



Date: 01 October 2025

Employee ID: 00201933

Dear Suraj Mane,

With reference to your transfer letter issued in the month of September 2025, we are delighted to welcome you to a new company that will be predominantly engaged in the Commercial Vehicles (CV) business. As we embark on this exciting new journey together, you will be an integral part of the organization's growth and success.

This development is the outcome of our Scheme of Arrangement designed to accelerate growth and subsequently sanctioned by the Hon'ble National Company Law Tribunal, Mumbai (the "Scheme"). The implementation of the Scheme involved the transfer of the commercial vehicles business as a going concern to a new company, 'TML Commercial Vehicles Limited', which has thereafter been renamed 'Tata Motors Limited' (referred to as the "Resultant Entity" hereinafter for clarity regarding the names)

You will be governed by the terms and conditions of the Resultant Entity, which will be equally favourable as those on under which you were engaged by TML. You will also continue to avail all the statutory benefits as per the applicable statutory provisions. Your existing employment/engagement agreement, as applicable, shall accordingly be assigned by TML to the Resultant Entity with continuity of service post the effectiveness of the Scheme.

As a valued member of the CV business, your experience and energy are key to driving our shared future. What remains unchanged is the trust, respect, and opportunities you have always experienced. What evolves is the platform — one that is bigger, bolder, and built for innovation. Together, we will shape the future of mobility and uphold our commitment to a customer-first philosophy.

We once again welcome you and here's to new beginning, continued success, and a journey full of possibilities - a future that is BETTER ALWAYS.

If you have any queries, your respective locational BHR / BER is here to support you.

Thank you,

Yours Sincerely,

Sitaram Kandi

Chief Human Resources Officer

TATA MOTORS LIMITED