

ESG Data Sheet

Environment:

Sustainability Area	Performance Indicator	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Climate Change	Scope 1 GHG emissions (tCO2e)	43,63,737	44,24,756	4770357	48,50,029
	Scope 2 GHG emissions (tCO2e)	77,772	69,786	75534	1,09,860
	Scope 3 GHG emissions (tCO2e)	1,52,794	2,19,736	229398	2,94,370
	Biogenic Emissions (tCO2e)	41,664	37,474	52,372	16,774
Energy	Non-Renewable energy (GJ)	4,78,63,617	4,76,93,954	5,09,46,376	4,70,42,634
	Renewable energy (GJ)	4,03,583	3,93,603	5,28,809	3,89,352
Water Management	Fresh water withdrawn (kilolitres)	3,03,64,697	3,25,73,909	2,74,95,493	1,93,68,767
	Sea water (kilolitres)	7,24,11,893	7,50,86,470	7,28,34,016	7,91,68,423
	Water discharged (kilolitres)	8,50,22,899	8,79,61,998	8,18,27,013	7,50,90,547
Waste Management	Hazardous waste generated (MT)	41,163	41,774	43,077	41,638
	Non-hazardous waste generated (MT)	4,85,897	4,59,316	4,67,160	4,94,098
	Waste Diverted from Disposal (MT)	4,21,032	3,93,832	4,28,584	4,42,685
	Waste Disposed (MT)	22,320	29,425	30,227	20,540
Raw Material Consumption	Limestone (MT)	15,92,687	15,03,101	18,26,950	17,41,121
	Trona (MT)	43,29,997	46,35,523	47,33,022	51,18,278
	Solar Salt (MT)	25,43,352	24,01,015	29,64,402	30,55,896
	Brine (m3)	14,79,957	25,04,075	21,82,244	14,83,792
Recycled Material Consumption	Limestone (MT)	5,26,871	3,02,975	4,82,492	3,39,507
	Trona (MT)	2,34,414	5,10,651	7,04,552	2,13,223
	Pallets (MT)	11	23	22	47
Air Emissions	SOx (MT)	3,874	3,744	3,238	2,994
	NOx (MT)	5,450	5,105	4,436	4,654
	SPM (MT)	3,818	3,107	2,611	2,552
	CO (MT)	3,207	3,692	3,223	3,308

Waste

Indicator	UOM	FY 2022-23	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Total Waste						
Total Waste Generated	MT	10,88,026	5,27,060	5,01,091	510229.35	5,35,736
Total waste recycled/reused	MT	10,34,830	4,21,032	3,93,832	427885.62	4,42,685
Total waste disposed	MT	17,128	22,320	29,425	30227	20,540
Non-Hazardous Waste						
Non-Hazardous Waste Generated	MT	10,50,020	4,85,897	4,67,160	4,59,316	4,94,098
Non-Hazardous waste recycled/reused	MT	10,19,733	4,04,365	3,76,107	4,12,084	4,33,798
Non-Hazardous waste disposed	MT	0	1,181	2,210	4,662	1,739
Hazardous Waste						
Hazardous waste Generated	MT	38,006	41,163	41,774	43,077	41,639
Hazardous waste recycled/reused	MT	15,097	16,667	13936.97	12992.56	8,888
Hazardous waste disposed	MT	17,128	21,139	25733.54	27047	18,801
Hazardous waste landfilled	MT	6,697	6,786	8,577	7780	6,382
Hazardous waste incinerated without energy recovery	MT	10,431	14,353	14,920.30	15,439.51	10,346
Hazardous waste otherwise disposed, please specify: Coproprocessing	MT	-	-	2235.4	1604.23	2137

Chemical Oxygen Demand

	UOM	FY 2022-23	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Direct Chemical Oxygen Demand*	MT	1,278	1,492	1,402	1,192	27.33

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

HR:

1. Employee Diversity: Gender (TCL India Standalone)

Diversity Indicator	% of share FY25	% of share FY 26
Share of women in total workforce (as % of total workforce)	7.1%	8%
Share of women in all management positions	13.7%	14.4%
Share of women in junior management positions	17%	18.4%
Share of women in top management positions (CXO up to 2 levels)	7.8%	6.5%
Share of women in management positions in revenue-generating functions	10%	11%
Share of women in STEM-related positions	5.8%	6.1%

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

Breakdown based on, please specify:	% of total workforce FY25	% of workforce in Mgmt. positions FY25	% of total workforce FY26	% of workforce in Mgmt. positions FY26
Category Name: Black or African American	0.81%	0.0%	0.85%	0%
Category Name: Hispanic or Latino	9.62%	1.1%	10%	1.53%
Category Name: White	89.07%	20.0%	88%	16%
Category Name: Asian	0.16%	0.0%	0.17%	0%
Category Name: Indigenous or Native	0.32%	0.0%	0.34%	0%

3. Gender Pay Indicator (TCL India Standalone)

Employee Level	Avg. Women Salary FY25	Avg. Men Salary FY25	Avg. Women Salary FY26	Avg. Men Salary FY26
Executive level (base salary only)	-	31,464,957	-	30,066,715
Executive level (base salary + other cash incentives)	-	47,269,687	-	42,799,849
Management level (base salary only)	1,539,173	2,748,712	1,553,942	2,898,746
Management level (base salary + other cash incentives)	1,824,608	3,300,488	1,842,536	3,492,219
Non-management level (base salary only)	517,978	461,073	476,833	479,873
Non-management level (base salary + other cash incentives)	576,396	498,198	531,732	520,543

All figures are in INR. The calculation is based on CTC

4. Hiring (TCL India standalone)

Hiring	FY 2025			FY 2026		
	Male	Female	Total	Male	Female	Total
Total New Hires	104	23	127	71	21	92

5. Positions Filled Internally

Positions Filled Internally	FY 2025			FY 2026		
	Male	Female	Total	Male	Female	Total
Open Positions*	61	12	73	99	16	115
% of positions filled internally	39.7%	8.2%	47.9%	49.6%	8.3%	58.3%

Open Positions by Level	Male	Female	Total FY 2025	Male	Female	Total FY 2026
Senior Management	10	1	11	16	0	16
Middle Management	11	2	13	8	0	8
Junior Management	25	7	32	28	10	38
Officers	13	2	15	43	2	45
Workers	2	0	2	7	1	8
Total	61	12	73	102	13	115

*Open Positions = Lateral Hires + Internal transfers

6. CEO to Employee Pay Ratio

	FY 2025	FY 2026
CEO Compensation	80,886,677	8,66,56,294
Median Employee Compensation	5,95,302	631,154
Ratio between total annual compensation of CEO and median compensation of employee	135.9	137.30
Median annual compensation of all employees except the (CEO) For India	5,96,482	631,154

7. Strategic Workforce Planning @ Tata Chemicals

At Tata Chemicals, Strategic Workforce Planning is our way of ensuring that our people agenda stays aligned 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.

Our practices and actions as stated below augment our process for optimized workforce planning:

- Linkage of workforce planning to productivity measures: Workforce planning is closely linked to productivity and business performance metrics, with workforce requirements assessed against operational output, productivity, and cost measures. This helps ensure that workforce investments are aligned with business growth and that capacity and manpower are continuously calibrated to business requirements.
- Hiring mix - Build and Buy: We follow a balanced build and buy talent approach, combining internal capability development with selective external hiring. Critical capabilities are developed through upskilling, reskilling, internal mobility, and career progression, while external hiring is used to bring in specialized skills, new capabilities, and talent where these are not readily available internally.
- Organization structure change for agility and cost management: We have transformed from a geographical structure to a functional structure in response to changing business priorities. These changes enable greater customer focus, organizational agility and faster decision-making while also supporting workforce cost optimization and reducing structural complexity.

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.