

Board						
	UOM	FY20	FY21	FY22	FY23	FY24
Board of Directors	Nos.	10	10	11	10	10
Female Directors on the Board	Nos.	1	1	2	2	2
Independent Directors on Board	Nos.	5	5	6	5	5
Board Meeting Attendance	%	-	-	-	94.91	100
Board Average Tenure	Nos.	-	-	-	5.6	5.7

Governance

Ethics

	UOM	FY20	FY21	FY22	FY23	FY24
Tata Steel Limited						
Category A- Whistle Blower Concerns						
Whistleblower cases ¹³ - Received	Nos.	881	777	845	303	364
Whistleblower cases ¹³ - Closed	Nos.	602	541	601	158	236
Whistleblower cases ¹³ - Open	Nos.	279	236	244	145	128
Category B- Grievances & others						
Grievances & Others cases ¹³ - Received	Nos.	-	-	-	875	1,132
Grievances & Others ¹³ - Closed	Nos.	-	-	-	717	1,015
Grievances & Others ¹³ - Open	Nos.	-	-	-	158	117
Sexual harassment cases - Received	Nos.	34	21	22	31	21
Sexual harassment cases - Closed	Nos.	36	15	18	24	16
Sexual harassment cases - Open	Nos.	8	6	4	7	5
Training on Tata Code of Conduct - officers	person-hours	17,064	26,458	31,142	20,472	28,394
Training on Tata Code of Conduct - frontline employees	person-hours	2,763	5,086	14,630	17,656	21,473
Training on Tata Code of Conduct - contract employees	person-hours	24,307	15,380	60,898	1,02,735	2,02,096
Business associates ¹⁴ trained on Tata Code of Conduct	Nos.	-	1,747	2,114	2,050	1,358

Note: Tata Steel Limited has changed its categorization of concerns into two parts - Whistle Blower Concerns and Grievances & Others. There are no frontline employees at NINL

¹³ Exclusive of sexual harassment cases

¹⁴ 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.

@ Includes all Steelmaking sites ;

@aTS Jamshedpur, TS Kalinganagar for all years reported, TS Meramandali merged in FY2021-22 and TS Gamharia merged in FY2023-24 ;

@bNINL ; @cTata Steel UK Limited includes Port Talbot ; @dTata Steel Nederland BV includes Ijmuiden ; @eTata Steel (Thailand) includes Rayong, Saraburi, Chonburi

KPIs assured by Price Waterhouse & Co Chartered Accountants LLP

Supply Chain						
	UOM	FY20	FY21	FY22	FY23	FY24
Tata Steel Limited						
Active supplier base	Nos.	5,132	5,071	6,264	7,049	8,898
Local suppliers	Nos.	1,806	1,671	1,944	2,138	2,484
Critical suppliers	Nos.	-	-	477	466	665
Business volume of local suppliers	₹ crore	-	2,397	4,587	7,290	9,324
Number of Affirmative Action (AA) suppliers	Nos.	70	71	71	75	85
Business volume of Affirmative Action (AA) suppliers	₹ crore	61	66	69	112	151
Suppliers assessed based on safety	Nos.	850	745	1,022	1,423	1,923
Suppliers trained through Vendor Capability Advancement Program (VCAP)	Nos.	1,330	844	450	307	1,341
Critical suppliers made aware on Responsible Supply Chain Policy	Nos.	-	223	327	235	227
No. of supply chain partners assessed on Responsible Supply Chain Policy	Nos.	-	203	257	211	216 [#]
Steel Processing Centers (SPC) assessed on Responsible Supply Chain Policy ^{15.a}	Nos.	-	-	31	18	-
Distributors assessed on Responsible Supply Chain Policy ^{15.b}	Nos.	-	-	106	16	-
<p>^{15.a} Steel Processing Centers assessed on Responsible Supply Chain Policy was completed in FY 2022-23 and will restart in Fy 2024-25, so for FY 2023-24 is 0</p> <p>^{15.b} RSCP assessment that was done for distributors had certain action items emerging from the scores. A period was given for the action to be undertaken by the surveyed entities and no assessment was planned for the period. Hence the number is zero.</p> <p>^{15.c} For FY24, For Active suppliers made aware on Responsible Procurement Policy, 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</p>						

Intellectual Capital						
	UOM	FY20	FY21	FY22	FY23	FY24
Tata Steel Limited						
Collaborations/memberships of academia and technical institutes	Nos.	50	20	35	16	19
Patents filed	Nos.	119	119	125	132	142
Patents granted	Nos.	58	109	121	146	395
New products developed	Nos.	155	79	62	84	86
R&D employees	Nos.	-	246	270	294	292
R&D Spend	INR Crore	259	231	213	275	285
R&D Spend	% of revenue	0.43	0.36	0.17	0.21	0.20
Capex	INR Crore	4,749	2,122	6,288	8,555	10,426
Investment in new processes and products (Capex + R&D)	INR Crore	5,008	2,353	6,501	8,830	10,711
Investment in new processes and products (Capex + R&D)	% of revenue	9	4	5	7	8
<p>@ Includes all Steelmaking sites;</p> <p>@aTS Jamshedpur, TS Kalinganagar for all years reported, TS Meramandali merged in FY2021-22 and TS Gamharia merged in FY2023-24; @bNINL; @cTata Steel UK Limited includes Port Talbot; @dTata Steel Nederland BV includes Ijmuiden; @eTata Steel (Thailand) includes Rayong, Saraburi, Chonburi</p> <p># KPIs assured by Price Waterhouse & Co Chartered Accountants LLP</p>						

Responsible Steel Certification - Steel production unit

	UOM	FY20	FY21	FY22	FY23	FY24
Tata Steel Limited @a						
No . of sites Certified under Responsible Steel	No . Of Sites	-	-	-	1	3

Policy Influence

	UOM	FY20	FY21	FY22	FY23	FY24
Contribution to Industry/Trade associations or tax-exempt groups (e.g. think tanks, chambers of commerce) *	INR	2,44,93,424	2,03,87,024	4,99,94,820	8,66,81,250	9,34,33,435
1. Increase per capita consumption of steel through advocacy and collaboration	INR	1,55,90,000	1,55,20,000	1,43,87,000	2,16,84,000	1,88,18,750
2. Addressal of issues, concerns and challenges common of the Indian steel industry with government and other stakeholders within all applicable laws and regulations to improve the ease & cost of doing business.	INR	78,05,000	-	86,31,000	1,18,00,000	1,00,00,000
3. Leadership on all major strategic issues impacting the steel industry, particularly focusing on economic, steel demand, environmental and social sustainability	INR	-	-	1,96,45,000	3,30,84,900	4,41,28,192
4. Building sustainable steel industry worldwide and fulfill the Indian government's nationally declared targets	INR	-	28,17,024	29,52,220	49,27,800	49,74,000
5. Aligning strategies and operation with SDGs (sustainable developmental goals) & universal principles on numerous societal importance. (UNGC,ETC,CWEIC)	INR	3,57,924	-	15,53,800	15,90,250	1,12,51,200

At Tata Steel, our collaboration and participation in industry associations are deeply rooted in our commitment to climate alignment and the goals of the Paris Agreement. We actively engage with Governments and industry bodies to advocate for policies that promote the reduction of greenhouse gas emissions, support energy transitions, and accelerate the path to net-zero emissions through a management system where we review and monitor process to assess whether public policy engagements with our industry associations are aligned with the organization's commitment towards Net Zero by 2045. Our involvement in these groups, such as World Steel Association, Indian Steel Association, Eurofer, UK Steel Association, UN Global Compact, Institute for Steel Development & Growth, CII, FICCI etc are aimed at driving collective action on climate-related challenges and report on climate policy positions and activities of the industry bodies. While we believe in the power of collaboration, we ensure that our participation in industry bodies reflect our climate priorities. We also actively participate in discussions on Greenhouse Gas Emissions, Energy Transitions, Carbon Tax and Pricing, Water and Waste Management, and Sustainable Mining. Our commitment to climate leadership remains unwavering as we work to influence policies that foster sustainable development and long-term environmental stewardship.

Lobbying in any form is not allowed as per Indian law, however as responsible corporate, Tata Steel advocates policy changes through different association for betterment of the industry at large.

@ Includes all Steelmaking sites;

@aTS Jamshedpur, TS Kalinganagar for all years reported, TS Meramandali merged in FY2021-22 and TS Gamharia merged in FY2023-24; @bNINL; @cTata Steel UK Limited includes Port Talbot; @dTata Steel Nederland BV includes Ijmuiden; @eTata Steel (Thailand) includes Rayong, Saraburi, Chonburi

KPIs assured by Price Waterhouse & Co Chartered Accountants LLP

* Please note that Lobbying in any form is not allowed as per Indian law, however as responsible corporate, Tata Steel advocates policy changes through different association for betterment of the industry at large.