

Business Responsibility and Sustainability Report FY 25

SECTION A GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity

L72900MH2012PLC232169

2. Name of the Listed Entity

L&T Technology Services Limited

3. Year of incorporation

14 Jun 2012

4. Registered office address

L&T House, N.M. Marg, Ballard Estate, Mumbai 400 001

5. Corporate address

West Block-II, L&T Knowledge City (IT/ITES) SEZ, N.H. No. 8, Ajwa Waghodia Crossing, Vadodara - 390 019

6. E-mail

corporate.sustainability@lts.com

7. Telephone

91-22-68925257

8. Website

www.lts.com

9. Financial year for which reporting is being done

April 1, 2024 - March 31, 2025

10. Name of the Stock Exchange(s) where shares are listed

BSE and NSE

11. Paid-up Capital

211.76 million

12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report

SL No.	Particulars	Details
1.	Name	Jayashree Ramasubbu
2.	Designation	Chief Risk Officer
3.	Telephone Number	+91-22-68925257
4.	Email ID	corporate.sustainability@lts.com

13. Reporting boundary

The BRSR report provides details of our non-financial performance from April 1, 2024 to March 31, 2025. All disclosures are done on standalone basis except energy, water and waste data which is collected from our 32 major offices in India and 8 major offices at international locations. 2 subsidiary companies, working from LTTS Limited premises, are considered in the non-financial disclosures.

Sr. No.	Attribute	Parameter	Unit of Measures	Reporting Boundary
1	Green-house gas (GHG) footprint Greenhouse gas emissions may be measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard	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) Total Scope 2 emissions (Break-up of the GHG (CO ₂ e) into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) Total Scope 1 and Scope 2 emission intensity per rupee of turnover Total Scope 1 and Scope 2 emissions (MT) / Total Output of Product or Services	Total emissions (tCO ₂ e) Total emissions (tCO ₂ e) tCO ₂ e/Total Revenue from Operations tCO ₂ e / Total Revenue from Operations adjusted for PPP	Boundary of assurance covers data from 1 Apr 2024 to 31 Mar 2025. This data is from the DG set emissions and fugitive emissions from our 15 Indian locations Boundary of assurance covers data from 1 Apr 2024 to 31 Mar 2025. This data is from the purchased electricity emissions from our 32 Indian locations. Boundary of assurance covers data from 1 Apr 2024 to 31 Mar 2025. This data is from the DG set emissions, fugitive emissions and purchase electricity emissions from our 32 Indian locations. Boundary of assurance covers data from 1 Apr 2024 to 31 Mar 2025. This data is from the DG set emissions, fugitive emissions and purchase electricity emissions from our 32 Indian locations.
2	Water footprint	Total water consumption Water consumption intensity Water Discharge by destination and levels of Treatment	KL KL / Total Revenue from Operations KL / Rupee adjusted for PPP KL / Product or Service KL	NA The BRSR report provides details of our non-financial performance from April 1, 2024 to March 31, 2025. The data is collected from our 32 major offices in India and 6 major offices at international locations.
3	Energy footprint	Total energy consumed % of energy consumed from renewable sources Energy intensity	Giga Joules (GJ) In % terms GJ/ Total Revenue from Operations GJ/ Rupee adjusted for PPP GJ/ Total Output of Product or Services	Boundary of assurance covers data from April 1, 2024 to March 31, 2025. This data is from the renewable and non renewable energy consumption from 32 Indian offices and 8 international offices

Sr. No.	Attribute	Parameter	Unit of Measures	Reporting Boundary
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid Complaints on POSH	In % terms Total Complaints on Sexual Harassment (POSH) reported Complaints on POSH as a % of female employees / workers Complaints on POSH upheld	Boundary of assurance covers data from April 1, 2024 to March 31, 2025. This data is from 32 Indian offices and 8 international offices.
7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases --and from within India Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	Directly sourced from MSMEs/ small producers (In % terms – As % of total purchases by value) Sourced directly from within India% Location Rural Semi-urban Urban Metropolitan	Boundary of assurance covers data from April 1, 2024 to March 31, 2025. This data is from 32 Indian offices and 8 international offices.
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events Number of days of accounts payable	In % terms (Accounts payable * 365) / Cost of goods/ services procured	Boundary of assurance covers data from April 1, 2024 to March 31, 2025. This data is from 32 Indian offices and 8 international offices.
9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Purchases from trading houses as % of total purchases Number of trading houses where purchases are made from Purchases from top 10 trading houses as % of total purchases from trading houses Sales to dealers / distributors as % of total sales Number of dealers / distributors to whom sales are made Sales to top 10 dealers / distributors as % of total sales to dealers / distributors Share of RPTs (as respective %age) in: Purchases Sales Loans & advances Investments	Boundary of assurance covers data from April 1, 2024 to March 31, 2025. This data is from 32 Indian offices and 8 international offices.

14. Name of assurance provider

DNV Business Assurance India Pvt Ltd

15. Type of assurance obtained

Reasonable Assurance for Core Attributes

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.	Mobility	Under its Mobility segment, LTTS engineers intelligent and sustainable mobility offerings for safer and personalized user experiences. The Company develops and delivers innovative products and solutions, tackles complex engineering challenges, and helps redefine passenger experience and safety across its focus subsegments of Automotive, Aerospace Engineering, Rail Transportation, and Trucks and Off-Highway Vehicles.	32.9
2.	Sustainability	LTTS is enabling intelligent and responsible products and production journeys under its Sustainability segment. The Company helps build a sustainable and responsible future across its focus subsegments of Discrete Manufacturing and Industrial Products, and Process Manufacturing, leveraging decades worth of unmatched ER&D excellence, IT-OT synergies, and cross-domain insights and skillsets in its global operations.	30.2
3.	Tech	In the Tech segment, LTTS focuses on enabling pervasive intelligence across products and services for ensuring differentiated experiences. With a demonstrated history of engineering excellence and deep cross-vertical capabilities to deliver tangible outcomes, the Company enables accelerated product launches and reliable life cycle management journeys for clients across its subsegments of Hi-tech, MedTech, Public Infrastructure and Smart Cities, and Software and Platforms.	36.9

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.	To Provide a range of Engineering Services and related technologies in the areas of Embedded Systems, Mechanical etc and to act as a services provider to companies in India and abroad	620	100%

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	0	32	32
International	0	46	46

19. Markets served by the entity:
19.a. Number of locations

Location	Number
National (No. of States)	13
International (No. of Countries)	61

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

77.2%

19.c. A brief on types of customers

LTTS caters to a wide range of customers across industries leveraging targeted partnership models that address specific challenges and business goals. The Company has a customer base covering 57 of the world's top 100 ER&D companies across its 3 focus segments:

- Mobility: The Company works with 6 of the Top 10 Global Automotive Majors and 7 of the Top 10 Trucks and Off-highway Vehicle Companies, delivering services across Software Defined Mobility, Electrification and Hybrid Tech, and Vehicle Engineering.
- Sustainability: LTTs works with 8 of the Top 10 Global Automation Conglomerates and 6 of the Top 10 Building tech Organizations under its Discrete Manufacturing and Industrial Products subsegment. Under Process Manufacturing, the Company is actively engaged with 7 of the Top 10 Consumer Goods Manufacturers and 5 of the Top 5 Global O&G Majors. The focus is on enabling Plant Modernization and Automation, Alt+Shift to Platform, and Energy Transition.
- Tech: The Company partners with 6 of the Top 10 Media and Consumer Companies, 6 of the Top 10 Semi-con Majors and 4 of the Top 5 Hyperscalers within our Hi-Tech subsegment and is engaged with 10 of the Top 10 Medical Device Manufactures within MedTech. LTTs focuses on enabling Silicon Engineering, Device and Platform Engineering, Digital Health and QARA, and Systems Integration for its offerings in the segment.

IV. Employees

20. Details as at the end of Financial Year:

20.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)	21,028	16,793	79.9%	4,235	20.1%
2.	Other than Permanent (E)	2,309	1,698	73.5%	611	26.5%
3.	Total Employees (D+E)	23,337	18,491	79.2%	4,846	20.8%
WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total Workers (F + G)	0	0	0	0	0

20.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)	30	27	90%	3	10%
2.	Other than Permanent (E)	6	6	100%	0	0%
3.	Total differently abled employees (D+E)	36	33	91.7%	3	8.3%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	11	2	18.18%
Key Management Personnel	2	0	0%

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

	FY 23			FY 24			FY 25		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	32.5%	33.2%	32.7%	24.0%	25.2%	24.2%	23.8%	26.6%	24.4%
Permanent Workers	0	0	0	0	0	0	0	0	0

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. 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.	L&T Thales Technology Services Private Limited	Joint Venture	74%	No
2.	L&T Technology Services LLC	Subsidiary	100%	Yes
3.	L&T Technology Services (Canada) Limited	Subsidiary	100%	No
4.	L&T Technology Services Pte. Ltd.	Subsidiary	100%	No
5.	Graphene Solution SDN. BHD	Subsidiary	100%	No
6.	Graphene Solutions Taiwan Limited	Subsidiary	100%	No
7.	L&T Technology Services (Shanghai) Co. Ltd	Subsidiary	100%	No
8.	L&T Technology Services Poland spółka z ograniczoną odpowiedzialnością	Subsidiary	100%	Yes
9.	Intelliswift Software Inc	Subsidiary	100%	No
10.	Intelliswift Software (Canada) Inc	Subsidiary	100%	No
11.	Intelliswift Software (Hungary) Kft	Subsidiary	100%	No
12.	Intelliswift Software (Costa Rica) Limitada	Subsidiary	100%	No
13.	Global Infotech Corporation	Subsidiary	100%	No
14.	P. Murphy & Associates Inc	Subsidiary	100%	No
15.	Intelliswift Software (India) Private Limited	Subsidiary	100%	No

VI. CSR Details

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

Yes

24. (ii) Turnover (in ₹)

106,701 Million

24. (iii) Net Worth (in ₹)

62,772 Million

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 25			FY 24		
		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	CSR L&T Technology Services https://www.lts.com/about-us/csr	0	0		0	0	
Investors (other than shareholders)	Investor Services L&T Technology Services https://www.lts.com/investors/investor-services	0	0		0	0	
Shareholders	Investor Services L&T Technology Services https://www.lts.com/investors/investor-services	112	1	The outstanding complaint was resolved after March 31, 2025	90	0	No Complaints outstanding

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 25			FY 24		
		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
Employees and workers	Corporate Governance L&T Technology Services https://www.lts.com/investors/corporate-governance	0	0		0	0	
Customers	Yes. Escalation mechanisms are defined in individual Client contracts and addressed as per LTTTS Quality policy	0	0		0	0	
Value Chain Partners	Yes. Escalation mechanisms are defined in individual contracts and addressed as per LTTTS Procurement Code of Conduct (https://www.lts.com/sites/default/files/investors/corporate-gov/pdf/LTTTS-supplier-codeofconduct-2024.pdf)	0	0		0	0	

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

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.	Business Ethics and Corporate Governance	Risk	Ethics and Integrity are fundamental to our Core Values, guiding every decision, action, and area of future growth. Adhering to local and international laws, ethical standards, and operating with integrity and social responsibility is crucial for maximizing value for all stakeholders, including investors, employees, shareholders, customers, suppliers, the environment, and the community. Unethical business practices can lead to regulatory and/or legal repercussions leading to financial and reputational damages.	LTTTS has an established and a mature Risk Management program that is both agile and ensures compliance, governance, and accountability. This framework helps LTTTS make optimal decisions for the benefit of all stakeholders. The company has implemented an employee code of conduct, which is reinforced through regular training. Additionally, LTTTS has a strong anti-corruption and anti-bribery policy in place. The Whistleblower Policy and Ethicsline provide channels for resolving any disputes or complaints. A compliance portal is also in place to track all global compliance requirements applicable to the company.	Negative

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.	Talent management and employee wellbeing	Opportunity / Risk	<p>Talent Management is a key success factor for the Company. To succeed and create value for stakeholders, it is essential to have highly motivated employees and continuously improve their performance. Ensuring employee health, safety, and well-being is critical for maintaining motivation and optimal performance. The rapid evolution of new technologies necessitates continuous upskilling to meet business demands. Retaining highly skilled and motivated employees through ongoing upskilling and reskilling helps control talent attrition and attract new talent. Creating a safe environment where employees feel confident, trusted, and secure to report any discrimination or harassment is crucial.</p>	<p>LTTS has developed employee-centric policies, skill enhancement programs, rewards and recognition schemes, and engagement initiatives that cover both technical and non-technical aspects. These efforts encourage our employees to reach their full potential and thrive.</p> <p>To meet the demands of the dynamic ER&D industry, LTTS aims to attract candidates with specialized skills and qualifications. Our strategic partnerships with leading educational institutions enable us to efficiently address project-specific hiring needs. LTTS focuses on enhancing individual development and effectiveness by fostering a thriving learning culture through strategic alignment, thorough diagnosis, and targeted interventions. These initiatives support the organization's commitment to employee growth and talent development.</p> <p>Employee well-being is a top priority for LTTS. We foster a positive work environment and have expanded the reach and effectiveness of holistic wellness initiatives concerning physical and mental well-being. LTTS has implemented an Occupational Health and Safety Management System, adhering to ISO 45001:2018 standards.</p>	Positive and Negative

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)
3.	Data Privacy and Cybersecurity	Risk	Failure to comply with GDPR in Europe and similar laws in other countries can result in severe consequences, including substantial liabilities, fines, penalties, and reputational damage. The complexities of digital ecosystems heighten the risk of cybersecurity threats, security vulnerabilities, and incidents, which can lead to business disruptions, affect client service delivery, and cause unauthorized disclosure of sensitive information.	LTTS has implemented a comprehensive Information Security Management System (ISMS) to ensure cybersecurity preparedness, including mandatory employee training. The company has established managed defense, security monitoring, and incident response processes to detect and respond to cybersecurity threats and incidents. LTTS has developed a structured global data privacy framework to manage current and emerging data privacy compliance requirements. Additionally, LTTS has implemented a personal data breach response and mitigation plan in alignment with applicable data protection laws. Privacy by design is embedded as a fundamental principle for new systems and applications.	Negative
4.	Technology, Innovation, and opportunities	Opportunity	Failure to innovate and develop new services and solutions to meet customer expectations and evolving technologies could lead to reduced business growth momentum.	LTTS consistently seeks opportunities in new technologies through investments aimed at solution and competency building. The company collaborates with customers to jointly explore and develop new technological solutions in customer projects. Strategic partnerships with leading technology companies facilitate training and capacity building in emerging technologies. LTTS also invests in various labs, including technology labs and innovation labs, as well as Centers of Excellence (CoE), all focused on developing cutting-edge technologies.	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)
5.	Sustainable business and quality	Opportunity	Sustainable business performance allows the company to create value for all stakeholders. The company adopts a prudent approach within a comprehensive Risk Management framework to ensure sustainable business growth. A robust Quality Management System provides a solid foundation for the global delivery of engineering and R&D services. This has led to the company winning numerous prestigious awards and accolades, as well as a high percentage of repeat orders, reflecting customer confidence in our capabilities and quality of services.		Positive
6.	Diversity and Inclusion	Opportunity / Risk	A diverse and inclusive workplace enhances the company's reputation, attracts top talent, and drives business growth and success. Diverse teams bring various perspectives, helping us create better solutions. By fostering diversity and inclusion, the company can achieve higher innovation, greater resilience during crises, and a more engaged workforce. Conversely, a lack of inclusion can hinder teams' ability to respect differences and collaborate effectively.	LTTS has established clear policies, processes, and a governance structure to oversee performance in this area. The company conducts ongoing awareness sessions on Diversity and Inclusion, including Disability Sensitization. Focused initiatives such as WINGS, support forums, and training and mentorship programs for women are in place to help them advance in their careers.	Positive
7.	Environmental Management - Climate strategy, emission, water and waste management	Opportunity/Risk	Climate change risks have increased the need for disclosures, commitments, and actions to reduce carbon emissions. Higher water consumption and waste generation exacerbate water scarcity and environmental issues related to landfills in the cities where we operate. The growing demand from our customers to mitigate environmental impact necessitates changes in their processes. This presents us with a unique opportunity to offer dedicated sustainability services to our customers.	At LTTS, we have several ongoing initiatives aimed at reducing emissions, lowering energy and water consumption, and enhancing our waste recycling processes. We actively work to raise awareness among employees and partners. Additionally, LTTS engages in CSR initiatives that help mitigate the impacts of climate change on society, particularly benefiting vulnerable groups.	Positive
8.	Community Development	Opportunity	By empowering the communities in which we operate, we generate both direct and indirect economic benefits. This often results in a multiplier effect within society, particularly benefiting vulnerable groups.		Positive

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 and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	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	Y	Y
c. Web Link of the Policies, if available	Corporate Governance L&T Technology Services https://www.lts.com/investors/corporate-governance								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	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, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 27001, ISO 14001 & ISO 45001	ISO 45001	ILO Standards	SA 8000	ISO 14001, SA 8000	ISO 50001		SA 8000	
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	(a)								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same is not met	(a)								

(a) Carbon & Water Neutrality by 2030. Reduction of Scope 1+2 emissions by 15.33% year on year.

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)

As the world's third largest pure-play Engineering and Technology Consulting Services provider, we are committed to driving positive environmental impact across our operations. Our vision of "engineering a sustainable tomorrow through technology and innovation" reflects a dedication toward enabling global clients in achieving their sustainability goals. We continue to focus on key areas such as product circularity, water and waste management, energy transition, climate action, and advanced digital solutions for enabling sustainable transformations.

LTTs' advisory expertise and cutting-edge technologies are helping redefine value creation, and with your support, we will continue to lead the way with Purposeful. Agile. Innovation.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Name: Mr Amit Chadha

Designation: CEO & Managing Director

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, The company's CSR committee is responsible for sustainability related issues. The committee has the following set of responsibilities.

1. Provide guidance for the development of a long-term Sustainability Plan of the Company and monitor the implementation of the same from time to time.
2. Review the various sustainability initiatives undertaken by the Company, its performance, and other related aspects.
3. Oversee the overall ESG performance, disclosure, strategies, goals, and objectives
4. Ensure compliance with the relevant laws, rules and regulations governing Sustainability and to periodically report to the Board of Directors.

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	Y	Y	Y	Y	Y	Y	Y	Y	Y									Annually
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y									Annually

Disclosure Question	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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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.

Y Y Y Y Y Y Y Y Y Y

Following are the external agencies involved in assessment of policies related to respective certifications:

- ISO 27001: Bureau Veritas
- SA 8000: BSI
- ISO 45001: Lloyd's Register
- ISO 14001: Lloyd's Register
- ISO 50001: Lloyd's Register

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 Principles 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)									

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.

I. 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 programs held	Topics /principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors	11	Business, strategy, risk and update of laws	100%
Key Managerial Personnel	11	Business, strategy, risk and update of laws	100%
Employees other than BoD and KMPs	2,721	Goal Setting and Prioritisation, Public Speaking & Personality Development, Data and Analytics Technologies at Work, Analytical Reasoning and Problem Solving, Six Sigma: Team Basics, Roles, and Responsibilities, Generative AI and Its Impact to Everyday Business etc.	54.1%
Workers	-	-	-

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 ₹)	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	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
NA	NA

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.

Yes, Anti corruption and anti bribery policy is available on the company website

– <https://www.ltts.com/sites/default/files/investors/corporate-gov/pdf/Global-ABAC-Statement.pdf>

Following are the key points of the policy:

- LTTS values its reputation for maintaining ethical behaviour, integrity, and reliability
- LTTS is committed to demonstrating compliance with all applicable laws

- LTTS follows a zero-tolerance policy towards all forms of bribery and corruption
- All persons working with LTTS or on behalf of LTTS in any capacity, including employees at all levels, directors, interns, agents, contractors, consultants, third-parties, and business partners are required to operate in an ethical manner with integrity and transparency
- LTTS does not give, promise to give, bribe, make any payment, gift, hospitality, kickbacks, or other benefits with the expectation of gaining a business advantage nor it allows its third parties to do so
- LTTS does not accept any payment, gift, or hospitality from third parties that is believed to have been offered with the expectation of a business advantage in return
- LTTS does not retaliate against any individual who has reported any incident concerning bribery or corruption
- LTTS will not engage in any activity that might lead to a breach of this statement.

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 25	FY 24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	NA	NA

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

	FY 25		FY 24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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.

NA

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

	FY 25	FY 24
Number of days of accounts payables	189	177

9. 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 25	FY 24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers / 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 dealers / distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	9.7%	12.4%
	b. Sales (Sales to related parties / Total Sales)	4.6%	3.3%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	6.8%	3.3%
	d. Investments (Investments in related parties / Total Investments made)	0.0%	1.7%

II. Leadership Indicators

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

Total number of awareness programs held	Topics/principles covered under the training	%age of value chain partners covered (by the value of business done with such partners) under the awareness programs
116	Work safety-Incident & accident reporting, Color Coding aspects, PPE & SOP, electrical safety, LOTO procedure, Awareness training on Fire Fighting, Chemical awareness and diluting training, etc	1.7%

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.

The Company has an established process to manage conflicts of interest involving Board members, which may arise from Directors joining other company boards or during normal business activities. This process allows Directors to recuse themselves from discussions related to conflict of interest. Directors must act in good faith in the Company's best interest, avoiding any external influences that could compromise their objective, independent judgment. They should not misuse their position for personal gain, whether direct or indirect, to the detriment of the Company. Any conflict of interest involving Board Members must be reported to the Chairman of the Audit Committee or the Chairman of the Board.

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe.

I. Essential Indicators

1. 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.

	FY 25	FY 24	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	0.007%	0.1%	Upgradation to efficient Centralised UPS systems, upgradation of STP to increase capacity and improve efficiency

2.a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes

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

All Suppliers are mandated to accept and sign the Code of Conduct (COC) which covers EHS and Human Rights parameters to be adhered. We are in process of further improving the sustainable sourcing procedures to include various principles as recommended in the 9 Principles of NGRBC.

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.

The Company being an ER&D services company, there are no products of the Company to reclaim at the end of life. However, the company recycles and disposes its wastes via authorised vendors as prescribed under the CPCB rules.

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.

EPR is not applicable for LTTs as it is ER&D services company.

II. 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	The boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by an independent external agency (Yes/No)	Results communicated in the public domain (Yes/No) If yes, provide the web-link.
NA					

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
NA		

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 25	FY 24
	NA	

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:

	FY 25			FY 24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

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 the respective category
NA	

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.

I. Essential Indicators

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

Category	Total (A)	% of employees covered by									
		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	16,793	16,793	100%	16,793	100%	0	0%	16,793	100%	16,793	100%
Female	4,235	4,235	100%	4,235	100%	4,235	100%	0	0%	4,235	100%
Total	21,028	21,028	100%	21,028	100%	4,235	20.1%	16,793	79.9%	21,028	100%
Other than Permanent employees											
Male	1,698	1,698	100%	1,698	100%	0	0%	1,698	100%	1,698	100%
Female	611	611	100%	611	100%	611	100%	0	0%	611	100%
Total	2,309	2,309	100%	2,309	100%	611	26.5%	1,698	73.5%	2,309	100%

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

Category	Total (A)	% of employees covered by									
		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											
Female						NA					
Total											
Other than Permanent employees											
Male											
Female						NA					
Total											

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

	FY 25	FY 24
Cost incurred on well-being measures as a % of total revenue of the company	1.90%	2.08%

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

Benefits	FY 25			FY 24		
	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	88.4 %	NA	Y	91.2%	NA	Y
Gratuity	80.9%	NA	Y	79%	NA	Y
ESI	0.2%	NA	Y	0.2%	NA	Y
Others –please specify	100% of eligible employees	NA	Y	100% of eligible employees	NA	Y

3. 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, All of our office locations are accessible to differently abled employees and workers, as per requirement of the Rights of Persons with Disability Act 2016.

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.

Yes, the Company has an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016. These policies can be accessed through the link: <https://www.lts.com/investors/corporate-governance>

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	99.9%	83.9%	0	0
Female	99.8%	79.0%	0	0
Total	99.8%	82.0%	0	0

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	NA
Permanent Employees	Yes, All employees are given access to EthicsLine portal to lodge their grievances on which further actions as necessary are taken.
Other than Permanent Employees	Yes, All employees are given access to EthicsLine portal to lodge their grievances on which further actions as necessary are taken.

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

Category	FY 25			FY 24		
	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	21,028	0	0%	21,271	0	0%
- Male	16,793	0	0%	16,750	0	0%
- Female	4,235	0	0%	4,521	0	0%
Total Permanent Workers	NA			NA		
- Male						
- Female						

8. Details of training given to employees and workers:

Category	FY 25					FY 24				
	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	18,491	6,713	36.3%	11,099	60.0%	18,859	7,152	37.9%	9,788	51.9%
Female	4,846	1,504	31.0%	2,933	60.5%	5,184	1,307	25.2%	2,896	55.9%
Total	23,337	8,217	35.2%	14,032	60.1%	24,043	8,459	35.2%	12,684	52.8%
Workers										
Male	NA					NA				
Female										
Total										

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

Category	FY 25			FY 24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	18,491	15,713	85.0%	18,859	15,036	79.7%
Female	4,846	3,919	80.9%	5,184	3,832	73.9%
Total	23,337	19,632	84.1%	24,043	18,868	78.5%
Workers						
Male	NA			NA		
Female						
Total						

10. Health and safety management system:

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

Yes, the Company has implemented OHS management system across all our Indian locations in accordance with the International Standards ISO 45001:2018 (Occupational Health and Safety Management System Standard). The Company's integrated EHS Management System is accredited by international certification bodies.

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

LTTS identifies hazards and risks through the HIRA register (Hazard Identification and Risk Assessment) process to meet applicable environmental standards and compliance requirements. The evaluation of hazards and risk control includes regular inspections (to identify unsafe conditions and acts), internal audits, Management Review Meetings, and mock drills. Mitigation plans and controls are implemented to eliminate identified hazards and risks.

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

Yes

10. 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 25	FY 24
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	0
	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

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

- Safety Protocols:** Our organization has established comprehensive safety protocols tailored to our workplace's specific needs. These protocols encompass emergency procedures, accident prevention, and equipment operation.
- Training Programs:** We offer thorough training programs for all employees to ensure they are well-versed in safety procedures and protocols. This includes initial onboarding training and regular refresher courses to reinforce safety knowledge.
- Regular Inspections:** We conduct regular workplace inspections to identify and address potential hazards. These inspections are carried out by trained personnel knowledgeable about workplace safety standards and regulations.
- Safety Equipment:** We provide all necessary safety equipment and gear to employees, including personal protective equipment (PPE), fire extinguishers, first aid kits, and safety signage. Employees are required to use this equipment as needed for their job duties.
- Safety Awareness:** We promote a culture of safety awareness among our workforce by emphasizing the importance of safety in all aspects of their work. This includes regular communication about safety issues, recognition of safe behavior, and promptly addressing any safety concerns.
- Compliance:** We ensure compliance with relevant local, national, and international safety regulations and standards applicable to our industry. This includes staying updated on regulatory changes and implementing necessary adjustments to our safety protocols and procedures.
- Communication Channels:** We maintain open communication channels for employees to report safety hazards, near misses, or any other safety concerns they may encounter. This allows us to address issues proactively and continuously improve our safety measures.

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

Benefits	FY 25			FY 24		
	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	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

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.

No such incidents have taken place during the year.

II. 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).

Yes

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

All applicable statutory provisions, including the payment and deduction of statutory dues, are incorporated into the contract agreements with our value chain partners. The Company requires vendors to maintain accurate books and records that comply with generally accepted accounting principles and applicable laws and regulations.

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 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 25	FY 24	FY 25	FY 24
Employees	0	0	0	0
Workers	NA	NA	NA	NA

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)

No

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	1.67%
Working Conditions	1.67%

LTTS' HSE guidelines and Supplier Code of Conduct (SCoC) are included in the vendor evaluation and purchase orders for all vendors to accept. Critical suppliers, such as those providing regulated waste disposal services (e-waste, hazardous waste, battery waste), water suppliers, and food suppliers for the cafeteria, undergo legal due diligence and site inspections before a purchase order is issued. The procurement team ensures that vendors accept the SCoC and comply with all requirements, maintaining a tracker for this purpose. LTTS also conducts periodic audits and reviews of the processes and documents of onboarded vendors to ensure health and safety practices and working conditions. Additionally, statutory compliances, such as WC policy and ESIC, are checked monthly.

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.

No major risk has been identified during the year.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

I. Essential Indicators

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

LTTS has identified its key internal and external stakeholders through a deliberate and comprehensive process involving the senior leadership team. This process included assessing various stakeholder groups and evaluating their potential impact on the company. The importance of each group was carefully considered through a series of deliberations and quantitative and qualitative evaluations, taking into account factors such as their influence and potential impact. LTTS has identified six important stakeholder groups, as follows:

Customers: Customers are crucial for revenue generation and the company's business plans. Building long-term relationships and securing repeat business is essential.

Employees: With a workforce of over 20,000 skilled employees, they are the backbone of our services and interactions with other stakeholders. Their upskilling and wellbeing are vital for the company's overall performance.

Partners & Suppliers: Partners and suppliers provide necessary support for our operations through sub-contracting, equipment, services, and technical expertise.

Investors and Shareholders: Financial resources from shareholders and investors significantly contribute to the company's success. They influence business plans through their voting rights.

Communities: LTTS adheres to the rules and regulations of the countries it operates in and supports new policy formulation.

Regulators / government authorities: LTTS works in accordance with all the rules and regulations of the countries it operates in and supports any new policy formulation.

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
Customers	No	<ul style="list-style-type: none"> – Annual report – Quarterly report – Customer satisfaction surveys – Customer experience centers – Customer meets 	As and when required	<ul style="list-style-type: none"> – Better services – Competitive pricing and product quality – Optimizing environmental performance
Employees	No	<ul style="list-style-type: none"> – Transparent performance management systems – Skill development, career development and welfare initiatives – Inter departmental updated and in-house magazines – Townhalls and celebratory events 	As and when required	<ul style="list-style-type: none"> – Ethical practices – Employee safety and wellbeing – Work life balance and career growth
Suppliers	No	<ul style="list-style-type: none"> – Email communication – Supplier workshops and conferences – Supplier location visits – Annual report / sustainability reports 	<ul style="list-style-type: none"> – As and when required. – Annual supplier location visits as applicable 	<ul style="list-style-type: none"> – Stronger partnerships – Fair business practices – Governance

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
Communities	Yes	<ul style="list-style-type: none"> – CSR initiatives – CSR report – Collaboration with various NGOs, academic institutions, rural development organizations 	As and when required	<ul style="list-style-type: none"> – CSR engagement activities – Community development initiatives – Generating livelihood
Investors and shareholders	No	<ul style="list-style-type: none"> – Annual report – Quarterly report – Media – Website – Annual General Meeting – Investor conference 	As and when required	<ul style="list-style-type: none"> – Growth and profitability – Operational efficiency – Future expansion strategies
Regulators / government authorities	No	<ul style="list-style-type: none"> – Regulatory compliance reporting – Industry bodies memberships – Stock exchange filings, – Annual reports – Quarterly reports – Media – Website 	As and when required	<ul style="list-style-type: none"> – Transparency and ethics – Regulatory compliance – Timely and transparent reporting

II. 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.

The Company has established various committees focused on economic sustainability, governance, and performance monitoring, including the CSR Committee, Risk Management Committee, Stakeholder’s Relationship Committee, Investor Cell, and HSE Council. The CSR Committee, Risk Management Committee, and Stakeholders’ Relationship Committee are constituted by the Board and chaired by Independent Directors. The other committees are internally constituted.

Quarterly performance updates and reviews are conducted by these committees, and consolidated performance reports and outcomes are presented to the Board during their quarterly meetings. Additionally, the Company conducts stakeholder engagement exercises on ESG topics periodically. This engagement follows a structured approach regarding frequency, delegation, and reporting of outcomes, including stakeholder feedback to the Board. As per their terms of reference, both statutory and internal committees meet periodically to review the Company’s performance in various areas.

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, the outcomes of the materiality assessment and stakeholder engagement exercises are used to identify key sustainability topics for the Company. Based on these significant topics, further strategy development, policy setting, and, if necessary, objectives and goals are established, along with monitoring mechanisms for implementation.

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

Vulnerable Group	Concerns	Action Taken	Impact
Rural and tribal underprivileged communities	Lack of proper solid waste Management, Forest degradation and sustainable agriculture.	Revitalizing public spaces, engaging indigenous communities in ecosystem restoration, integrated soil and water conservation and sustainable agriculture, transforming flower waste into eco-friendly products, promoting sustainability through biogas, and recycling of polymer plastic into a usable product.	2,842
Rural underprivileged communities	Limited access to quality healthcare	Cancer awareness, screening & treatment support, eyecare program, mobile medical camps, procurement of medical equipment, and infrastructure support for health care facilities	54,581
Underprivileged children, including children from tribal community	Lack of access to quality education	Transforming education through interactive digital platforms, electronic labs on bike, mobile innovation lab, early childhood education, comprehensive academic and infrastructure support, exposure on robotics to students, transforming stem education, personalized career guidance programs, and education on nature for children	12,830
Disadvantaged rural youth, students and women, including youth with disabilities	Lack of employment & livelihood opportunities	Skill development of rural youth, supporting women entrepreneurs through sustainable livelihoods, revival and skill building of traditional arts, bridging the digital divide for women artisans, and infrastructure support for natural dye research and printing centre.	5,464
Differently abled individuals	Lack of opportunity	Sports training for the disabled and tennis court for differently abled people	156
Underprivileged children, including children from tribal community	Lack of access to quality education	Through employee engagement benefitted students from underserved community	1,021

PRINCIPLE 5: Businesses should respect and promote human rights

I. 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 25			FY 24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	21,028	13,055	62.1%	21,271	12,601	59.2%
Other than permanent	2,309	1,818	78.7%	2,772	2,772	100%
Total Employees	23,337	14,873	63.7%	24,043	15,373	63.9%
Workers						
Permanent						
Other than permanent		NA			NA	
Total Workers						

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

Category	FY 25					FY 24				
	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	21,028	0	0%	21,028	100%	21,996	0	0%	21,996	100%
Male	16,793	0	0%	16,793	100%	17,267	0	0%	17,267	100%
Female	4,235	0	0%	4,235	100%	4,729	0	0%	4,729	100%
Other than Permanent	2,309	0	0%	2,309	100%	2,047	0	0%	2,047	100%
Male	1,698	0	0%	1,698	100%	1,592	0	0%	1,592	100%
Female	611	0	0%	611	100%	455	0	0%	455	100%
Workers										
Permanent	NA					NA				
Male										
Female										
Other than Permanent										
Male										
Female										

3. Details of remuneration/salary/wages

3.a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of the respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors(BoD)	9	4,125,000	2	2,843,750
Key Managerial Personnel	2	22,522,639	1	366,133*
Employees other than BoD and KMP	16,641	1,047,788	4,193	766,310
Workers		NA		NA

*Ceased to be KMP with effect from April 30, 2024, on account of resignation.

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

	FY 25	FY 24
Gross wages paid to females as % of total wages	17.9%	21.7%

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

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

The organisation holds Ethics and Integrity as one of its core values and upholds it to the highest order. There is no compromise on any unethical cases. A tool is available for employees to submit their grievance, which can be anonymous or with identity, as per their choice. Every case goes through a thoroughly investigated investigation by a select and trained senior investigation team. The case updates are shared with the complainant as per the milestones achieved. Where necessary, disciplinary measures are implemented. Furthermore, individuals are encouraged to know the company's Whistle Blower Policy, which ensures that protected disclosures are reviewed independently, and necessary actions are taken on substantiated violations. LTTS values and encourages its employees to Speak Up without fear of retaliation, reprisal, or retribution.

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

	FY 25			FY 24		
	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	5	1		8	1	
Discrimination at workplace	14	3		11	1	
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 25	FY 24
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	5	8
Complaints on POSH as a % of female employees/workers	0.1%	0.1%
Complaints on POSH upheld	4	8

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

Company has established comprehensive mechanisms to protect complainants from adverse consequences in cases of discrimination and harassment. Under the Whistle Blower Policy, employees are encouraged to report any unethical practices, misconduct, or noncompliance without fear of retaliation. Employees have an option to report case while being anonymous. Every email sent on awareness assures of safeguard of employee. The respective stakeholders take special responsibility to ensure that complainants are protected from retaliation.

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

Yes

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/involuntary 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.

No risks were identified

II. 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.

The Company adheres to the UNGC (United Nations Global Compact) principles, which include Human Rights clauses. These clauses are integrated into the Company's contracts through the Supplier/Vendor Code of Conduct (CoC) and extend across the entire value chain. Fostering a culture of care and trust is embedded in various corporate policies, such as the Environment, Health & Safety (EHS) Policy, Whistle-Blower Policy, Protection of Women's Rights at Workplace Policy, and the CoC.

The Company has established a CoC applicable to Board members, senior management, and employees, aiming to ensure ethical business conduct and instill a sense of ownership within the Company. All designated employees, including Board Members, adhere to the CoC and provide an annual declaration of compliance. The Code covers all aspects of operations, including anti-trust behavior, information security, insider trading rules, professional engagements, use of Company assets and brand logo, intellectual property, and human rights.

A separate CoC has been extended to vendors and service providers, covering compliance with environmental regulations, health and safety, labor practices, ethical behavior, human rights, minimum wages, freedom of association, collective bargaining, and the prohibition of child labor and forced labor. The Company is committed to treating every employee with dignity and respect. It has formulated a policy on the 'Protection of Women's Rights at Workplace' in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 and Rules, 2013. This policy applies to all LTTS offices in India.

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?

All of our premises are accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Others – please specify	100%

100% of our suppliers were evaluated in FY 25 basis our Supplier Code of Conduct. All value chain partners are expected to adhere to the Vendor Code of Conduct, which does not tolerate any form of sexual harassment, discrimination, child labour, any form of forced labour, Lawful Employment, Freedom of Association, Working hours, Wage and Benefits.

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

No such risks were identified

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

I. Essential Indicators

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

Parameter (in GJ)	FY 25	FY 24
From renewable sources		
Total electricity consumption (A)	26,297.73	23,383.95
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	26,297.73	23,383.95
% Renewable	25.67%	22.9%
From non-renewable sources		
Total electricity consumption (D)	72,989.15	76,898.1
Total fuel consumption (E)	3,150.12	1,679.4
Energy consumption through other sources (F)	0	0
Total energy consumed by non-renewable sources (D+E+F)	76,139.27	78,577.5
Total energy consumed (A+B+C+D+E+F)	102,437.00	101,961.5
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.96	1.06
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	19.83	23.67
Energy intensity in terms of physical output	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: PPP rate source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

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. Third Party Reasonable Assurance has been conducted by DNV Assurance Business Private Limited

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.

No, the organization is not classified as a designated consumer for the Performance, Achieve, and Trade (PAT) program administered by the Bureau of Energy Efficiency (BEE).

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

Parameter	FY 25	FY 24
Water withdrawal by source (in kiloliters)		
(i) Surface water	178,317	235,665
(ii) Groundwater	4,298	34,158
(iii) Third-party water	41,906	9,368
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	224,521	279,191
Total volume of water consumption (in kiloliters)	224,521	279,191
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	2.10	2.89
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	43.47	64.83
Water intensity in terms of physical output	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: PPP rate source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

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 third party reasonable assurance provided by DNV assurance pvt ltd

4. Provide the following details related to water discharged:

Parameter	FY 25	FY 24
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify the level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify the level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify the level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	1,710	1,200
- With treatment – please specify the level of treatment Primary, secondary and tertiary treatment of water	105	144
(v) Others		
- No treatment	0	0
- With treatment – please specify the level of treatment	0	0
Total water discharged (in kiloliters)	1,815	1,344

*Treated water which is sent into municipal sewers goes under Primary, secondary, and tertiary treatment as follows.

1. *Primary Treatment: Big chunks of debris are filtered out through a Bar screen chambers as a primary treatment.*
2. *Secondary Treatment: The water is pushed into a mixing tank where it mixed homogeneously with the total solids after which it is subject to aerobic treatment of water. The sludge is settled at the bottom of the tank and removed periodically. The water is the passed through a pressurized sand filter to remove total dissolved solids. It is then passed through an activated carbon filter for odour removal.*
3. *Tertiary Treatment: In this step chemical dozing of water by sodium hypochlorite is carried out for removal of colour.*

After all the 3 stages of treatment, the treated water is discharged into sewers

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. Third party reasonable assurance by DNV Business Insurance Pvt Ltd

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

The Company's Indian campuses, which are primarily on leased premises, have STP facilities where treated wastewater is appropriately reused. The Company is planning to begin with water audits at facilities and will develop a suitable policy to minimize liquid discharge. Additionally, the Company has pledged to achieve Water Neutrality in its operations by 2030.

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

Parameter	Please specify unit	FY 25	FY 24
NOx	kg/year	209.4	339.0
SOx	kg/year	65.7	102.2
Particulate matter (PM)	kg/year	144.4	236.6
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

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. Third party limited assurance by DNV Business Insurance Pvt Ltd

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

Parameter	Unit	FY 25	FY 24
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	321.23	247
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	14,242.5	16,950
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 equivalent per million INR turnover	0.14	0.18
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 equivalent per million USD turnover adjusted for PPP	2.82	3.99
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Scope 1 in MT: 110,802.36 (Diesel Consumption in lit) *2.51 (Emission factor for diesel)/1000+ 22 (fugitive emissions in kg) *1960 (Emission factor for fugitive emissions)/1000

Scope 2 in MT: 19,590,762.41 (Total grid electricity) *0.727 (Emission factor for electricity) /1000

Source for S1 emission factors: Defra Conversion factors 2024: full set (for advanced users)

Source for S2 emission factors: CEA: Baseline Carbon Dioxide Emission Database Version 20.0

Note: Scope 1 & 2 calculations performed as per GHG Protocol. International location Electricity consumption emissions are calculated in Scope 3 as upstream leased assets.

Note: PPP rate source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

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 third party assurance by DNV Business Assurance Pvt Ltd

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

The company has initiated various projects to reduce its Scope 1 and Scope 2 emissions. It has also committed to becoming carbon neutral by 2030 and pledged under the SBTi to take steps to limit global warming to 1.5°C. One significant project involves shifting the sourcing of purchased electricity to renewable energy sources.

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

Parameter	FY 25	FY 24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1.0	0
E-waste (B)	18.7	4.4
Bio-medical waste (C)	0.8	0.4
Construction and demolition waste (D)	0	0
Battery waste (E)	17.1	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (Used oil generated) (G)	0.6	0
Other Non-hazardous waste generated (H). Please specify, if any:	183.9	211.4
Dry leaves & garden waste	10.7	13.9
Food Waste	99	118.5
Packaging waste (corrugated boxes & wood)	13.2	30.9
Paper & Packaging waste	18.8	12.8
Scrap	42.1	35.3
Total (A+B + C + D + E + F + G + H)	221.9	216.2
Waste intensity per rupee of turnover (Total waste generated /Revenue from operations)	0.0020	0.0022
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated /Revenue from operations adjusted for PPP)	0.043	0.0500
Waste intensity in terms of physical output	NA	NA
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	32.1	43.7
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	32.1	43.7
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	
(ii) Landfilling	0	
(iii) Other disposal operations		
(A) Authorized Vendors	(A) 79.6	(A) 40.1
(B) Organic composters/Vermicompost/ Animal Husbandry	(B) 109.7	(B) 132.4
Total	189.3	172.5

Note: PPP rate source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

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 Third party reasonable assurance done by DNV Business Assurance India Pvt Ltd

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.

LTTTS is ISO 14001:2015 certified, covering our major offices in India. Our environmental management system includes comprehensive waste management guidelines (currently under revision) for identifying, segregating, collecting, recycling, and disposing of waste. Where applicable, we follow the 6R principles (Rethink, Reduce, Reuse, Recycle, Refuse, and Repair) to minimize landfill waste from our offices. We conduct awareness sessions for employees involved in waste management and monitor performance by collecting waste data quarterly through our sustainability data management platform. The Company collaborates with waste recyclers and CPCB-authorized waste disposers to manage waste, ensuring compliance with pollution control board norms.

We are disposing waste as per respective pollution control board 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:

Sr.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
NA			

Our campuses are built on government-approved land in industrial zones and do not fall within nor are adjacent to protected areas or high-biodiversity 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
NA					

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:

Sr. No.	Specify the law/regulation/ guidelines which were 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
NA				

Yes, We are compliant with the applicable environmental law / regulations / guidelines in India.

II. Leadership Indicators

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

1. (i) **Name of the area:** Chennai, Bengaluru, and Hyderabad
1. (ii) **Nature of operations:** Offices for Engineering Research and Development services for clients
1. (iii) **Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 25	FY 24
Water withdrawal by source (in kilolitres)		
(i) Surface water	21,568.7	11,300.0
(ii) Groundwater	3,578.7	33,888.6
(iii) Third-party water	38,245.4	6,583.9
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters)	63,392.7	51,772.5
Total volume of water consumption (in kiloliters)	63,392.7	51,772.5
Water intensity per rupee of turnover (Water consumed / turnover)	0.59	0.54
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	0	0
- With treatment – please specify the level of treatment	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment – please specify the level of treatment	0	0
(iii) Into Seawater		
- No treatment	0	0
- With treatment – please specify the level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	825.5	131.0
- With treatment – please specify the level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters)	825.5	131.0

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 Third party limited assurance done by DNV Business Assurance India Pvt Ltd

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

Parameter	Unit	FY 25	FY 24
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	53,736.80	53,478
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent	0.50	0.55
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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 Third party limited assurance done by DNV Business Assurance India Pvt Ltd

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.

Not Applicable

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:

Sr.No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Water Savings	Rainwater harvesting facility at Mysuru has been updated to channelize rain water usage for flushing use after treatment in WTP	1000KL of Fresh water savings
2.	Improvement in effluent treatment	Upgradation of Sewage Treatment Plant by upgrading to Sequential Batch Reactor technology with expansion in treatment capacity	50% increase in capacity along with improved quality of sewage treated water and reduction in power consumption of STP
3.	Reduce impact due to emissions	Miyawaki forest plantation in Mysuru campus	Increase in greenery within campus to act as carbon sinks and increase biodiversity
4.	Improvement in Resource efficiency	Centralised UPS systems installed thereby reducing overall number of batteries required. These UPS are built with Energy Saver System mode and eConversion mode which will lead us to reduce electricity consumption and transmission losses	Overall savings of ~3.2 Lakh units of electricity, Reduction in e-waste generation in future due to reduced number of batteries

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

The Company has established emergency preparedness plans to handle emergency situations. These plans include response procedures to prevent and mitigate hazards, risks, and environmental impacts, as well as provisions for first aid. In the event of an emergency, the incident will be investigated, and appropriate preventive measures will be implemented to prevent future occurrences. Relevant information and training on emergency preparedness and response will be provided to interested parties. The duties and responsibilities of all employees are communicated periodically.

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.

LTTS envisages no significant adverse impact envisaged from its value chain.

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

LTTS has a Supplier Code of Conduct that promotes environmental stewardship and the implementation of best practices to minimize environmental impact. We are currently working on various initiatives within our value chain, including assessing partners for their environmental impacts.

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

I. Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations

6

1. 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.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers / associations (State /National)
1.	India Electronics and Semiconductor Association	National
2.	NASSCOM ER&D Council	National
3.	Confederation of Indian Industry (CII)	National
4.	IEEE (Institute of Electrical and Electronics Engineers)	National
5.	FICCI	National
6.	ASSOCHAM	National
7.		
8.		
9.		
10.		

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

Name of authority	Brief of the case	Corrective action taken
	NA	

II. Leadership Indicators

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

Sr. 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
			NA		

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

I. 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
Watershed Project implemented by National Agro Foundation	NA	NA	YES	YES	Can be seen in Annexure C of this report at Page no 201
Integrated Village Development implemented by Aga Khan Rural Support Programme (India)	NA	NA	YES	YES	

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

Sr. 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 ₹)
NA						

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

All the CSR projects are monitored regularly by the CSR executives including their field visits wherein they directly interact with the beneficiaries to seek their feedback and address grievances if any. Additionally, 3rd party Impact assessment is carried out for specific CSR projects, where the responses from the beneficiaries are sought and recorded and the feedback is addressed wherever needed.

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

	FY 25	FY 24
Directly sourced from MSMEs/ small producers	16.9%	30.6%
Directly from within India	78.0%	70.7%

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 25	FY 24
Rural	0%	0%
Semi-urban	0%	0%
Urban	0.02%	0.04%
Metropolitan	99.96%	99.87%

(Location categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

II. 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
Nothing identified from the impact assessment	NA

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

Sr. No	State	Aspirational District	Amount spent (In ₹)
1	Maharashtra	Nandurbar	17,60,000/-
2	Tamil Nadu	Virudhunagar	
3	Karnataka	Raichur	
4	Gujarat	Dahod	1,32,10,000/-
5	Karnataka	Raichur	

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

No

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

Since we do not have any preferential purchase policy to differentiate between suppliers hence this metric is not applicable.

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

Since we do not have any preferential purchase policy to differentiate between suppliers hence this metric is not applicable.

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:

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

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
		NA

6. Details of beneficiaries of CSR Projects:

S.No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Environment: Committing to sustainable practices for a healthier planet.	2,842	100%
2.	Health: Delivering comprehensive medical services to underserved populations.	54,581	100%
3.	Education: Promoting perpetual learning via various measures.	12,830	100%
4.	Skill Development: Empowering individuals with skills for better employability.	5,464	100%
5.	Sports for the Disabled: Supporting sports programs for people with different abilities	156	100%
6.	Employee Volunteering Initiatives: Enhancing rural learning with digital tools and resources.	1,021	100%

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

I. Essential Indicators

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

LTTS has a Quality Management team that regularly gathers customer feedback using the company's established QMS documented formats. Customer complaints and feedback are received via email, transmittal letters, and verbal communications directly to the project management teams. These teams acknowledge, analyze the incidents, and develop action plans to resolve them, ensuring customer satisfaction.

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	NA
Safe and responsible usage	NA
Recycling and/or safe disposal	NA

LTTS is an Engineering R&D services company and there are no generic products of the company.

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

Category	FY 25		Remarks	FY 24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	0	0		0	0	

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		NA

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.

Yes - LTTS adheres to the data privacy laws of the countries where it operates and maintains an Information Security Management System (ISMS) in line with ISO/IEC 27001:2013 standards. This ensures the management and protection of information assets against all internal and external threats.

Our Data Privacy policy is available on our website: <https://www.ltts.com/privacy-policies-notice>

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.

NA

7. Provide the following information relating to data breaches:

7. a. Number of instances of data breaches

None

7. b. Percentage of data breaches involving personally identifiable information of customers

NA

7. c. Impact, if any, of the data breaches

NA

II. Leadership Indicators

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

<https://www.ltts.com/>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Not applicable, as LTTS does not have any products/services that can entail safety issues or irresponsible usage.

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

Every delivery team has a business continuity plan to manage any service or product disruptions, along with an appropriate communication strategy. In the event of a disruption that significantly impacts our operations, Delivery Managers will formally notify the respective customers via appropriate mode of communication and in accordance with contractual obligations.

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 a whole? (Yes/No)

This metric is not relevant to LTTS as the main business is providing engineering R&D services, and it does not involve the manufacturing of any product.

However, we do conduct CSAT scores we have received a score of 92.28% CSAT score.