

Ref: K/953/NSE&BSE/26-27

Date: 13.10.2026

The Secretary
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai- 400 001
Scrip Code: 523610

The Manager
National Stock Exchange of India Limited
Exchange Plaza,
Bandra Kurla Complex, Bandra (E)
Mumbai- 400 051
Scrip Code: ITI

Dear Sir/Madam,

Sub: **Business Responsibility and Sustainability Reporting**

Ref: **Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

With reference to the captioned subject, please find enclosed herewith "Business Responsibility and Sustainability Report" for FY 2025-26 which is also forming part of Annual Report 2025-26.

The Business Responsibility and Sustainability Report for FY 2025-26 is also available on the Company's website at the following link:

https://www.italtd.in/Investor%20information/2026/BRSR_Final.pdf

This is for your kind information and records please.

Thanking you.

Yours faithfully
For ITI Limited

Y
Sathyan
Digitally signed
by Y Sathyan
Date:
2026.10.13
17:48:36 +05'30'

Y Sathyan
Company Secretary & Compliance Officer



Annexure 4

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I.	Details of the Listed Entity	
1.	Corporate Identity Number (CIN) of the Listed Entity	L32202KA1950G01000640
2.	Name of the Listed Entity	ITI Limited
3.	Year of incorporation	1950
4.	Registered office address	IIT Bhavan, Dooravani Nagar, Bengaluru - 560016
5.	Corporate address	IIT Bhavan, Dooravani Nagar, Bengaluru - 560016
6.	E-mail	cosecy_crp@itilttd.co.in
7.	Telephone	+91 (080) 2561 4466
8.	Website	https://www.itilttd.in
9.	Financial year for which reporting is being done	April 01, 2025 – March 31, 2026
10.	Name of the Stock Exchange(s) where shares are listed	1) BSE Limited (BSE) 2) National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	Rs. 9,62,85,19,670/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Y Sathyan, Company Secretary, Tel. No. : +91 (080) 2561 7486 Email: cosecy_crp@itilttd.co.in
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).	Disclosures made in this report are on a standalone basis
14.	Name of assurance provider	MITCON Consultancy & Engineering Services Limited
15.	Type of assurance obtained	Reasonable Assurance

II. Products/Services

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

Sr.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacture Of Telecom and its allied products	1.47%
2	Services	Repair and Maintenance 01 Telecom & its allied Product, Back to Back Businesses	41.48%
3	Projects	Implementation of Turnkey Projects & Other tele communications activities	57.06%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

Sr.No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of Telephone; other communication equipments; fibre optic cables, etc.	26201; 26302; 26309; 27310; 35105; 26205; 26209	1.47%
2	Repair and maintenance of communication equipment; telecom network, Back to Back Businesses	95120; 95111; 63112; 63119; 74901; 42202; 26516; 43213	41.48%
3	Turnkey Project & Other telecommunications activities	61102; 61209; 61900	57.06%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	Manufacturing Plants-06	Network System Unit-01 Corporate Office: 1; MSP-12	20
International			



19. Markets served by the entity

a. Number of locations

Location	Number
National (No. of States)	The Company operates its business on an PAN India basis
International (No. of Countries)	NIL

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

Nil

c. A brief on types of customers

The following are the Customers of ITI for supply of various products, Services and Turnkey Products.

- Defense: Army, Navy, Indian Air Force; Ministry of Home Affairs
- PSUs like BSNL (Bharat Sanchar Nigam Limited), MTNL (Mahanagar Telephone Nigam Limited), BBNL (Bharat Broadband Network), EESL (Energy Efficiency Services Limited), C-DoT (Centre for Development of Telematics), BEL (Bharat Electronics), DRDO etc
- Central Government and State Government organizations, TANFINET (Tamil Nadu FibreNet Corporation Limited), MITCL (Maharashtra Information Technology Corporation Ltd), GFGNL (Gujarat Fibre Grid Network Limited), KSEDC (Kerala State Electronics Development Corporation), KPTCL (Karnataka Power Transmission Corporation Ltd), UREDA (Uttarakhand Renewable Energy Development Agency), BREDA (Bihar Renewable Energy Development Agency), UPNEDA (Uttar Pradesh New & Renewable Energy Development Agency), OCAC, Odisha Mining Corporation, Department of Post, DoS (Department of Space), DoAE (Department of Atomic Energy), Railways etc.
- Private customers like Banks, Schools, Universities, Hospitals, TCS, Tejas Networks, RIIL (Rural infratel international limited), Aksentt, Vodafone and Airtel.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	471	351	74.52%	120	25.48%
2	Other than Permanent (E)	420	321	76.43%	99	23.57%
3	Total Employees (D + E)	891	672	75.42%	219	24.58%
WORKERS						
4.	Permanent (F)	81	76	93.83%	5	6.17%
5.	Other than Permanent (G)	194	133	68.56%	61	31.44%
6.	Total Employees (F+G)	275	209	76%	66	24%

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	4	3	75%	1	25%
2	Other than Permanent (E)	4	4	100%	0	0
3	Total Employees (D + E)	8	7	87.5%	1	12.5%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	1	0	0	1	100%
6.	Total Employees (F+G)	1	0	0	1	100%



21. Participation/Inclusion/Representation of women:

Particulars	Total (A)	Number & % of Females	
		No. (B)	% (B/A)
Board of Directors	5	1	20.00%
Key Management Personnel	5	1	20.00%

22. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

Particulars	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in Previous FY)			FY 2023-24 (Turnover rate)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	146	28	174	151	23	174	643	174	817
Permanent Workers	32	1	33	43	3	46	169	10	179

V. Holding, Subsidiary and Associate Companies

23. (a) Names 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 listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	India Satcom Limited	Joint Venture	49.06%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013 for the FY 2025-26: (Yes/No):

Yes*

(ii) Turnover (in Rs.): 2465 Cr (including GST).

(iii) Net worth (in Rs.): 1852 Cr

*The Company was not required to spend any amount towards CSR activities during the above financial year, as the average net profit (without Grant) during the immediately 3 preceding financial years is negative. However, the Company had spent 2.00 Lakhs towards CSR activities for noble cause as the Armed Forces Flag Day Fund (AFFDF) was instituted for the welfare of the veterans, widows and their dependents.

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 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 redress policy)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://pgportal.gov.in/ .	147	05	05 Grievances closed during current FY 2026-27	132	07	07 Grievances closed during current FY 2025-26
Investors (other than shareholders)							
Shareholders							



Employees & Workers	Yes http://10.1.1.4/corp_hr/Docs/Grievance.Officers.pdf	13	0	NIL	02	02	01 Grievance closed during the FY 2025-26
Customers	Irrelevant to HR Dept.						
Value Chain Partners	Irrelevant to HR Dept.						

Redressal of Employee Grievances (Policy Circular): http://10.1.1.4/corp_hr/Circular/630%20-%20Corporate%20HR%20Policy%20Circular%20No.630%20-%20Redressal%20of%20Employee%20Grievances.pdf

26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

Sr. 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.	Business Ethics & Culture	Risk	Unethical conduct, conflicts of interest, non-compliance with applicable laws and procurement rules, or a weak ethical culture may lead to reputational damage, complaints, investigations and loss of stakeholder confidence.	Strengthen the Code of Conduct and ethics policies; provide periodic ethics and anti-corruption training; maintain confidential whistle-blower/grievance channels; enforce conflict-of-interest disclosures; and ensure transparent procurement, internal controls and timely investigation of complaints.	Negative implications: potential penalties, litigation and investigation costs, loss of business opportunities, increased compliance costs and reputational damage. Strong ethical practices can help protect long-term business relationships and stakeholder confidence.
2.	Product Safety and Quality	Opportunity	Consistent product safety, reliability and quality can strengthen customer confidence, improve competitiveness and support repeat orders, particularly for telecom, IT and other technology products and services.	Apply robust quality assurance and testing throughout design, sourcing, manufacturing and delivery; comply with applicable standards and customer specifications; trace components and defects; maintain corrective/preventive action processes; and use customer feedback to drive continual improvement.	Positive implications: improved customer satisfaction, repeat business, market access and reduced rework, warranty claims and product-return costs. Failure to maintain quality could instead result in losses, penalties and reputational damage.
3.	Data Privacy and Cyber Security	Risk	Cyberattacks, data breaches, unauthorized access or failure to protect confidential/customer information may disrupt operations, compromise sensitive data, affect service delivery and reduce stakeholder trust.	Implement and periodically review information-security policies and access controls; use encryption, secure configurations, backups and monitoring; conduct vulnerability assessments and security audits; train employees; maintain incident-response and business-continuity plans; and comply with applicable data-protection and cybersecurity requirements.	Negative implications: potential incident-response and recovery expenses, regulatory penalties, legal claims, service interruption and loss of customer confidence or contracts. Effective controls can reduce the likelihood and impact of such losses.



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
Policy & Management Processes																		
1. a. Whether your entity's policy/policies cover each principle & its core elements of the NGRBCs. (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes									
b. Has the policy been approved by the Board. (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes									
c. Web link of the policies, if available.	https://itiltid.in/investors.php?lan=en#codesandpolicies																	
2. Whether the entity has translated the policy into procedures. (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes									
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes									
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, and Trust etc.) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company follows SEBI Regulations and DPE Guidelines on Corporate Governance and CVC Guidelines for ensuring ethical, transparent and accountable business conduct among others. Certifications: ISO 14001-2015; BIS																	
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Continuous upgrade and timely renewal of certificates are ensured wherever applicable.																	
6. Performance of the entity against the specific commitments, goals & targets along-with reasons in case the same are not met.	Not applicable since Company ensures timely upgrading / renewal of Policy/ Manuals/Certifications as applicable.																	
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): Dear Stakeholders,	One of the Five Values of the Company is "Integrating environmental and social principles into our business to benefit all stakeholders." Our company has also coordinated our sustainability efforts along the value chain, plant operations and product development. The Company regularly takes steps to create awareness on ESG principles by conducting various programs and initiatives.																	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies):	Shri Rajesh Rai Chairman and Managing Director DIN: 10052045																	
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details:	Yes, Shri Rajesh Rai, Chairman and Managing Director is responsible for decision making on sustainability related issue																	
10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	All the policies of the company are reviewed periodically or on a need basis by department heads/respective committees and placed before the Board of Directors as and when required. In the assessment, the efficacy of these policies is also reviewed and necessary changes to policies and procedures are implemented.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Complied except with respect to composition of the Board of Directors under SEBI (LODR) Regulations, due to non-appointment of independent Directors. Since the Company is a CPSE, the appointment of directors has to be made by the concerned Administrative Ministry. Hence, the matter has been referred to the Ministry of Communications (MoC) for filling up the post and the same is pending with MoC/DPE. As and When required																	



11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	The Company is subject to various audits such as Statutory Audit, C&AG Audit, Cost Audit, Secretarial Audit, Energy Audit, Safety Audit, Quality Audit, Environmental Management System Audit, BRSR Assurance etc. These Audit ensure compliance to various internal and external policies.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
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)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

Essential Indicators

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 (BoD)	02	Workshop on Industry 4.0 for select CPSEs, Orientation Programme on Capacity Building of Functional Directors of CPSEs. The programmes strengthened participants’ technological awareness, governance capabilities, and leadership effectiveness, contributing to improved organizational performance.	66.67%
Key Managerial Personnel (KMPs)	-	-	-
Employees other than BoD/KMPs	66*	Internet of Things (IoT) – Basic & Advanced, 4G & 5G Manufacturing, 6G Standardization, Industry 4.0, Cyber Security, Internal Auditor Training Course on QMS ISO 9001:2015 & EMS ISO 14001:2015 EMS Standards, Working Smarter: Using AI for Everyday Office Productivity, Disciplinary Proceedings, POSH Act, Government e-Marketplace (GeM), Public Financial Management System (PFMS) and Wellness sessions etc.	45.90%
Workers			29.45%
		The programmes enhanced professional competencies, strengthened governance practices, and improved organizational effectiveness.	

NOTE: Along with employees, workers also have attended most of the trainings, webinars and awareness programmes.



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, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil				
Settlement					
Compounding Fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil				
Punishment					

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

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

The whistle Blower policy existing in the Company acts as an Anti – Corruption policy. Whistle blower policy aims to provide a channel to report genuine concerns about unethical behaviors actual or suspected fraud or violation codes of conduct or leak of price sensitive information The web link for the policy is given below:

<https://www.italtd.in/Vigilance/Corp%20HR%20Policy%20Circular%20No%20557%20dated%2003%2004%202021-revised.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 Current Financial Year	FY 2024-25 Previous Financial Year
Directors	Nil	Nil
Employees		
KMPs		
Workers		

6. Details of complaints with regard to conflict of interest:

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

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 conflicts of interest.

Nil



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	437	280

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 Current Financial Year	FY 2024-25 Previous Financial Year
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	19.22%	-
	b. Number of trading houses where purchases are made from	252	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	138.53%	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	-	-
	b. Sales (Sales to related parties / Total Sales)	-	-
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	-	-

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	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
NA	NA	NA

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:

NA



PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE.

Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	Nil	Nil	No specific input with respect to products as ITI R&D products are used for secured communications and are developed and certified according to customer specifications.
Capex	Not tracked	Not tracked	NA

- Does the entity have procedures in place for sustainable sourcing? (Yes/No) – Yes

b. If yes, what percentage of inputs were sourced sustainably? -

100%. ITI Limited is following the guidelines given by the Govt. of India for procurement of Goods & Services. The Company promotes GeM portal (Government e-Marketplace) in its procurements and also promotes sourcing from MSME vendors. Procurement is done with conditions in the tendering and ordering for sustainability compliance with various standards/ certifications like ISO/ BIS/ CACT/ ROHS etc., These certifications plays a crucial role in promoting sustainable practices, including sustainable sourcing.

- 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.

The Company does not recycle products because most products are used for strategic/national security applications. The Company has a structured mechanism to deliver waste from the manufacturing process of its products/ equipment through authorized recyclers approved by the Pollution Control Board. Paper and plastic are handed over to recyclers. In addition, manufacturing plants have water treatment for effective reuse of waste water from factory and township.

- 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. - NA

Leadership Indicators

- 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) yes, If provide the web-link.
NA	NA	NA	NA	NA	NA

- 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
NA	NA	NA

- 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 : Current Financial Year	FY 2024-25 : Previous Financial Year
NA	NA	NA

- 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: NA

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics including packaging)						
E-waste						
Hazardous waste						
Other waste						

- Reclaimed products and their packaging materials (as percentage of products sold) for each product category : NA



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								
	Total (A)	Group Term Life Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	%(B/ A)	Number (C)	% (C/ A)	Number (D)	% (D/ A)	Number (E)	% (E/ A)
Permanent Employees									
Male	351	351	100%	-	-	-	-	-	-
Female	120	120	100%	120	100%	-	-	120	100%
Total	471	471	100%	120	25.48%	-	-	120	25.48%
Other than Permanent Employees									
Male	249	249	100%	-	-	-	-	-	-
Female	90	90	100%	90	100%	-	-	90	100%
Total	339	339	100%	90	26.54%	-	-	90	26.54%

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

Category	% of workers Covered								
	Total (A)	Group Term Life Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/ A)	Number (C)	% (C/ A)	Number (D)	% (D/ A)	Number (E)	% (E/ A)
Permanent workers									
Male	76	76	100%	-	-	-	-	-	-
Female	05	05	100%	05	100%	-	-	05	100%
Total	81	81	100%	05	6.17%	-	-	05	6.17%
Other than Permanent workers									
Male	120	120	100%	-	-	-	-	-	-
Female	60	60	100%	60	100%	-	-	60	100%
Total	180	180	100%	60	33.33%	-	-	60	33.33%

Note: 1. Young Professionals are covered under the separate Group Term Life Insurance and Health Insurance.

2. Consultants, Advisors and Associate Consultants posted at Tough Locations has separate policy.

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Cost incurred on wellbeing measures as a % of total revenue of the company	0.37 %	0.24 %

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

Benefits	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	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%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	N/A	100%	100%	N/A
ESI	N/A	N/A	N/A	N/A	N/A	N/A
Others – please pecify	100%	100%	N/A	100%	100%	N/A



3. Accessibility of workplaces

Are the premises / offices of the entity 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 entity in this regard:

Yes.

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

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	-	-	-	-
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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	As per Grievance redressal policy of the Company, all the employees can report to Grievance redressal committee existing in their respective Unit and they can submit their suggestions or complaints in suggestions box kept in the office premises. A Corporate Policy Circular concerning to the redressal of Grievances of Employees Unions / OA on every 2nd and 4th Friday of every month, and redressal of Grievances of Employees on every 1st and 3rd Friday of every month, has also been released.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	In regard to the POSH Act, all the employees can report their complaints to Internal Complaints committee framed under Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013.

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / worker's in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ worker's in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	471	471	100%	632	632	100%
- Male	351	351	100%	483	483	100%
- Female	120	120	100%	149	149	100%
Total Permanent Workers	81	81	100%	125	125	100%
- Male	76	76	100%	118	118	100%
- Female	05	05	100%	7	7	100%

Note: All the regular Non Officers and Officers can take the membership in ITI Employees Union and Officer Association respectively.



8. Details of training given to employees and workers:

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	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	672	231	34.38	58	8.63	767	68	8.87	306	39.90
Female	219	140	63.93	48	21.92	250	80	32.00	138	55.20
Total	891	371	41.64	106	11.90	1017	148	14.55	444	43.66
	Workers									
Male	209	29	13.88	9	4.31	279	27	9.68	64	22.94
Female	66	45	68.18	24	36.36	72	40	55.56	47	65.28
Total	275	74	26.91	33	12.00	351	67	19.09	111	31.62

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (C / D)
Employees						
Male	607	607	100%	714	714	100%
Female	210	210	100%	227	227	100%
Total	817	817	100%	941	941	100%
Workers						
Male	132	132	100%	162	162	100%
Female	28	28	100%	41	41	100%
Total	160	160	100%	203	203	100%

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. All the necessary safety protocols in accordance with extant rules have been incorporated to ensure optimum health and safety management of the employees.

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

Regular inspections and monitoring are to ensure high safety management standards have been established.

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

Yes.

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

Yes.

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

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

* Including in the contract workforce



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

- Work instructions & Safe Work Practices were made and readily available.
- Time to time safety training programmes are conducted to create awareness on safety.

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL		NIL	NIL	

14. Assessments for the year:

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

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.

At ITI Limited, hazards and risks are identified through various auditing and inspection process. Corrective actions are implemented to mitigate significant health and safety hazards according to the hierarchy of controls.

Leadership Indicators:

1. 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).

(A) Employee – Yes

(B) Workers - Yes

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Not applicable.

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been 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 Current Financial Year	FY 2024-25 Previous Financial Year	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Employees	-	-	-	-
Workers	-	-	-	-

4. 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):

NA

5. 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	NA
Working Conditions	NA

6. 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.

NA



PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS.

Essential Indicators

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

Key stakeholders are individuals, organizations, parties, or entities that influence our business, add value, or are critical elements of the value chain. Vendors, customers, employees, community and shareholders are some of our major stakeholders.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Board of Directors (BOD)	No	Emails, letters, CSR activities	Ongoing/ Need basis	Engaging with local community for enhancing quality of life, skill developments training to make them self sufficient
Investors and Shareholders	No	Email, Newspaper, Advertisement, Stock Exchange, Website, Virtual meetings etc.	Ongoing	Shareholders meeting and Resolution of grievance
Employees and Workers	No	Intranet, Email, SMS, Virtual Calls, In-person meetings, internal events, notice boards	Ongoing	Relevant business communication, Career, learning & growth and HR policies & practices
Customers	No	Emails, letters, meetings	Ongoing	Organizing conclave with vendors, showcasing of products through various exhibitions
Government and Regulatory Bodies	No	Scheduled meetings, Regular liaising with Industry forums	Ongoing	Discussion and inputs on regulations Business ethics.
Communities	No	Emails, letters, CSR activities	Ongoing/ Need basis	Engaging with local community for enhancing quality of life, skill developments training to make them self sufficient

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.

NA

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.

NA

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

NA

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:

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	471	109	23.14	632	118	18.67
Other than permanent	420	101	24.05	385	70	18.18
Total Employees	891	210	23.57	1017	188	18.49



Workers						
Permanent	81	1	1.23	125	2	1.60
Other than permanent	194	44	22.68	226	28	12.39
Total Workers	275	45	16.36	351	30	8.55

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

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Tot al (A)	Equal to Minimum Wage		More than Minimum Wage		Tot al (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	471	Nil	Nil	471	100%	632	Nil	Nil	632	100%
Male	351	Nil	Nil	351	100%	483	Nil	Nil	483	100%
Female	120	Nil	Nil	120	100%	149	Nil	Nil	149	100%
Other than Permanent	420	Nil	Nil	420	100%	385	Nil	Nil	385	100%
Male	321	Nil	Nil	321	100%	284	Nil	Nil	284	100%
Female	99	Nil	Nil	99	100%	101	Nil	Nil	101	100%
Workers										
Permanent	81	Nil	Nil	81	100%	125	Nil	Nil	125	100%
Male	76	Nil	Nil	76	100%	118	Nil	Nil	118	100%
Female	5	Nil	Nil	5	100%	7	Nil	Nil	7	100%
Other than Permanent	194	Nil	Nil	194	100%	226	Nil	Nil	226	100%
Male	133	Nil	Nil	133	100%	161	Nil	Nil	161	100%
Female	61	Nil	Nil	61	100%	65	Nil	Nil	65	100%

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

a. Median remuneration / wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)				
Key Managerial Personnel				
Employees other than BoD and KMP				
Workers				

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Gross wages paid to females as % of total wages	32.60 %	

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):



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

As per Grievance redressal policy of the Company, all the employees can report to Grievance redressal committee existing in their respective Unit and they can submit their suggestions or complaints in suggestions box kept in the office premises. A Corporate Policy Circular concerning to the redressal of Grievances of Employees Unions / OA on every 2nd and 4th Friday of every month, and redressal of Grievances of Employees on every 1st and 3rd Friday of every month, has also been released.

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	11	11	10 Complaints closed during the FY 2026-27	0	0	-
Discrimination at workplace	0	0		0	0	-
Child Labour	0	0		0	0	-
Forced Labour / Involuntary Labour	0	0		0	0	-
Wages	0	0		0	0	-
Other human rights related issues	0	0		0	0	-

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	11	0
Complaints on POSH as a % of female employees / workers	3.86%	
Complaints on POSH upheld	01 (10 Complaints closed during the FY 2026-27)	-

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

The Company has various policies such as Whistle Blower Policy, Policy on Prevention of Sexual Harassment at Workplace (POSH) etc which protects the complainant from the adverse consequences in case of complainant file for discrimination or harassment.

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

Yes. As per Company Policy, Human rights are taken care. Working hours for regular as well as for the contract employees are limited to 8 hours. Fundamental rights are ensured to be in line with Govt. policies.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/voluntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	100%



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

NIL.

Leadership Indicators:

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

NA

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

NA

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

NA

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	NA
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others – please specify	

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

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators:

1. Details of total energy consumption (in Joules or multiples) 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)	4828 GJ	
Total fuel consumption (B)		
Energy consumption through other sources (C)		
Total energy consumed from renewable sources (A+B+C)	4828 GJ	
From non-renewable sources		
Total electricity consumption (D)	102377 GJ	
Total fuel consumption (E)		
Energy consumption through other sources (F)		
Total energy consumed from nonrenewable sources (D+E+F)	102377 GJ	
Total energy consumed (A+B+C+D+E+F)	112032 GJ	
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)		
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)		
Energy intensity in terms of physical output		
Energy intensity (optional) – the relevant metric may be selected by the entity		



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.

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.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	417590	
(ii) Groundwater	187109	
(iii) Third party water	32649	
(iv) Seawater / desalinated water	-	
(v) Others	-	
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	637348	
Total volume of water consumption (in kilolitres)	3,89,189	
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	1.58×10^{-5}	
Water intensity per rupee of turnover – adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	-	
Water intensity (optional) – the relevant metric may be selected by the entity	-	

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.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment	-	
- With treatment – please specify level of treatment	196344	
(ii) To Groundwater		
- No treatment	431	
- With treatment – please specify level of treatment	38070	
(iii) To Seawater		
- No treatment	-	
- With treatment – please specify level of treatment	-	
(iv) Sent to third-parties		
- No treatment	-	
- With treatment – please specify level of treatment	12158	
(v) Others		
- No treatment	-	
- With treatment – please specify level of treatment	-	
Total water discharged (in kilolitres)	247003	

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.



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

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

Parameter	Please specify unit	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
NOx	-	-	
Sox	-	-	
Particulate matter (PM)	-	-	
Persistent organic pollutants (POP)	-	-	
Volatile organic compounds (VOC)	-	-	
Hazardous air pollutants (HAP)	-	-	
Others – please specify	-	-	

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.

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 equivalent	846	
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 equivalent	19,741	
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		8.35×10^{-7}	
Total Scope 1 and Scope 2 emissions 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)		-	
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	
Total Scope 1 and Scope 2 emission intensity (optional)		-	
– the relevant metric may be selected by the entity			

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.

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



9. Provide details related to waste management by the entity, 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)	23 MT	
E-waste (B)	13 MT	
Bio-medical waste (C)	-	
Construction and demolition waste (D)	-	
Battery waste (E)	11,725 MT	
Radioactive waste (F)	-	
Other Hazardous waste. Please specify, if any. (G)	200 MT	
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2 MT	
Total (A + B + C + D + E + F + G + H)	11,964 MT	
Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	4.85×10^{-7}	
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	-	

Waste intensity in terms of physical output	-	
Waste intensity (optional) – the relevant metric may be selected by the entity	-	
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	-	
(ii) Re-used	-	
(iii) Other recovery operations	-	
Total	-	
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	-	
(i) Incineration	-	
(ii) Landfilling	-	
(iii) Other disposal operations	45 MT	
Total	45 MT	

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.

10. Briefly describe the waste management practices adopted in your establishments. 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.



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:

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.

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

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

Leadership Indicators:

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): NA

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area.
- (ii) Nature of operations
- (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)	NA	NA
(i) To Surface water		
(ii) To Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
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		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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.

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

Parameter	Unit	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Scope 3 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 equivalent		
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity			
(optional) – the relevant metric may be selected by the entity			

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.

3. With respect to the ecologically sensitive areas reported at Question 11 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.: NA

4. If the entity has undertaken 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: Not applicable

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative

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

NA

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. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

NA



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.

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity 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	Telecom Equipment & Services Exports Pro-motion Council (TEPC) -	National
2	Voice of Indian Communication Technology Enterprises ('VoICE')	National
3.	Standing Conference of Public Enterprise (SCOPE)	National
4.	National Safety Council	National

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

Name of authority	Brief of the case	Corrective action taken

Leadership Indicators:

3. Details of public policy positions advocated by the entity: Not applicable

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	Web Link, if 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 entity 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
As per applicable laws, SIA is not applicable for any of the projects undertaken by the Company					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, 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 INR)
Not Applicable as no projects on Rehabilitation and Resettlement is undertaken by the Company						

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

Complain can be received through Public Grievance Portal <https://pgportal.gov.in/Home/LodgeGrievance>

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Directly sourced from MSMEs/ small producers	24.5%	
Directly from within India	100%	



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 Current Financial Year	FY 2024-25 Previous Financial Year
Rural		
Semi-urban		
Urban		
Metropolitan		

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

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): NA**

Details of negative social impact identified	Corrective action taken

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

S. No.	State	Aspirational District	Amount spent (In INR)
			NA

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
 (b) From which marginalized /vulnerable groups do you procure?
 (c) What percentage of total procurement (by value) does it constitute?

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share

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. : NA**

Name of authority	Brief of the Case	Corrective action taken

6. **Details of beneficiaries of CSR Projects: NA**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups

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.**
 Customer Service Centre is operational in ITI Palakkad unit as well as in Network Service Units in Bengaluru. 24*7 customer complaints services are provided from these centers
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	
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2025-26 (Current Financial Year)		Remarks	FY 2024-25 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of the year		Received during the year	Pending resolution at end of the year	
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the 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.
7. Provide the following information relating to data breaches:
- Number of instances of data breaches - 2
 - Percentage of data breaches involving personally identifiable information of customers. - 50%
 - Impact, if any, of the data breaches : NA

Leadership Indicators:

- Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available). - NA
- Steps taken to inform and educate consumers about safe and responsible usage of products and/or services. - NA
- Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. - NA
- 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 a whole? (Yes/No) : NA

For & on Behalf of Board
Rajesh Rai
Chairman & Managing Director
DIN: 10052045

Place: Bengaluru
Date : 09th October 2026



INDEPENDENT REASONABLE ASSURANCE STATEMENT

FY 2025 - 26

Introduction

ITI Limited (Corporate Identity Number L32202KA1950GOI000640, hereinafter referred to as “the Company”) assigned MITCON Consultancy & Engineering Services Ltd. (hereinafter referred to as “MITCON”) to conduct an independent assurance engagement on the Business Responsibility and Sustainability Report (‘BRSR’ or ‘Report’) forming part of the Company’s Annual Report for the financial year ended March 31, 2026. The disclosures include Core indicators as per Annexure I of the applicable SEBI circular, as set out below.

Reporting standard/framework

The disclosures have been prepared by the Company, and the engagement has been conducted, with reference to:

- BRSR Core – Framework for assurance and ESG disclosures for value chain, as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023, as amended by SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dated March 28, 2025.
- International Standard on Assurance Engagements (ISAE) 3000 (Revised), “Assurance Engagements other than Audits or Reviews of Historical Financial Information.”
- International Standard on Assurance Engagements (ISAE) 3410, “Assurance Engagements on Greenhouse Gas Statements.”
- Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (for emissions verification).
- ISO 14064-3 – Specification with guidance for the verification and validation of greenhouse gas statements (where applicable for GHG assurance).

Reporting Period

April 01st of 2025 to March 31st of 2026

Intended User

This Assurance Statement is intended for the management of ITI Limited and its stakeholders, including investors, regulators, customers, employees, local communities, and other parties who rely on the Report for decision-making purposes.

Management Responsibility

The Selection of reporting criteria, reporting period, reporting boundary, monitoring and measurement of data, preparation, and presentation of information in the BRSR report are the sole responsibility of the Company and its management. We are not involved in drafting or preparation of BRSR (FY 2025-26). Our sole responsibility was to provide independent reasonable assurance on BRSR Core indicators stated in the BRSR report for the year ended March 31, 2026.

MITCON Responsibility

MITCON, in performing assurance work on the BRSR in accordance with our engagement with ITI Limited, is responsible for carrying out an assurance engagement and to provide independent assurance on the sustainability performance and information of the BRSR indicators.

Our responsibility is to express a reasonable assurance opinion on the Identified Sustainability Information based on the procedures we have performed and the evidence we have obtained on the annual BRSR Report set out in the subject matter paragraph, as disclosed in the report and in accordance with the SEBI requirement.

The assurance statement, however, represents MITCON’s independent opinion and is intended to inform all stakeholders, including ITI Limited.

Independence and Competence of the Assurance Provider

MITCON confirms that it has no commercial, financial, personal, governance, or ownership relationship with ITI Limited other than this assurance engagement, and that no conflict of interest exists that could compromise the independence or impartiality of the assurance team. MITCON has not provided any services to ITI Limited that would impair independence.

The assurance team comprised qualified professionals with demonstrated competence in: the ISAE 3000 (Revised), application of GRI Standards and sustainability reporting frameworks, GHG accounting and verification (GHG Protocol, ISO 14064), environmental management, occupational health and safety (ISO 45001), social performance assessment. MITCON is an ISO 9001:2015 certified organization, registered with the Science Based Targets initiative (SBTi), and listed on the National Stock Exchange (NSE) of India. MITCON commits to adhering to the AA1000AS v3 Code of Practice as published by Accountability in Annex D of the standard.

Scope, Boundary and Limitations

Scope

The scope of our engagement includes independent Reasonable level of assurance of indicators under BRSR 9 Core attributes (Ref: Annexure I of SEBI Circular).

Boundary of our assurance work

BRSR Core indicators: Boundary covers the performance of Company operations that fall under the direct operational control of the Company’s legal structure. Based on the agreed scope with the Company, the boundary of reasonable assurance covers the operations of all six plants of ITI Limited.



Limitation(s)

- The assurance engagement considers an uncertainty of $\pm 5\%$ based on materiality threshold for estimation/measurement errors and emissions.
- The assurance engagement was conducted during October 2026 and was not carried out continuously throughout the reporting period of FY 2025-26. Procedures were designed to gather evidence pertaining to the full reporting year.
- The assessment is limited to data and information within the defined Reporting Period. Any data outside this period is not considered within the scope of assurance.
- Data outside the operations specified in the assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.
- The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.
- The assurance engagement is based on the assumption that the data and information provided by the Company are complete, sufficient and authentic.

Assurance process

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work and carried out the following activities:

- Reviewed the disclosures under BRSR Core, encompassing the framework for assurance consisting of a set of Key Performance Indicators (KPIs) under 9 ESG attributes. The format of BRSR Core used a basis of reasonable level of assurance;
- Evaluation of the design and implementation of key systems, processes and controls for collecting, managing and reporting the BRSR Core indicators;
- Assessment of operational control and reporting boundaries;
- Seek extensive evidence across all relevant areas, ensuring a detailed examination of BRSR Core indicators. Engaged directly with stakeholders to gather insights and corroborative evidence for each disclosed indicator;
- Interviews with selected senior managers responsible for management of disclosures and review of selected evidence to support environmental KPIs and metrics disclosed the Report;
- MITCON audit team conducted on-site audits for data testing and also, to assess the uniformity in reporting processes and also, quality checks at the plant;
- Conduct a comprehensive examination of key material aspects within the BRSR Core framework supporting adherence to the assurance based on applicable principles plus specified data and information.

Conclusion

Reasonable level of Assurance- BRSR 9 Core Attributes

Based on our review and procedures followed for reasonable level of assurance, MITCON is of the opinion that, in all material aspects, indicators under the BRSR 9 Core attributes (as listed in Annex I of this statement) for FY 2025-26 are reported in accordance with reporting requirements outlined in BRSR Core (Annexure I of SEBI Circular dated 12 July 2023).

Statement of Competence and Independence

MITCON is an independent professional services company that specializes in quality, environmental, health, safety, and social accountability with over 4 decades of experience. Its assurance team has extensive experience in conducting assessment over environmental, social, ethical and health and safety information, systems and processes.

This engagement work was carried out by an independent team of sustainability assurance professionals. During the reporting period i.e. FY 2025-26, MITCON, to the best of its knowledge, was not involved in any non-audit/non-assurance work with the Company and its Group entities which could lead to any Conflict of Interest. MITCON was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement for internal use of ITI Limited. MITCON maintains complete impartiality toward stakeholders interviewed during the assurance process. We did not provide any services to ITI Limited in the scope of assurance for the reporting period that could compromise the independence or impartiality of our work.

Purpose and Restriction on Distribution and Use

This assurance statement, including our conclusion has been prepared solely for the exclusive use and benefit of management of the Company and solely for the purpose for which it is provided. To the fullest extent permitted by law, MITCON does not assume responsibility to anyone other than the Company for MITCON's work or this assurance statement. The usage of this assurance statement shall be governed by the terms and conditions of the contract between MITCON and ITI Limited. MITCON does not accept any liability if this assurance statement is used for an alternative purpose from which it is intended, nor to any third party in respect of this assurance statement. No part of this assurance statement shall be reproduced, distributed or communicated to a third party without prior written consent.

For and on behalf of

MITCON Consultancy & Engineering Services Ltd.

Climate Change & Sustainability Division, Pune

Place of Issue: Pune, Maharashtra, India

Date of Issue: 09-10-2026



Authorized Signatory

Sr. Vice President — Climate Change & Sustainability