPI	% of Attrition of High Potential, Voluntary Attrition Rate, % of female employees, Average annual hours of training per employee, % of employees receiving regular performance & career development reviews
GRI	401, 404
SDGs	8 DECENT WORK AND ECONOMIC GROWTH 4 QUALITY EDUCATION
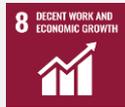
Human Rights & Labor Practices

Category	High-Risk Material Topic
Risk	Failing to uphold human rights and fair labor practices can lead to legal issues, reputational damage, and loss of trust.
Opportunity	Committing to human rights and fair labor practices can enhance our reputation, attract conscious customers and investors, and foster a motivated workforce.
Business Impact and Our Response	TF is committed to upholding human rights and fair labor practices across all operations. We ensure compliance with labor laws and promote ethical practices by avoiding discrimination and harassment.
Stakeholder	Employees, Suppliers, Investors, Community, Contractual Workers
KPI	Number of Human Rights Violations
GRI	401, 403, 404
SDGs	8 DECENT WORK AND ECONOMIC GROWTH 3 GOOD HEALTH AND WELL-BEING

Community Relations

Category	Medium -Risk Material Topic
Risk	Neglecting corporate social responsibility (CSR) can result in reputational damage, loss of customer trust, and potential legal issues.
Opportunity	Embracing CSR will allow us to build a positive brand image, strengthen community relations, and attract customers and investors who value ethical and sustainable business practices.
Business Impact and Our Response	TF engages with local communities to build strong relationships and enhance social impact. We aim to contribute positively to community development.
Stakeholder	Community, Employees, Government, NGOs, Investors
KPI	Number of Annual Volunteering hours per employee, Number of CSR beneficiaries impacted
GRI	102, 203, 413
SDGs	8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES 11 SUSTAINABLE CITIES AND COMMUNITIES

Social Policy Commitments

Enabling Stakeholders to Rise:

- Employee Health and Safety: Prioritize the health and safety of our employees and stakeholders by providing a safe working environment, implementing effective safety training programs, and fostering a culture of safety awareness and participation. Arvind Goel Chairman
- Equality and Diversity: Foster an inclusive workplace culture that values every employee, ensures equal opportunities, and promotes diversity in all interactions with stakeholders throughout our value chain.
- Human Rights: Safeguard human rights in all aspects of our business operations and collaborations, upholding and actively contributing to their protection.
- Social Responsibility: Recognize our social responsibility by contributing positively to the communities in which we operate, supporting local initiatives, respecting human rights, and promoting social welfare in line with our CSR Policy.
- Stakeholder Engagement and Collaboration: Engage with and collaborate with stakeholders, including employees, customers, suppliers, communities, and regulatory bodies, to effectively address environmental, health, safety, and sustainability concerns

Social Targets

Material Issues	Target	KPI	Target Year	Progress
Employee Health, Safety, and Wellbeing	Maintain Zero LTIFR	LTIFR	YoY	**Achieved**
	Maintain Zero Fatalities	Number of Fatalities	YoY	**Achieved**
	Cover 100% of employees for Health check up & Health Index	% of Employee Covered for Health Check up & Health Index	YoY	**Achieved**
Talent Management	Achieve attrition of Hi-pot of 0%	% of Attrition of Hi-Pot	YoY	**Achieved**
	Maintain voluntary attrition rate <10%	Voluntary Attrition rate	YoY	On track
	Ensure 30% female employees in workforce	% of female employees	2030	**Achieved**
	Achieve 10+ hours of training for each employee	Average annual hours of training per employee	2026	On track
	Ensure 100% of employees receive regular performance and career development reviews	% of employees receiving regular performance and career development reviews	YoY	**Achieved**
Human Rights	Ensure Zero Human rights violations	Number of Human Rights Violations	YoY	Achieved
Community Relations	Accelerate Annual Volunteering hours for employees to 8	Number of Annual Volunteering hours per employee	2026	On track

Talent Diversity

At Tata Ficosa, we believe that a rich tapestry of backgrounds, perspectives, and experiences is fundamental to our innovation and growth. Our commitment to Diversity & Inclusion is unwavering, as we strive to cultivate a workplace where every individual feels valued, respected, and empowered to contribute their best. To embed this ethos deeply within our culture, we conduct regular trainings on Diversity & Inclusion, fostering awareness and promoting an inclusive mindset across all levels of the organization.

We are dedicated to ensuring fairness and equity. In line with this, we are actively monitoring our progress, and our current average unadjusted gender pay gap is within 1%, a sign of our progress towards striving for equal remuneration for each level of work. Furthermore, empowering our workforce for the future is a key priority.

Gender Diversity

We are also deeply committed to cultivating an equitable and inclusive workplace, recognizing that true gender diversity is a powerful catalyst for innovation and a clear reflection of our core societal values.

Employee Category	Male	Female	Total
Employees	165	13	178
Workers	506	442	948
Total	**671**	**455**	**1126**

Our progress is tracked through key metrics: we are working to improve our overall Gender diversity in workforce, which currently stands at 40%. Ensuring varied perspectives at the leadership level is paramount, and our Gender diversity in top management is 3%. These figures are instrumental in guiding our continuous journey towards building a more balanced, representative, and dynamic organization.

Particulars	FY 2024-25	FY 2023-24	FY 2022-23
% of employees & workers covered by union	6% (68)	6% (70)	6% (72)
% of Persons with disabilities in workforce	1% (14)	1% (12)	1% (9)

Talent Management

We believe our employees are the cornerstone of our success, and we are dedicated to fostering their continuous growth and development. Our robust Performance Management system is designed not just to evaluate, but to empower by providing clear pathways for advancement. This is closely linked with personalized Individual Development Plans (IDP), ensuring each employee has a tailored roadmap through multi-dimensional & 360-degree feedback to achieve their professional aspirations.

We actively encourage internal mobility for employees, creating opportunities for our talent to explore diverse roles and broaden their experience within the organization. This is supported by a comprehensive skill development program and targeted skill trainings, providing flexibility, equipping our workforce with the competencies needed for any challenges and continuous improvements.

Leap Vault is a leadership program developing senior leaders into visionary architects. Collaborating with Warwick University, it cultivates future-ready skills for strategic influence and innovation. The program aims for seamless succession and organizational growth. A significant percentage of participants have advanced to higher roles or are now succession-ready, proving its effectiveness in preparing future leaders.

Workforce Training Overview

Particulars	Employees	Workers
Total employee training hours	9331	42740
Average training hours per employee/worker	52	45
Percentage of employees with skills training	75%	80%
Percentage of employees with human rights training	100%	100%
Percentage of employees with POSH training	100%	100%
Percentage of employees with D&I training	100%	100%

100% have received Individual Performance Feedback

We are also committed to fair and equitable remuneration & wages, ensuring that the employee journeys at Tata Ficosa are both rewarding and enriching. We also believe in transparency and fair compensation; our current ratio of highest paid employee compensation to median employee compensation stands at ~ 7. Additionally, our approach to talent development is integral to our sustainable business strategy and leads to an Employee Satisfaction Score of 91%.

Employee Engagement and Management

At Tata Ficosa, fostering a culture of holistic wellbeing and ensuring high employee satisfaction are paramount to our sustainable success. We believe that our people are our greatest asset, and their welfare directly impacts our collective growth. To this end, we are committed to creating a truly supportive environment through comprehensive wellbeing & family-friendly programs designed to help our team members achieve a healthy work-life balance. Our travel policy is also structured to ensure convenience and safety for our employees when they undertake company business.

Our Approach

Understanding the pulse of our workforce is crucial. Therefore, we regularly conduct employee satisfaction surveys, treating the feedback as a vital tool for continuous improvement and shaping a workplace that resonates with their needs and aspirations. This commitment extends to their physical health; robust health care coverage, including a comprehensive Mediclaim Policy, is a cornerstone of our employee benefits, ensuring peace of mind. Furthermore, proactive health check-up initiatives are frequently organized, encouraging preventive care and promoting a culture of wellness throughout the organization.

Physical Wellness

- Furofit App Launch
- Monthly Fitness Challenge & Activities
- Health Checks & Camps
- Marathon

Social Wellness

- Volunteering through CSR activities
- Monthly CSR Calendar
- Promoting wellness through ProEngage, Tata Volunteering Week and Employees Own Initiative

Emotional Wellness

- Monthly online Webinars
- Offline & Online Yoga sessions
- Emailer on Mindfulness

Workplace Safety

- Quarterly POSH & Ethics Session
- Cross Functional Safety Walk
- Launch of Safety Portal

Safety & Health Management System

The Tata Safety & Health Management System has 13 elements. For each of the elements, a number of Expectations have been formulated to structure a systematic approach to managing safety & health and preventing incidents. Tata Ficosa Automotive systems Pvt Ltd. use this Safety & Health Management System to improve their Safety & Health performance.

TATA SAFETY & HEALTH MANAGEMENT SYSTEM (TSHMS)

1. Leadership & Accountability
2. Hazard Identification & Risk Assessment
3. Compliance Assurance
4. Design Construction & Operational Control
5. People, Competency & Behaviors
6. Communication, Consultation & Empowerment
7. Incident Reporting, Investigation, & Learning
8. Asset Management
9. Management of Change
10. Working with Contractors
11. Emergency preparedness & Crisis Management
12. Document Control & Record Management
13. Measuring Performance, Audit & Review

TATA FICOSA AUTOMOTIVE SYSTEMS PRIVATE LIMITED.

TSHMS system interact in a continuous improvement process of PDCA (plan do- check-act).

Planning (PLAN)

Planning is critical to the fulfilment of policies. Effective planning will help to focus resources on areas of importance. The information that is gathered at the planning stages will help to form processes for training, to establish operational control and to scope the measures required.

Implementation and operation (DO)

Business units, sites and functional organizations will provide resources, capabilities, structures and support mechanisms to deliver the policy objectives and areas identified through planning. Flexibility is required for the system to adapt to the changing demands of operations.

Checking and assurance (CHECK)

Management requires assurance through the appropriate ongoing measurement, monitoring and evaluation of performance to check the effectiveness of the management system. Correctly implemented, it gives the agility to identify noncompliance rapidly and take corrective action.

Audit and review (ACT)

Self-assessment, internal (corporate), Tata Group and external audit programmes will identify corrective actions and these will be inputs to the subsequent continuous improvement cycle. Additionally, all steps (plan, do, check, act) will be reviewed and improvements to the process implemented.

Health and Safety

Ensuring the safety and well-being of our workforce is central to our ethos, therefore we adopt best practices by having comprehensive Sustainability and Health & Safety Policy and SOPs to safeguard our workforce, including our contracted labour. This is supported and implemented by a comprehensive framework.

This system is designed to ensure that safety and quality is a fundamental aspect of our daily operations to maintain working conditions. We believe that safety should go beyond mere documentation and be deeply integrated into every aspect of our operations at the grassroots level. This is monitored by regular Health & Safety assessments done across 100% our locations. This ensures that we are able assess the effectiveness of our Health & Safety programs and constantly improve them for our

Incidents	FY 2024-25
Number of hours worked	16,56,480
LTIFR	0
Number of days lost to work-related injuries or work-related ill-health, and fatalities	0
Number of work-related accidents	0
% of Employee Covered for Health Checkup	100%
% of operational sites with H&S assessment	100%

OHS Guidelines & Certification

Our safety initiatives encompass thorough evaluations of potential hazards, the establishment of robust Emergency Plan procedures, and the proper use and maintenance of safety equipment. We also engage in internal and independent external audits of our health & safety, practices, adhering to esteemed standards such as ISO 45001:2018.

OHS Trainings & Programs

The most important part of our OHS journey starts with the training of our workforce with the best health safety practices & protocols. Understanding the critical role that safety training plays, we conduct sessions that educate our employees about potential risks and effective responses. By enhancing our safety emergency protocols and executing targeted safety programs such as Hazard Incident & Risk Assessment (HIRA) and online incident reporting portal, we reduce the likelihood of accidents thereby safeguarding our workforce and enhancing productivity.

To further our efforts with regards to Health & Safety, we have also ensured that our sites are certified with ISO 45001. This reinforces trust in our mission to strive for a safe workplace.

Health and Safety

As part of our commitment to Employee Health, Safety, and Wellbeing, Tata Ficosa actively participated in the 54th National Safety Week, organized annually by the National Safety Council of India. The event served as a platform to reinforce our belief that safety is everyone's responsibility and integral to sustainable business growth. Key Initiatives Conducted During the Week:

- Safety Oath Ceremony involving all employees and contractors.
- Toolbox Talks and Safety Training Sessions on hazard identification, risk control, and emergency preparedness.
- Mock Drills for fire, chemical spill, and evacuation scenarios.
- Safety Quiz, Poster & Slogan Competitions to engage employees and raise awareness.
- Recognition of Best Safety Practices and employee contributions.
- Display of Safety Banners and Visual Management Boards across the site.

The celebration aligned with our ESG goals, contributing to SDG 3 (Good Health and Well-being) and SDG 8 (Decent Work and Economic Growth). The week's activities reinforced a zero-harm workplace culture and strengthened our proactive approach to occupational health and safety

Health & Safety Initiatives

TSHMS Initiatives	ISO 14001 & ISO 45001 Certifications	Tata Business Excellence Managment
Safety Committee Meetings	On-site Emergency Plan	Safety Management Programs
SHE Trainings & Policy Deployment	Sustainability Initiatives	Daily Safety Walk
IATF 16949 Certification	TQM Journey	Annual Medical Check Up
Safety Week Celebration	Risk Assessment Report	Product Design Initiatives
Internal Incident / Accident Reporting System	Job Safety Analysis Audit	Safety Champion Scheme
100% Compliance to applicable Legal Requirements	Safety Procedures	Awareness through Electronic Media

Human Rights and Community

Our Commitment to Human Rights

Upholding the highest standards of human rights and fair labour practices is fundamental to our operational ethos. We proactively conduct Human Rights Assessments and Trainings across all operations to ensure our high standards are consistently upheld and to identify opportunities for continuous improvement.

Our comprehensive Human Rights Due Diligence (HRDD) assessment covered 100% of relevant operations to assess the effectiveness of our prevention policies on human rights, child labour, forced labour, and discrimination & harassment amongst others. The process included defining our scope, mapping our workforce, conducting surveys and Focus Group Discussions (FGDs), and assessing risks across eight priority areas. A robust mitigation plan was then developed, with key findings communicated in our final HRDD report.

Our Commitment in Action

Our commitment is reflected in several key pillars of our operations:

- **Social Dialogue and Representation:** We actively encourage open dialogue and uphold our employees' freedom to join unions and engage in collective bargaining. Currently, 6% of our workers are covered by collective bargaining agreements.

- **Safe & Healthy Workplace:** We are diligent in managing working hours and remain focused on providing safe, healthy, and dignified working conditions for our entire workforce. We also provide relevant trainings on Human Rights to our workforce to prevent child labour and forced labour.

- **Zero-Tolerance:** We maintain a strict zero-tolerance stance against all forms of discrimination and harassment and provide regular trainings to foster an environment of mutual respect.

- **Grievance Mechanism & Remediation:** Our grievance system is a trusted cornerstone of our culture, allowing all employees to confidently voice concerns without fear of repercussions. We are committed to addressing and remediating issues in a just, transparent, and timely manner.

Community Engagement

Our internal emphasis on respect extends directly to our community relations. We prioritize the active involvement and inclusion of the local community as a core operational goal. These engagement efforts, which include 1275 annual employee volunteer hours employee and permanent operator , are vital for maintaining our brand reputation and social license to operate.

TATA FICOSA

Community CSR

We aim to address Social and Environmental impacts of our operations while prioritizing the wellbeing of all the stakeholders.

Inclusive Culture	Wellbeing	Youth Development	Sustainability

Sanitation, Health & Hygiene	Art, Craft & Music	Model School Project	Animal Welfare	Support to Orphanage	Environmental Sustainability	Water Conservation Projects	Community Development
Improved sanitation facilities, Constructed/Renovated WASH infrastructures, promoted proper hygiene practices among 56 children at SAMPARC.	100% active participation of students, increased learning with Art and Craft activities, Dane and Music activities. Improved Skill development amongst children.	Developed existing Govt run schools into model school. Focus areas are Infrastructure, Technology and overall development of the students	Contribution towards rescuing and treating unowned street animals at who were sick or injured. Street dog rehabilitation projects .	Regular Grocery support to orphanage and Infrastructure support for education like Renovation of school building, e-learning centre and library etc.	To achieve the environmental sustainability by Net zero carbon emissions.	To promote sustainable water conservation practices in village, to achieve socio economic development within community	To strengthen rural & tribal communities by undertaking educational projects

Hand Wash-Project Swachh **Computer Literacy-Project PBMA** **Tree Plantation -Project Canopy** **Water Conservation Projects**

Enabling Mobility Solutions

Tata Ficosa Automotive Systems Pvt Ltd

Strictly Confidential

Governance

Governance Policy & Commitments

Tata Ficosa is dedicated to cultivating a workforce that thrives on both integrity and responsibility. We are committed to creating a work environment that not only embraces our Tata Code of Conduct but also sets clear expectations and roles, ensuring that each employee and our various stakeholders feel empowered to make the right choices.

We positively engage with our employees & stakeholders on major governance issues through Tata Code of Conduct, Anti-bribery and Anti-Corruption, and Information Security. We do this through various initiatives like regular assessments that cover 100% of our employees on Code of Conduct sign offs. Besides certifying all our sites with ISO 27001, we also have a range of policies that govern our Information & Cybersecurity management practices.

We have also empowered internal and external stakeholders through our Whistleblower Policy to report any actual or potential violations such as Ethics, Human Rights, etc. that could adversely affect the company and the society at large.

Targets

- Reduce TAT for TCOC complaints
- Maintain Customer Satisfaction score above 85%
- Assess 100% critical suppliers
- Ensure 0 data breaches

Key Highlights

100%	Code of Conduct sign off by workforce
0	Cases of TCoC breaches
0	Corruption, Bribery, and IT cases
~75%	Localized supply chain

Planned Activities for FY 26

ESG Assessment of Top 6 suppliers

Cyber Security Training for all employees

Key Policies

Tata Code of Conduct	Anti-bribery & Anti-corruption Policy
Information & Cybersecurity Policy	Whistleblower Policy
Nomination & Remuneration Policy	Board Diversity Policy
Responsible Partner Code of Conduct	Tax Policy

Business Ethics

Category	High-Risk Material Topic
Risk	Poor business ethics can lead to legal issues, financial penalties, and significant reputation damage
Opportunity	Upholding strong business ethics will enhance trust with stakeholders, foster a positive corporate culture, and ensure long-term sustainability and success
Business Impact and Our Response	TF upholds high ethical standards in all business operations. We aim to foster a culture of integrity and transparency.
Stakeholder	Customers, Employees, Board, Investors, Government
KPI	Customer Satisfaction Score, Turn Around Time for resolving TCoC complaints (in days), Turn Around Time for resolving Customer Complaints (in days)
GRI	102, 205, 206
SDGs	16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Sustainable Innovation

Category	High-Risk Material Topic
Risk	Investing in sustainable innovations can be costly and may involve significant research and development efforts, posting financial risks.
Opportunity	Sustainable innovations will enable us to develop cutting-edge, eco-friendly products, reduce environmental impact, and meet the growing demand for sustainable solutions, thereby gaining a competitive advantage
Business Impact and Our Response	TF's R&D investments can significantly improve a company's market position and strengthen its ability to deliver high-quality, resilient, and sustainable products that meet customer demands while minimizing environmental impact.
Stakeholder	Customers, Investors, Employees
KPI	% of R&D spend on improving environmental and social impacts of product
GRI	301, 302, 305
SDGs	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION

Responsible Supply Chain

Category	High-Risk Material Topic
Risk	Ensuring a responsible supply chain can be challenging for an auto component company due to the need for rigorous monitoring, compliance with ethical standards, and potential increased costs.
Opportunity	A responsible supply chain can enhance our reputation, ensure long-term sustainability, and build trust with consumers and partners by promoting ethical sourcing and reducing environmental impact
Business Impact and Our Response	TF ensures responsible sourcing and supply chain management through stringent supplier assessments and collaborations. We aim to build a resilient and ethical supply chain
Stakeholder	Suppliers, Employees, Investors, Government, Community
KPI	Number of critical suppliers assessed on ESG parameters
GRI	308, 414
SDGs	8 DECENT WORK AND ECONOMIC GROWTH, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 17 PARTNERSHIPS FOR THE GOALS

Data Privacy

Category	Medium-Risk Material Topic
Risk	Data privacy breaches can lead to legal issues, financial losses, and reputational damage.
Opportunity	Prioritizing data privacy can enhance customer trust, ensure regulatory compliance, and provide a competitive advantage
Business Impact and Our Response	TF has implemented robust data privacy measures to protect stakeholder information. We aim to ensure compliance with data protection regulations and build stakeholder trust.
Stakeholder	Customers, Employees, Government
KPI	% of R&D spend on improving environmental and social impacts of product
GRI	103, 418
SDGs	16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Governance Policy Commitments

Building Enduring Business:

- Integrating Sustainability: Integrate sustainability practices to mitigate climate change risks across our businesses, embedding environmental and social considerations into our business decisions and goals.
- Risk Assessment and Management: Conduct thorough risk assessments to identify and mitigate potential environmental, biodiversity, health, safety, and sustainability risks associated with our operations, products, and services, extending this diligence throughout our value chain.
- Sustainable Value Chain: Build a sustainable value chain by encouraging and supporting our supplier and dealer partners to adopt sustainability practices.
- Green Revenue Growth: Grow green revenue by developing new products and enhancing existing ones to consistently improve value propositions for our customers while considering environmental impacts throughout the product lifecycle.
- Governance and Reporting: Establish a governance structure to oversee our sustainability commitments, undertake natural and social capital valuation to assess business risks, and report in line with TATA Group reporting frameworks.

Promoting Ethical Business Practices:

- Ethical Behavior: Uphold the highest standards of integrity and transparency, maintaining a policy of "zero tolerance" towards any violation of existing laws. Implement robust anti-corruption measures to prevent fraud and misconduct.
- Compliance and Fair Practices: Ensure compliance with all relevant laws, regulations, and industry standards, fostering a culture of ethical behavior and decision-making across the organization.
- Continuous Improvement: Dedicate ourselves to the continuous improvement of our environmental performance, occupational health and safety practices, and sustainability initiatives by setting targets and objectives, monitoring progress, and implementing best practices across our value chain.

Governance Policy Commitments (continued)

Policy Implementation:
- To ensure the successful implementation of this policy, Tata AutoComp will:
- Establish a dedicated sustainability governance structure to oversee and guide our sustainability initiatives.
- Regularly monitor and report on the progress of our sustainability commitments in alignment with TATA Group reporting frameworks.
- Engage with stakeholders to gather feedback and continuously improve our sustainability practices.
- Provide training and resources to employees to foster a culture of sustainability and ethical behavior across the organization.
- Set measurable targets and track performance to ensure alignment with our long-term sustainability goals, such as achieving Net Zero by 2040 and other objectives under Project Aalingana.

Policy Review: Arvind Goel Chairman
- The Sustainability Policy shall be reviewed annually or as needed to ensure its continued applicability and relevance to our operations and evolving stakeholder expectations.

Governance Targets

Material Issue	Target	KPI	Target Year	Progress
Business Ethics	Reduce TAT to <45 days for TCoC complaints	TAT for resolving TCoC complaints (days)	YoY	**Achieved** (*Nill complaints in FY24-25)
	Reduce TAT to <10 days for Customer complaints	TAT for resolving Customer complaints (days)	2027	On Track
	Maintain Customer satisfaction score of greater than 85%	Customer satisfaction score	2025	**Achieved**
Sustainable Innovations	Target 2% of R&D spend on improving environmental and social impacts of product	% of R&D spend on improving environmental and social impacts of product	2025	On Track
Responsible Supply Chain	Assess 100% critical suppliers on ESG parameters	Number of critical suppliers assessed on ESG parameters	2026	**Achieved**
Data Privacy	Ensure Zero Data breach incidents	Number of data breach incidents	YoY	**Achieved**

Business Ethics & Data Privacy

The Tata Code of Conduct (TCoC) is a detailed document that acts as an ethical guide for Tata employees and companies, outlining the guidelines for the Group's business operations. It highlights our commitment to stakeholders, including the communities we serve, and serves as our beacon when faced with ethical dilemmas.

Every employee signs the Tata Code of Conduct upon joining the Company, using it as a moral compass and framework. To maintain awareness, periodic refresher courses are held. 100% of employees received the training on business ethics. Additionally, we also reported 0 Tata Code of Conduct breaches.

Whistleblower Policy

We also have a Whistleblower Policy that urges employees to promptly report any actual or potential violation of Code of Conduct or any incident that could impact business or its reputation. This can be reported by contacting Ethics Counsellor, the Chairman of the Audit Committee, or by emailing at whistle.blower@tataautocomp.com. This year there were 0 whistleblower cases.

Data Privacy

Data privacy is essential for maintaining customer trust, ensuring compliance with regulations, and safeguarding sensitive information about clients and internal stakeholders. Failure to prioritize data privacy can result in breaches and legal consequences, and damage to a company's reputation. The number of data breaches at Tata Ficosa for this reporting period was 0.

Customer Satisfaction

At Tata Ficosa, achieving the highest levels of Customer Satisfaction is central to our business philosophy and sustainability. We build partnerships on trust, transparency, and quality, aiming to exceed expectations by understanding customer needs and providing innovative solutions. We received a customer satisfaction score of 86%. Additionally, a critical component is our responsive grievance redressal mechanism, designed for swift resolution. Our commitment to timely problem-solving is reflected in our average turnaround time for customer complaints received which was 8 days during the year. Placing customers at the heart of all we do ensures we remain a preferred partner for quality and reliability.

Sustainable Supply Chain Assessment

We recognize that a Sustainable Supply Chain is integral to our overall sustainability vision. We are committed to fostering responsible & sustainable practices throughout our value chain, starting with our Responsible Value Chain Partner Code of Conduct, which outlines the ethical, social, and environmental standards.

Our Approach

Our Responsible Partner Code of Conduct principles are shared with suppliers and integrated into agreements, proposals, and contracts to ensure that they are in line with our Tata Code of Conduct standards. We uphold these standards through an annual Supplier ESG Assessment, evaluating key Tier 1 suppliers, representing at least 75% of our procurement spend, using a detailed questionnaire. The assessment is conducted on-site and virtually. Based on the observations and finding, we develop a remediation & mitigation plan with corrective actions and communicate same to the suppliers.

Following this, we support our suppliers by engaging them via targeted training:
- Utkarsh program: operational excellence including safety and quality, and ESG data reporting
- Kaushal program: quality management principles
- ESG Workshops: focused on ESG data reporting

Corrective action plans have been developed for the assessed suppliers based on these results.

Parameter	Results
Number of supplier in the top 75% Tier 1 suppliers	23
% of targeted suppliers	
• who have signed the supplier code of conduct	100%
• with contracts that include clauses on environmental, labour, and human rights requirements	100%
Number of targeted suppliers covered by a sustainability assessment	23 (100%)
Number of all buyers who received training on sustainable procurement	2
Number of audited or assessed suppliers engaged in corrective actions or capacity building	6
Number of suppliers in TAAP (Direct & Indirect)	5

Board Composition

Photos	Name	Gender	Attendance	Tenure (in Years)	Age (in Years)
	Mr. Arvind Goel	M	100%	7	67
	Mr. Bharatkumar Balvantrai Parekh	M	100%	6	70
	Mr. Manoj Kolhatkar	M	100%	1	57

TATA **FICOSA**

Board Composition

Photos	Name	Gender	Attendance	Tenure (in Years)	Age (in Years)
	Mr. Ignasi Castello Escude	M	100%	5	55
	Mr. Francisco Javier Pujol Artigas	M	100%	25	63
	Mr. Jose Maria Permanyer Serra	M	100%	25	60

Awards

Award from Customer- TML
Q-Quest Kaizen Competition in Application Category- Pune.
January - 2024

CII National Poka-Yoke Competition
Pune Plant : Platinum, Gold and silver awards
January – 2025

CII National Level Kaizen Competition 2024 Pune Plant : Gold awards June 2024

CII National Poka-Yoke Competition
2023: Sanand Plant Gold Award September -2023

DEMING Award 2024
Tata Ficosa Automotive Systems Pvt. Ltd.

CII National Level Kaizen Competition
2023 Pune Plant : Platinum, Gold and Silver awards Nov23

GRI Index

Topics	Page Number
GRI 2: General Disclosures	
2-1 Organizational Details	04-10
2-2 Entities included in the organization's sustainability reporting	04, 08
2-6 Activities, value chain and other business relationships	05 – 06
2-7 Employees	35
2-8 Workers who are not employees	35
2-9 Governance structure and composition	10
2-22 Statement on sustainable development strategy	04
2-23 Policy Commitments	16, 19, 30, 33, 46, 49, 50
2-26 Mechanisms for seeking advice and raising concerns	52
2-29 Approach to Stakeholder Engagement	12
2-30 Collective Bargaining Agreement	43
3-1 Process to determine Material Topics	13
3-2 List of material topics	14
3-3 Management of material topics	13-14, 17-18, 31-32, 47-48
GRI 205: Anti Corruption	
205-3 Confirmed Incidents of Corruption and actions taken	46, 52

GRI Index

Topics	Page Number
GRI 302: Energy	
302-1 Energy consumption within the organization	21
GRI 303: Water & Effluents	
303-5 Water Consumption	24
GRI 304: Biodiversity	
304-2 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	27
GRI 305: Emissions	
305-1 Direct (Scope 1) GHG emissions	22
305-2 Energy indirect (Scope 2) GHG emissions	22
305-3 Other indirect (Scope 3) GHG emissions	22
305-7 Nitrogen Oxides (NOx), Sulfur Oxides (SOx),	26
GRI 306: Waste	
306-2 Management of Significant Waste-related impacts	26
306-3 Waste generated	26
306-4 Waste diverted from disposal	26
306-5 Waste directed to disposal	26

GRI Index

Topics	Page Number
GRI 308: Supplier Environment Assessment	
308-1 New suppliers that were screened using environmental criteria	53
308-2 Negative environmental impacts in the supply chain and actions taken	53
GRI 403: Occupational Health & Safety	
403-1 Occupational health and safety management system	39-42
403-2 Hazard identification, risk assessment, and incident investigation	40
403-4 Worker participation, consultation, and communication on occupational health and safety	40
403-5 Worker training on occupational health and safety	40-41
403-6 Promotion of worker health	41-42
403-9 Work-related injuries	40
403-10 Work-related ill health	40
GRI 404: Training & Education	
404-1 Average hours of training per year per employee	36
404-2 Programs for upgrading employee skills and transition assistance programs	36
404-3 Percentage of employees receiving regular performance and career development reviews	36
GRI 405: Diversity & Equal Opportunity	
405-2 Ratio of basic salary and remuneration of women to men	35

GRI Index

Topics	Page Number
GRI 406: Non-Discrimination	
406-1 Incidents of discrimination and corrective actions taken	30, 43
GRI 413: Local Communities	
413-1 Operations with local community engagement, impact assessments, and development programs	44, 25
GRI 414: Supplier Social Assessment	
414-1 New suppliers that were screened using social criteria	53
414-2 Negative social impacts in the supply chain and actions taken	53
GRI 418: Customer Privacy	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	52

Thank You

We appreciate your interest in our Sustainability Report. Stakeholders are encouraged to share their valuable feedback or suggestions to help us enhance our sustainability initiatives.
For any inputs, please reach out through the contact number or helpline provided below the report on the online portal.

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