

ESG Databook

Scope of the ESG Databook

The information cited in this ESG Databook for the period 1st April 2024 to 31st March 2025 is with reference to the GRI Standards.

The reporting boundary includes Tata Motors Limited along with its two wholly owned subsidiaries, Tata Motors Passenger Vehicles Limited (TMPVL) and Tata Passenger Electric Mobility Limited (TPEML). The scope of this report excludes the joint operations of Tata Cummins Private Ltd.

Vehicle Production

Category	Unit	FY25	FY24
Number of Vehicles produced	Number	9,35,868	9,74,434

Environment related data

Energy Consumption			
Category	Unit	FY25	FY24
Energy from Non-renewable sources			
LPG	GJ	48,735	53,223
Propane	GJ	3,63,068	4,20,708
CNG	GJ	7,328	4,819
Natural Gas	GJ	4,00,833	3,56,511
LNG	GJ	1,737	2,971
Petrol	GJ	23,075	19,757*
Diesel	GJ	1,32,367	1,62,375*
Petrol E20	GJ	5,478	3,016
Petrol E93	GJ	111	0
Electricity	GJ	10,61,128	11,96,782
Total non-renewable energy consumption	GJ	20,43,861	22,20,162*
Energy from Renewable sources			
Electricity	GJ	8,96,271	6,97,039*
Total renewable energy consumption	GJ	8,96,271	6,97,039
Total energy consumed	GJ	29,40,132	29,17,201

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

Energy Intensity			
Category	Unit	FY25	FY24
Energy Intensity	Intensity per vehicle	GJ/vehicle produced	3.14 2.99*

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

Reduction Of Energy Consumption			
Category	Unit	FY25	FY24
Energy consumption Reduction due to Energy Conservation Initiatives	Reduction in Electricity	GJ	75,919 24,941
	Reduction in Fuel	GJ	48,811 31,547

Water Withdrawal			
Category	Unit	FY25	FY24
Surface water	Freshwater (\leq 1,000 mg/L TDS)	Kiloliters	2,13,381 2,49,108
	Other water ($>$ 1,000 mg/L TDS)	Kiloliters	0 0
Groundwater	Freshwater (\leq 1,000 mg/L TDS)	Kiloliters	6,67,560 5,71,963
	Other water ($>$ 1,000 mg/L TDS)	Kiloliters	0 0
Third-party water	Freshwater (\leq 1,000 mg/L TDS)	Kiloliters	37,96,632 42,13,408
	Other water ($>$ 1,000 mg/L TDS)	Kiloliters	0 0
Total		Kiloliters	46,77,573 50,34,479

Water Withdrawal from areas with Water Stress				
Category	Unit	FY25	FY24	
Surface water	Freshwater (≤1,000 mg/L TDS)	Kiloliters	64,514	68,344
	Other water (>1,000 mg/L TDS)	Kiloliters	0	0
Third-party water	Freshwater (≤1,000 mg/L TDS)	Kiloliters	8,41,357	10,12,610
	Other water (>1,000 mg/L TDS)	Kiloliters	0	0
Total	Kiloliters	9,05,871	10,80,954	
Water Discharge				
Category	Unit	FY25	FY24	
Water discharge by destination	Surface water	Kiloliters	1,85,565	1,04,126
Water discharge by freshwater and other water	Freshwater (≤1,000 mg/L TDS)	Kiloliters	1,85,565	1,04,126
	Other water (>1,000 mg/L TDS)	Kiloliters	0	0
Water Discharge from areas with Water Stress				
Category	Unit	FY25	FY24	
Water discharge by destination	Surface water	Kiloliters	1,85,565	1,04,126
Water discharge by freshwater and other water	Freshwater (≤1,000 mg/L TDS)	Kiloliters	1,85,565	1,04,126
	Other water (>1,000 mg/L TDS)	Kiloliters	0	0
Water Consumption				
Category	Unit	FY25	FY24	
Total water consumption	(withdrawal -discharge)	Kiloliters	44,92,008	49,30,353
Water Consumption from areas with Water Stress				
Category	Unit	FY25	FY24	
Total water consumption	(withdrawal -discharge)	Kiloliters	7,20,306	9,76,828
Direct (Scope 1) and Energy indirect (Scope 2) Emissions				
Category	Unit	FY25	FY24	
Direct Scope 1 emissions*	tCO ₂ e	70,746	71,341**	
Total Scope 2 emissions	Market Based [#]	2,14,289	2,38,018 ^{##}	
	Location Based	3,59,588	3,37,361	

*Comprises of Co2, CH4, N2O, HFCs gases. The emission factors for calculation of Scope 1 emissions are based on 2024 UK Government GHG Conversion Factors for Company Reporting Version 1.1 from DEFRA.

**The numbers for FY 24 have been restated due to enhanced coverage of fuel consumption points and extended coverage of fugitive emissions from refrigerants.

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

The numbers for FY 24 have been restated due to reclassification of green attribute ownership for renewable electricity.

Other indirect (Scope 3) GHG Emissions (for limited categories)				
Category	Unit	FY25	FY24	
Total Scope 3 emissions	Category 1 : Purchased goods and services	tCO ₂ e	94,07,066	1,07,03,700*
	Category 3 : Fuel- and energy-related activities	tCO ₂	68,323	75,115
	Category 5 : Waste generated in operations	tCO ₂ e	9,145	7,683
	Category 6 : Business travel	tCO ₂	9,720	10,458
	Category 7 : Employee commuting	tCO ₂ e	14,511	13,899
	Category 8 : Upstream leased assets	tCO ₂	2,376	2,359
	Category 11 : Use of sold products	tCO ₂	15,26,00,209	17,22,69,033
	Category 14 : Franchises	tCO ₂	1,90,808	1,96,339
Total		tCO₂	16,23,02,158	18,32,78,586

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

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GHG emissions intensity				
Category		Unit	FY25	FY24
Emission Intensity	Total Scope 1 emission intensity in terms of physical output	tCO ₂ e /vehicle produced	0.076	0.073*
	Total Scope 2 emission intensity in terms of physical output	tCO ₂ /vehicle produced	0.229	0.244*
	Total Scope 3 emission intensity in terms of physical output	tCO ₂ /vehicle produced	173.424	188.087

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

Reduction of GHG emissions				
Category		Unit	FY25	FY24
GHG Emission Reduction in tCO ₂ through Energy conservation initiatives	Reduction in Scope 1	tCO ₂ e	2,774	1,971
	Reduction in Scope 2	tCO ₂	15,650	4,831

Emissions of ozone-depleting substances (ODS)				
Category		Unit	FY25	FY24
ODS Emissions	Ozone Depleting Substances (ODS)	kg of CFC-11 Equivalent	124	142

Nitrogen oxides (NOx), sulfur oxides (SOx), & other significant air emissions				
Category		Unit	FY25	FY24
Other Significant Air Emissions	NOx	MT	259.72	208.00*
	SOx	MT	0.25	0.28*
	Particulate matter (PM)	MT	820.17	1,008.00*

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

Waste Generated				
Category		Unit	FY25	FY24
Hazardous waste	Waste generated	metric tons	8,779	6,934
	Waste diverted from disposal	metric tons	8,619	6,528
	Waste directed to disposal	metric tons	160	406
Non Hazardous waste**	Waste generated	metric tons	1,88,526	1,60,804*
	Waste diverted from disposal	metric tons	1,64,262	1,28,709*
	Waste directed to disposal	metric tons	24,264	32,095
Total	Waste generated	metric tons	1,97,305	1,67,739
	Waste diverted from disposal	metric tons	1,72,881	1,35,238
	Waste directed to disposal	metric tons	24,424	32,501

*Construction and demolition waste for FY24 has been restated due to enhanced coverage of waste generation points. Non-hazardous waste for FY24 does not include plastic waste and scrap disposal that were recorded in lots or numbers.

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

Hazardous Waste diverted from disposal by recovery operation				
	Category	Unit	FY25	FY24
Onsite	Co-processing	metric tons	0	0
	Sale to Authorised Recyclers	metric tons	0	0
Offsite	Co-processing	metric tons	3,681	3,187
	Sale to Authorised Recyclers	metric tons	4,938	3,341
Non Hazardous Waste diverted from disposal by recovery operation				
	Category	Unit	FY25	FY24
Onsite	Biomethanation	metric tons	247	0
	Composting	metric tons	750	759
	Sand Reclamation	metric tons	1,435	1,275
	Send to Authorised Re-cyclers	metric tons	4,635	0
	Sold to Scrap Dealers	metric tons	0	0
	Others (Diverted)	metric tons	0	0
Offsite	Biomethanation	metric tons	0	1007
	Composting	metric tons	1,940	1,154
	Sand Reclamation	metric tons	6,364	5,296
	Send to Authorised Re-cyclers	metric tons	26,030	14,447
	Sold to Scrap Dealers	metric tons	1,22,008	1,05,037
	Others (Diverted)	metric tons	853	1,766
Total		metric tons	1,64,262	1,28,707
Hazardous Waste directed to disposal by disposal operation				
Category	Unit	FY25	FY24	
Onsite	Incineration (without energy recovery)	metric tons	26	28
	Landfilling	metric tons	0	0
	Other disposal operations	metric tons	0	0
Offsite	Incineration (without energy recovery)	metric tons	28	145
	Landfilling	metric tons	20	233
	Other disposal operations	metric tons	86	0
Total		metric tons	160	406
Non Hazardous Waste directed to disposal by disposal operation				
Category	Unit	FY25	FY24	
Onsite	Landfilling	metric tons	20,034	24,225
	Piggery	metric tons	-	-
Offsite	Landfilling	metric tons	4,134	7,175
	Piggery	metric tons	96	665
Total		metric tons	24,264	32,065

Social related data

Permanent Employees				
	Category	Unit	FY25	FY24
Employee Count	Male	Person	26,655	26,415
	Female	Person	1,521	1,274
	Total Permanent Employees	Person	28,176	27,689
Other than Permanent employees Employees				
	Category	Unit	FY25	FY24
Employee Count	Male	Person	25,301	27,052
	Female	Person	4,965	5,372
	Total Other than Permanent employees	Person	30,266	32,424

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Management Employee Age Based (Permanent Employees)				
Category	Unit	FY25	FY24	
Employee Diversity (<30 years)	Total	Person	1,894	1,467
	Female	Person	531	399
	% of Female	%	28	27
Employee Diversity (30-50 years)	Total	Person	8,763	8,974
	Female	Person	584	569
	% of Female	%	6.7	6.3
Employee Diversity (>50 years)	Total	Person	1,934	2,177
	Female	Person	66	75
	% of Female	%	3.4	3.4
Management Worker Age Based (Non-Permanent Employees)				
Category	Unit	FY25	FY24	
Employee Diversity (<30 years)	Total	Person	293	523
	Female	Person	83	109
	% of Female	%	28	21
Employee Diversity (30-50 years)	Total	Person	64	123
	Female	Person	16	23
	% of Female	%	25	19
Employee Diversity (>50 years)	Total	Person	8	12
	Female	Person	1	1
	% of Female	%	12.5	8.3
Employee Hires				
Category	Unit	FY25	FY24	
Total number of new employee (management) hires	Person	1,171	1,596	
Breakdown of new employee (management) hires by age and gender				
Category	Unit	FY25	FY24	
Male	<30 years	Person	452	524
	30- 50 years	Person	419	705
	> 50 years	Person	5	16
Female	<30 years	Person	209	236
	30- 50 years	Person	86	112
	> 50 years	Person	0	3
Employee turnover				
Category	Unit	FY25	FY24	
Employee Turnover Rate	Total Employee (management)	%	7.60	7.60
	Voluntary employee (management)	%	6.80	7.10
Breakdown of employee (management) turnover rate by gender				
Category	Unit	FY25	FY24	
Male	Total employee turnover rate	%	7.20	7.20
	Voluntary employee turnover rate	%	6.30	6.70
Female	Total employee turnover rate	%	11.80	12.60
	Voluntary employee turnover rate	%	11.30	12.30

Breakdown of employee (management) turnover rate by age				
Category	Unit	FY25	FY24	
Total employee turnover rate	<30 years %	11.70	13.60	
	30- 50 years %	7.00	7.70	
	> 50 years %	10.60	7.60	
Total Voluntary employee turnover rate	<30 years %	11.60	13.60	
	30- 50 years %	6.80	7.50	
	> 50 years %	2.30	2.10	

Work Related Injuries				
Category	Unit	FY25	FY24	
Employees*	Number of Fatalities as a result of work-related injury	Number	0	1
	Rate of Fatalities as a result of work-related injury	%	0.00	0.01
	Number of High-consequence work-related injuries (excluding fatalities)	Number	0	1
	Rate of High-consequence work-related injuries (excluding fatalities)	%	0	0.01
	Number of recordable work-related injuries	Number	67**	102
	Rate of recordable work-related injuries	%	0.52	0.76
	Number of hours worked	Hours	12,91,77,919	13,42,14,382
	Number of Fatalities as a result of work-related injury	Number	1	1
	Rate of Fatalities as a result of work-related injury	%	0.02	0.01
	Number of High-consequence work-related injuries (excluding fatalities)	Number	0	0
Workers*	Rate of High-consequence work-related injuries (excluding fatalities)	%	0	0
	Number of recordable work-related injuries	Number	25	30
	Rate of recordable work-related injuries	%	0.38	0.44
	Number of hours worked	Hours	6,58,75,454	6,78,96,703

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

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

Work related Ill Health				
Category	Unit	FY25	FY24	
Employees	No. of Fatalities because of Occupational Health Illness	Number	-	-
	No. of cases of recordable Occupational Health Illness	Number	-	-
Workers	No. of Fatalities because of Occupational Health Illness	Number	-	-
	No. of cases of recordable Occupational Health Illness	Number	-	-

Average hours of training per year per employee				
Category	Unit	FY25	FY24	
Management Employees	Male Hours	24.92	24.90	
	Female Hours	28.50	27.70	
	Total Hours	25.28	25.10	
Non-Management Technicians	Male Hours	33.03	46.25	
	Female Hours	32.57	7.90	
	Total Hours	32.97	35.01	

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Material Consumption related data

Category	Unit	FY25
Materials used	MT	20,73,071
Steel	MT	42,509
Cast Iron	MT	72,442
Plastic	MT	82,441
Aluminium	MT	48
Glass	MT	17,478
Rubber	MT	845
Oils and Lubricants	MT	9,288
Copper	MT	6,749
Nickel	MT	1,309
Lithium	MT	