

WELLNESS POLICY

Tata Steel is Committed to Wellness with its initiatives and interventions that create a caring culture where our people can take personal ownership and make healthy lifestyle choices to support their wellbeing goals.

The company believes in fostering a workplace that values and encourages wellness of our people and recognises the importance of a healthier and happier people. Wellness is seen as a key lever in reducing health risks and enhancing employee engagement, productivity & development. We strive continuously to support and uplift levels of wellness, enabling them to "Do More, Live More, Grow More".

While respecting individuals' preferences, interests, abilities, and concerns towards wellness, we shall strive continuously to:

Establish:

- An integrated approach encompassing physical, emotional and occupational wellness.
- Strategies, policies, and programs for wellness promotion.
- Communication channels for raising awareness about wellness.
- An ecosystem of resources including trained professionals and digital tools.

Embrace a culture that:

- Supports emotional wellness through professional assistance.
- Prioritises psychological safety.
- Destigmatises emotional wellness.
- Advocates "**Prevention** is better than **cure**".

Encourage workforce and their families to:

- Develop lifelong healthy lifestyles.
- Access and actively engage in wellness initiatives.
- Act as wellness champions and inspire others.
- Undergo regular health check-ups.

This policy is applicable to all business units of Tata Steel India. We aim to create an environment where people are happy at work, can balance between professional and personal lives, and perceive the workplace as secure, nurturing and caring.

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T V Narendran
CEO & Managing Director

