

ESG Data Sheet

Environment:

Sustainability Area	Performance Indicator	FY 2022-23	FY 2023-24	FY 2024-25	In public domain (IR/BRSR)
Climate Change	Scope 1 GHG emissions (tCO ₂ e)	43,63,737	4424756	4770357	Yes
	Scope 2 GHG emissions (tCO ₂ e)	77,772	69786	75534	Yes
	Scope 3 GHG emissions (tCO ₂ e)	1,52,794	2,19,736	229398	Yes
	Biogenic Emissions (tCO ₂ e)	41,664	37,474	52,372	Yes
Energy	Non-Renewable energy (GJ)	4,78,63,617	4,76,93,954	5,09,46,376	Yes
	Renewable energy (GJ)	4,03,583	3,93,603	5,28,809	Yes
Water Management	Fresh water withdrawn (kilolitres)	3,03,64,697	3,25,73,909	2,74,95,493	Yes
	Sea water (kilolitres)	7,24,11,893	7,50,86,470	7,28,34,016	Yes
	Water discharged (kilolitres)	8,50,22,899	8,79,61,998	8,18,27,013	Yes
Waste Management	Hazardous waste generated (MT)	41,163	41,774	43,077	Yes
	Non-hazardous waste generated (MT)	4,85,897	4,59,316	4,67,160	Yes
	Waste Diverted from Disposal (MT)	4,21,032	3,93,832	4,28,584	Yes
	Waste Disposed (MT)	22,320	29,425	30,227	Yes
Raw Material Consumption	Limestone (MT)	15,92,687	15,03,101	18,26,950	Yes
	Trona (MT)	43,29,997	46,35,523	47,33,022	Yes
	Solar Salt (MT)	25,43,352	24,01,015	29,64,402	Yes
	Brine (m3)	14,79,957	25,04,075	21,82,244	Yes
Recycled Material Consumption	Limestone (MT)	5,26,871	3,02,975	4,82,492	Yes
	Trona (MT)	2,34,414	5,10,651	7,04,552	Yes
	Pallets (MT)	11	23	22	Yes
Air Emissions	SO _x (MT)	3,874	3,744	3,238	Yes
	NO _x (MT)	5,450	5,105	4,436	Yes
	SPM (MT)	3,818	3,107	2,611	Yes
	CO (MT)	3,207	3,692	3,223	Yes

Data for FY 2023-24 has been restated. For detailed restatement refer BRSR

- Principle 6 Essential question 1, 3, 4, 6, 7 and 9
- Principle 6 Leadership question 2

Waste

Indicator	UOM	FY 2022	FY 2023	FY 2024	FY 2025	In public domain (IR/BSR)
Total Waste						
Total Waste Generated	MT	10,88,026	5,27,060	5,01,091	510229.35	Yes
Total waste recycled/reused	MT	10,34,830	4,21,032	3,93,832	427885.62	Yes
Total waste disposed	MT	17,128	22,320	29,425	30227	Yes
Non-Hazardous Waste						
Non-Hazardous Waste Generated	MT	10,50,020	4,85,897	4,67,160	4,59,316	Yes
Non-Hazardous waste recycled/reused	MT	10,19,733	4,04,365	3,76,107	4,12,084	No
Non-Hazardous waste disposed	MT	0	1,181	2,210	4,662	No
Hazardous Waste						
Hazardous waste Generated	MT	38,006	41,163	41,774	43,077	Yes
Hazardous waste recycled/reused	MT	15,097	16,667	13936.97	12992.56	No
Hazardous waste disposed	MT	17,128	21,139	25733.54	27047	No
Hazardous waste landfilled	MT	6,697	6,786	8577	7780	No
Hazardous waste incinerated without energy recovery	MT	10,431	14,353	14,920.30	15,439.51	No
Hazardous waste otherwise disposed, please specify: Coproprocessing	MT	-	-	2235.4	1604.23	No

Chemical Oxygen Demand

	UOM	FY 22	FY 23	FY 24	FY 25	Public Domain
Direct Chemical Oxygen Demand*	MT	1,278	1,492	1,402	1,192	No

**Excludes Chemical Oxygen Demand (COD) in sea water discharge*

HR:

1. Employee Diversity: Gender (TCL India Standalone)

Diversity Indicator	% of share
Share of women in total workforce (as % of total workforce)	7.1%
Share of women in all management positions	13.7%
Share of women in junior management positions	17%
Share of women in top management positions (CXO up to 2 levels)	7.8%
Share of women in management positions in revenue-generating functions	10%
Share of women in STEM-related positions	5.8%

2. Employee Diversity : Race / Ethnic (TCNA, US)

Breakdown based on, please specify:	% of total workforce	% of workforce in Mgmt. positions
Category Name: Black or African American	0.81%	0.0%
Category Name: Hispanic or Latino	9.62%	1.1%
Category Name: White	89.07%	20.0%
Category Name: Asian	0.16%	0.0%
Category Name: Indigenous or Native	0.32%	0.0%

3. Gender Pay Indicator (TCL India Standalone)

Employee Level	Avg. Women Salary	Avg. Men Salary
Executive level (base salary only)	-	31,464,957
Executive level (base salary + other cash incentives)	-	47,269,687
Management level (base salary only)	1,539,173	2,748,712
Management level (base salary + other cash incentives)	1,824,608	3,300,488
Non-management level (base salary only)	517,978	461,073
Non-management level (base salary + other cash incentives)	576,396	498,198

All figures are in INR.

The calculation is based on CTC

4. Hiring (TCL India standalone)

Hiring	FY 2025		
	Male	Female	Total
Total New Hires	104	23	127

5. Positions Filled Internally

Positions Filled Internally	FY 2025		
	Male	Female	Total
Open Positions*	61	12	73
% of positions filled internally	39.7%	8.2%	47.9%

Open Positions by Level	Male	Female	Total FY 2025
Senior Management	10	1	11
Middle Management	11	2	13
Junior Management	25	7	32
Officers	13	2	15
Workers	2	0	2
Total	61	12	73

*Open Positions = Lateral Hires + Internal transfers

6. CEO to Employee Pay Ratio

CEO Compensation	80,886,677
Median Employee Compensation	595,302
Ratio between total annual compensation of CEO and median compensation of employee	135.9

7. Strategic Workforce Planning @ Tata Chemicals

At Tata Chemicals, Strategic Workforce Planning is our way of ensuring that our people agenda stays in step with the company's long-term business priorities as articulated in the Long Term Strategic Plan (LTSP)

Our process focuses on:

- Understanding business strategy: Translating growth and transformation priorities into workforce requirements.
- Forecasting talent demand and supply: Looking ahead to where skills will be needed most, and mapping this against our current workforce profile.
- Identifying capability gaps: Highlighting critical roles, emerging skills, and succession risks.
- Taking Talent Decisions: Deciding whether to build capabilities internally, hire externally, or leverage partnerships and technology.
- Review and course-correct: Keeping workforce plans dynamic to adapt to market, regulatory, and technology shifts.

This approach helps us strengthen our leadership pipeline, build future-ready skills, and ensure that the right people are in the right roles at the right time to drive Tata Chemicals' transformation and growth journey.