



February 20, 2025

National Stock Exchange of India Limited
Exchange Plaza, C-1, G Block
Bandra Kurla Complex,
Bandra (E)
Mumbai 400 051
Scrip Code – TATACONSUM

BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai 400001
Scrip Code - **500800**

The Calcutta Stock Exchange Limited
7 Lyons Range
Kolkata 700 001
Scrip Code – **10000027 (Demat) 27 (Physical)**

Sub: Newspaper Advertisement pertaining to Notice of Postal Ballot of the Company

Dear Sir/Madam,

Further to our letter dated February 19, 2025 and pursuant to Regulation 30 and 47 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“**Listing Regulations**”) as amended, we hereby enclose copies of the Newspaper Advertisement published in Business Standard (English) all India Edition and Aajkaal (Bengali) Kolkata Edition, on February 20, 2025, regarding the notice of Postal Ballot seeking approval of the Members on the below mentioned Ordinary Resolution:-

| Sr. No. | Description of the Ordinary Resolution |
|----------------|--|
| 1. | Re-appointment of Mr. Sunil D’Souza (DIN: 07194259) as Managing Director & Chief Executive Officer, for a further term of 5 years commencing from April 4, 2025 to April 3, 2030 |

The above information is also being made available on Company’s website at www.tataconsumer.com.

This is for your information and records and we request you to treat the same as compliance with the applicable provisions of the Listing Regulations.

Thanking you,

Yours faithfully,

For Tata Consumer Products Limited

Delnaz Dara Harda
Company Secretary & Compliance Officer
Membership No.: ACS73704
Encl.: a/a.

TATA CONSUMER PRODUCTS LIMITED

11/13 Botawala Building 1st Floor Office No 2-6 Horniman Circle Fort Mumbai 400 001 India
Tel: 91-22-6121-8400 | Fax: 91-22-61218499
Registered Office: 1, Bishop Lefroy Road, Kolkata – 700 020
Corporate Identity Number (CIN): L15491WB1962PLC031425
email: investor.relations@tataconsumer.com
website: www.tataconsumer.com



AS STRONG ENOUGH SAFETY NET?

The road to social protection for gig workers still has some bumps

SHRINA NAORA
New Delhi, 19 February

As the sun sets, Inderesh Singh (41) wraps up his shift after completing 20 deliveries. Last month, a road accident left him with severe bruises on his right forearm and leg, forcing him to take two weeks off work. "My savings vanished covering medical bills. If my company had provided health insurance, it would have helped immensely," he says. Singh, employed through a contractor for a quick-commerce platform, is one of millions in India's rapidly growing gig workforce, which is projected by NITI Aayog to reach 23.5 million by 2029-30. It is a workforce that functions with practically no social security—a problem Finance Minister Nirmala Sitharaman looked to address in her Budget speech on February 1. Sitharaman announced that gig and platform economy workers would be covered under the Pradhan Mantri Jan Arogya Yojana (PM-JAY), in addition to receiving identity cards and being registered on the E-Shram portal. "Gig workers of online platforms provide great dynamism to the new-age services economy. These measures are likely to assist nearly 10 million gig-workers," she said in her Budget speech. Singh is happy that the government is finally recognising gig work and making policies for them. "It's always a matter of life and death for people like us who have to make deliveries on motorcycles throughout the day," he says. However, implementing the decision will require additional measures—including defining gig workers.

Who's a gig worker?

Despite its growing presence, gig and platform work has been difficult to define, delaying policy formulation. These jobs are categorised under 'nonstandard employment', where work is contingent, flexible and non-permanent. The Code on Social Security, 2020, one of four newly enacted labour codes, formally defined gig and platform workers for the first time. Under Section 2(35), a gig worker is someone engaged in work outside a traditional employer-employee relationship. Section 2(60) describes platform work as employment facilitated through an online platform to provide specific services, as notified by the government. However, Akriti Bhatia, founder of People's Association in Grassroots Action and Movements, an action-research and media advocacy network, argues that these definitions misclassify gig workers. "In India, gig and platform work has become the primary form of employment for millions. The code fails to acknowledge this reality," she says. A study by the Federation of Indian Chambers of Commerce and Industry (FICCI) and Indian resource firm Randstad India in 2023 indicated

GIG GAP

- Finance minister announced gig and platform economy workers would be covered under PM-JAY, will receive I-cards, and would be registered on the E-Shram portal—measures that would assist nearly 10 million gig workers
- As on February 4, only four platforms, with 423,000 gig workers in all, had registered on the E-Shram portal
- India is estimated to have 23.5 million gig workers by 2029-30 (NITI Aayog report)

that 42.24 per cent of India's startups are increasingly hiring gig workers.

A name in the database

What the initiatives announced in the Union Budget would do is allow gig workers to access medical treatment at over 21,000 empanelled private and public hospitals. This follows last year's partnership between the Employees' State Insurance Corporation (ESIC) and the National Health Authority to integrate ESIC with PM-JAY. Government officials have also indicated plans to launch a pension scheme for gig workers under the Employees' Provident Fund Organisation (EPFO).

Here's how the scheme would work. Workers would have to register on the E-Shram portal, and declare the number of platforms they work with. They would then be allotted a single Universal Account Number (UAN) under EPFO, irrespective of the number of platforms they are engaged with. "The ministry is working on a transaction-based percentage formula to determine the pension," an official said. "As part of this, for every transaction performed, the platform aggregator will collect a certain amount and deposit it with the EPFO into the worker's account." Union Labour Secretary Sumita Dawra told *Business Standard* that the labour ministry is working on "priority" to implement the Budget announcement, which includes extending health-care benefits under PM-JAY for gig workers. "For additional social benefits, a lot of work is on with stakeholders to examine the possibilities," she added.

Not quite there yet

While the industry has welcomed the initiative, not everybody is convinced that this is the right way to go about it. Shaikh Salauddin, national general secretary of

the Indian Federation of App-Based Transport Workers (IFATW), emphasises that for the schemes to be effective, aggregator companies must share worker data with the government instead of relying on workers to register themselves. Lack of awareness remains a major barrier to accessing benefits. "Without mandatory data-sharing on the E-Shram portal, many workers will be unable to access these benefits," he argues. Integration of E-Shram registration with welfare schemes is crucial. Registration alone won't ensure access to benefits," he adds.

Government data shows that as of February 4, only four platforms are registered on the E-Shram portal. These are Urban Company, Blinkit, Zomato and Uncle Delivery. These platforms have a total of 423,000 active workers engaged with them.

"This is despite the labour ministry's advisory last year asking platform aggregators to register themselves and the workers engaged with them on the E-Shram portal."

"While the finance minister spoke about benefiting 10 million gig workers, merely half a million workers have been registered by the platforms despite repeated communication," says Salauddin.

Some platforms already provide health and life insurance to gig workers.

A study by Ola Mobility Institute last year claimed that many platforms offer accident coverage (including disability and death) to gig workers. While passenger mobility platforms provide up to ₹5 lakh, hyperlocal delivery platforms offer between ₹3 lakh and ₹10 lakh, along with health and medical support, including telemedicine, the study found. Platforms such as Uber, Zomato, and Zeplo did not respond to queries from *Business Standard* on their current policies till the time of going to press. Public health policy expert

Rama Baru also underscores the need for clear funding mechanisms and effective targeting.

"How will these programmes be funded? Will they rely on budgetary support, or will the private sector contribute? What category of gig workers will the scheme cover?" she asks. "Simply announcing PM-JAY coverage means little unless the scope of coverage is well-defined," she says.

So, while the government's initiative marks a step towards recognising gig workers, challenges remain in ensuring effective implementation. The road ahead will require sustained efforts to bridge data gaps, improve registration processes, and secure adequate funding. The success of the initiative will determine whether millions of gig workers, like Singh, receive the intended benefits.

Despite its growing presence, gig and platform work has been difficult to define, delaying policy formulation. These jobs are categorised under 'nonstandard employment', where work is contingent, flexible and non-permanent



Regd. Office: Plot No. B-12 to B-15, Phase II, MEFZ-SEZ, Tambaram, Chennai - 600045
Phone No: +91-44-42288199 / 22628199 E-mail: investorservices@igarashimotors.co.in
Website: www.igarashimotors.com CIN: L29142TN1992PLC021997

POSTAL BALLOT NOTICE

Notice of Postal Ballot (Notice) is hereby given pursuant to the applicable provisions of Section 108 and 110 and other applicable provisions if any, of the Companies Act, 2013 ("the Act") read with Rules 20 and 22 of the Companies (Management and Administration) Rules, 2014 ("the Rules") and Securities and Exchange Board of India (Listing Obligations and Disclosures Requirements) Regulations, 2015 ("SEBI Listing Regulations"). Secretarial Standard issued by Institute of Company Secretaries of India on General Meetings ("SS-2"), including any statutory modifications, clarifications, substitutions or re-enactment thereof for the time being in force) and in accordance with the guidelines prescribed by the Ministry of Corporate Affairs ("MCA") and Securities and Exchange Board of India ("SEBI") for conducting postal ballot process through e-voting, that the resolutions appended below is proposed by the Board of Directors of the Company to be passed by the members of the Company through postal ballot by way of remote e-voting.

1. To approve Re-appointment of Mrs. Vinodhini Senthil Manian (DIN: 00719478) as an Independent Woman Director - Special Resolution

Members desiring to exercise their vote through the remote e-voting process are requested to carefully read the Instructions indicated in this Notice and record their assent (FOR) or dissent (AGAINST) by following the procedure as stated in the Notice forming part of the Notice.

The remote e-Voting facility would be available during the following period:

| | |
|--------------------------|---|
| Commencement of e-Voting | 09:00 AM (IST) on Friday, February 21, 2025 |
| End of e-Voting | 05:00 PM (IST) on Saturday, March 22, 2025 |

During this period, the members of the Company, holding shares either in physical form or in dematerialised form, as on the cut-off date, viz. February 14, 2025, may opt for remote e-voting. Remote e-voting shall not be allowed beyond 5:00 PM on March 22, 2025.

Remote e-Voting will be blocked immediately thereafter and no e-voting will be allowed beyond the said date and time. The Company has engaged the services of Central Depository Services Limited ("CDSL") for the purpose of providing remote e-voting facility to its Members.

Further, the Company has sent Postal Ballot Notice by e-mail to all its Members who have registered their e-mail addresses with the Company, Registrars and Transfer Agents or Depository/ Depository Participants and the communication of assent/dissent to Members will only take place through the e-voting system. This Postal Ballot is accordingly being initiated in compliance with the above Circulars. Accordingly, physical copy of the Notice along with the Postal Ballot Form and pre-paid business reply envelope will not be sent to the Members.

Process for those shareholders whose E-mail/Mobile no. are not registered with the Company/Depositories.

For Physical shareholders - please provide your E-mail ID/Mobile Number along with necessary details like Folio No., Name of shareholder, scanned copy of share certificate (front and back), PAN (self-attested scanned copy of PAN card), AADHAR (self-attested scanned copy of Aadhar card) by E-mail to the Company/RTA.

For Demat shareholders - Please update your email id and mobile no. with your respective Depository Participant (DP).

For Individual Demat shareholders - please update your e-mail id and mobile no. with your respective Depository Participant (DP) which is mandatory while e-voting through Depository.

The Company has appointed Mr. C. Prabhakar, M.B., B.P. & Associates, Company Secretaries, Chennai (prabhakar@cpccorpvisitors.com), as the Scrutinizer for conducting the postal ballot (e-voting) process in a fair and transparent manner.

The results of the voting conducted by Postal Ballot (through remote e-voting process) along with the Scrutinizer's Report will be made available on the website of the Company at www.igarashimotors.com and intimated to the Stock Exchanges, within the hours of the Company as listed on or before March 25, 2025.

Shareholders may please note that this Notice will also be available on the Company's website at www.igarashimotors.com, website of the Stock Exchanges at www.bseindia.com and www.nseindia.com and on the website of CDSL at www.evotingindia.com.

If you have any queries or issues regarding e-Voting from the CDSL e-Voting System, you can write an email to helpdesk.evoting@cdsl.com or contact at toll free no. 1800-21-0811

By order of the Board of Directors
For Igarashi Motors India Limited

Place : Chennai
Date : February 19, 2025
P Dinakara Babu
Company Secretary
Membership No. A14482



TATA CONSUMER PRODUCTS LIMITED

Registered Office: 1, Bishop Lefroy Road, Kolkata - 700020
Corporate Identity Number (CIN): L15491WB1962PLC031425
Tel: 033 2281737/0338914422/4746653400
E-mail: investorrelations@tatacorporate.com; Website: www.tataproducts.com

NOTICE OF POSTAL BALLOT

NOTICE is hereby given that pursuant to Sections 108, 110 of the Companies Act, 2013 ("the Act"), read with Rules 20 and 22 of the Companies (Management and Administration) Rules, 2014 ("the Rules"), the Secretarial Standard -2 on General Meetings issued by the Institute of Company Secretaries of India ("ISS-2"), read with the General Circular No. 14/2020 dated April 8, 2020, 17/2020 dated April 15, 2020, and subsequent circulars issued in this regard, the latest being 09/2024 dated September 19, 2024 issued by the Ministry of Corporate Affairs ("MCA") (hereinafter collectively referred to as "MCA Circulars"), Regulation 44 of the Securities and Exchange Board of India (Listing Obligations and Disclosures Requirements) Regulations, 2015 ("Listing Regulations") and any applicable provisions of the Act, rules, regulations, circulars and notifications (including any statutory modifications(s), clarifications), substitution(s) or re-enactment(s) thereof for the time being in force), the resolution as set out hereunder is proposed for approval of the Members of Tata Consumer Products Limited ("the Company" or "TCL") as an Ordinary Resolution, by way of Postal Ballot only through Remote e-Voting i.e. voting through electronic means ("Remote e-Voting").

| Sr. No. | Description of the Ordinary Resolution |
|---------|--|
| 1. | Re-appointment of Mr. Sunil D'Souza, (DIN: 07194298), as Managing Director & Chief Executive Officer for further term of 5 years w.e.f. April 04, 2025, to April 03, 2030. |

In compliance with the above-mentioned provisions and the MCA Circulars, the Company has circulated the electronic copies of the Postal Ballot Notice along with the Explanatory Statement containing the aforementioned resolution to those Members whose names appear in the Register of Members / List of Beneficial Owners maintained by the Company / Depositories as at close of business hours on Friday, February 14, 2025 (i.e. Cut-off date) and whose email addresses were registered with the Depository Participants or with the Company as on the Cut-off date.

The copy of the Postal Ballot Notice is also available on the Company's website at www.tataproducts.com, website of Stock Exchanges i.e. BSE Limited and National Stock Exchange of India Limited at www.bseindia.com and www.nseindia.com respectively and on the website of National Securities Depository Limited ("NSDL") at www.evotingindia.com.

Instructions for Remote e-Voting:

The Remote e-Voting will commence on Friday, February 21, 2025 at 09:00 a.m. IST and will end on Saturday, March 22, 2025 at 05:00 p.m. IST. Remote e-Voting will be blocked by NSDL immediately after the end time and will not be allowed beyond the said date and time.

The voting rights shall be reckoned on the paid-up value of equity shares registered in the name of Members as on Friday, February 14, 2025, i.e. the Cut-off date. Members whose names appear in the Register of Members / List of Beneficial Owners as on the Cut-off date shall only be considered eligible for the purposes of e-Voting and those members would be able to cast their votes and convey their assent or dissent to the proposed resolution only through the Remote e-Voting process. Any person who is not a Member as on the Cut-off date should treat the Postal Ballot Notice for information purpose only.

Please note that there will be no dispatch of physical copies of Notices or Postal Ballot forms to the Members of the Company and no physical ballot forms will be accepted. Members are requested to cast their votes in the Postal Ballot Notice and record their assent (FOR) or dissent (AGAINST) only through the Remote e-Voting process not later than 5:00 p.m. IST on Saturday, March 22, 2025, in order to be eligible for being considered, failing which it will be strictly considered that no vote has been received from the Member.

Process for those Members whose email IDs are not registered with the Depositories/ the Company: Members who have not yet registered their email addresses are requested to register the same with their respective DPs in case the DPs are held in electronic form and with the NSDL in case the shares are held by them in physical form. Please refer the notes appended to the Postal Ballot Notice for more details in this regard.

To facilitate Members to receive this Postal Ballot Notice electronically and cast their vote electronically, the Company has made special arrangement with its Registrar and Transfer Agent ("RTA"), MFG Infra India Private Limited (Formerly Link Intime India Private Limited) for registration of e-mail addresses. Eligible Members whose e-mail addresses are not registered with the Company DPs are required to provide the same to RTA, on or before 5:00 p.m. (IST) on Wednesday, March 19, 2025, by accessing the link: https://eshb.in/mega.mfg.com/EmailReg/Email_Register.html (for more details, please refer to the notes appended to Postal Ballot Notice).

Dr. Aam Kumar Chhetopadhyay, Practising Company Secretary (FCS: 2003 & COP No. 880, Few Review No. 6375/2025) or failing him, Mr. Pratap Kumar Chakravarty (ACS: 4690 & COP No. 15598), has been appointed as Scrutinizer through the Postal Ballot through Remote e-Voting process, in a fair and transparent manner.

The results of the voting conducted through Postal Ballot (through the Remote e-Voting process) along with the Scrutinizer's Report will be announced on or before Tuesday, March 25, 2025. The results will also be uploaded on the website of the Company, www.tataproducts.com, under the Investors section and displayed at the Registered Office of the Company, website of Stock Exchanges i.e. BSE Limited and National Stock Exchange of India Limited at www.bseindia.com and www.nseindia.com respectively and on the website of NSDL at www.evotingindia.com.

In case of any queries, you may refer the Frequently Asked Questions (FAQs) for Shareholders or e-voting user manual for Shareholders available at the download section of www.evotingindia.com or call on no. 022 - 4888 7000 or send a request to Ms. Pallavi Mishra, Senior Manager, NSDL at nsdl@nsdl.com. Members are requested to carefully read the notes set out in the Postal Ballot Notice and in particular, the manner of casting vote through Remote e-Voting.

For Tata Consumer Products Limited
Sd/-
Delnaz Dana Harda
Company Secretary & Compliance Officer
Membership No.: ACS 73704

Place: Mumbai
Date: February 19, 2025

