



The factsheet represents the ESG performance for key steelmaking entities of Tata Steel Group – Tata Steel Limited, Neelachal Ispat Nigam Limited (NINL), Tata Steel Nederland BV (TSN), Tata Steel UK Limited (TSUK) and Tata Steel (Thailand) PLC (TSTH), which account for more than 95% of our global group turnover.



This disclosure is in addition to our Business Responsibility and Sustainability Report (BRSR), where we report our standalone and consolidated value of ESG parameters.

Tata Steel Limited includes its steel plants — Tata Steel Jamshedpur (TSJ), Tata Steel Kalinganagar (TSK), Tata Steel Meramandali (TSM) and Tata Steel Gamharia (TSGh), upstream sites including mining locations (DRI, iron, coal, coke, ferro alloys, power plants, etc.) and downstream units (rolling, tube making, tinplating, wire drawing, bearing production, etc.).

Scope of reporting

1. From FY2023-24 onwards, the scope of reporting for Tata Steel Limited includes erstwhile subsidiaries – Angul Energy Limited, Bhubaneshwar Power Private Limited, The Indian Steel & Wire Products Limited, Tata Steel Long Products Limited, Tata Metaliks Limited, The Tinplate Company of India Limited, Tata Steel Mining Limited and

S&T Mining Limited, which were subsequently merged with Tata Steel Limited.

2. NINL, reoperationalised in November 2022, has been added to the scope of reporting since FY2023-24
3. TSUK discontinued its legacy crude steel operations in October 2024 as part of its transition to scrap-based EAF steelmaking process. However, it continues its downstream rolling operations using externally sourced steel. Accordingly, the FY2025–26 reported figures include the entire TSUK entity—even for KPIs applicable only to steelmaking sites, the metrics are calculated for its downstream sites and the intensity metrics are calculated based on the volume of Hot Rolled Coil processed during FY2025-26.

Note: All KPIs highlighted in green are assured by Price Waterhouse & Co. Chartered Accountants LLP.



Aqua Park, Noamundi

	UOM	FY2021-22	FY2022-23	FY2023-24	FY2024-25	FY2025-26
Basic information						
Production						
TSL	MT	18.38	18.97	20.12	20.72	22.47
NINL	MT	-	-	0.66	0.95	0.95
TSN	MT	6.45	6.16	4.81	6.75	6.69
TSUK	MT	3.40	2.93	2.99	1.07	0.00
TSTH	MT	1.31	1.13	1.12	1.19	1.33
Notes: 1. Production includes crude steel for India, liquid steel for TSUK and TSN, and saleable steel for South East Asia operations. 2. The production of TSN is lower in FY2023-24 due to relining of Blast Furnace 6. 3. The production of TSUK is lower in FY2024-25 and zero in FY2025-26 due to closure of its legacy steelmaking assets. The slabs processed during FY2025-26 through externally sourced steel were 2,229 tonnes.						
Environmental						
Emissions						
CO₂ emissions– steel plants (worldsteel user guide V9.5, with slag credit)[®]						
TSL						
CO ₂ emissions intensity	tCO ₂ /tcs	2.43	2.38	2.43	2.46	2.45
NINL						
CO ₂ emissions intensity	tCO ₂ /tcs	-	-	2.73	2.53	2.56
TSN						
CO ₂ emissions intensity	tCO ₂ /tcs	1.78	1.78	1.81	1.69	1.66
TSUK¹						
CO ₂ emissions intensity	tCO ₂ /tcs	2.02	2.05	2.02	2.19	-
TSTH						
CO ₂ emissions intensity	tCO ₂ /tcs	0.61	0.59	0.61	0.60	0.60
Tata Steel Consolidated						
	tCO ₂ /tcs	2.19	2.21	2.23	2.22	2.22

Note : Scope 1 & 3 CO₂ emissions used in calculation of emission intensity are assessed based on the actual consumption of resources and generation of saleable co-product/ by-product including slag.

[®] Steelmaking sites (For Tata Steel Limited- TSJ, TSK, TSM for all years reported and TSGh merged in FY2023-24; for NINL-Steelmaking site; for TSN-IJumiden; for TSUK- Port Talbot; for TSTH- Rayong, Saraburi, Chonburi)

¹ Since TSUK ceased its crude steel production in October 2024 for transitioning to low carbon steelmaking; intensity figures for FY2024-25 was based on H1 only. For FY2025-26, intensity figures as per worldsteel methodology are not applicable in the absence of crude steel production.



ENVIRONMENTAL SOCIAL GOVERNANCE (ESG) FACTSHEET

	UOM	FY2021-22	FY2022-23	FY2023-24	FY2024-25	FY2025-26
GHG emissions (based on GHG protocol, in million tCO₂e)						
TSL						
Absolute emissions - Scope 1	MT	49	50	59	61	64
Absolute emissions - Scope 2	MT	5	6	5	5	5
Absolute emissions - Scope 3 ^{2,a}	MT	6	7	22	23	28
Total absolute emissions (Scope 1 +2 + 3)	MT	61	62	86	89	97
NINL						
Absolute emissions - Scope 1	MT	-	-	2.4	2.6	2.6
Absolute emissions - Scope 2	MT	-	-	0.2	0.1	0.1
Absolute emissions - Scope 3	MT	-	-	0.2	0.4	0.6
Total absolute emissions (Scope 1+2+3)	MT	-	-	2.8	3.1	3.3
TSN						
Absolute emissions - Scope 1	MT	11.7	11.2	8.7	11.5	10.9
Absolute emissions - Scope 2	MT	0.8	0.6	0.1	0.02	0.03
Absolute emissions - Scope 3	MT	5.0	3.8	3.7	4.1	3.8
Total absolute emissions (Scope 1+2+3)	MT	17.4	15.6	12.5	15.5	14.8
TSUK						
Absolute emissions - Scope 1	MT	6.8	6.0	5.9	2.4	0.3
Absolute emissions - Scope 2	MT	0.2	0.1	0.3	0.1	0.1
Absolute emissions - Scope 3	MT	1.9	1.7	1.7	5.0	6.0
Total absolute emissions (Scope 1+2+3)	MT	9.0	7.9	7.8	7.6	6.4
TSTH						
Absolute emissions - Scope 1	MT	0.2	0.2	0.2	0.2	0.2
Absolute emissions - Scope 2	MT	0.5	0.5	0.4	0.4	0.3
Absolute emissions - Scope 3	MT	0.2	0.2	0.3	0.1	0.2
Total absolute emissions (Scope 1+2+3)	MT	0.9	0.8	0.9	0.7	0.7
Tata Steel Consolidated (including other entities)						
Absolute emissions - Scope 1	MT	76	75	77	78	78
Absolute emissions - Scope 2	MT	5	5	5	6	6
Absolute emissions - Scope 3	MT	14	13	25	29	32
Total absolute emissions (Scope 1+2+3)	MT	94	94	107	113	116
Total absolute emissions (Scope 1+2) per unit revenue	tCO ₂ e/ ₹ million	33	33	38	36	36

Notes:

1: 'Operational Control' based reporting approach adopted since FY2023-24.

2: Reported Scope 1 GHG emissions include "worldsteel Scope 1.1 emissions" (arising from combustion of by-product gases by third parties) as direct emissions and in FY2025-26, excludes Biogenic CO₂ emission from combustion of Biochar of ~63 kt CO₂.

3: Scope 2 emissions are location-based.

4: Scope 3 emissions reported based on available information at the time of publication, continue to evolve and inherently carry a degree of uncertainty.

5: Equity-consolidated emissions of material joint ventures and associated companies are included in FY2025-26 under mainstream emissions (Scope 1, 2 & 3).

^{2,a} Scope 3 emissions in FY2025-26 additionally include 'Purchased services' under Category 1 (Purchased Goods and Services).

	UOM	FY2021-22	FY2022-23	FY2023-24	FY2024-25	FY2025-26
Air emissions®						
TSL^{3,a}						
Stack dust emissions	KT	7.2	6.4	7.0	6.5	7.4
Stack Dust emission intensity	kg/tcs	0.39	0.34	0.35	0.31	0.33
Stack SOx emissions	KT	30.4	27.0	32.8	33.5	51.8
SOx emission intensity	kg/tcs	1.66	1.43	1.63	1.62	2.31
Stack NOx emissions	KT	16.0	15.8	17.5	17.7	22.5
NOx emission intensity	kg/tcs	0.87	0.83	0.87	0.86	1.00
NINL^{3,a}						
Stack dust emissions	KT	-	-	0.29	0.40	0.32
Stack Dust emission intensity	kg/tcs	-	-	0.44	0.42	0.34
Stack SOx emissions	KT	-	-	0.99	1.83	2.25
SOx emission intensity	kg/tcs	-	-	1.51	1.92	2.35
Stack NOx emissions	KT	-	-	0.27	1.03	1.24
NOx emission intensity	kg/tcs	-	-	0.41	1.08	1.30
TSN (Calendar year reporting - Jan 1 to Dec 31)						
Stack dust emissions	KT	1.6	1.5	1.4	1.5	1.4
Stack Dust emission intensity	kg/tcs	0.24	0.25	0.31	0.23	0.21
Stack SOx emissions ^{3,b}	KT	2.8	3.0	2.8	2.9	3.1
SOx emission intensity	kg/tcs	0.42	0.52	0.60	0.45	0.47
Stack NOx emissions	KT	5.3	5.0	4.3	5.1	5.5
NOx emission intensity	kg/tcs	0.80	0.80	0.90	0.79	0.85
TSUK (Calendar year reporting - Jan 1 to Dec 31)						
Stack dust emissions	KT	1.2	0.8	0.8	0.8	0.004
Stack Dust emission intensity	kg/tcs	0.33	0.28	0.29	0.45	0.002
Stack SOx emissions	KT	4.7	4.6	4.0	1.7	0.008
SOx emission intensity	kg/tcs	1.33	1.56	1.38	1.01	0.004
Stack NOx emissions	KT	5.0	4.3	3.8	1.5	0.371
NOx emission intensity	kg/tcs	1.42	1.47	1.30	0.89	0.166
Water®						
TSL^{4,a}						
Fresh water consumption	Million m ³	49.9	49.8	50.9	54.9	38.9
Specific fresh water consumption	m ³ /tcs	2.71	2.62	2.53	2.65	1.73
Effluent discharge volume	Million m ³	9.5	8.1	6.5	5.3	5.8
Effluent discharge intensity	m ³ /tcs	0.52	0.43	0.32	0.26	0.26
NINL						
Fresh water consumption	Million m ³	-	-	2.38	2.39	2.14
Specific fresh water consumption	m ³ /tcs	-	-	3.59	2.52	2.26
Effluent discharge volume	Million m ³	-	-	0.05	0.03	0.02
Effluent discharge intensity	m ³ /tcs	-	-	0.07	0.03	0.02

® Steelmaking sites (For Tata Steel Limited- TSJ, TSK, TSM for all years reported and TSGh merged in FY2023-24; for NINL-Steelmaking site; for TSN-IJumiden; for TSUK- Port Talbot; for TSTH- Rayong, Saraburi, Chonburi). For TSUK, due to closure of the steelmaking assets, the metrics are calculated for its downstream operations and the intensity is based on the volume of Hot Rolled Coil processed during FY2025-26.

^{3,a} The methodology for calculating air emissions has been consistently applied across all sites in FY2025-26. The reporting boundary includes all stacks - process and dedusting.

^{3,b} Stack SOx emissions for CY2022 have been corrected to 3.0 based on validation of the earlier reported number.

^{4,a} The methodology for calculating fresh water consumption has been consistently applied across all sites in FY2025-26.



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	UOM	FY2021-22	FY2022-23	FY2023-24	FY2024-25	FY2025-26
TSN^{4,b}						
Fresh water consumption	Million m ³	32.5	32.2	30.4	31.6	30.7
Specific fresh water consumption	m ³ /tcs	4.76	5.21	6.52	4.81	4.72
Effluent discharge volume ^{4,c}	Million m ³	213.5	212.0	177.2	244.0	190.2
Effluent discharge intensity ^{4,c}	m ³ /tcs	32.06	34.29	36.84	36.16	29.22
TSUK ^{4,b, 4,d}						
Fresh water consumption	Million m ³	30.8	28.8	35.5	29.8	27.5
Specific fresh water consumption	m ³ /tcs	8.70	9.84	12.26	15.19	12.33
Effluent discharge volume	Million m ³	21.3	29.4	18.4	15.2	18.9
Effluent discharge intensity	m ³ /tcs	6.02	10.02	6.36	7.39	8.48
TSTH ^{4,e}						
Fresh water consumption	Million m ³	1.7	1.4	1.3	1.2	1.2
Specific fresh water consumption	m ³ /tcs	1.22	1.09	1.05	1.02	0.92
Effluent discharge volume	Million m ³	-	-	-	-	-
Effluent discharge intensity	m ³ /tcs	-	-	-	-	-
Waste[@]						
TSL						
Solid waste generated	KT	14,283	15,123	15,611	15,027	16,463
Solid waste utilised	KT	14,057	15,559	17,955	17,242	16,596
Solid waste sent to landfill / incineration	KT	12	15	16	5	8
Solid waste utilisation ^{5,a}	%	98	103	115	115	101
NINL						
Solid waste generated	KT	-	-	564	662	634
Solid waste utilised	KT	-	-	569	746	658
Solid waste sent to landfill / incineration	KT	-	-	0.06	0.03	0.02
Solid waste utilisation ^{5,a}	%	-	-	101	113	104
TSN						
Solid waste generated ^{5,b}	KT	170	211	2,789	2,931	3,391
Solid waste utilised ^{5,b}	KT	127	151	2,740	2,893	3,333
Solid waste sent to landfill / incineration	KT	38	52	43	37	58
Solid waste utilisation	%	75	72	98	99	98
TSUK						
Solid waste generated ^{5,b, 5,c}	KT	111	314	1,547	584	125
Solid waste utilised ^{5,b, 5,c}	KT	85	308	1,540	578	110
Solid waste sent to landfill / incineration	KT	7	6	6	6	15
Solid waste utilisation	%	76	98	100	99	88

^{4,b} Numbers reported since FY2023-24 are based on Financial Year; Previous year numbers were based on Calendar Year.

^{4,c} Effluent discharge includes sea water. FY2023-24 and FY2024-25 have been restated to include sea water in line with other years.

^{4,d} Fresh water consumption and effluent discharge includes flood water (7.7 million m³ and 6.4 million m³ respectively in FY2025-26)

^{4,e} Tata Steel Thailand is zero effluent discharge (ZED) site

[@] Steelmaking sites (For Tata Steel Limited- TSJ, TSK, TSM for all years reported and TSGH merged in FY2023-24; for NINL-Steelmaking site; for TSN- IJumiden; for TSUK- Port Talbot; for TSTH- Rayong, Saraburi, Chonburi). For TSUK, due to closure of the steelmaking assets, the metrics are calculated for its downstream operations and the intensity is based on the volume of Hot Rolled Coil processed during FY2025-26.

^{5,a} Solid waste utilisation exceeding 100% indicates that, in addition to current year's waste, legacy stock from previous years was also utilised.

^{5,b} All internal arising materials and byproducts have been included since FY2023-24.

^{5,c} TSUK ceased production since October 2024 resulting in reduced quantities of slag production and other recycled or reused materials since FY2024-25.

	UOM	FY2021-22	FY2022-23	FY2023-24	FY2024-25	FY2025-26
TSTH						
Solid waste generated	KT	266	254	311	236	231
Solid waste utilised	KT	265	254	311	236	230
Solid waste sent to landfill / incineration	KT	0.7	0.4	0.4	0.4	0.4
Solid waste utilisation	%	100	100	100	100	100
Energy intensity[®]						
TSL						
Energy consumption	GJ	- 44,43,89,343	49,39,97,681	52,90,18,000	54,74,01,167	
Energy Intensity	GJ/tcs	23.62	23.43	24.55	25.53	24.34
NINL						
Energy consumption	GJ	-	- 2,26,48,450	2,49,68,000	2,58,49,000	
Energy Intensity	GJ/tcs	-	- 34.17	26.21	27.07	
TSN						
Energy consumption	GJ	- 11,59,18,193	9,47,58,586	12,35,27,000	11,78,25,000	
Energy Intensity	GJ/tcs	20.32	18.82	20.32	18.78	18.10
TSUK						
Energy consumption	GJ	- 6,84,06,447	7,35,68,279	2,68,23,844	72,39,878	
Energy Intensity	GJ/tcs	23.15	23.34	25.43	20.14	3.25
TSTH						
Energy consumption	GJ	- 58,41,098	58,97,520	1,29,66,000	58,57,120	
Energy Intensity	GJ/tcs	9.30	5.06	4.95	12.15	13.49
Renewable energy						
TSL^{6.a}	GJ	- 40,000	1,16,261	3,84,862	15,06,639	
NINL	GJ	-	-	50,000	39,300	
TSN	GJ	- 294	253	236	8,179	
TSUK	GJ	- 1,59,849	1,73,519	1,81,386	1,96,558	
TSTH^{6.b}	GJ	- 5,180	5,204	24,173	43,788	
Biodiversity						
TSL						
Key sites under Biodiversity Management Plans (BMP)	Nos.	7	7	11	11	15
Area covered across key sites under BMP	Hectares	4,729	4,729	4,971	4,971	7,207
TSN						
Key sites under BMPs	Nos.	-	-	7	7	7
Area covered across key sites under BMP	Hectares	-	-	792	792	792
TSUK						
Key sites under BMPs	Nos.	7	7	7	7	7
Area covered across key sites under BMP	Hectares	-	-	348	348	2,606

[®] Steelmaking sites (For Tata Steel Limited- TSJ, TSK, TSM for all years reported and TSGh merged in FY2023-24; for NINL-Steelmaking site; for TSN-IJumiden; for TSUK- Port Talbot; for TSTH- Rayong, Saraburi, Chonburi). For TSUK, due to closure of the steelmaking assets, the metrics are calculated for its downstream operations and the intensity is based on the volume of Hot Rolled Coil processed during FY2025-26.

^{6a} Numbers for earlier years have been restated to include renewable energy consumption at TSL standalone level. Increase in renewable energy consumption since FY2024-25 is on account of renewable energy power purchase agreement signed with The Tata Power Company Limited.

^{6b} In FY2024-25, TSTH invested in Solar projects at all 3 sites with total capacity 11 MWp, resulting in significant increase of solar utilisation.



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	UOM	FY2021-22	FY2022-23	FY2023-24	FY2024-25	FY2025-26
Management						
Workforce (permanent+contract) working in EMS (ISO 14001) certified steel production facilities.						
TSL	%	100	100	100	100	100
NINL	%	-	-	100	100	100
TSN	%	100	100	100	100	100
TSUK	%	100	100	100	100	100
TSTH	%	100	100	100	100	100
Scrap recycling®						
TSL						
Steel scrap recycled (internal & external)	KT	1,330	1,538	1,630	1,373	1,298
Steel scrap recycled (internal & external)	%	7	8	8	7	6
NINL						
Steel scrap recycled (internal & external)	KT	-	-	36	42	36
Steel scrap recycled (internal & external)	%	-	-	5	4	4
TSN						
Steel scrap recycled (internal & external)	KT	1,137	1,082	931	1,315	1,380
Steel scrap recycled (internal & external)	%	18	18	20	20	21
TSUK						
Steel scrap recycled (internal & external)	KT	596	472	552	214	-
Steel scrap recycled (internal & external)	%	18	16	19	20	-
TSTH^{7.a}						
Steel scrap recycled (internal & external)	KT	1,449	1,257	1,183	1,244	1,218
Steel scrap recycled (internal & external)	%	99	99	98	99	100
Spend on Social, Climate Change and Environment (Capex)						
TSL^{8.a}	₹ crore	554	1,437	1,587	3,646	2,583
NINL	₹ crore	-	-	58	119	179
TSN	£ million	22	117	145	143	127
TSUK^{8.b}	£ million	-	8	7	0.2	151
TSTH	₹ million	-	4	27	10	2

® Steelmaking sites (For Tata Steel Limited- TSJ, TSK, TSM for all years reported and TSGh merged in FY2023-24; for NINL-Steelmaking site; for TSN-IJumiden; for TSUK- Port Talbot; for TSTH- Rayong, Saraburi, Chonburi). For TSUK, due to closure of the steelmaking assets, the metrics are calculated for its downstream operations and the intensity is based on the volume of Hot Rolled Coil processed during FY2025-26.

^{7.a} For TSTH, steel scrap recycled (%) is share of scrap in total charge to EAF for steelmaking

^{8.a} Spend in FY2024-25 has more than doubled over FY2023-24 with accelerated pace of construction of the EAF project at Ludhiana.

^{8.b} Spend in FY2025-26 includes expenditure associated with the ongoing project on EAF construction.

	UOM	FY2021-22	FY2022-23	FY2023-24	FY2024-25	FY2025-26
Product Sustainability						
TSL ^{9.a}						
% coverage of products under LCA	%	-	-	86	87	91
% coverage of products under EPD	%	-	-	62	70	81
TSN BV						
% coverage of products under LCA	%	-	-	83	78	91
% coverage of products under EPD ^{9.b}	%	-	-	100	100	100
TSUK						
% coverage of products under LCA	%	-	-	96	97	98
% coverage of products under EPD ^{9.b}	%	-	-	100	100	100
TSTH ^{9.a}						
% coverage of products under LCA	%	-	-	-	14	64
% coverage of products under EPD	%	-	-	-	48	64
Social						
Safety						
TSL						
Fatalities	Nos.	3	4	5	5	5
Lost-time Injury						
Employee	Nos.	58	51	53	40	46
Contractor		107	87	107	90	113
Total		165	138	160	130	159
Lost-time Injury Frequency Rate						
Employee	Injuries per million hours worked	0.67	0.60	0.51	0.39	0.49
Contractor		0.55	0.36	0.36	0.29	0.36
Total		0.59	0.43	0.40	0.32	0.39
Total Recordable Injury						
Employee	Nos.	-	211	208	196	185
Contractor		-	474	437	481	519
Total		-	685	645	677	704
Total Recordable Injury Frequency Rate						
Employee	Injuries per million hours worked	-	2.13	2.02	1.93	1.97
Contractor		-	1.69	1.49	1.55	1.67
Total		-	1.80	1.62	1.64	1.74
Sites with Safety Management System (ISO 45001/OHSAS 18001)	%	100	100	100	100	100
Organisational Health Index	Score out of 16	13.1	13.1	13.3	12.6	12.5

^{9.a} The methodology for calculation of LCA and EPD has been revised from number of products to sales volume of products.

^{9.b} % coverage of products under EPD for TSUK and TSN is mainly for construction based products.



ENVIRONMENTAL SOCIAL GOVERNANCE (ESG) FACTSHEET

	UOM	FY2021-22	FY2022-23	FY2023-24	FY2024-25	FY2025-26
NINL						
Fatalities	Nos.	-	-	-	-	-
Lost-time Injury						
Employee		-	-	-	-	-
Contractor	Nos.	-	-	4	3	3
Total		-	-	4	3	3
Lost-time Injury Frequency Rate						
Employee		-	-	-	-	-
Contractor	Injuries per million hours worked	-	-	0.22	0.19	0.19
Total		-	-	0.19	0.16	0.16
Total Recordable Injury						
Employee		-	-	13	4	9
Contractor	Nos.	-	-	14	36	32
Total		-	-	27	40	41
Total Recordable Injury Frequency Rate						
Employee		-	-	4.75	1.52	3.33
Contractor	Injuries per million hours worked	-	-	0.79	2.31	2.03
Total		-	-	1.32	2.20	2.22
Sites with Safety Management System (ISO 45001/ IS14489) ¹⁰	%	-	-	100	100	100
TSN						
Fatalities	Nos.	-	-	-	-	-
Lost-time Injury						
Employee		19	13	15	25	19
Contractor	Nos.	8	13	12	10	8
Total		27	26	27	35	27
Lost-time Injury Frequency Rate						
Employee		1.01	0.72	0.81	1.33	1.08
Contractor	Injuries per million hours worked	2.36	2.51	1.97	1.79	1.56
Total		1.21	1.12	1.10	1.43	1.19
Total Recordable Injury						
Employee		-	73	94	128	19
Contractor	Nos.	-	56	128	57	8
Total		-	129	222	185	27
Total Recordable Injury Frequency Rate						
Employee		-	4.06	5.10	6.79	1.08
Contractor	Injuries per million hours worked	-	10.82	20.98	10.23	1.56
Total		-	5.57	9.05	7.57	1.19
Sites with Safety Management System (ISO 45001/OHSAS 18001)	%	36	36	74	94	85

¹⁰ NINL underwent Third Party Safety Audit report as per IS 14489:2018 and will undergo ISO 45001:2018 certification audit post merger with Tata Steel Limited.

	UOM	FY2021-22	FY2022-23	FY2023-24	FY2024-25	FY2025-26
TSUK						
Fatalities	Nos.	-	1	-	-	1
Lost-time Injury						
Employee		33	42	30	27	18
Contractor	Nos.	15	11	23	9	14
Total		48	53	53	36	32
Lost-time Injury Frequency Rate						
Employee	Injuries per million hours worked	2.10	3.29	2.38	2.37	2.01
Contractor		3.17	2.24	3.10	1.40	3.10
Total		2.35	3.03	2.64	2.02	2.37
Total Recordable Injury						
Employee		-	65	47	218	36
Contractor	Nos.	-	20	32	63	20
Total		-	85	79	281	56
Total Recordable Injury Frequency Rate						
Employee	Injuries per million hours worked	-	4.76	3.73	19.12	4.01
Contractor		-	4.48	4.31	9.83	4.43
Total		-	4.69	3.94	15.78	4.15
Sites with Safety Management System (ISO 45001/OHSAS 18001)	%	17	17	7	13	46
TSTH						
Fatalities	Nos.	1	-	-	-	-
Lost-time Injury						
Employee		-	-	1	-	-
Contractor	Nos.	3	1	0	1	1
Total		3	1	1	1	1
Lost-time Injury Frequency Rate						
Employee	Injuries per million hours worked	-	-	0.41	-	-
Contractor		1.34	0.44	-	0.43	0.42
Total		0.63	0.21	0.21	0.21	0.21
Total Recordable Injury						
Employee		-	3	5	1	3
Contractor	Nos.	-	4	2	3	4
Total		-	7	7	4	7
Total Recordable Injury Frequency Rate						
Employee	Injuries per million hours worked	-	1.22	2.06	0.41	1.21
Contractor		-	1.75	0.79	1.28	1.68
Total		-	1.47	1.41	0.83	1.44
Sites with Safety Management System (ISO 45001/OHSAS 18001)	%	100	100	100	100	100



ENVIRONMENTAL SOCIAL GOVERNANCE (ESG) FACTSHEET

UOM		FY2021-22	FY2022-23	FY2023-24	FY2024-25	FY2025-26
Human Resource Management						
TSL						
Nos. of employees ^{11.a}	Nos.	35,927	36,151	44,084	43,089	41,307
New employee hires	Nos.	1,704	4,855	3,830	1,715	1305
Employee productivity (steel volume)	tcs/employee/ year	854	885	900	925	999
Female employees in workforce	%	6.9	7.6	8.0	8.9	9.81
Female employees in management positions in workforce	%	11.7	11.5	10.4	11.3	11.63
Age break-up of the workforce						
<30 years		23.0	19.4	19.2	19.5	19.2
30 - 50 years	%	59.0	56.1	57.0	58.8	62.0
>50 years		17.0	24.5	23.6	21.7	18.8
Employee turnover rate (Including Superannuation)	%	6.9	8.2	5.9	2.5	7.5
Employee turnover rate (Excluding superannuation)	%	2.0	2.7	2.8	2.3	3.3
Workforce covered through formal trade unions ^{11.b}	%	79.6	91.0	91.0	88.0	87.8
Diversity mix (% of Women / Affirmative Action / PWD / LGBTQ) in workforce	%	18.0	19.0	19.0	20.1	21.28
Investment in employee training and development	₹ crore	159	193	241	205	146
Employee training ^{11.c}	thousand person-days	413	468	590	657	499
Employee training ^{11.c}	person-days/ employee/year	11.5	12.9	13.4	15.2	11.7
NINL						
Nos. of employees ^{11.d}	Nos.	-	-	1484	1542	1487
New employee hires	Nos.	-	-	68	124	21
Employee productivity (steel volume) ^{11.e}	tcs/employee/ year	-	-	757	774	755
Female employees in workforce	%	-	-	4.38	4.47	4.84
Female employees in management positions in workforce	%	-	-	0.78	0.91	5.24
Age break-up of the workforce						
<30 years		-	-	3.78	12.00	10.76
30 - 50 years	%	-	-	59.93	56.00	50.10
>50 years		-	-	36.30	32.00	39.14
Employee turnover rate (Including Superannuation)	%	-	-	7.63	2.14	3.49
Employee turnover rate (Excluding superannuation)	%	-	-	1.78	0.78	2.48
Workforce covered through formal trade unions ^{11.f}	%	-	-	-	-	-
Employee training	thousand person-days	-	-	2.36	4.65	3.39
Employee training	person-days/ employee/year	-	-	1.67	3.25	2.50

^{11.a} Nos. of employees does not include other than permanent employees who are on fixed term contract.

^{11.b} Only non-managerial workforce considered for % of workforce covered through formal trade unions.

^{11.c} The training person hours in FY2025-26 were lower than previous years due to low/nil hiring of blue collared cadre trainees/new recruits.

^{11.d} Reported number include Tata Steel deputees.

^{11.e} Reported numbers consider employees contributing to crude steel production.

^{11.f} Currently there is no recognised trade union in NINL.

	UOM	FY2021-22	FY2022-23	FY2023-24	FY2024-25	FY2025-26
TSN						
Nos. of employees ^{11.g}	Nos.	11,608	12,299	12,661	12,353	11,878
New employee hires	Nos.	615	1,108	972	713	796
Employee productivity (steel volume) ^{11.h}	tcs/employee/ year	721	660	479	681	747
Female employees in workforce	%	10.8	10.6	11.2	11.2	11.1
Female employees in management positions in workforce ^e	%	8.0	19.8	17.5	17.0	12.6
Age break-up of the workforce						
<30 years		13.0	12.5	14.3	13.6	12.9
30 - 50 years	%	43.0	43.7	43.7	43.5	46.7
>50 years		44.0	43.8	41.8	40.1	40.4
Employee turnover rate (Including Superannuation)	%	3.1	4.8	7.6	8.4	11.0
Employee turnover rate (Excluding superannuation)	%	-	4.1	5.3	5.8	8.2
Workforce covered through formal trade unions ^e	%	55.0	52.0	48.3	45.9	46.3
Employee training ^e	Thousand person-days	-	13.3	13.7	8.8	6.9
Employee training ^e	person-days/ employee/year	-	1.4	1.5	0.9	0.8
TSUK^{11.i}						
Nos. of employees	Nos.	-	8,320	8,052	6,332	5,714
New employee hires	Nos.	-	869	520	177	214
Employee productivity (steel volume) - UK	tcs/employee/ year	-	352	359	166	-
Female employees in workforce	%	-	10.4	10.8	13.7	12.0
Female employees in management positions in workforce	%	-	18.2	18.4	20.3	21.3
Age break-up of the workforce						
<30 years		-	17.5	17.6	16.0	15.3
30 - 50 years	%	-	46.6	45.7	47.0	48.7
>50 years		-	35.9	36.7	37.0	36.0
Employee turnover rate (Including Superannuation)	%	-	9.3	6.9	24.8	14.2
Employee turnover rate (Excluding superannuation)	%	-	6.8	6.5	24.6	12.4
Workforce covered through formal trade unions	%	-	56.0	57.0	48.0	44.9
Employee training	Thousand person-days	-	21.7	19.5	10.2	12.1
Employee training	person-days/ employee/year	-	2.7	2.4	1.6	2.1

^{11.g} Scope of data is increased since FY2023-24 to include people who were on accrued pre-pension leave (remaining on payroll), academy graduates in Engineering and Energy, and mobility pool employees.

^{11.h} Employee productivity reduced in FY2023-24 over FY2022-23, owing to 25% less crude steel production due to BF6 relining

^e Steelmaking sites (For Tata Steel Limited- TSK, TSM for all years reported and TSGh merged in FY2023-24; for NINL-Steelmaking site; for TSNJumiden; for TSUK- Port Talbot; for TSTH- Rayong, Saraburi, Chonburi). For TSUK, due to closure of the steelmaking assets, the metrics are calculated for its downstream operations and the intensity is based on the volume of Hot Rolled Coil processed during FY2025-26.

^{11.i} The trend in certain Human Resources KPIs of TSUK is due to workforce redundancy as a result of the planned transition to EAF at Port Talbot, UK.



ENVIRONMENTAL SOCIAL GOVERNANCE (ESG) FACTSHEET

	UOM	FY2021-22	FY2022-23	FY2023-24	FY2024-25	FY2025-26
TSTH						
Nos. of employees	Nos.	1,092	1,086	1,081	1,070	1,067
New employee hires	Nos.	26	38	49	68	65
Employee productivity (steel volume)	tcs/employee/ year	1,221	1,115	981	1109	1242
Female employees in workforce	%	17.2	17.6	17.9	18.5	18.5
Female employees in management positions in workforce	%	15.7	17.0	19.0	20.3	20.6
Age break-up of the workforce						
<30 years	%	14.7	13.1	12.8	13.4	13.9
30 - 50 years	%	68.6	68.6	67.5	64.9	63.1
>50 years	%	16.7	18.3	19.7	21.8	23.0
Employee turnover rate (Including Superannuation)	%	-	4.4	4.6	7.0	5.3
Employee turnover rate (Excluding superannuation)	%	1.6	2.8	3.5	4.7	2.8
Employee training	Thousand person-days	7.4	6.8	7.0	6.5	7.8
Employee training	person-days/ employee/year	6.8	6.6	6.5	6.1	7.3
Tata Steel Consolidated						
Diversity	%	-	-	-	-	18
Female employees in managerial role	%	-	-	-	-	13
Corporate Social Responsibility						
TSL						
Water harvesting structures	No.	-	478	1,117	901	624
Lives reached through CSR	Million lives impacted	-	3.15	4.43	5.77	6.94
Employee volunteers	No.	-	3,659	7,063	16,505	15,370
Employee volunteering hours	No.	-	18,494	70,628	1,90,522	2,68,472
Economic & Governance						
Board						
TSL						
Board of Directors		11	10	10	10	10
Female Directors on the Board	Nos.	2	2	2	1	1
Independent Directors on Board		6	5	5	5	5
Ethics						
TSL						
Whistle Blower Concerns						
Received		845	303	386	548	564
Closed	Nos.	601	158	256	391	469
Open		244	145	130	157	95

	UOM	FY2021-22	FY2022-23	FY2023-24	FY2024-25	FY2025-26
Sexual harassment cases^{12.a}						
Received		22	31	24	47	35
Closed	Nos.	18	24	19	33	28
Open		4	7	5	14	7
Other Grievances^{12.b}						
Received		-	875	1133	1617	1,507
Closed	Nos.	-	717	1016	1440	1,403
Open		-	158	117	177	104
Training on Tata Code of Conduct						
Officers		31,142	20,472	28,394	30,677	40,390
Frontline employees	person-hours	14,630	17,656	21,473	33,069	35,826
Contract employees		60,898	1,02,735	2,02,096	2,42,083	1,99,311
Business associates trained ^{12.c}	Nos.	2,114	2,050	1,358	5,145	3,856
NINL						
Whistle Blower Complaints & Other Grievances						
Received		-	-	44	75	91
Closed	Nos.	-	-	40	57	89
Open		-	-	4	18	2
Sexual harassment cases						
Received		-	-	-	1	1
Closed	Nos.	-	-	-	1	1
Open		-	-	-	-	-
Training on Tata Code of Conduct						
Officers		-	-	1,959	450	544
Frontline employees	person-hours	-	-	-	735	679
Contract employees		-	-	539	628	876
Business associates trained ^{12.c}	Nos.	-	-	307	363	287
TSN						
Whistle Blower cases						
Received		-	19	22	17	23
Closed	Nos.	-	17	22	16	1
Business associates trained on TCoC		-	-	-	9	-

^{12.a} Includes sexual harassment cases for all genders

^{12.b} Other grievances include complaints related to behavioural concerns, human resources, safety, etc.

^{12.c} Business Associate means suppliers, customers, vendors, dealers, distributors, franchisees, lessors, lessees or such other persons with whom Tata Steel has any business or transactional dealings including the Business Associate's employees, agents and other representatives.



ENVIRONMENTAL SOCIAL GOVERNANCE (ESG) FACTSHEET

	UOM	FY2021-22	FY2022-23	FY2023-24	FY2024-25	FY2025-26
TSUK						
Whistle Blower cases						
Received		-	23	21	17	13
Closed	Nos.	-	22	19	15	8
Business associates trained on TCoC		-	-	-	-	750
Tata Steel Europe (TSUK + TSN)						
Whistle Blower cases						
Received		34	-	-	-	-
Closed	Nos.	34	-	-	-	-
TSTH						
Whistle Blower cases						
Received		6	3	5	1	2
Closed	Nos.	6	3	5	1	2
Business associates trained on TCoC		-	-	-	6	204
Supply Chain						
TSL						
Active supplier base	Nos.	6,264	7,049	8,898	8,026	7,464
Local suppliers	Nos.	1,944	2,138	2,484	2,831	2,233
Critical suppliers	Nos.	477	466	665	777	800
Business volume of local suppliers	₹ crore	4,587	7,290	9,324	8,754	9,610
Affirmative Action (AA) suppliers	Nos.	71	75	85	83	91
Business volume of AA suppliers	₹ crore	69	112	151	230	254
Suppliers assessed based on safety	Nos.	1,022	1,423	1,923	2,538	1,775
Suppliers trained through Vendor Capability Advancement Program	Nos.	450	307	1,341	1,800	2,711
Critical suppliers made aware on Responsible Supply Chain Policy (RSCP)	Nos.	327	235	227	327	815
Supply chain partners assessed on RSCP	Nos.	257	211	216	218	251
Steel Processing Centers assessed on RSCP	Nos.	31	18	-	5	5
Distributors assessed on RSCP	Nos.	106	16	-	37	31
TSN						
Active suppliers	Nos.	3,329	3,389	3,004	3,657	3,082
Active suppliers made aware on Responsible Procurement Policy (RPP) ¹³	%	-	100	32	33	33
Suppliers assessed based on safety	Nos.	-	-	-	77	70

¹³ Since FY2023-24, for active suppliers made aware on RPP, an operational definition that relies on recorded data for fully qualified suppliers in the SAP Ariba Vendor Qualification system is introduced in TSN, resulting in decrease in percentage.

	UOM	FY2021-22	FY2022-23	FY2023-24	FY2024-25	FY2025-26
TSUK						
Active suppliers	Nos.	2,851	2,434	2,513	1,971	1,893
Active suppliers made aware on RPP	%	-	94	25	100	100
Suppliers assessed based on safety	Nos.	-	-	-	255	129
TSTH						
Active suppliers	Nos.	-	-	-	-	1,667
Active suppliers made aware on RPP	%	-	-	-	-	17
Suppliers assessed based on safety	Nos.	-	-	-	86	250
Intellectual Capital						
TSL						
Collaborations/memberships of academia and technical institutes	Nos.	35	16	19	26	18
Patents filed	Nos.	125	132	142	152	139
Patents granted	Nos.	121	146	395	112	71
New products developed	Nos.	62	84	86	123	81
R&D employees	Nos.	270	294	292	269	238
R&D Spend	₹ crore	213	275	285	328	586
R&D Spend	% of revenue	0.17	0.21	0.002	0.25	0.42
TSN						
Collaborations/memberships of academia and technical institutes	Nos.	158	162	148	166	135
Patents filed	Nos.	15	22	26	18	15
Patents granted	Nos.	202	161	191	161	129
New products developed	Nos.	10	10	11	17	12
R&D employees	FTEs	299	307	341	280	265
R&D Spend	€ million	62	64	61	56	53
R&D Spend	% of revenue	0.87	0.86	1.03	0.89	0.88
TSUK						
Collaborations/memberships of academia and technical institutes	Nos.	7	17	7	7	9
Patents filed	Nos.	-	-	5	4	8
Patents granted	Nos.	-	-	2	0	6
New products developed	Nos.	3	13	8	5	-
R&D employees	Nos.	65	69	66	28	20
R&D Spend	€ million	11	14	8	7	6
R&D Spend	% of revenue	0.34	0.45	0.30	0.27	0.20
TSTH						
Collaborations/memberships of academia and technical institutes	Nos.	-	-	-	-	8
New products developed	Nos.	-	-	-	-	27
ResponsibleSteel™ Certification - Steel production unit						
TSL (Steelmaking Sites - TSJ, TSK, TSM and TSGh)						
No. of sites certified under ResponsibleSteel™	No. Of Sites	-	1	3	3	3