



Ref. No.: TTL/COSEC/SE/2026-27/22

June 3, 2026

BSE Limited

Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai- 400001, India
Scrip Code: 544028

National Stock Exchange of India Limited

Exchange Plaza, C-1, Block G,
Bandra Kurla Complex, Bandra (E),
Mumbai – 400 051, India
Trading symbol: TATATECH

Dear Sir / Madam,

Subject: Business Responsibility and Sustainability Reporting for Financial Year ('FY') 2025-26

Pursuant to Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report ('BRSR') for FY 2025-26, along with an Independent Practitioners' Reasonable Assurance Report on the sustainability disclosures in the BRSR Core Format ('Statement'), provided by KPMG Assurance and Consulting Services LLP. The BRSR and Statement both form an integral part of the Annual Report of the Company for the FY 2025-26.

This is for your information and records.

For **Tata Technologies Limited**

RAGHAV Digitally signed
by RAGHAV
MANOJ MANOJ MULAY
MULAY Date: 2026.06.03
17:38:55 +05'30'

Raghav Mulay
Company Secretary and Compliance Officer

Encl: as above

TATA TECHNOLOGIES
Tata Technologies Limited

Plot No 25, Rajiv Gandhi Infotech Park | Hinjawadi, Pune 411057 | India
Tel: +91 20 6652 9090 | Fax: +91 20 6652 9035
CIN L72200PN1994PLC013313
Email: investor@tatatechnologies.com
Website: www.tatatechnologies.com

Business Responsibility & Sustainability Report

SECTION A GENERAL DISCLOSURES

Tata Technologies is guided by a purpose that extends beyond engineering excellence to create value for all stakeholders throughout its innovation journey. The company conducts regular stakeholder dialogues, comprehensive materiality assessments, and maintains a forward-looking perspective to align strategies with the evolving expectations of customers, employees, partners, and communities. Grounded in the Tata Group's core values and its responsibility toward society and the environment, the company engages proactively with stakeholders to identify priority areas.

I. Details of listed entity

1. Corporate Identity Number (CIN) of the Company	L72200PN1994PLCO13313
2. Name of the Company	Tata Technologies Limited
3. Year of Incorporation	1994
4. Registered Office Address	Plot No 25, Rajiv Gandhi Infotech Park, Hinjawadi, Pune, 411057
5. Corporate Address	
6. Email Address	investor@tatatechnologies.com
7. Telephone	+91 20 66529299
8. Website	http://www.tatatechnologies.com
9. Financial Year Reported	2025-26
10. Name of the Stock Exchanges where shares are listed	BSE Limited National Stock Exchange of India Ltd.
11. Paid-up Capital	₹ 81,19,58,642
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Sujit Dixit (Global Head Internal Audit and Sustainability) Email: sujit.dixit@tatatechnologies.com Telephone: +91 20 66529090
13. Reporting boundary – Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The Business Responsibility and Sustainability Reporting (BRSR) is in conformance with the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. The Report is prepared on a consolidated basis. In instances where primary data for environmental metrics under Principle 6 was not available, particularly for leased and multi-tenant facilities, the Company has applied estimation techniques to ensure completeness of reporting. These estimates are based on internally developed benchmarks derived from measured data at comparable locations and appropriate allocation factors such as headcount and built-up area. The methodologies adopted are consistent with industry practices and are aligned with the guidance issued by the Industry Standards Forum for BRSR Core. For FY 2025-26, information relating to the associate entity, BMW TechWorks India Private Limited, has been reported for all applicable BRSR Core attributes and Section A (Q20a). Such disclosures have been made for non-financial indicators, namely P3 E11, P5 E7, P6 E1, P6 E3, P6 E4, P6 E7, P6 E9, P8 E5 and P9 E7, while they are not applicable for financial indicators such as P1 E8, P1 E9, P3 E1(c), P5 E3(b) and P8 E4. ES-Tec GmbH has been excluded from the BRSR reporting boundary for FY 2025-26, as the acquisition was completed in November 2025. Tata Technologies Limited has evaluated this exclusion and does not consider the omission of four months of data in FY 2025-26 to be material, either qualitatively or quantitatively, for BRSR reporting purposes. The Company is in the process of integrating Es-Tec GmbH's ESG information in alignment to Group Reporting methodologies to enable reliable and consistent reporting from FY 2026-27 onwards.

14. Name of assessment or assurance provider	KPMG Assurance and Consulting Services LLP
15. Type of assessment or assurance obtained	Reasonable assurance has been provided on BRSR Core indicators for FY 2025-26.

II. Products/Services

16. Details of business activities (accounting for 90% of the turnover)

S. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1	Information and communication	Publishing of computer operating systems, system software, application software, games, etc.	100.0

Tata technologies provide design, consulting, education and digital products services using computer and software to the manufacturing sector, government departments and leading companies globally.

17. Products/Services sold by the Company (accounting for 90% of the turnover)

S. No.	Product/Service	NIC Code	% of total turnover contributed
1	Other information technology and computer service activities n.e.c (not elsewhere classified)	62099	100.0

III. Operations

18. Number of locations where plants and/or operations/offices of the Company are situated:

Location	Number of plants	Number of offices*	Total
National	NA	19	19
International	NA	12	12

*National locations include delivery centres and offices including BTI

*International offices include entities and branch offices excluding India

19. Markets served by the Company

a. Number of locations

Locations	Number
National (No. of States)	7
International (No. of Countries)	12

b. What is the contribution of exports as a percentage of the total turnover of the Company?

30.03%

c. Types of customers

Tata Technologies works with leading and globally recognized clients spanning industry verticals, including automotive, aerospace and industrial heavy machinery, in the manufacturing sector worldwide. Within India, Tata Technologies extends its expertise to State Governments and educational institutions, contributing to advancements in the education ecosystem.

We provide services to the clients in conceptualizing, developing, and delivering enhanced products that are safer and cleaner, while resolving industry challenges through advanced digital solutions. We also facilitate the selection and implementation of partner-led product development software to enable efficient design, manufacturing and servicing of superior products.

IV. Employees

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

S. No.	Particulars	Total	Male		Female		Others*	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)	No (I)	% (I / A)
EMPLOYEES								
Tata Technologies								
1	Permanent (D)	11,529	9,614	83.00	1,904	17.00	11	0.10
2	Other than Permanent (E)	799	643	80.00	153	19.00	3	0.38
4	Total Tata Technologies Employees (D + E)	12,328	10,257	83.00	2,057	17.00	14	0.11
BMW Tech Works India Private Limited (BTI)								
5	Permanent	1,908	1,420	74.00	488	26.00	0	0.00
6	Other than Permanent	44	29	66.00	15	34.00	0	0.00
7	Total BTI Employees	1,952	1,449	74.00	503	60.00	0	0.00
8	Total (Tata Technologies +BTI)	14,280	11,706	82.00	2,560	18.00	0	0.00

Note: New Labor Code is completed. Financial provisions are made in the financial statements

S. No.	Particulars	Total (A)	No. (B)	% (B / A)	No. (C)	% (C / A)
WORKERS						
1	Permanent (F)	NA	NA	NA	NA	NA
2	Other than Permanent (G)	NA	NA	NA	NA	NA
3	Total (F+G)	NA	NA	NA	NA	NA

Note: Pursuant to the applicability of the Labour Codes effective 21 November 2025, a subset of the workforce may or may not qualify as 'workers', and corresponding financial provisions have been recognized in the financial statements. However, systems to identify such categories and ensure compliance with the Labour Codes are currently being implemented. Accordingly, for the current reporting year, Tata Technology has classified its entire workforce under the category of 'Employees', with no personnel disclosed under the category of 'Workers'.

* Other than Permanent includes individuals on direct contract or 3rd party contractors

*Others are individuals who have not disclosed their gender

b. Differently abled Employees and workers:

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	23	16	70.00	7	30.00
2.	Other than Permanent (E)	1	1	100.00	0	0.00
3.	Total employees (D + E)	24	17	71.00	7	29.10
WORKERS						
		Total (A)	No. (B)	% (B / A)	No. (C)	% (C / A)
4.	Permanent (F)	NA	NA	NA	NA	NA
5.	Other than Permanent (G)	NA	NA	NA	NA	NA
6.	Total workers (F + G)	NA	NA	NA	NA	NA

* All workforce is categorized as employees and none as workers.

* Other than Permanent includes individuals on direct contract or 3rd party contractors

21. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	2	28.60
Key Management Personnel	2	0	0.00

* CEO & MD is part of board of directors and KMP

* As on 31st March 2026

22. Turnover rate for permanent employees and workers (disclose trends for the past 3 years)

	FY 2025-26				FY 2024-25			FY 2023-24		
	Male	Female	Others*	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18.29%	21.49%	26.32%	22.03%	16.40%	16.90%	16.60%	17.50%	14.80%	17.20%
Permanent Workers	NA				NA			NA		

* From FY 2025-26, others (individuals who have not disclosed their gender) have been included as a separate category.

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. Name of holding/subsidiary/associate companies/joint ventures

Sr. No.	Name of the holding/ subsidiary/associate companies/joint ventures (A)	Indicate whether Holding / Subsidiary / Associate / Joint Venture	% of shares held by the entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	Tata Motors Passenger Vehicles Limited (formerly Tata Motors Limited)	Holding	53.35	No
2	Tata Technologies Pte Limited	Subsidiary	100.00	Yes
3	Tata Manufacturing Technologies Consulting (Shanghai) Limited	Subsidiary	100.00	Yes
4	Tata Technologies (Thailand) Limited	Subsidiary**	100.00	Yes
5	INCAT international Plc.	Subsidiary	100.00	Yes
6	Tata Technologies Europe Limited	Subsidiary	100.00	Yes
7	Tata Technologies Nordics AB	Subsidiary	100.00	Yes
8	Tata Technologies GmbH	Subsidiary	100.00	Yes
9	Tata Technologies Inc. (US)	Subsidiary	99.80	Yes
10	Tata Technologies de Mexico, S.A. de C.V	Subsidiary**	99.80	Yes
11	Cambric Limited, Bahamas	Subsidiary	99.80	Yes
12	Tata Technologies SRL, Romania	Subsidiary	99.80	Yes
13	BMW TechWorks India Pvt. Ltd.	Associate / Joint Venture	50.00	Partial
14	*ES-Tec GmbH	Subsidiary	100.00	No
15	*GE-T GmbH	Subsidiary	100.00	No
16	*Es-Tec Technologies (Hangzhou) Co. Ltd.	Subsidiary	100.00	No
17	*Es-Tec Systems and Technologies, S.a.r.l, Morocco	Subsidiary	100.00	No
18	*ES-TEC America Inc.	Subsidiary	100.00	No
19	*Engineering Systems and Technologies, S.L.	Subsidiary	100.00	No

* Exclusion explanation is provided under Details of Listed Entity - "Reporting Boundary"

** Under liquidation

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

- (ii) Turnover (in ₹): 3125.50 cr
(iii) Net worth (in ₹): 1767.52cr

VII. Transparency and Disclosure Compliances

25. Complaints/Grievances on any of the principles (Principle 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web link for grievance redressal policy)	FY 2025-26			FY 2024-25		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes, mechanism in place.	0	0	None were filed in the year	0	0	NA
Investors and Shareholders	Yes, mechanism in place, investors can raise their grievances on dedicated email address which is available on the Company's website.*	20	0	NA	33	0	NA
Employees and workers	Yes, mechanism in place but not publicly available**	14	7	NA	14	0	NA
Customers	Yes, mechanism in place but not publicly available**	0	0	NA	0	0	NA
Value Chain Partners	None	0	0	NA	0	0	NA
Others	NA	0	0	NA	0	0	NA

* The grievance mechanism link is <https://www.tatatechnologies.com/in/contact-us/>

**Company tracks feedback and progress in its interaction and performance evaluation platform. Tata Technologies has mechanism in place of account management, project satisfaction and NPS surveys for continuous interaction and feedback to help improve performance

26. Overview of the Company's material responsible business conduct and sustainability issues pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same approach to adapt or mitigate the risk along with its financial implications, as per the following format:

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Innovation and clean business opportunities	O	Opportunity: Climate change presents challenges to the manufacturing sector to optimize use of clean energy and improve product performance using green and emerging technologies. This creates opportunities to innovate and deliver sustainable product solutions.		Positive

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Employee well-being and talent management	O & R	Opportunity: Leads to improved talent retention, customer engagement, reduced legal dispute and stronger market reputation to attract talent for growth opportunities. Risks: Providing comprehensive benefits and has associated costs and inadequate focus may increase long term operational costs.	Implementing inclusive people practices, providing opportunities for learning and growth. Providing safe and healthy work environment for individual wellbeing, talent retention and operational excellence.	Negative
3	Data privacy and IT risk management	R	Risk: Increasing incidents of cyber-attacks pose risk to personal and product data security. Existing and newly being introduced personal data protection regulations also present critical need to put together robust policy and processes framework to comply.	Company has designed policy and processes to strengthen IT infrastructure security (ISMS) and deploy robust GDPR compliance framework. Extensive training and awareness programs to employees and key stakeholders rolled out to raise. Data privacy and protection is part of assessment criteria for all functions, services offerings and application roll outs.	Negative
4	Business ethics	R	Risk: Ethical lapses can lead to reputational damage, legal consequences, reduced employee morale, challenges in retaining high performance talent and investor confidence.	Maintaining high ethical standards through strong policies, operational controls, and employee training. Role-based ethics training programs are conducted to ensure the effective implementation of ethical practices.	Negative
5	Climate change	O & R	Opportunity: Climate change influences product preferences, demand and strategy creating growth product design and development work Risk: Change in climate may adversely affect markets and areas TATA TECHNOLOGIES operates causing health and safety issues for the employees and possible geo economic issues in the market.	Leverage Tata Technologies experience in product design and development to co create products to meet end customer needs by continuous communication and understanding of changing preferences.	Positive

* The third-party materiality assessment was carried out during FY 2024-25

SECTION B MANAGEMENT AND PROCESS DISCLOSURES

01

Principle

Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable.

02

Principle

Businesses should provide goods and services in a manner that is sustainable and safe.

03

Principle

Businesses should respect and promote the well-being of all employees, including those in their value chains.

04

Principle

Businesses should respect the interests of and be responsive to all their stakeholders.

05

Principle

Businesses should respect and promote human rights.

06

Principle

Businesses should respect and make efforts to protect and restore the environment.

07

Principle

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

08

Principle

Businesses should promote inclusive growth and equitable development.

09

Principle

Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a.	Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)		Y	Y	Y	Y	Y	Y	Y
	b.	Has the policy been approved by the Board? (Yes/No)		Y	Y	Y	Y	Y	Y	Y
	c.	Weblink of the policies, if available (Listed link below)		P1 to P9: Tata Code of Conduct (TCoC) P1: Whistle-blower Policy , ABAC Policy P2: Sustainable sourcing* P6: Environmental Policy P6: Biodiversity Commitment P1,P3,P5 & P9: Social Policy ; Internal Guidelines on Human Rights P4 & P8: CSR Policy P1-P9 - Privacy Policy P1-P9 - Modern Slavery Act P3 & P5: Global Policy on POSH , Policy on Diversity of BOD P1: Code of Conduct for BOD & SMP P5: Nomination and Remuneration Policy						
2.		Whether the Company has translated the policy into procedures. (Yes/No)		Y	Y	Y	Y	Y	Y	Y
3.		Do the enlisted policies extend to the Company's value chain partners? (Yes/No)		Y	Y	Y	Y	Y	Y	Y
4.		Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle.		AS 9100D: Quality Management System for Aviation, Space and Defense products ISO: 45001:2018- Occupational Health and Safety ISO: 27001:2022-Information Security Management System ISO: 9001:2015- Quality Management System ISO: 14001:2015- Environmental Management System						
5.		Specific commitments, goals and targets set by the Company with defined timelines, if any.		Continue to remain compliant as per the CSR and other regulations in place in India and applicable regulatory compliance globally for each of the principle.						
6.		Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.								
Governance, leadership and oversight										
7.		Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)		"Integrating ESG principles is fundamental to Tata Technologies' pursuit of sustainable growth and long-term resilience. It reinforces our commitment to minimizing environmental impact by designing sustainable, future-ready products; championing social responsibility in alignment with the Tata Group ethos; and upholding strong governance practices to meet regulatory expectations and the evolving needs of our stakeholders. By embedding ESG considerations into every aspect of our operations, we not only strengthen our corporate reputation but also enhance our ability to attract top talent, drive innovation, and deliver solutions that help build a better future and a better planet." Warren Harris, CEO & Managing Director of Tata Technologies						
8.		Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).		Name: Warren Harris Designation: CEO & Managing Director DIN: 02098548						
9.		Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.		Yes. Oversight and decision-making authority for CSR and sustainability-related issues is under the purview of CSR and Corporate Sustainability Committee of the Board of Directors.						

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director (D)/Committee of the Board (C)/ any other Committee(O)									Frequency (Annually (A)/Half yearly(Y)/ Quarterly(Q)/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	C	C	C	C	C	C	C	C	C	Y	Y	Y	Y	Y	Y	Y	Y	Y
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Statutory compliance certificate on applicable laws is provided by the CEO & MD and CFO to the Board of Directors.																	

11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.
- | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|----|----|----|----|----|----|----|----|----|
| As part of the below ISO certifications and the company's policies and procedures are subject to external scrutiny and also internal audit at regular intervals | | | | | | | | | |
| 1. ISO 9001: 2015/ AS 9100 D (Quality Management Systems) 2. ISO 27001: 2013 (Information Security Management Systems) | | | | | | | | | |
| 3. ISO 45001: 2018 (Occupational Health & Safety Management Systems) | | | | | | | | | |
| 4. ISO 14001: 2015 (Environmental Management Systems) | | | | | | | | | |

12. If answer to question (1) above is 'No' i.e. not all Principles are covered by a Policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principle material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)							NA		
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

<https://www.tata.com/content/dam/tata/pdf/Tata%20Code%20of%20Conduct.pdf>
<https://ttlwebassets.tatatechnologies.com/app/uploads/2023/03/Whistleblower-Policy.pdf>
<https://ttlwebassets.tatatechnologies.com/app/uploads/2023/03/ABAC-Policy.pdf>
https://ttlwebassets.tatatechnologies.com/app/uploads/2026/01/TTL-Env-Policy_Final_External.pdf
<https://ttlwebassets.tatatechnologies.com/app/uploads/2024/12/The-Biodiversity-Commitment.pdf>
<https://ttlwebassets.tatatechnologies.com/app/uploads/2024/10/Social-Policy-May24.pdf>
<https://ttlwebassets.tatatechnologies.com/app/uploads/2024/10/CSR-India-Policy.pdf>
<https://ttlwebassets.tatatechnologies.com/in/privacy-policy/>
<https://www.tatatechnologies.com/in/modern-slavery-act/>
<https://ttlwebassets.tatatechnologies.com/app/uploads/2023/03/Global-Policy-on-POSH.pdf>
<https://ttlwebassets.tatatechnologies.com/app/uploads/2023/03/Policy-on-Diversity-of-BOD.pdf>
<https://ttlwebassets.tatatechnologies.com/app/uploads/2023/03/Code-of-Conduct-for-BOD-SMP.pdf>
<https://ttlwebassets.tatatechnologies.com/app/uploads/2023/03/Nomination-and-Remuneration-Policy.pdf>

*Sustainable sourcing policy is a confidential document and is shared with the suppliers as part of the procurement process.

More Policies can be accessed at: <https://www.tatatechnologies.com/in/corporate-governance/>

SECTION C PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1

Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable.

Essential Indicator:

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	15	During the year, the Board of Directors were made aware of the following: • Tata Technologies' strategy, Business model, Group structure, Operations, Service and product offerings, Business Plan, Markets, Finance, Human resources, Technology, Facilities, Risk management strategy, AI, Governance, CSR and Sustainability. • New directors familiarization documents containing Company's Corporate Presentation,	100.00
Key Managerial Personnel	12	• Tata Technologies' strategy, Business model, Group structure, Operations, Service and product offerings, Business Plan, Markets, Finance, Human resources, Technology, Facilities, Risk management strategy, AI, Governance, CSR and Sustainability • Human rights, TCoC, ethics, POSH, values, governance Training on Prohibition of Insider Trading, TBEM and other domain-specific updates. These trainings are imparted through Tata Technologies' internal training platforms and organized by the TATA group or external training partners.	100.00
Employees other than Board of Directors and KMPs	150+	• E-learning modules on Diversity, Equity, and Inclusion • Client and employee engagement initiatives • Training on the Tata Code of Conduct • Awareness sessions on Anti-Bribery and Anti-Corruption policies • Safety awareness and training programs • Prevention of Sexual Harassment (POSH) Training	95.35
Workers	NA	NA	NA

• Mandatory trainings are conducted online on company's' education portal.

2. Details of fines /penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by Directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year:

NGRBC Principle	Monetary				Has an appeal been preferred? (Yes/No)
	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the Case		
Penalty/ Fine	NA	Nil	NA		NA
Settlement	NA	Nil	NA		NA
Compounding fee	NA	Nil	NA		NA

	NGRBC Principle	Non-Monetary		Has an appeal been preferred? (Yes/No)
		Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	
Imprisonment	NA	NA	NA	No
Punishment	NA	NA	NA	No

3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	NA

4. Does the Company have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy

Yes. Tata Technologies' Anti-Bribery and Anti-Corruption (ABAC) Policy establishes a zero-tolerance approach to bribery and corruption and sets out guiding principles and procedures to prevent any activity related to bribery, facilitation payments, or corruption, in alignment with the Tata Code of Conduct (TCOC). Applicable to all employees, directors, contractors, and third parties, the policy strictly prohibits offering or accepting improper inducements and mandates compliance with applicable anti-corruption laws across all jurisdictions. Oversight is provided by senior leadership and the Audit Committee, with implementation led by the Chief Ethics Counsellor.

The policy can be accessed at:

<https://ttlwebassets.tatatechnologies.com/app/uploads/2023/03/ABAC-Policy.pdf>

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2025-26	FY 2024-25
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	NA	NA

No law enforcement agency has taken disciplinary action against any of Tata Technologies' Directors, Key Management Personnel (KMPs), employees, or workers for charges related to bribery or corruption in the reporting period

6. Details of complaints with regard to conflict of interest

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflict of interest.

No instances of fines, penalties, or actions by regulators, law enforcement agencies, or judicial institutions in relation to corruption or conflict of interest were reported during the reporting period. Accordingly, no corrective actions were required or are currently underway.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	94	89

9. Open-ness of business Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	2.69	2.50
	b. Number of trading houses where purchases are made from	185	28
	c. Purchase from top 10 trading houses as % of total purchases from trading houses	65.83	77.60
Concentration of Sales	A. Sales to dealer / distributors as % of total sales	NA	NA
	B. Number of dealers / distributors to whom sales are made	NA	NA
	C. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	NA	NA
Share of RPTs in	i) Purchases (Purchases with related parties as % of Total Purchases)	4.04	3.20
	ii) Sales (Sales to related parties as % of Total Sales)	48.78	50.30
	iii) Loans & advances given to related parties as % of Total loans & advances	57.81	0.00
	iv) Investments in related parties as % of Total Investments made*	3.12	0.00

*The above table includes investment in our associate company, BMW TechWorks India Private Limited as a percentage of total investment.

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics/principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes*
1	P1- Tata Code of Conduct	100
1	P3 - HSE, well-being and labour laws related to employees	100
1	P5 - POSH and wages	100
1	P9- Managing data and prevention of Loss of data	100
1	P 8 - Sustainable sourcing	100

Note: The company, as part of process has disseminated email communications regarding the proper usage of the recruitment platform and ensured every Purchase Order includes hyperlinks to relevant policies documents, covering areas such as ESG, HSE, and Infosec.

*The % coverage is based on applicability of the training for the supplier.

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

- Tata Technologies enforces a Code of Conduct (<https://ttlwebassets.tatatechnologies.com>) applicable to the Board of Directors and Senior Management Personnel, ensuring adherence to ethical standards and governance practices. In addition, they also have to adhere to the Tata Code of Conduct (<https://www.tata.com/about-us/tata-code-of-conduct>)
- Structured mechanisms are in place to prevent and manage conflicts of interest, including mandatory disclosures by Board members and restrictions on deriving undue personal or associated benefits.

- The Code mandates confidentiality and requires annual affirmation of compliance from all applicable members, reinforcing transparency and accountability.
- Non-Executive Directors are required to ensure that their external engagements do not conflict with the Company's interests or their responsibilities.
- Independent Directors are expected to maintain objectivity in decision-making, free from external influence, and undertake thorough, independent evaluation of matters, including seeking additional information where necessary.

PRINCIPLE 2

Businesses should provide goods and services in a manner that is sustainable and safe.

Essential Indicator:

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of products and processes to total R&D and capex investments made by the entity, respectively.

Segment	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R & D*	0.2	0.3	Number of new services offering to help improve environmental impact like Battery passport, light weighting of products and consulting.
Capex**	100.0	100.0	New equipment and facilities contribute to improved efficiencies in terms of use of energy and recyclable contents.

*Tata Technologies invests in R&D through number of experiments, studies and PoCs which is part of operating expenses.

**Tata Technologies capex includes mainly purchase of electronic equipment, software and facility improvement and additions.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
- Yes, Tata Technologies has established a sustainable sourcing policy that reflects its commitment to building a responsible and sustainable supply chain. This policy is communicated to suppliers during the procurement process.
- b. If yes, what percentage of inputs were sourced sustainably?
- The responsible sourcing program extends to the 100% supplier base, requiring alignment with the Tata Code of Conduct (TCOC), as well as compliance with health, safety, and applicable legal standards.
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.
- | | |
|-----------------------------------|----|
| (a) Plastic (including packaging) | NA |
| (b) E-waste | NA |
| (c) Hazardous waste | NA |
| (d) other waste | NA |
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.
- Not Applicable as Tata Technologies provides engineering services and not involved in building physical products.

Leadership Indicators –

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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Not Applicable as Tata Technologies provides engineering services and not involved in building physical products.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable as Tata Technologies provides engineering services and not involved in building physical products or by any other means.		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Not applicable considering the nature of business.		

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Not Applicable. As an engineering services company engaged in digital and consulting services, Tata Technologies does not manufacture physical products or associated packaging.

	FY 2025-26			FY 2024-25		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not applicable considering the nature of business.	

PRINCIPLE 3

Businesses should respect and promote the well-being of all employees, including those in their value chains.

Essential indicators:

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	9,614	9,614	100.0	9,614	100.0	0	0.0	9,614	100.0	0	0.0
Female	1,904	1,904	100.0	1,904	100.0	1,904	100.0	0	0	1,904	100.0
Others	11	11	100.0	11	100.0	0	0.0	0	0	0	0.0
Total	11,529	11,529	100.0	11,529	100.0	1,904	16.51	9,614	83.38	1,904	16.51
Other than Permanent employees											
Male	643	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	153	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Others	3	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	799	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

As a principal employer, The company complies to employee well-being practices as per local laws and compliance.

- All workforce is categorized as employees
- Other than Permanent includes individuals on direct contract or 3rd party contractors
- Others include individuals who have not disclosed their gender.

- b. Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent Workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

- All workforce is categorized as employees
- Other than Permanent includes individuals on direct contract or 3rd party contractors

- c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

	FY 2025-26	FY 2024-25
Cost incurred on wellbeing measures as a % of total revenue of the company*	1.20	1.14

*Reporting is for permanent employees of the Company. Cost incurred on well-being measures excludes other than permanent employees, that is, individuals on direct contract or those deployed through 3rd party contractors.

2. Details of retirement benefits, for Current and Previous Financial Year.

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	NA	Yes	100	NA	Yes
Gratuity	100	NA	NA	100	NA	NA
ESI	NA	NA	NA	NA	NA	NA
Others- please specify	NA	NA	NA	NA	NA	NA

• All workforce categorized as employees

3. Accessibility of workplaces

Are the premises/offices of the Company accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the Company in this regard.

Yes, Tata Technologies has taken measures to ensure accessibility for differently abled persons and workers at its offices. The measures include easy access entry ramps, dedicated parking spaces, and washroom facilities specifically designed for persons with disabilities.

4. Does the Company have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes. There is a policy in place but is not available in the public domain. The policy promotes a workplace that embraces People with Disabilities and seeks to increase education and awareness on disability issues in the organization. It promotes a safe, respectful, and welcoming environment where all employees feel included, valued, and can contribute through their diverse abilities.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	99.79%	99.79%	NA	NA
Female	100.00%	100.00%	NA	NA
Total	99.89 %	99.89%	NA	NA

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

Yes/No (If yes, then give details of the mechanism in brief)	
Permanent workers	NA
Other than permanent workers	
Permanent employees	Yes, employees are empowered to report grievances and seek resolution under the ethics framework. The process includes access to the Chief Ethics Officer as well as an internal listening portal, facilitating confidential and transparent handling of concerns.
Other than permanent employees	

7. Membership of employees and workers in association(s) or Unions recognised by the listed entity:

Category	FY 2025-26			FY 2024-25		
	Total employees/ workers in respective category (A)	No. of employees /workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees/ workers in respective category (C)	No. of employees /workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Total Permanent Employees	11,529	0	0.0	11,921	0	0.0
- Male	9,614	0	0.0	10,027	0	0.0
- Female	1,904	0	0.0	1,894	0	0.0
Others	11	0	0.0	--	--	--
Total Permanent Workers	NA	NA	NA	NA	NA	NA
- Male	NA	NA	NA	NA	NA	NA
- Female	NA	NA	NA	NA	NA	NA

Based on the voluntary disclosures received and information available with the company.

- All workforce is categorized as employees
- Other than Permanent includes individuals on direct contract or 3rd party contractors
- Others include individuals who have not disclosed their gender.

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
	Employees									
Male	10,257	1,659	16.2	7,863	76.7	10,207	9,768	97.4	9,401	93.8
Female	2,057	457	22.2	1,575	76.6	1,894	1,843	97.3	1,759	92.9
Others	14	5	35.7	2	14.3	-	-	-	-	-
Total	12,328	2,121	17.2	9,440	76.6	11,921	11,611	97.4	11,160	93.6
	Workers									
Male	NA					NA				
Female										
Total										

- All workforce is categorized as employees
- Others include individuals who have not disclosed their gender.

9. Details of performance and career development reviews of employees and workers:

Category	FY 2025-26*			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	9,614	9,109	95.0	10,027	9,669	96.4
Female	1,904	1,752	92.0	1,894	1,766	93.2
Others	11	11	100.0	-	-	-
Total	11,529	10,861	94.0	11,921	11,435	95.9
Workers						
Male	NA			NA		
Female						

- All workforce is categorized as employees
- Other than Permanent includes individuals on direct contract or 3rd party contractors
- Others include individuals who have not disclosed their gender.

*The performance and career development reviews are based on the eligibility and tenure of the employee. The process is ongoing and shall be completed in FY 2027

10. Health and Safety Management System:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system?

Yes, Tata Technologies has established a Health and Safety Management System aligned with ISO 45001:2018 standards. The system is implemented across the global operations and is assessed for ISO 45001:2018 compliance at sites including HJW Corp and SEZ 4. Additionally, global locations are evaluated under the Tata Business Excellence Management Assessment in the Safety category, reflecting our commitment to maintaining consistent health and safety standards worldwide.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Tata Technologies ensures proactive hazard management aligned to ISO 45001:2018 standards through regular work area assessments, employee reporting mechanisms, compliance-focused safety audits, and ISO certification audits. Additional non-routine activities, such as incident investigations, review of past events, new facility planning assessments, and Root Cause Analysis workshops, help mitigate incidents and near misses. All collected information is centrally coordinated by the OHS team and systematically reviewed by management to strengthen workplace safety.

c. Whether you have processes for workers to report work related hazards and to remove themselves from such risks. (Y/N)

Yes, A multi-channel reporting system, comprising email and the Global Safety Management Portal, ensures that all inputs are captured and addressed, forming an integral part of the Health and Safety Management System. Through proactive monitoring, Tata Technologies cultivates a safe workplace and empowers employees to report accidents, unsafe conditions, incidents, and near-miss situations.

d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)

Yes, employees and workers in India have access to non-occupational medical and healthcare services, and at international sites, such services are provided in line with local legal requirements.

11. Details of safety related incidents, in the following format:

Safety Incident /Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	NA	NA
Total recordable work-related injuries	Employees	0	4
	Workers	NA	NA
No. of fatalities	Employees	0	0
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	NA	NA

The above table includes data and information relating to our associate company, BMW TechWorks India Private Limited

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

Tata Technologies places the highest priority on the well-being of its employees. Safe and healthy workplaces are essential to our growth and success.

Tata Technologies is committed to:

- Preventing workplace injuries and illnesses
- Eliminating hazards proactively
- Reducing occupational health and safety (OHS) risks consistently

To support a safe and productive work environment, Tata Technologies implemented the following initiatives:

- Quarterly mock drills
- Monthly wellness webinars
- Online safety sessions
- Gemba safety walks
- Toolbox talks
- Safety briefings for visitors
- OHS induction for all new joiners
- Ongoing OHS campaigns, including Safety Week programs, training sessions, and free health screenings (e.g., vision testing, bone mineral density testing, BP, Blood Sugar testing.)

In addition, we organize specialized safety observances such as Road Safety Week, Fire Safety Week, National Safety Week, and Electrical Safety Week. OHS-related training programs—including First Aid and Defensive Driving are conducted regularly. Furthermore, we provide a medical centre at the HJW Corporate Campus, staffed with two doctors available on alternate days and a medical attendant available daily in the general shift.

13. Number of Complaints on the following made by employees and workers:

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	43	0	None	170	0	None
Health & Safety	51	0	None	34	0	None

- Excluding first aid cases, client sites and remote working locations.

14. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)*
Health and safety practices	100
Working Conditions	100

* The Company complies to health and safety practices as per the local laws and compliances.

* Two locations (HJN* Corp and SEZ IV) in India are certified under ISO 45001

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

There is no high consequence safety related incident reported however, based on the reported incidents, misses and near misses, we have investigated and taken necessary corrective actions.

1. Hazard Identification and Maintenance Updates

- The hazard identification process has been enhanced to cover risks related to diesel generator (DG) sets, alongside updates to the maintenance schedule to include periodic testing of critical systems (e.g., ultrasonic and hydraulic testing of hydrant systems).
- A Contractor Management System has been implemented to ensure full compliance with the Safety Work Permit System, supported by regular audits and monitoring.

2. Health and Safety Initiatives

- Tata Technologies adheres to all applicable health and safety regulations, with key locations (Corporate Office HNJ and SEZ IV) certified under ISO 45001:2018.
- Safety awareness is reinforced through TMTC e-modules on the i-GET-IT LMS and organization-wide initiatives such as Fire Prevention and Preparedness Week, with participation from over 12,000 employees and contract staff across 20 locations.
- Employee well-being is further promoted through initiatives such as the Wellness Olympiad, fostering a healthy workplace environment.

Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).
Employees – Yes
Workers – Not Applicable

- Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.

Tata Technologies places strong emphasis on ethical and transparent business practices across its operations and value chain. We expect all partners to adhere to principles of business responsibility, maintain transparency, and uphold sound accounting practices. All statutory payments arising from transactions are accurately calculated, deducted, and deposited in line with regulatory requirements. These processes undergo rigorous review through both internal and external audits, ensuring full compliance.

- Provide the number of employees/workers having suffered grave consequences due to work-related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total No. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	NA	NA	NA	NA

- Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

No. Tata Technologies provides information on retiral process and benefits to all retiring employees.

- Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed*
*Health and safety practices	--
*Working Conditions	--

*Value chain partners by value basis purchases and sales are undergoing survey.

- Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

No safety-related incidents were reported during FY2025-26 related to health & safety practices and working conditions for value chain partners. Tata Technologies has governance and processes in place to address if any concerns arise.

PRINCIPLE 4

Businesses should respect the interests of and be responsive to all their stakeholders.

Essential indicators

1. Describe the processes for identifying key stakeholder groups of the Company.

Tata Technologies' stakeholder framework identifies all entities that create or influence value across the business chain as core or key stakeholders. This includes employees, investors, and shareholders, along with customers, suppliers, and channel partners. Regulators, lenders, research analysts, and the communities in which we operate are also recognized, reflecting a comprehensive approach to stakeholder engagement and accountability.

2. List stakeholder groups identified as key for the Company and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly / others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors & Shareholders	No	Newspapers, Direct Emails from the Company, Emails from RTA and other intermediaries. Investor meets, investor calls, press releases and mail updates, email support for investor queries, website of the Company, non-deal road shows.	The communication with shareholders is made as part of statutory requirements and is made at various frequencies. Quarterly engagement post results. Annual engagement at AGM. Investor meetings on request.	Timely business updates on material events, enhancing level of disclosures, compliances.
Community	Yes	Meetings, Website, Reviews, Direct interactions, Others	Quarterly and need based	Community development and scope for enhancement.
Supplier	Yes (MSME and Non MSME)	Email/Phone Calls/In person meetings, webinars, conferences	Quarterly and need-based	Key offerings from the partners, contractual terms and conditions, regulatory compliance and sustainability practices, risk management discussion, landscape of engagement.
Customer	No	Meetings, Annual Report, Website, direct interactions, Other	Need Based	Plan and progress towards Environmental targets as part of being suppliers of OEM.
Employees	Yes	Internal communication channel, Notices, emails, meetings	Ongoing	Performance evaluation, compensation and benefits, career management, learning and development, growth prospects, etc.

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.
- Tata Technologies maintains continuous stakeholder engagement through surveys, consultations, workshops, and digital platforms, with key feedback and emerging issues regularly communicated to the Board and its Committees. These insights are systematically integrated into strategic planning and decision-making.
 - A dedicated CSR and Corporate Sustainability Committee oversee the formulation, implementation, and monitoring of CSR and sustainability initiatives, including budget allocation, ensuring alignment with organizational priorities and community impact.

- The Stakeholders' Relationship Committee enhances transparency by overseeing statutory compliance, investor services, dividend-related matters, and the performance of Registrar and Transfer Agent.
- Shareholders are provided with opportunities to engage directly with the Board during the Annual General Meeting, enabling open dialogue and discussion on strategic matters.
- We also conduct periodic briefings, newsletters, and stakeholder workshops to ensure continuous communication, proactive issue resolution, and strengthened stakeholder relationships.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, stakeholder feedback plays a key role in identifying and managing material topics. As part of the sustainability initiatives, we actively gather input from stakeholders. Based on the inputs received, certain initiatives are designed and implemented for the relevant beneficiaries. This approach ensures that initiatives are relevant, effective, and reflective of stakeholder priorities and fostering engagement.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

Tata Technologies' CSR and sustainability efforts are directed toward creating inclusive opportunities for underserved and marginalized communities. A key gap was identified in engineering colleges across Tier 2 and Tier 3 cities, where many students from low-income families lack access to structured internship opportunities that build practical exposure.

To address this, we introduced targeted internship programs that offer hands-on experience through live projects, equipping students with relevant industry skills and strengthening their employability.

In addition, we facilitated collaboration among the CSR partners in India by promoting knowledge sharing and co-creation of programs. Through this approach, partner organizations jointly developed and implemented experiential learning initiatives, enhancing the overall effectiveness, reach, and impact of educational interventions.

PRINCIPLE 5

Businesses should respect and promote human rights.

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Training sessions are conducted periodically to make the employees and workers aware of the company's policies.

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	11,529	11,292	97.94	11,921	11,701	98.20
Other than Permanent	799	493	61.70	717	230	32.10
Total Employees	12,328	11,785	95.60	12,638	11,931	94.40
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than Permanent	NA	NA	NA	NA	NA	NA
Total Workers	NA	NA	NA	NA	NA	NA

- All workforce is categorized as employees and none as workers.
- Other than Permanent includes individuals on direct contract or 3rd party contractors

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	9,614	NA	NA	9,614	100.0	10,027	NA	NA	10,027	100.0
Female	1,904	NA	NA	1,904	100.0	1,894	NA	NA	1,894	100.0
Others	11	NA	NA	11	100.0	NA	NA	NA	NA	NA
Other than permanent										
Male	643	NA	NA	643	100.0	572	NA	NA	572	100.0
Female	153	NA	NA	153	100.0	145	NA	NA	145	100.0
Others	3	NA	NA	3	100.0	NA	NA	NA	NA	NA
Workers										
Permanent										
Male		NA					NA			
Female										
Others										
Other than permanent										
Male		NA					NA			
Female										
Others										

- All workforce is categorized as employees and none as workers.
- Other than Permanent includes individuals on direct contract or 3rd party contractors.
- Others are those individuals who have not disclosed their gender.
- If permanent employees and 3 in other than permanent employees have not disclosed their gender and are not part of the above table.

3. Details of remuneration/salary/wages, in the following format:

- a. The details are provided below:

	Male		Female	
	Number	Median remuneration / salary / wages of respective category (₹ Lacs / Yr)	Number	Median remuneration/ salary/ wages of respective category (₹ Lacs / Yr)
Board of Directors (BoD)	2	24,95,000	2	22,98,000
Key Managerial Personnel	2	5,74,22,078	--	--
Employees other than BoD and KMP	9,612	13,19,545	1,904	10,49,997
Workers	NA	NA	NA	NA

- In line with the internal guidelines of the company, no payment is made towards commission/sitting fee to the Non-Executive Directors of the Company, who are in full-time employment with any other Tata company, and Managing director is included in Key Managerial Personnel
- The Company does not differentiate in wages and compensation calculation for similar grade, location, experience, role, and skillset.

- b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	13.68	12.80

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, The Internal Complaints Committee serves as the focal point for addressing human rights impacts or issues caused or contributed to by the business with the help of Tata Code of Conduct (TCOC) and the Global Policy for Prevention of Sexual Harassment (POSH), ensuring that matters are handled fairly, consistently, and in line with Tata Technologies' ethical and legal standards.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Our grievance management framework is guided by the Tata Code of Conduct (TCOC), the Global Policy for Prevention of Sexual Harassment (POSH), and internal Whistleblower policy. These policies collectively provide clear guidelines for addressing human rights concerns and workplace issues.

Under the Whistleblower Policy, employees, directors, and affiliated individuals can confidentially raise complaints or disclose violations, with protections in place against retaliation. The mechanisms define the process for reporting grievances, conducting investigations, assigning responsibilities, and ensuring timely resolution. Specifically, the Tata Code of Conduct (TCOC) and POSH policies outline procedures for reporting sexual harassment, establish scrutiny committees, detail investigation protocols, and offer structured avenues for redressal. The Whistleblower mechanism further ensures that all disclosures, whether related to human rights or organizational ethics, are handled with confidentiality and fairness, reinforcing our commitment to ethical conduct and a safe workplace.

We also launched online RESOLVE platform to provide access to employees to register complaints, grievances and incidents of work-related safety.

6. Number of Complaints on the following made by employees and workers:

The details are provided below:

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	1	0	Closed	3	0	Closed*
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labor	Nil	Nil	NA	Nil	Nil	NA
Forced Labor/Involuntary Labor	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other Human rights related issues – Ethical conduct	14	7	Closed	11	0	NA

* Two cases which were under review as of 31st March 2025 were closed during FY 2026

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2025-26	FY 2024-25
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	3
ii) Complaints on POSH as a % of female employees / workers	0.04	0.15
iii) Complaints on POSH upheld	0	1

The above table includes data and information relating to our associate company, BMW TechWorks India Private Limited

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

Tata Technologies is committed to fostering a workplace free from discrimination and harassment. All reports of misconduct are treated confidentially, ensuring the safety and trust of those who come forward. Employees and other stakeholders raising concerns in good faith are fully protected, and any attempts to intimidate or retaliate against them are strictly prohibited. We enforce accountability, with disciplinary actions applied to anyone found violating these standards. These measures are part of a broader commitment to maintaining an ethical, respectful, and inclusive work environment.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes. Human rights provisions are included as part of Tata Technologies' contractual and business engagement frameworks.

10. Assessment for the year:

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	100
Forced Labour/Involuntary Labour	100
Sexual Harassment	100
Discrimination at workplace	100
Wages	100
Other- please specify	NA

- Company internally assesses compliance to applicable regulations and policies covering 100% of its locations. No observation is reported by 3rd Party or local authorities in FY 2026.

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

We internally assess compliance to applicable regulations and policies covering 100% of our locations.

No observation is reported by 3rd Party or local authorities in FY2025-26.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.

- Tata Technologies has strengthened its grievance prevention, reporting, and resolution mechanisms through a comprehensive framework supported by policies on Human Rights, Whistleblower protection, TCOC, Diversity & Inclusion, POSH, and Equal Opportunity, along with compliance with the Modern Slavery Act for global operations.
- An integrated digital ecosystem—ELSA, AMBER, and VERA—enables policy guidance, continuous feedback, confidential reporting, and structured investigations, supported by an anonymized Ethics Dashboard to enhance transparency.
- We address systemic barriers through targeted initiatives such as the Re-ignite return-to-work program for women and workplace inclusion measures for persons with disabilities.
- Leadership accountability is reinforced through Ethics Masterclasses, enabling informed decision-making, stronger accountability, and continuous improvement across the organization.

2. Details of the scope and coverage of any Human rights due diligence conducted.

Tata Technologies conducts human rights due diligence as part of its routine internal compliance audits. Insights from these audits help us address grievances related to ethics and guide updates to the Internal Complaints Committee, reinforcing accountability and continuous improvement. We follow all government regulations and regulatory policies in the countries where it operates and complies with all applicable global and local laws

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Person with Disabilities Act, 2016?

Yes. It is as per the requirements mentioned in the Rights of Persons with Disabilities Act, 2016. More improvements are being planned in the future.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed*
Sexual Harassment	20
Discrimination at workplace	20
Child Labour	20
Forced Labour/Involuntary Labour	20
Wages	20
Others – please specify	-

*100% of value chain suppliers are expected to follow applicable regulations and have taken undertaking for the same and currently undergoing third party assessment. % shows status of completion.

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Not Applicable. No significant risks or concerns were identified from the assessments conducted during the reporting period that required corrective action.

PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment.

Essential indicators

1. Details of total energy consumption (GJ) and energy intensity, in the following format:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	2,486	91.3
Total fuel consumption (B)	1,068	0.00
Energy consumption from other sources (C)		
Total energy consumed from renewable sources (A+B+C)	3,553	91.3
From non-renewable sources		
Total electricity consumption (D)	37,758	43,233
Total fuel consumption (E)	8,771	8,795
Energy consumption sources (F)	0	0.00
Total energy consumed from non-renewable sources (D+E+F)	46,529	52,028
Total energy consumed (A+B+C+D+E+F)	50,082	52,119
Energy intensity per rupee of turnover (GJ/₹) (Total energy consumed / Revenue from operations)	0.0000009	0.0000010
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (GJ/₹) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0000189	0.0000208
Energy intensity in terms of physical output	NA	NA
Energy intensity per full time equivalent – (GJ / FTE)	3.68	4.31

* The above table includes data and information relating to our associate company, BMW TechWorks India Private Limited

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, KPMG Assurance and Consulting Services LLP have provided reasonable assurance on data reported under this indicator for FY 2025-26.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Tata Technologies does not have any sites or facilities classified as Designated Consumers (DCs) under the Government of India's Perform, Achieve and Trade (PAT) Scheme. Accordingly, there are no applicable targets or related disclosures for the reporting period.

3. Provide the following details related to water discharged:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	15,459	14,878
(ii) Groundwater	1,256	0
(iii) Third party water	1,27,659	1,27,252
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,44,374	1,42,131
Total volume of water consumption (in kilolitres)	1,15,143	1,11,468
Water intensity per rupee of turnover (kl/₹) (Total water consumption / Revenue from operations)	0.0000021	0.0000022
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (kl/₹) (Total water consumption / Revenue from operations adjusted for PPP)	0.0000434	0.0000446
Water intensity in terms of physical output	NA	NA
Water intensity per full time equivalent (kl/FTE)	8.47	9.21

* The above table includes data and information relating to our associate company, BMW TechWorks India Private Limited

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, KPMG Assurance and Consulting Services LLP have provided reasonable assurance on data reported under this indicator for FY 2025-26.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	29,232	30,663
- No treatment	29,232	30,663
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters)	29,232	30,663

* The above table includes data and information relating to our associate company, BMW TechWorks India Private Limited

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, KPMG Assurance and Consulting Services LLP have provided reasonable assurance on data reported under this indicator for FY 2025-26.

5. Has the Company implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

No, Tata Technologies has not adopted a Zero Liquid Discharge (ZLD) system. However, the corporate office is equipped with a Sewage Treatment Plant (STP). For leased facilities, efforts are ongoing to optimize water usage through measures such as repairing leaks, installing eco-friendly taps, and promoting the reuse of water for both potable and non-potable purposes.

6. Please provide details of air emissions (other than GHG emissions) by the Company, in the following format:

Parameter	Unit	FY 2025-26*	FY 2024-25
NOx	Mg/NM3	-	94
SOx	Mg/NM3	-	106.15
Particulate matter (PM)	Mg/NM3	-	41.09
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify			
Mercury, Cadmium, Chromium etc.	-	-	-

*Note: the only known source for air emissions is from diesel generator (DG) operations and are used during power outages. As the emissions (excluding GHGs) are minimal and not material, they are not measured. All DG sets undergo regular pollution checks and remain well within prescribed limits. The DG stack reports are submitted to government recognized labs for verification.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

Note: The only known source for air emissions is from diesel generator (DG) operations and are used during power outages. As the emissions (excluding GHGs) are minimal and not material, they are not measured. All DG sets undergo regular pollution checks and remain well within prescribed limits. The DG stack reports are submitted to government recognized labs for verification.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂	597	701
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂	6,365	7,293
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ / ₹	0.00000013	0.00000015

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ / \$	0.0000026	0.0000032
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂	NA	NA
Total Scope 1 and Scope 2 emission intensity per FTE	Metric tonnes of CO ₂ / FTE	0.51	0.66

The above table includes data and information relating to our associate company, BMW TechWorks India Private Limited

*The emission factors for scope 1 calculations are sourced from IPCC, DEFRA, and ISF Guidance; and for scope 2 they are sourced from CEA CO₂ Baseline Database, DEFRA, US EPA and other publicly available country-specific grid emission factor databases.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, KPMG Assurance and Consulting Services LLP have provided reasonable assurance on data reported under this indicator for FY 2025-26.

8. Does the Company have any project related to reducing Green House Gas emission? If yes, then provide details.

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)
1	Energy Efficiency Through Use of Motion Sensors: Motion sensors have been installed in meeting rooms and board rooms to automatically control lighting based on occupancy, ensuring energy is used only when the spaces are in use.	Undertaken in the reporting year
2	EV charging station	EV charging station was inaugurated with charging points (2 for four-wheeler and 3 for two wheelers in corporate campus to promote sustainable transportation and contribute to reduction in carbon footprint
3	Renewable sources for power generation in United Kingdom location	100% consumption for electricity and gas is through renewable sources
4	Composting of Organic Waste:	Organic waste is processed locally through composting, converting it into nutrient-rich compost and reducing the volume of waste sent to landfills.
5	Reduction of Single-Use Plastics: The use of single-use plastic items is minimized through the adoption of reusable alternatives such as glass bottles and stainless-steel utensils.	The use of single-use plastic items is minimized through the adoption of reusable alternatives such as glass bottles and stainless-steel utensils.

9. Provide details related to waste management by the Company, in the following format:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1.77	3.05
E-waste (B)	17.27	8.62
Bio-medical waste (C)	0.36	0.40
Construction and demolition waste (D)	15.96	24.36
Battery waste (E)	6.64	8.73
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	9.80	18.53
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	131.25	138.34

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total (A + B + C + D + E + F + G + H)	183.05	202.03
Waste intensity per rupee of turnover (MT/₹) (Total waste generated/Revenue from operations)	0.0000000034	0.0000000039
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (MT/\$) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000000069	0.0000000081*
Waste intensity in terms of physical output	NA	NA
Waste intensity per FTE (MT/FTE)	0.01	0.01
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	23.91	17.35
(iii) Re-used	0	0
(iv) Other recovery operations	0	0
Total	23.91	17.35
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste**		
(i) Incineration	0.36	3.45
(ii) Landfilling	158.78	181.23
(iii) Other disposal operations	-	-
Total	159.14	184.68

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, KPMG Assurance and Consulting Services LLP have provided reasonable assurance on data reported under this indicator for FY 2025-26.

The above table includes data and information relating to our associate company, BMW TechWorks India Private Limited

*Waste intensity for unit revenue adjusted for Purchasing Power Parity (PPP) has been re-stated for the year ended 31 March 2025, to maintain consistency with other revenue adjusted PPP intensities reported for environmental indicators under Principle 6.

** The waste disposal is as per local laws and regulations. All bio-degradable waste is responsibly composted. The system for an end-to-end process for tracking waste is still in progress.

10. Briefly describe the waste management practices adopted in your establishment. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

As a company focused on delivering services, Tata Technologies' waste footprint primarily includes municipal solid waste, electronic waste, and other operational wastes. Regulated wastes such as electronic waste, used oil from diesel generator sets, retired assets, UPS batteries, and obsolete electrical equipment are disposed of through certified vendors approved by the State Pollution Control Board (MPCB) or Central Pollution Control Board (CPCB) in full compliance with applicable regulations. Daily office waste is collected and managed through local municipal authorities or authorized waste management service providers.

To strengthen its waste management framework, Tata Technologies has implemented the following practices across its establishments:

- Waste Segregation at Source: Clearly labelled bins are provided to facilitate segregation of dry, wet, and recyclable waste.
- Responsible E-Waste Management: E-waste and discarded IT assets are handed over exclusively to authorized recyclers to ensure environmentally sound disposal.
- Management of Used Oil and Batteries: Used oil from DG sets and spent UPS batteries are stored and disposed of in compliance with regulatory guidelines through authorized vendors.
- Reduction, Reuse, and Recycling (3R): Repair, refurbishment, and reuse of equipment and furniture are encouraged to minimize waste generation and extend asset life.
- Paper and Resource Reduction: Digital documentation and electronic communication are promoted to reduce paper consumption.
- Municipal Waste Disposal: General office waste is managed through local municipal authorities or approved vendors in accordance with local waste management norms.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
No. We does not have operations or offices in/around ecologically sensitive areas			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
None were undertaken in the reporting year					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection Act and rules thereunder (Y/N).

If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, Tata Technologies is compliant with the applicable laws and regulations in India to the extent required by the Pollution Control Board.				

Leadership Indicators -

1. Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres):
For each facility/plant located in areas of water stress, provide the following information:

- (i) Name of the area – Bangalore, Thane, Chennai
- (ii) Nature of operations – Offices including delivery centres
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third-party water	4,327	3,428
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters)	4,327	3,428
Total volume of water consumption (in kiloliters)	3,678	2,965
Water intensity per rupee of turnover (Water consumed / turnover)	0.000000068	0.000000057
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	553	463
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	553	463

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions	Currently, Tata Technologies' does not track its Scope 3 emissions.		
(Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)			
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity kg CO2/T of Cementitious material			

Note: Indicate if any independent assessment, evaluation, or assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. NA

3. With respect to the ecologically sensitive areas reported in Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Tata Technologies' operations are not located within or in proximity to ecologically sensitive areas and do not result in any direct or indirect impacts on biodiversity. As a result, no significant biodiversity-related concerns have been identified, and no specific prevention or remediation actions were necessary during the reporting period.

4. If the entity provided below taken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Renewable sources	Tata Technologies' United Kingdom location has moved to Renewable sources for electricity and natural gas	100% consumption in electricity and gas through renewable sources
2	Composting of Organic Waste:	Organic waste is processed locally through composting, converting it into nutrient-rich compost and reducing the volume of waste sent to landfills.	The annual CO ₂ benefit is approximately 2.5 tons CO ₂ -equivalent avoided.
3	Reduction of Single-Use Plastics:	The use of single-use plastic items is minimized through the adoption of reusable alternatives such as glass bottles and stainless-steel utensils.	Approximately 35 tonnes of CO ₂ emissions avoided.
4	Repair, Refurbishment, and Reuse:	A total of 623 kg of discarded GI sheets and MS material were repaired, refurbished, and reused for the construction of the scrap yard boundary and for fabricating a new DG platform. This initiative avoided disposal of usable metal waste and contributed to resource circularity	Avoided approximately 1.5 tonnes of CO ₂ emissions, based on an embodied carbon factor of 2.46 kg CO ₂ e per kg of steel. This reduction reflects avoided emissions from mining, processing, and manufacturing of new metal.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

To safeguard operations against disruptions, Tata Technologies established a comprehensive Business Continuity Plan that proved effective during the COVID-19 pandemic. The framework enabled rapid adoption of remote working arrangements while ensuring client support and operational efficiency were maintained. Employee safety remained paramount, with measures such as regular sanitization, access to medical staff, and strict social distancing guidelines. Supplier partnerships were reinforced to ensure compliance with the Tata Code of Conduct and protection of human rights, upholding an ethical supply chain. Tata Technologies's Risk Management Policy, coupled with active Business Continuity Coordinators, ensures ongoing preparedness and effective mitigation of operational risks. There is no web-link as it is a confidential document.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

NA

7. % of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?

This exercise is currently ongoing and shall be completed in FY 2027.

8. How many Green Credits have been generated or procured:

- a. By the listed entity – None
- b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners – None

PRINCIPLE 7

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

Essential indicators

1. a. Number of affiliations with trade and industry chambers/associations.
In the reporting year, Tata Technologies is affiliated with four trade and industry chambers/associations.
- b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the Company is a member of/affiliated to.

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/ National)
1	NASSCOM	National
2	CII	National
3	AUTOSAR (Automotive Open System Architecture)	National*
4	SOAFEE (The Scalable Open Architecture for Embedded Edge)	National*

*International associations including India.

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the Company, based on adverse orders from regulatory authorities.

Name of the authority	Brief of the case	Corrective action taken
		Not Applicable

Leadership Indicators

1. Details of public policy positions advocated by the Company:

S. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/Others – please specify)	Web Link, if available
1	Provide sustainable solutions in automotive, Aerospace and Industrial Heavy Machinery.	Participation in round tables discussions and consultations organized by industry associations such as NASSCOM, CII, etc.	No	Need basis	Not available
2	Provide sustainable solutions in HR& Finance	Participation in round tables discussions and consultations organized by industry associations such as CII	No	Need basis	Not available

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development.

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the Company, based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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During the reporting period, there were no projects undertaken by Tata Technologies that required the conduct of a Social Impact Assessment (SIA) in accordance with applicable legal or regulatory requirements. Accordingly, disclosures relating to SIA notifications, external assessments, public communication of results, and relevant web links are not applicable.

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the Company, in the following format:

S.No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
						Not Applicable

3. Describe the mechanisms to receive and redress grievances of the community.

As a part of the TATA Group, Tata Technologies Limited operates under the governance of the TATA Code of Conduct (TCOC), which provides a comprehensive framework to identify, mitigate, and address potential human rights violations and associated risks. The Code outlines the responsibilities of employees, management, and partners to ensure ethical and responsible conduct across all business activities.

For partners engaged under our CSR initiatives, we have implemented structured mechanisms such as periodic reviews, audits, and site visits to assess operations, identify potential challenges, and provide guidance on compliance with ethical and human rights standards. Where concerns or grievances remain unresolved, communities and stakeholders have direct access to Business Leads and Senior Leadership, ensuring transparency, accountability, and timely resolution of issues.

We emphasize on continuous engagement and dialogue with all stakeholders, aiming to strengthen trust, promote ethical business practices, and uphold human rights throughout the operations and supply chain. Additional information on our governance, policies, and initiatives can be accessed at: <https://www.tatatechnologies.com/in/about-us/>

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/small producers	13.43	15.33
Sourced directly from within the district and neighbouring districts.	13.43	15.33

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2025-26	FY 2024-25
Rural areas	0.0	0.0
Semi-urban areas	0.0	0.0
Urban areas	100.0	100.0
Metropolitan areas	0.0	0.0

(Place to be categorized as per RBI Classification System – rural / semi-urban / urban / metropolitan)

The above table includes data and information relating to our associate company, BMW TechWorks India Private Limited

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not applicable, as no social impact assessment was carried out during FY 2025-26	

2. Provide the following information on CSR projects undertaken by the Company in the designated aspirational districts as identified by government bodies:

Program	State	Aspirational District	Amount spent (In ₹)
STEM education and enhancement	Maharashtra	Dharashiv, Nandurbar, Gadchiroli & Washim	21,44,143
	Uttarakhand	Haridwar & Udham Singh Nagar	2,46,156
Empowerment Via Education (EVE) (Technical Education)	Odisha	Kamakhyanagar	8,44,000

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups?

No, Tata Technologies does not have a formal preferential procurement policy from suppliers comprising marginalized/vulnerable groups. However, we follow an established preferential procurement guideline which ensures fair opportunity and equitable participation for all suppliers. These guidelines are designed to enable suppliers from diverse and marginalized groups to compete and perform effectively across key aspects of the business.

- (b) From which marginalized/vulnerable groups do you procure?

Currently, we do not procure goods or services from suppliers belonging to marginalized or vulnerable groups. However, we remain committed to promoting inclusive procurement practices and continue to evaluate opportunities to engage with a diverse supplier base in line with the procurement policies and business requirements.

- (c) What percentage of total procurement (by value) does it constitute?

While procurement from such groups is currently nil, we remain committed to identifying opportunities to engage in the future.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by the Company (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Not Applicable				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects

Details of beneficiaries of CSR Projects: S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	STEM Education and Enhancement	5,80,306	0.0
2	Ready Engineer 2.0	10,321	0.0
3	Empowerment Via Education (EVE) (Women Empowerment)	262	100.0
4	Empowerment Via Education (EVE) (Technical Education)	930	0.0
5	Environmental Sustainability	215	0.0

PRINCIPLE 9

Businesses should engage with and provide value to their consumers in a responsible manner.

Essential indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Tata Technologies follows a comprehensive and tiered approach to capturing customer feedback across different engagement levels:

- Net Promoter Score (NPS): Undertaken on an annual basis, this assessment gathers perspectives from senior client stakeholders to gauge overall satisfaction, loyalty, and the likelihood of recommending the Tata Technologies' services.
- Customer Satisfaction (CSAT): This is a continuous feedback mechanism that collects inputs from client project teams to evaluate the quality, timeliness, and effectiveness of service delivery.

2. Turnover of products and/services as a percentage of turnover from all products/service that carry information about:

As a percentage to total turnover	
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	As a services company, we design projects in line with client requirement specification.
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following:

Number of consumer complaints in respect of the following:	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	2	Nil	The investigations have been closed. No major impact	Nil	Nil	NA
Advertising	NA	NA	NA	NA	NA	NA
Cyber-security	1	1	Investigation ongoing	1	Nil	The investigation has been closed.
Need Delivery of essential services	NA	NA	NA	NA	NA	NA
Restrictive Trade Practices	Nil	Nil	NA	NA	NA	NA
Unfair Trade Practices	Nil	Nil	NA	NA	NA	NA
Other	NA	NA	NA	NA	NA	NA

The above table includes data and information relating to our associate company, BMW TechWorks India Private Limited

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	0	-
Forced recalls	0	-

5. Does the Company have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, Tata Technologies prioritizes data security and employs appropriate technologies and procedures to safeguard personal information. Our information security policies and procedures align with recognized international standards and undergo regular review and updates to address business requirements, technological advancements, and regulatory compliance needs.

Web-link: <https://www.tatatechnologies.com/in/privacy-policy/>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services.

There were no regulatory actions, penalties, or observations pertaining to advertising practices, essential service delivery, cybersecurity and data privacy or safety of products/services pertaining to the customer during the reporting period. As a result, no corrective actions were required or initiated.

7. Provide the following information relating to data breaches:

Provide the following information relating to data breaches:	
a. Number of instances of data breaches along-with impact	3
b. Percentage of data breaches involving personally identifiable information of customer	0
c. Impact, if any, of the data breaches	No major impact

The above table includes data and information relating to our associate company, BMW TechWorks India Private Limited

Leadership Indicators

1. Channels/platforms where information on products and services of the Company can be accessed (provide web-link, if available).

All pertinent information on our services can be accessed at: <https://www.tatatechnologies.com/in>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services. Not Applicable. Given the Tata Technologies' services-based operations, there are no physical products requiring dedicated consumer education on safe and responsible usage. Relevant guidance, where applicable, is embedded within service delivery and client interactions; hence, no separate initiatives were undertaken during the reporting period.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

Tata Technologies has established structured communication mechanisms to keep clients informed of any potential risks related to disruption or discontinuation of essential services. These include timely updates through web-based portals and direct email communications, facilitated by designated client partners to ensure transparency and continuity of engagement.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as whole? (Yes/No)

Not Applicable. In view of the Tata Technologies' services-oriented business model, it does not offer physical products that require product-level disclosures beyond those prescribed under applicable laws; accordingly, the requirement to display additional product information does not arise.



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Independent Practitioners' Reasonable Assurance Report

To the Directors of Tata Technologies Limited

Assurance report on the sustainability disclosures in the Business Responsibility and Sustainability Reporting (BRSR) disclosures.

Assurance report on the sustainability disclosures in the Business Responsibility and Sustainability Reporting (BRSR) Core Format¹ (called 'Identified Sustainability Information' (ISI) of Tata Technologies Limited (the 'Company')) for the period from 1 April 2025 to 31 March 2026. The ISI is included in the Business Responsibility and Sustainability Report of the Company in the Annual Report for the period from 1 April 2025 to 31 March 2026.

Opinion

We have performed a reasonable assurance engagement on whether the Company's sustainability disclosures in the BRSR Core Format (refer Appendix 1 of this report) for the period from 1 April 2025 to 31 March 2026 have been prepared in accordance with the Reporting Criteria (refer table below).

Identified Sustainability Information (ISI) subject to assurance	Period subject to assurance	Reference Section in the Annual Report	Reporting criteria
BRSR Core (refer Appendix 1)	From 1 April 2025 to 31 March 2026	"Business Responsibility and Sustainability Report" section of Annual Report	- Regulation 34(2)(f) of the Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements (SEBI LODR) - Master Circular for compliance with the provisions of the SEBI LODR by listed entities, dated January 30, 2026 (Master Circular) prescribing - Format of the BRSR - Guidance notes for BRSR format - Greenhouse Gas (GHG) Protocol (A Corporate Accounting and Reporting Standard) (Revised) developed by World Resources Institute (WRI) / World Business Council for Sustainable Development (WBCSD)

¹ As per SEBI Master circular number SEBI/HO/49/14/14(7)2025-CFD-POD2/I/3762/2026



This engagement was conducted by a multidisciplinary team including assurance practitioners, engineers and environmental and social professionals.

In our opinion, the Company's Identified Sustainability Information in the "Business Responsibility and Sustainability Report" section of its Annual Report for the period 1 April 2025 to 31 March 2026, is prepared, in all material respects, in accordance with the Regulation 34(2)(f) of SEBI LODR, Master Circular, the Greenhouse Gas (GHG) Protocol (A Corporate Accounting and Reporting Standard) (Revised) developed by World Resources Institute (WRI) / World Business Council for Sustainable Development (WBCSD) and as per the Reporting Boundary as set out in BRSR - Section A: General Disclosures.

Basis for opinion

We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* issued by the International Auditing and Assurance Standards Board (IAASB). Our responsibilities under those standards are further described in the "Our responsibilities" section of our report.

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA).

Our firm applies International Standard on Quality Management (ISQM) 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, issued by the IAASB. This standard requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

Management and the Board of Directors are responsible for the "Other Information". The Other Information comprises the information included in the Company's Annual Report (but does not include the BRSR Core and assurance report thereon). The Company's Annual Report is expected to be made available to us after the date of this assurance report.

Our reasonable assurance opinion on the BRSR Core does not cover the Other Information and we are not expressing any form of assurance conclusion thereon.

In connection with our assurance on the BRSR Core, our responsibility is to read the Other Information identified above when it becomes available, and in doing so, consider whether Other Information is materially inconsistent with the BRSR Core, or our knowledge obtained in the assurance, or otherwise appears to be materially misstated.

When we read the Annual Report, if we conclude that there is a material misstatement therein, we are required to communicate the matter to Those Charged With Governance and describe actions applicable under the applicable laws and regulations.



Intended use or purpose

The ISI and our reasonable assurance report are intended for users who have reasonable knowledge of the BRSR attributes, the Reporting Criteria and ISI and who have read the information in the ISI with reasonable diligence and understand that the ISI is prepared and assured at appropriate levels of materiality.

Our opinion is not modified in respect of this matter.

Management's responsibilities for the Identified Sustainability Information (ISI)

The management of the Company acknowledge and understand their responsibility for:

- designing, implementing and maintaining internal controls relevant to the preparation of the ISI so that it is free from material misstatement, whether due to fraud or error;
- selecting or establishing suitable criteria for preparing the ISI, taking into account applicable laws and regulations, if any, related to reporting on the ISI, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the ISI in accordance with the Reporting Criteria;
- disclosure of the applicable criteria used for preparation of the ISI in the Annual Report;
- preparing/fairly stating/properly calculating the ISI in accordance with the Reporting Criteria;
- ensuring the reporting criteria is available for the intended users with relevant explanation;
- establishing targets, goals and other performance measures, and implementing actions to achieve such targets, goals and performance measures;
- providing the details of the management personnel who takes ownership of the ISI disclosed in the Annual Report;
- ensuring compliance with law, regulation or applicable contracts;
- making judgements and estimates that are reasonable in the circumstances;
- identifying and describing any inherent limitations in the measurement or evaluation of information covered by assurance in accordance with the Reporting Criteria;
- preventing and detecting fraud;
- selecting the content of the ISI, including identifying and engaging with intended users to understand their information needs;
- informing us of other information that will be included with the ISI;
- supervision of other staff involved in the preparation of the ISI.

Those Charged With Governance are responsible for overseeing the reporting process for the Company's ISI.

Inherent limitations

The preparation of the Company's BRSR requires the management to establish or interpret the Reporting Criteria, make determinations about the relevancy of information to be included, and make estimates and assumptions that affect the reported information.



Measurement of certain amounts and BRSR Core metrics, some of which are estimates, is subject to substantial inherent measurement uncertainty, for example, GHG emissions, water footprint, energy footprint. Obtaining sufficient appropriate evidence to support our opinion does not reduce the uncertainty in the amounts and metrics.

Our responsibilities

We are responsible for:

- planning and performing the engagement to obtain reasonable assurance on the BRSR Core disclosures are free from material misstatement, whether due to fraud or error, in accordance with the Reporting Criteria in line with the section above.
- forming an independent opinion, based on the procedures we have performed and the evidence we have obtained, and
- reporting our reasonable assurance opinion to the Directors of Tata Technologies Limited.

Summary of the work we performed as the basis for our opinion

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence that is sufficient and appropriate to provide a basis for our reasonable assurance opinion.

The nature, timing, and extent of the procedures selected depended on our judgement, including an assessment of the risks of material misstatement of the information covered by reasonable assurance, whether due to fraud or error. We identified and assessed the risks of material misstatement through understanding the information covered by reasonable assurance and the engagement circumstances. We also obtained an understanding of the internal controls relevant to the information covered by reasonable assurance in order to design procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of internal controls. In carrying out our engagement, we:

- assessed the suitability of the Reporting Criteria used by the Company in preparing the information covered by reasonable assurance;
- evaluated the appropriateness of the reporting policies, quantification methods and models used in the preparation of the information covered by reasonable assurance and the reasonableness of estimates made by the Company; and
- evaluated the overall presentation of the information covered by reasonable assurance.

Exclusions

Our assurance scope excludes the following and therefore we will not express an opinion on the same:

- Any form of review of the commercial merits, technical feasibility, accuracy of claims, compliance with applicable legislations. We have not verified any of the judgements in relation to commercial risks associated with the business activities.
- Operations of the Company other than those under the *Reporting Boundary set out in the Section A: General Disclosures 13 of "Business Responsibility and Sustainability Report" section of the Annual Report (Scope of Assurance).*



- The Company's statements that describe the strategy, progress on goals (other than those listed under the scope of assurance as mentioned above), expression of opinion, claims, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Aspects of the BRSR and the data/information (qualitative or quantitative) other than the ISI.
- Data and information outside the defined reporting period i.e., from 1 April 2025 to 31 March 2026.

Shivananda Shetty
Partner

KPMG Assurance and Consulting Services LLP

Date: 20 May 2026

Place: Gurugram



Appendix – 1

BRSR Core attributes

BRSR Indicator	Type of Assurance
P1 E8- Number of days of accounts payable	Reasonable
P1 E9- Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Reasonable
P3 E1c- Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company	Reasonable
P3 E11- Details of safety related incidents including lost time injury frequency rate, high consequence work-related injury or ill-health (excluding fatalities), no. of fatalities	Reasonable
P5 E3b- Gross wages paid to females as % of wages paid	Reasonable
P5 E7- Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, including complaints reported, complaints as a % of female employees, and complaints upheld	Reasonable
P6 E1- Details of total energy consumption (in Joules or multiples)	Reasonable
P6 E1- Details of total energy intensity	Reasonable
P6 E3- Provide details of water withdrawal by source and water consumption	Reasonable
P6 E3- Water consumption intensity	Reasonable
P6 E4- Provide details of water discharged	Reasonable
P6 E7- Provide details of greenhouse gas emissions (Scope 1)	Reasonable
P6 E7- Provide details of greenhouse gas emissions (Scope 2)	Reasonable
P6 E7 - Provide details of greenhouse gas emissions (Scope 1 and Scope 2) intensity	Reasonable
P6 E9- Provide details related to waste generated by category of waste	Reasonable
P6 E9- Waste intensity	Reasonable
P6 E9- Provide details related to waste recovered through recycling, re-using or other recovery operations	Reasonable
P6 E9- Provide details related to waste disposed by nature of disposal method	Reasonable
P8 E4- Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India	Reasonable
P8 E5- Job creation in smaller towns	Reasonable
P9 E7- Instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events	Reasonable