

Tata Capital Affirmative Action Policy

Tata Capital believes in promoting social equity and inclusive growth by enabling and empowering socially and economically disadvantaged sections of society, specifically Scheduled Castes (SC), Scheduled Tribes (ST), Persons with Disabilities (PwD), and women from marginalised communities (collectively referred to as the Affirmative Action- AA Community).

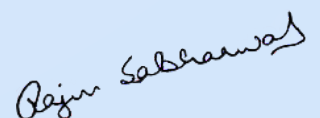
Aligned to this belief, Tata Capital will, to the best extent possible, **volunteer its knowledge, training resources, and institutional capabilities** to improve:

- Education and employability
- Financial and digital inclusion
- Entrepreneurship and sustainable livelihoods

Tata Capital is committed to empowering AA communities in adherence to robust governance, merit-based practices, and regulatory compliance.

Key Principles of Affirmative Action Policy

- **Business & Social Progress** - Tata Capital acknowledges that sustainable business success is closely linked to the wellbeing and advancement of all sections of society.
- **Diversity as a Growth Enabler** - Tata Capital believes that diversity and inclusion drive innovation, competitiveness, and organisational excellence
- **Inclusive Workforce Representation** - Fair representation of AA communities is recognised as a positive contributor to performance and culture.
- **Capability Building** - Tata Capital will support skill development and employability of AA communities through training, mentoring, and learning initiatives.
- **Collaborative Partnerships** - The Company will partner with institutions, NGOs, and Tata ecosystem entities to advance education, skilling, and entrepreneurship for AA communities.
- **Equal Opportunity for Employment & Livelihoods** - Tata Capital promotes equitable access to employment, career growth, and livelihood opportunities, aligned to business needs.
- **Inclusive Value Chain** - Business partners will be selected based on commercial and governance criteria; where comparable, preference may be extended to partners from AA communities.



Rajiv Sabharwal

Managing Director & CEO

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Mumbai