



 **Tanla Platforms Limited**
Tanla Technology Centre,
Madhapur, Hyderabad,
Telangana, India - 500081
CIN: L72200TG1995PLC021262

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 91-40-23122999
 info@tanla.com
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Date: July 01, 2025

To,

BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400 001 Scrip Code: 532790	National Stock Exchange of India Ltd. “Exchange Plaza” Bandra-Kurla Complex, Bandra (East), Mumbai - 400 051 Symbol: TANLA
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Dear Sir/Madam,

Sub: Business Responsibility & Sustainability Report for the financial year 2024-25

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility & Sustainability Report which forms part of the Integrated Annual Report for the financial year 2024-25.

Kindly take the above on record and oblige.

Thanking you

Yours faithfully,
For **Tanla Platforms Limited**

Seshanuradha Chava
General Counsel and Company Secretary
ACS-15519

Business Responsibility & Sustainability Reporting (BRSR)

At Tanla, responsible business conduct is foundational to our operations. As a company, we are conscious of the trust placed in us by enterprises and institutions that rely on our platforms to engage with their end-users. Our products and solutions are purpose-built to uphold the highest standards of security, privacy, and compliance—ensuring the protection of not just our customers, but their customers as well.

Through this BRSR, we reaffirm our commitment to ethical, inclusive, and sustainable growth. This disclosure highlights our efforts to integrate environmental, social, and governance (ESG) principles across every layer of our value chain, while fostering transparency and accountability in everything we do.

The BRSR is structured in accordance with the National Guidelines on Responsible Business Conduct (NGRBC) and is presented in three comprehensive sections.

SECTION A	Provides a broad overview of the business, its offerings, business and operations footprint, employees and CSR activities.
SECTION B	Covers management and process disclosures related to the businesses, aimed at demonstrating the structures, policies and processes in place.
SECTION C	Provides indicator-wise disclosures mapped to the nine principles of the NGRBC, as listed at the beginning of Section B.

SECTION A: GENERAL DISCLOSURES



I. Details of the listed entity ^[GRI 2-1, 2-5]

Particulars	Details
1 Corporate Identity Number (CIN) of the listed entity	L72200TG1995PLC021262
2 Name of the Listed Entity ^[GRI 2-1]	Tanla Platforms Limited
3 Year of Incorporation	1995
4 Registered Office Address	Tanla Platforms Limited, Tanla Technology Centre, Hitech City Road, Madhapur, Hyderabad, India - 500081
5 Corporate address ^[GRI 2-1]	Tanla Platforms Limited, Tanla Technology Centre, Hitech City Road, Madhapur, Hyderabad, India - 500081
6 E-mail ^[GRI 2-3]	investorhelp@tanla.com
7 Telephone	91-40-40099999
8 Website	https://www.tanla.com
9 Financial year for which reporting is being done. ^[GRI 2-3]	FY25
10 Name of the Stock Exchange(s) where shares are listed	Listed on BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11 Paid-up Capital	₹13,46,17,359
12 Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report. ^[GRI 2-3]	Ms. Seshanuradha Chava General Counsel and Company Secretary Phone: 040 40099999 Email: investorhelp@tanla.com

13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). ^[GRI 2-2]	The disclosures under this report are made on a consolidated basis, unless otherwise specified.
14	Name of assessment or assurance provider	SGS India Private Limited ("SGS India")
15	Type of assessment or assurance obtained ^[GRI 2-5]	Limited assurance obtained from SGS India

GRI 2-4: There are certain restatements as per the guidance provided under Industry Standards Note on BRSR Core. The effects and reasons have been included under the respective Principles of this report. These restatements would enable consistency and comparability of information for the current year and previous year.

II. Products/services ^[GRI 2-6]

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

S. No.	Description of main activity	Description of business activity	% of turnover of the entity (FY 25)
1	Communications Platform as a Service (CPaaS)	Tanla offers a platform with comprehensive and advanced messaging capabilities. It supports both outbound and inbound messaging with various delivery formats, including plain text, regional languages, and flash messages. The platform ensures secure, end-to-end encrypted communication via a single API, leveraging guaranteed delivery with intelligent fallback and patented data security technologies.	100%

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

S. No.	Product/Service	NIC Code	% of total turnover contributed
1	Other information technology and computer service activities	62099	100%

III. Operations ^[GRI 2-1]

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

Location	Number of plants	Number of offices	Total
National	NA	12	12
International	NA	6	6

19. Markets served by the entity:

a. Number of locations ^[GRI 2-6]

Locations	Number
National (No. of States/UTs)	5 (Telangana, Haryana, Karnataka, Tamil Nadu, and Maharashtra)
International (No. of Countries)	4 (Singapore, UAE, KSA and Indonesia)

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

Out of total turnover ₹4027.7 Cr on consolidated basis for FY25, the percentage of revenue from exports contribute to ₹1060 Cr (26.3%).

c. A brief on types of customers

Tanla serves a broad and diverse customer ecosystem that spans telecom operators, government agencies, regulators, and enterprises across multiple sectors. Our enterprise clientele includes leaders in banking, financial services, insurance, e-commerce, retail, healthcare, education, technology, media, and more. We power mission-critical communications and

trusted digital interactions for over 2,500 active customers, including top banks, digital-first companies, and public sector organizations.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and Workers (including differently abled): ^[GRI 2-7, GRI 2-8]

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	992	791	79.74%	201	20.26%
2.	Other than Permanent (E)	40	29	72.50%	11	27.50%
3.	Total employees (D + E)	1,032	820	79.46%	212	20.54%
WORKERS						
4.	Permanent (F)					
5.	Other than Permanent (G)				NA	
6.	Total workers (F + G)					

Note: Tanla's workforce comprises of only 'Employees' and no 'Workers'.

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)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	0	0	0	0	0
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 ^[GRI 405-1]

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14.29%
Key Management Personnel	4	1	25.00%

22. Turnover rate for permanent employees and workers ^[GRI 401-1]

Category	FY25			FY24			FY23		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent Employees	30.7%	44.9%	33.64%	29.1%	41.1%	31.7%	28.7%	42.3%	31.7%

Note: Employee turnover includes both voluntary and involuntary attrition.

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

23. Names of holding/subsidiary/associate companies/joint ventures ^[GRI 2-2]

Sr. No.	Name of the holding / subsidiary/associate companies/joint ventures (A)	Indicate whether holding/ Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Karix Mobile Private Limited	Subsidiary	100%	Yes
2	ValueFirst Digital Media Private Limited	Subsidiary	100%	Yes
3	Tanla Digital Labs Private Limited	Subsidiary	100%	Yes
4	Tanla Mobile Asia Pacific Pte Ltd, Singapore	Subsidiary	100%	Yes
5	Tanla Foundation (Section 8 Company)	Subsidiary	100%	Yes

*Refer Form AOC-1 provided in this Integrated Report for the list of subsidiaries.
All subsidiaries participate in the Business Responsibility initiatives of the Company.

VI. CSR Details ^[GRI 201-1]

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

(ii) Turnover (in INR Crore): ₹1,012.12 Cr

(iii) Net worth (in INR Crore): ₹595.59 Cr

*As per the standalone financial statements of FY24 under Ind AS.

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the nine principles under the National Guidelines on Responsible Business Conduct: ^[2-25]

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place (Yes/No) (If Yes, then provide web-link for grievance redress policy) [GRI 2-16, GRI 2-25, GRI 2-26]	FY25			FY24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://www.tanla.com/investor-relations/corporate-governance-policy	0	0	-	0	0	-
Investors (other than shareholders)		0	0	-	0	0	-
Shareholders		8	0	-	60	0	-
Employees and workers		0	0	-	0	0	-
Customers		0	0	-	0	0	-
Value Chain Partners		0	0	-	0	0	-
Other (please specify)		0	0	-	0	0	-

26. Overview of the entity's material responsible business conduct issues ^[GRI 3-1, GRI 3-2]

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	Climate Change (Emissions, Water Consumption, Energy Efficiency)	R	Climate-related factors such as emissions, water usage, and energy efficiency can disrupt business operations and regulatory compliance, especially during natural calamities or power crises.	Tanla uses renewable energy sources at critical sites and ensures continuity through alternate power solutions like UPS and diesel generators. Proactive environmental planning and infrastructure are in place to avoid reactive measures post-calamity.	Investment in resilient infrastructure helps maintain operations, ensure compliance, and minimize long-term business disruption. ^[GRI 201-2]
2	Employee Engagement and Talent Retention	R & O	Attracting, engaging, and retaining talent is critical for sustaining innovation, growth, and operational continuity, especially in a competitive technology environment.	Strengthening L&D programs, implement employee engagement surveys, promote internal mobility, conduct regular skip-level meetings, and offer competitive compensation to retain talent and reduce attrition	Investment in learning, development, and benefits enhances retention and reduces rehiring and productivity loss costs.
3	Labour Practices and Diversity & Inclusion (D&I)	O	Non-compliance with labor norms and lack of focus on D&I may lead to reputational damage and legal exposure. On the other hand, promoting diversity and ethical practices strengthens innovation, employer branding, and stakeholder confidence.	Ensure compliance with labor laws, uphold ethical labor practices, and promote diversity and inclusion across the organization.	Enhanced innovation, brand reputation, and access to wider talent pools.
4	Customer Privacy	R	Any breach of customer data can severely impact Tanla's brand trust, result in regulatory penalties, and affect customer retention.	Strengthen data security protocols, ensure compliance with privacy laws, maintain transparency in data handling practices. Conduct Privacy Impact Assessments (PIA), implement DLP solutions, and enforce privacy-by-design principles.	Potential customer churn and loss of revenue due to reputational damage. Investment in data privacy solutions is essential to avoid regulatory fines and maintain long-term business sustainability.

5	Data Privacy and IT Security	R	Cybersecurity threats pose significant operational, reputational, and compliance risks. Any breach could compromise sensitive data, disrupt services, and affect Tanla’s market credibility. Data compromise can lead to risks that can impact beyond a company.	A robust IT security infrastructure including SOC implementation, Zero Trust Architecture, regular VAPT, encryption at rest and in transit, security awareness training for employees, and tabletop exercises for senior management has been prioritized. These are aligned with ISO 27001, SOC2, and DPDP frameworks to strengthen resilience and ensure proactive mitigation.	Significant investment required for infrastructure, tools, and training. These initiatives prevent costly breaches, improve regulatory compliance, reduce business disruption, and reinforce long-term customer and investor confidence
6	Customer Relationship Management	R & O	Strong customer relationships drive retention, loyalty, and revenue growth, while weak engagement can result in customer churn and lost opportunities.	Establish a dedicated Customer Success function, ensure timely grievance redressal, and conduct regular customer reviews and feedback sessions.	Investment in Customer Success teams enhances customer retention, enables proactive issue resolution, and drives revenue growth through improved trust and relationship management.
7	Corporate Social Responsibility (CSR)	R & O	CSR reflects Tanla’s commitment to ethical practices and social good. A lack of visible CSR initiatives can impact reputation and stakeholder trust, while active programs enhance community relations and brand value.	Align CSR initiatives with community needs and sustainability goals, ensure transparency in CSR reporting, and engage employees in volunteering and social impact programs.	Allocation of resources & investment for CSR strengthen the brand image, improve stakeholder engagement, and support long-term sustainability objectives, contributing to social license to operate.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES



Principle 1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable
Principle 2	Businesses should provide goods and service in a manner that is sustainable and safe
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders
Principle 5	Businesses should respect and promote human rights
Principle 6	Businesses should respect and make efforts to protect and restore the environment
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
Principle 8	Businesses should promote inclusive growth and equitable development
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner

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

Policy and management processes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) ^[GRI 2-23]	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available ^[GRI 2-19, GRI 2-20, GRI 2-24]	https://www.tanla.com/investor-relations								
2. Whether the entity has translated the policy into procedures. (Yes / No) ^[GRI 2-24, GRI 2-10]	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No) ^[GRI 2-23]	Yes								
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trus-tea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Principle 1			<p>ISO 27001: Certification for information security management systems</p> <p>SOC 2 Type 2: Compliance with Security, Availability, and Confidentiality Trust Service Criteria</p> <p>ISO 20000: IT Service Management standard ensuring the organization follows best practices for IT service delivery</p> <p>ISO 31000: Risk management standard ensuring a structured approach to managing risk</p> <p>Policy: Internal HR and Wellness Policies, POSH Act Compliance</p>					
	Principle 2			ISO 9001: Quality management system, Secure Software Development Lifecycle (SSDLC)					
	Principle 3			<p>ISO 27001, ISO 9001 includes:</p> <ul style="list-style-type: none"> - Internal HR and Employee Wellness Policies - Employee Training & Awareness Programs - Diversity and Inclusion Initiatives <p>Policy: Internal HR and Wellness Policies, POSH Act Compliance</p>					
	Principle 4			ISO 22301:2019 Business Continuity Management System Standard, ISO 27001, ISO 31000					
	Principle 5			<p>GDPR: Compliance with the General Data Protection Regulation for data protection and privacy in the European Union</p> <p>DPDP: Adherence to the Data Protection Bill, ensuring comprehensive data privacy protocols across the organization</p> <p>LGPD: Compliance with Brazil's General Data Protection Law, ensuring data protection for Brazilian customers</p>					
	Principle 6			<p>Governed by Tanla Physical & Environment Controls Policy & Procedures which Includes:</p> <ul style="list-style-type: none"> - Carbon footprint audit with CII - Custom GHG emission tracking tool - Ban on single-use plastics (since 2021) - LEED certified - Transition planning for renewable energy use 					
	Principle 7								

Principle 8

ISO 9001: Quality management system
CMMI Level 3: Maturity model for process improvement in Mobile Engagement & Communication and Support Services

Policy: CSR Policy

Principle 9

ISO 27001: Certification for information security management systems.

SOC 2 Type 2: Compliance with Security, Availability and Confidentiality Trust Service Criteria.

GDPR: Compliance with the General Data Protection Regulation for data protection and privacy in the European Union

Policy: CSAT

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

At Tanla, we have set well-defined Environmental, Social, and Governance (ESG) goals that form the foundation of our long-term strategy to drive sustainable growth and create enduring value for all stakeholders.

Our ESG vision is forward-looking and aligned with emerging global priorities, we are committed to ensuring safe, healthy, and inclusive workplaces while fostering a culture rooted in equity, transparency, ethics, and accountability. In parallel, we continue to advance responsible sourcing and sustainability within our supply chain by embedding ESG principles across our value chain. Through this integrated approach, Tanla aims to embed sustainability at the core of its operations and make a meaningful contribution to environmental resilience and social progress.

The following goals are actively being pursued and are integrated into Tanla's broader business strategy, reinforcing its commitment to responsible growth:

- Achieving carbon neutrality— ongoing initiatives in energy efficiency and offsetting strategies are being implemented.
- The certification process for ISO 14001 is underway for all offices and data centers, with key locations already in advanced stages of compliance.
- Reduce environmental impact through the RRR (Reduce, Reuse, Recycle) approach – resource optimization efforts continue, focusing on energy consumption, digital waste reduction.
- Enhance employee experience and engagement – annual employee satisfaction surveys are conducted, with action plans implemented based on feedback. The company remains on track to achieve improvement in employee satisfaction score by 2025.

Through this comprehensive ESG strategy, we are embedding sustainability into the core of Tanla's business, enabling us to make a meaningful contribution to the broader environmental, social, and governance ecosystem.

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. ^[GRI 3-3]

Tanla has continued to set a benchmark among its peers through dedicated efforts towards fulfilling its ESG goals and commitments. With initiatives rooted in the UN Sustainable Development Goals (SDGs), the Company has identified key material issues and aligned its operations to foster long-term sustainability. ESG disclosures have been reported in accordance with the GRI Standards, ensuring transparency and accountability.

Advancing Environmental Stewardship: In FY25, Tanla strengthened its environmental responsibility by upgrading to energy-efficient chassis servers, transitioning to green data centers, and implementing LED lighting and motion sensors across key facilities. Waste segregation at source was enforced, with e-waste and batteries disposed through certified recyclers. These efforts were complemented by employee sensitization programs to promote sustainable practices across the organization.

Strategic Climate Commitments: Tanla's decarbonisation roadmap is built on three key pillars: improving energy efficiency, accelerating the shift towards renewable energy, and leveraging carbon credit programmes. We are actively working towards achieving carbon neutrality and long-term net zero emissions.

Social Commitment- Inclusive impact: Tanla showcased notable progress on the social front of ESG through impactful social initiatives focused on education, employment, and community well-being. The Company expanded its CSR outreach by supporting digital literacy and vocational training programs aimed at empowering underserved youth, thereby enhancing employability and social inclusion. A key highlight was the recognition received at

the Global CSR & ESG Awards 2025 for the “Most Impactful Road Safety Project of the Year,” reflecting Tanla’s commitment to public safety and community development. Additionally, Tanla was named among the “Best Organizations for Women” by ET Edge, reinforcing its inclusive culture and focus on gender equity. These initiatives highlight Tanla’s dedication to social stewardship.

Governance Excellence: During the reporting year, Tanla reinforced its commitment to governance excellence through robust oversight, ethical leadership, and strategic foresight. Our governance framework, characterized by a strong presence of independent directors and active board committees, ensured balanced decision-making and accountability.

Awards and Recognitions: Our efforts and stakeholder engagement have garnered prestigious recognitions during the reporting year:

- **Global CSR & ESG Award 2025:** Honored for the “Most Impactful Road Safety Project of the Year,” for the Cyberabad Traffic Pulse initiative done in collaboration with SCSC and Cyberabad Traffic Police.
- **Commendation Award for Corporate Governance:** Received from the Indian Chamber of Commerce, highlighting Tanla’s robust governance practices and ethical business conduct.
- **Best Organization for Women by ET Edge:** Recognized for fostering an inclusive workplace culture and promoting gender equity.
- **15th Aegis Graham Bell Award for Innovation in Telecom:** Awarded for Tanla’s innovative anti-spam and anti-scams solutions, showcasing its leadership in telecom technology.
- **Google Growth Partner of the Year:** Acknowledged for strong performance in the RCS segment.
- **Featured on the Roll of Honor Disclosures at CFO 100 Winning Edge:** Recognized for excellence in financial leadership and disclosure practices.

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements:

[GRI 2-22]

At Tanla, our core values continue to guide us in driving profitable growth while upholding our responsibility to all stakeholders. This commitment to inclusive and sustainable value creation is embedded in our business philosophy.

We maintain the highest standards of corporate governance—grounded in independence, transparency, and ethical leadership—which forms an integral part of our ESG strategy. Our diverse and experienced Board ensures compliance, integrity, and strategic oversight, with the ESG Council playing a key role in advancing sustainability-linked goals in FY25.

We view CSR as a catalyst for long-term societal impact. Our initiatives focus on Education, Health and Livelihood, emphasizing digital inclusion, vocational training, and livelihood generation. In FY25, we expanded these efforts through strategic partnerships and scalable programs to reach underserved communities. Together, our governance, ESG, and CSR commitments reinforce our mission to deliver responsible, inclusive, and sustainable growth.

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

[GRI 2-10, GRI 2-12, GRI 2-13, GRI 2-14]

At Tanla, the Board holds the highest authority for overseeing and ensuring the implementation of Business Responsibility policies.

Oversight is specifically exercised through the ESG Council, which is entrusted with driving the environmental, social, and governance initiatives—including the formulation, execution, and periodic review of BRSR policies.

The composition of the ESG Council is provided below:

Name	Category	Designation
Mr. Rahul Khanna	Independent Director	Chairperson
Mr. Uday Reddy	Executive Director	Member
Dr. Sanjay Kapoor	Non-Executive Non-Independent Director	Member

This governance structure ensures that all sustainability-linked actions are aligned with Tanla’s strategic objectives, regulatory expectations, and stakeholder interests, with regular updates provided to the Board for informed decision-making and accountability.

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.

[GRI 2-9]

Yes, Tanla has an ESG Council in place to strengthen the focus of its ESG agenda.

The Council is tasked to:

- Oversee the development of the ESG strategy.
- Identify the relevant ESG matters that do or are likely to affect the operation of the company and/or its strategy.
- Work in conjunction with the Risk Committee to oversee the identification and mitigation of risks related to ESG, as well as the identification of opportunities associated to ESG matters.
- Oversee the establishment of ESG policies and codes of practice, ensure their effective, implementation, and monitor and review their ongoing relevance, effectiveness, and further developmen.
- Oversee the company's engagement with its broader stakeholder community.
- Review any statutory requirements for sustainability reporting.
- The ESG Council periodically reports its progress and key updates to the Board of Directors, ensuring alignment with the Tanla's overall sustainability objectives.

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	The business responsibility policies are reviewed on a periodic basis by the Board. These reviews evaluate the adequacy and effectiveness of the policies, and are based on the assessments, necessary updates to policies, procedures, and internal controls are implemented to ensure continued relevance and compliance.																	

Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Tanla complies with the existing regulations as applicable. There have been no instances of non-compliance.																	
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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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The majority of our policies are enforced through appropriate certifications such as ISO 23001, ISO 27001, and GDPR. Annual audits of processes for all surveillance and re-certifications of ISO 23001, ISO 27001, and GDPR, are conducted by independent external agencies.								

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

Through this section Tanla highlights the integration of the Principles and Core Elements into its key processes and decision-making frameworks. It underscores our approach to aligning business objectives with socially, environmentally, and ethically responsible practices. The disclosures are structured into two categories: "Essential" indicators, which demonstrate our adherence to regulatory requirements, and "Leadership" indicators, which reflect our voluntary efforts to lead in sustainability and governance.

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.



Essential Indicators

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

[GRI 2-17]

Essential Indicators			
Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	Percentages of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	5	<p>During the year, the training for Board of Directors of the Company were on the following topics:</p> <ul style="list-style-type: none"> • Insider Trading Code • Code of Conduct • Overview of business • Legal & Statutory compliances • Governance amendments • Cyber security • Risk Management • Company policies 	100%
Key Managerial Personnel (KMPs)	5	<p>During the year, the training for KMPs of the Company were on the following topics:</p> <ul style="list-style-type: none"> • Artificial Intelligence • DPDPA • Insider Trading Code • UPSI • Overview of business • Legal & Statutory compliances • Governance amendments • POSH • Cyber security • Risk Management • Company policies 	100%
Employees other than BoD and KMPs	807	<p>During the year, the training for Employees of the Company were on the following topics:</p> <ul style="list-style-type: none"> • Health and Safety • Mental Wellbeing • Behavioral • Functional • Induction • Leadership • Policy • Process • Technical 	100%
Workers	NA	NA	NA

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:^[GRI 2-27]

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					
Settlement			Nil		
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					
Punishment			Nil		

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
	Not Applicable

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.^[GRI 2-23, GRI 205-2]

Tanla has established comprehensive Anti-Fraud and Anti-Money Laundering Policies, reflecting Tanla's unwavering commitment to conducting business in a fair, transparent, and ethical manner. The policies reinforce Tanla's zero-tolerance approach towards any form of fraudulent activity, corruption, bribery, or unethical practices, whether by employees, partners, or any external parties dealing with the Company.

These policies are part of Tanla's broader governance and compliance framework and are applicable across all levels of the organization.

These policies are available at: <https://www.tanla.com/corporate-governance>

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:^[GRI 205-3]

	FY25	FY24
Directors		
KMPs		Nil
Employees		
Workers		

Note: No fines, penalties, or actions have been imposed on the company by any regulatory authorities or judicial institutions during the financial year in relation to anti-competitive conduct or anti-trust issues.

6. Details of complaints with regard to conflict of interest: [GRI 2-15]

	FY24		FY23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	During the financial year 2024 - 25, the Company did not receive any cases pertaining to conflict of interest involving its directors.	Nil	During the financial year 2023 - 24, the Company did not receive any cases pertaining to conflict of interest involving its directors.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs		During the financial year 2024 - 25, the Company did not receive any cases pertaining to conflict of interest involving its KMPs.		During the financial year 2023 - 24, the Company did not receive any cases pertaining to conflict of interest involving its KMPs.

Note: No complaints or cases related to conflicts of interest have been filed against any Director/ KMP with any competent authority or court during the financial year.

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.

Not Applicable

8. Number of days of accounts payables [(Accounts payable *365) / Cost of goods/services procured]

	FY24	FY23
Number of days of accounts payables	67	83

Note: SGS India Private Limited, an external agency has carried out independent assessment on the BRSR Core indicators.

9. Openness of business

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

Parameter	Metrics	FY25	FY24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers/ distributors as a % of total sales	Nil	Nil
	b. Number of dealers / distributors to whom sales are made	Nil	Nil
	c. Sales of top 10 dealers/ distributors as % of total sales to dealers/ distributors	Nil	Nil
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties / Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total investments made)	Nil	Nil

Note :

- We are into CPaaS business, and our major purchases/sales are from Mobile Network Operators. We don't deal with trading houses or dealers or distributors.
- SGS India Private Limited, an external agency has carried out independent assessment on the BRSR Core indicators.

Leadership Indicators

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

Leadership Indicators		
Total number of awareness programmes held	Topics/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	DPDPA	100%

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.

Tanla has institutionalized a structured framework to proactively prevent, identify, and manage conflicts of interest the Board level. Our approach is anchored in ensuring that all decisions are made objectively, in the best interest of Tanla and its stakeholders.

All members of the Board are required to annually declare any financial, personal, or other interests that may give rise to conflicts, in line with the Code of Conduct for Directors and Senior Management, which sets clear expectations for ethical conduct and transparency. Directors are also expected to promptly disclose any emerging situations that may present a conflict during the course of the year. These declarations are reviewed by the Company Secretary and placed before the Board, ensuring complete transparency and regulatory compliance.

Additionally, our Whistleblower Policy provides an independent channel for reporting any concerns relating to potential conflicts, ensuring such matters are escalated directly to the Audit Committee or the Board, as applicable, and dealt with in a fair and unbiased manner.

These mechanisms collectively reinforce Tanla's commitment to fostering the highest standards of governance, integrity, and accountability at the leadership level.

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



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.

Essential Indicators			
	Current Financial Year FY25	Previous Financial Year FY24	Details of improvements in environmental and social impacts
R&D	Nil	Nil	The nature of our business does not involve material carbon emission or any other pollutants into the environment.
Capex	57%	33%	

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

Tanla is committed to embedding responsible and sustainable practices across its supply chain. Our Supplier Code of Conduct and procurement practices emphasize ethical sourcing, environmental stewardship, human rights, and regulatory compliance.

Vendors are onboarded after due diligence to ensure alignment with our sustainability expectations, including labor standards, data security, and environmental compliance. Regular assessments and engagement initiatives are conducted to promote awareness and strengthen sustainable practices across the supplier ecosystem.

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

Not Applicable. As a part of the onboarding process, Tanla has ensured that all its suppliers sign a Supplier Code of Conduct declaration.

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. ^[GRI 3-3, GRI 306-2]

Given the nature of Tanla's operations, which are predominantly digital and service-oriented, the generation of end-of-life waste is limited to internal IT hardware, office consumables, and incidental materials. Nevertheless, We instituted structured processes to ensure responsible disposal, recycling, and management of all such waste in compliance with applicable regulations.

a. Plastics (including packaging):

Tanla does not produce or distribute products involving plastic packaging. Additionally, as part of our commitment to environmental stewardship, we adopted a strict 'No Single-Use Plastic' policy within the office premises. Any plastic waste generated from external packaging (e.g., office supplies) is responsibly segregated and disposed through authorized recycling partners.

b. E-waste:

All obsolete or end-of-life IT and electronic equipment, including laptops, servers, networking devices, and peripherals, are disposed through certified e-waste recyclers in compliance with the E-Waste Management Rules, 2022, ensuring safe recycling and recovery of materials.

c. Hazardous Waste:

Tanla's operations do not generate hazardous waste as defined under the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016.

d. Other Waste:

Office-generated waste, including paper, packaging, and organic waste, is segregated at source and handed over to authorized municipal agencies or recyclers. Tanla actively promotes paperless and digital-first processes to minimize overall waste generation.

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.

No, Extended Producer Responsibility (EPR) is not applicable to Tanla's activities.

Given the nature of Tanla's business as a digital communications and technology services provider, we do not manufacture or sell any products that fall under the purview of EPR regulations, such as plastic packaging, electrical and electronic equipment, or batteries.

However, Tanla remains committed to responsible waste management and ensures that any e-waste or incidental waste generated from office operations is disposed through authorized recyclers in compliance with applicable environmental regulations.

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?**

No. Tanla mainly operates in digital communication and platform services and does not deal with manufacturing or physical products. Therefore, using a full life cycle approach for its core operations has limited relevance. However, Tanla applies the life cycle approach to the products and services it buys for its own use. Most of these are ready-made, standard items. Tanla includes green practices while making purchase decisions—such as checking for environmental impact—and ensures proper disposal or recycling at the end of their use to reduce waste.

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.

Tanla provides digital communication solutions and cloud-based platform services. The nature of its offerings does not give rise to any direct social or environmental concerns. Information on the environmental impact of Tanla's operations, along with the measures taken to reduce it, is disclosed under Principle 6.

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). ^[GRI 301-2]

Indicate input material	Recycled or re-used input material to total material	
	FY25	FY24
<p>It is currently difficult to quantify the amount of reused or recycled input materials due to the following reasons:</p> <ul style="list-style-type: none"> Water usage: Water consumption in office premises is minimized through water-efficient fixtures and reuse of treated water for landscaping. E-waste management: Obsolete IT hardware is responsibly recycled through authorized e-waste recyclers. Packaging material: Limited packaging waste generated from office supplies is recycled through certified vendors. 	Not Applicable	Not Applicable

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: ^[GRI 301-3]

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not applicable, as Tanla primarily offers digital communication and platform-based technology solutions.	

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



Essential Indicators

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

Category	Total (A)	% of employees covered by								Day Care Facilities	
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		No.(F)	%(F/A)
		No. (B)	%(B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No.(E)	%(E/A)		
Permanent employees											
Male	791	791	100%	791	100%	791	100%	791	100%	-	-
Female	201	201	100%	201	100%	201	100%	201	100%	-	-
Other	0	0	0	0	0	0	0	0	0	-	-
Total	992	992	100%	992	100%	992	100%	992	100%	-	-
Other than Permanent employees											
Male	29	29	100%	29	100%	29	100%	29	100%	-	-
Female	11	11	100%	11	100%	11	100%	11	100%	-	-
Other	0	0	0	0	0	0	0	0	0	-	-
Total	40	40	100%	40	100%	40	100%	40	100%	-	-

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	%(B/A)	No. (C)	%(C/A)	No. (D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent workers											
Male											
Female											
Others											
Total											
Other than Permanent workers											
Male											
Female											
Others											
Total											

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

	NA FY25	FY24
Cost incurred on well-being measures as a % of total revenue of the company	0.26%	0.13%

2. Details of retirement benefits, for current financial year and previous financial year. ^[GRI 201-3]

Benefits	FY25			FY24		
	No. of employees covered as a % of total Employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers Covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	NA	Y	100%	NA	Y
Gratuity	100%	NA	NA	100%	NA	NA
ESI	0%	N	Y	100%	NA	Y
Other (Leave Encashment)	100% as per eligibility	NA	Y	100% as per eligibility		Y

3. Accessibility of workplaces

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

Yes, Tanla is committed to fostering an inclusive workplace. Our premises are being made accessible to differently-abled employees and visitors, and we continue to assess and upgrade our facilities in alignment with the Rights of Persons with Disabilities 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.

Tanla is committed to fostering an inclusive workplace that ensures equal opportunities for all individuals, regardless of

their background, gender, or identity. Our commitment to diversity, equity, and non-discrimination is firmly embedded in our Diversity and Inclusion Policy, Code of Conduct and Employee Development Policy.

We ensure fair and equitable treatment across our workforce, with remuneration aligned to the nature of work, skills, and experience. Our people practices promote non-discriminatory recruitment, gender-neutral policies, and provide for accessibility needs wherever required. We also undertake regular awareness and sensitization programs to promote inclusivity and continue to strengthen our workplace practices to foster a supportive, inclusive, and equitable work environment for all.

5. Return to work and Retention rates of permanent employees and workers that took parental leave. ^[GRI 401-3]

Gender	Permanent employees	
	Return to work rate	Retention rate
Male	100%	100%
Female	100%	80%
Total	100%	90%

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. ^[GRI 2-25]

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	<p>Tanla has a Vigil Mechanism (Whistle Blower Policy) applicable to all directors, employees, and stakeholders, providing a secure and confidential channel to report concerns relating to unethical behavior, violations of the Code of Conduct, or misconduct. The mechanism is overseen by the Chairman of the Audit Committee to ensure independence, confidentiality, and protection against retaliation.</p> <p>Additionally, Tanla has an Employee Grievance Redressal Forum that enables employees to voice workplace-related grievances, ensuring fair resolution through open dialogue while maintaining confidentiality.</p> <p>These mechanisms reflect Tanla's commitment to fostering a transparent, ethical, and inclusive work environment. Policy link: https://www.tanla.com/investor-relations/corporate-governance-policy</p>
Other than Permanent Employees	
Permanent Employees	
Other than Permanent Workers	

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

Category	FY25			FY24		
	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	992	-	-	993	-	-
Male	791	-	-	780	-	-
Female	201	-	-	213	-	-
Total Permanent Workers						
Male			NA			
Female						

8. Details of training given to employees and workers: [GRI 403-4, 403-5, 403-6, 403-8, 404-2]

Category	FY25					FY24				
	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	791	224	28.3%	730	92.3%	780	371	47.56%	341	43.72%
Female	201	73	36.3%	201	100%	213	126	59.75%	128	60.09%
Total	992	297	30%	931	93.85%	993	497	50.05%	469	47.23%
Workers										
Male										
Female	NA									
Total										

9. Details of performance and career development reviews of employees and worker: [GRI 404-3]

Category	FY25			FY24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Men	791	791	100%	709	709	100%
Women	201	201	100%	200	200	100%
Total	992	992	100%	909	909	100%
Workers						
Men	-	-	-	-	-	-
Women	-	-	-	-	-	-
Total	-	-	-	-	-	-

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, what is the coverage of such a system? [GRI 403-1, 403-2, 403-3]

Yes, Tanla has implemented an OHS management system across its operations, designed to ensure a safe, healthy, and compliant working environment for all employees. It covers all corporate offices and key operational locations, including subsidiaries. The framework includes safety audits, health risk assessments, and preventive measures to mitigate potential hazards. Employee awareness programs and training sessions are conducted periodically to reinforce a culture of safety and well-being. The OHS practices are aligned with organizational needs and applicable regulatory standards.

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

At Tanla, ensuring a safe and risk-free workplace is a core priority. We have established comprehensive processes for identifying work-related hazards and assessing risks, covering both routine operations and non-routine activities. These are implemented across all office locations and functions to promote a proactive safety culture:

Routine Hazard Identification and Risk Assessment:

- Workplace inspections are conducted to proactively identify potential hazards.
- Internal safety audits ensure ongoing compliance with Tanla's OHS standards and applicable legal requirements.
- Tanla follows a standardized risk assessment protocol, implemented across all sites.
- Risk matrices are used to evaluate the likelihood and impact of identified hazards, enabling prioritization of mitigation actions.

Incident Analysis and Data-Driven Reviews:

- Employees are encouraged to report unsafe conditions, near-misses, or suggestions for safety improvements through formal reporting channels and HR touchpoints.
- All incident and near-miss reports undergo root cause analysis to identify patterns and recurring risks.
- Learnings from past incidents inform updates to risk management strategies and mitigation plans.

Training and Safety Communications:

- Regular toolbox talks, onboarding safety briefings, and targeted training sessions equip employees with the knowledge to recognize hazards and follow prescribed safety measures.
- Cross-functional walkthroughs are conducted quarterly to review workplace safety practices and ensure continuous risk monitoring.

Task-Specific Risk Assessments:

- Before executing non-routine tasks, detailed risk assessments are carried out involving relevant stakeholders to ensure comprehensive hazard coverage.
- Tasks are monitored in progress to capture emerging risks, with post-task debriefs conducted to evaluate control effectiveness and capture learnings.

Documentation and Continuous Improvement:

- All risk assessments, incident reports, corrective actions, and safety audits are documented and reviewed.
- Safety protocols and risk controls are periodically updated to reflect operational changes, feedback from employees, and evolving regulatory requirements.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Yes/No)

Yes, Tanla has instituted robust mechanisms that enable employees to report work-related hazards confidentially and without fear of retaliation, reinforcing our commitment to a safe and compliant work environment in line with applicable occupational health and safety standards.

Employees are encouraged to report unsafe acts, unsafe conditions, near-miss incidents, and actual incidents through formal channels. Each report is evaluated with a focus on root cause analysis, followed by the implementation of corrective and preventive action plans.

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

Yes, employees and workers have access to non-occupational medical and healthcare services. Tanla any provides medical support beyond work-related health issues, which may include regular health check-ups, access to medical consultations, wellness programs, and health awareness initiatives as part of our employee well-being efforts.

- We provide healthcare benefits that cover medical services (e.g., general health insurance, wellness programs, mental health support, etc.).
- We provide occupational and non-occupational healthcare (i.e., injuries or illnesses)

11. Details of safety related incidents.^[GRI 403-9]

Safety Incident/Number	Category	FY25	FY24
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 workplace.^[GRI 416-1, 416-2]

At Tanla, we are committed to fostering a safe, healthy, and inclusive work environment that supports the well-being of all our employees. Our approach is holistic, embedding safety and health into the core of our workplace culture through the following key measures:

1. Well-Defined Safety Policies: We have implemented robust health and safety policies covering emergency protocols, incident reporting, and hazard mitigation. These are communicated effectively and are accessible to all employees.

2. Employee Wellness Initiatives: Tanla promotes holistic wellness through mental health support, stress management sessions, and healthy lifestyle programs aimed at improving the overall physical and emotional well-being of the teams.

3. Periodic Risk Assessments: We undertake structured risk assessments to identify potential safety hazards and implement controls to mitigate them, ensuring a proactive safety posture.

4. Clean and Hygienic Work Environment: A clean and organized workspace is maintained through defined housekeeping protocols, waste disposal systems, and sanitation measures across all locations.

5. Workplace Audits & Safety Inspections: We conduct inspections to monitor compliance with statutory safety norms and continuously improve our safety standards.

6. Employee Feedback & Reporting Channels: Employees are encouraged to voice safety-related concerns through dedicated communication channels, including suggestion mechanisms and safety committees, ensuring transparency without fear of retaliation.

Through these integrated efforts, Tanla ensures compliance with regulatory requirements while cultivating a safe, empowered, and resilient workforce.

13. Number of complaints on the following made by employees and workers ^[GRI 2-25].

	FY25			FY24		
	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	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

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	0%
Working conditions	0%

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

There were no safety-related incidents recorded during the reporting period. As a proactive measure, we continue to strengthen our OHS framework through regular risk assessments, awareness programs, and preventive protocols. Periodic safety audits are conducted to identify potential hazards and enhance readiness. While no significant risks or concerns were observed, we remain committed to continuous improvement in workplace safety and well-being through training, infrastructure enhancements, and stakeholder engagement.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

(A) Employees – Yes

(B) Workers – Not Applicable

Tanla provides employee benefits as part of its comprehensive welfare programs for all eligible employees. This ensures financial protection for their families in the event of an untimely death and reflects our commitment to employee welfare. Coverage may vary based on role and policy guidelines and has been managed through insurance providers to ensure smooth administration.

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

At Tanla compliance with statutory obligations by our value chain partners is a key component of our responsible business practices. To ensure that all statutory dues are properly deducted and deposited by vendors and service providers, we have adopted the following measures:

- 1. Vendor Onboarding Due Diligence:** All value chain partners undergo a rigorous onboarding process, which includes verification of statutory registrations such as GST, PAN, PF, and ESI (where applicable). Only partners with valid and active compliance credentials are engaged.
- 2. Contractual Safeguards:** Our standard agreements with vendors include explicit clauses mandating compliance with all applicable statutory laws, including timely deduction and remittance of taxes and social security contributions.
- 3. Documentation & Verification:** Vendors are required to submit relevant challans, returns, and proof of deposit of statutory dues (e.g., TDS, GST) as part of their invoicing and payment process. These documents are verified by our finance and compliance teams before processing payments.
- 4. Periodic Reviews:** Regular compliance reviews and audits are undertaken for critical vendors, especially those providing manpower or outsourced services, to ensure adherence to legal requirements.

Through these structured checks, contractual controls, and review mechanisms, Tanla ensures that its value chain operates in alignment with legal and ethical standards.

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: ^[GRI 403-9, 403-10]

	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	
	FY25	FY24	FY25	FY24
Employees	-	-	-	-
Workers	-	-	-	-

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

At present, Tanla does not have formal transition assistance programs in place for retirement or separation. However, we ensure that all statutory dues and final settlements are processed in accordance with applicable laws. Employees exiting are supported through a structured handover and exit process, and reference letters are provided upon request.

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	It is a part of Supplier Code of Conduct document which is deemed to be complied & agreed by all vendors. 80% of the value chain partners have given the undertaking
Working conditions	

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.

Corrective actions were not undertaken, since there were no significant risks/concerns observed.

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



Essential Indicators

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

During the year, identified key stakeholder groups critical to its business, including employees, customers, shareholders, vendors, regulatory authorities, and partners. Engagement with these stakeholders was undertaken through structured mechanisms such as employee connect sessions, customer feedback forums, investor interactions, and vendor assessments.

The insights from these engagements informed strategic decisions and operational focus areas, ensuring alignment with stakeholder expectations. This approach reflects Tanla's commitment to stakeholder-centric and sustainable value creation.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group [GRI 2-29, GRI 407-1].

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government & Regulatory Authorities	No	Newspaper, website and other	Periodical as and when required	<ul style="list-style-type: none"> Taxes and charges Timely disclosures Compliance with laws and regulations Policy advocacy Submit regular statutory reports and returns
NGOs & Local Community	No	<ul style="list-style-type: none"> Community outreach programs Engagement through local NGOs In-person meetings. Monitoring personnel visits. Email, SMS, telephonic calls 	Annually/ On-going/need based	<ul style="list-style-type: none"> For CSR related activities business activity related engagement. Engagement and involvement in decision making Investment in local communities Education and Health Infrastructure development in surrounding areas.
Academia	No	<ul style="list-style-type: none"> Email, in-person meetings SMS, telephinc calls 	Periodical as and when required	Engagement for discussions on regulations, etc

Employees	No	<ul style="list-style-type: none"> • Awareness training • Performance appraisals • Grievance redressal mechanism • Email communication/newsletters • Employee portals • Surveys and Feedback Forms • One-to-one counselling 	Annually/ On-going/need based	<ul style="list-style-type: none"> • Occupational health and safety • Rewards and recognition • Personal development and growth • Empowering work environment • Diversity at the workplace (gender, ethnicity and differently abled) • Training and capacity building • Code of Conduct and corporate policies • Career planning and development • Market-based compensation, benefits and amenities • Employee welfare programs
Investors	No	<ul style="list-style-type: none"> • Email advisories, newspaper, website, • Intimation to stock exchanges • In-person meetings 	<ul style="list-style-type: none"> • Quarterly: Financial statements in IndAS; Earnings call; Exchange notifications; Press conferences • Continuous: Investors page on the website • Annual: AGM; Annual Report 	<ul style="list-style-type: none"> • Financial results, • Event driven and • Business updates of the company
Shareholders	No	<ul style="list-style-type: none"> • Company website • One-on-one meeting • Annual General Meeting • Investor/Analyst meet • Quarterly results • Disclosures and updates through Stock Exchange • Press Releases and Public Announcements 	Annually/ Quarterly and Event driven	<ul style="list-style-type: none"> • Financial & Operational performance • Future approach and projects • Disclosures in the public domain • Uphold Corporate Governance standards • Ethics and compliance • Economic Performance • Address shareholder queries and grievances
Customers	No	<ul style="list-style-type: none"> • Project-related calls and meetings; • Project management reviews; • Relationship meetings and reviews; • Executive meetings and briefings; • Customer visits; • Responses to Request for Information (RFIs) and Request for Proposal (RFPs); • Sponsored events; mailers; • Newsletters; brochures 	<ul style="list-style-type: none"> • Continuous: website; social media • Half-yearly: Customer satisfaction surveys • Annual: Customer summits; Executive customer surveys; 	<ul style="list-style-type: none"> • Understanding client, industry and business challenges • Identifying opportunities to improve our service and products • Deciding on investments and capabilities required to fulfil demand • Understanding client's data privacy and security requirements • Complaint resolution
Suppliers	Yes	<ul style="list-style-type: none"> • Email, SMS, Telephonic calls, • ERP tools 	Periodical as and when required	<ul style="list-style-type: none"> • Obtaining quotes for services and supply, • Entering into contract, • Helping in onboarding, etc.

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board ^[GRI 2-12].

Consultation with stakeholders on economic, environmental, and social topics is an integral part of Tanla's governance and sustainability approach. While direct consultations are led by senior functional leaders, the feedback and insights gathered are formally communicated to the Board through periodic ESG updates, CSR Committee meetings, and

strategic review sessions. Material concerns, stakeholder expectations, and emerging risks identified through these engagements are escalated to the Board for consideration in policy formulation and strategic decision-making.

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 input received from stakeholders on these topics were incorporated into policies and activities of the entity.

Tanla uses stakeholder consultations to inform its environmental and social agenda. For example, employee feedback on well-being led to the enhancement of ergonomic infrastructure and the rollout of mental health support initiatives. Customer inputs around data protection and digital trust influenced platform security measures and data privacy practices. Such inputs have been incorporated into both internal operational protocols and external-facing commitments under Tanla's ESG roadmap.

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

Through its CSR arm, Tanla Foundation, the Company engages with marginalized communities to address their specific needs. Programs include digital education and skill development for underserved and access to technology infrastructure for disadvantaged. These initiatives are designed in collaboration with implementation partners based on ground-level feedback and are reviewed regularly to ensure they are impactful, inclusive, and aligned with Schedule VII of the Companies Act.

Principle 5: Businesses should respect and promote human rights



Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity: ^[GRI 410-1]

Category	FY25			FY24		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	992	863	87%	993	839	84.5%
Other than permanent	40	0	0%	21	0	0%
Total employees	1032	863	84%	1014	839	82.7%
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
Total workers	-	-	-	-	-	-

2. Details of minimum wages paid to employees and workers, in the following format ^[GRI 405-2, GRI 202-1]

Category	FY25					FY24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	791	-	-	791	100%	780	-	-	780	100%
Female	201	-	-	201	100%	213	-	-	213	100%
Total	992	-	-	992	100%	993	-	-	993	100%

Other than Permanent										
Male	29	-	-	29	100%	16	-	-	16	100%
Female	11	-	-	11	100%	5	-	-	5	100%
Total	40	-	-	40	100%	21	-	-	21	100%
Workers										
Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-

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

a. Median Remuneration/wages: ^[GRI 2-19, GRI 2-21, GRI 405-2]

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	6	20,50,000	1	6,00,000
Key Managerial Personnel	3	2,65,58,220	1	1,41,06,938
Employees other than BoD and KMP	788	14,62,500	200	11,06,479
Workers	0	-	0	-

Note: BoD and KMP has been considered for Tanla Platforms Limited only.

b. Gross wages paid to females as % of total wages paid by the entity

	FY25	FY24
Gross wages paid to womens as % of total wages	14%	15.62%

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) ^[GRI 2-13]

At Tanla the Chief Human Resources Officer (CHRO) is the designated focal point for addressing human rights-related issues. The CHRO is responsible for ensuring adherence to ethical workplace practices, promoting diversity and inclusion, and addressing any concerns related to discrimination, harassment, or unfair treatment. This responsibility is supported by clearly defined internal policies and reporting mechanisms that enable timely resolution of human rights concerns across the organization.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues. ^[GRI 2-25]

We are committed to maintaining a safe, respectful, and transparent work environment. To support this, we have implemented a confidential grievance mechanism overseen directly by the General Counsel, enabling employees to raise concerns or report potential human rights violations without fear of retaliation. The identity of individuals raising concerns is protected at all times.

6. Number of Complaints on the following made by employees and workers: ^[GRI 406-1]

	FY25			FY24		
	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	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour ^[GRI 408-1]	0	0	-	0	0	-
Forced Labour/ Involuntary Labour ^[GRI 409-1]	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:

	FY25	FY24
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/workers	0	0
Complaints on POSH upheld	0	0

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases. ^[GRI 2-25]

Tanla is committed to creating a workplace environment where individuals can report discrimination or harassment without fear of retaliation. To ensure this:

- All complaints are handled with strict confidentiality and impartiality.
- The identity of the complainant is protected throughout the grievance redressal process.
- The Whistleblower Policy and POSH Policy explicitly prohibit any form of retaliation against complainants or witnesses.
- Any retaliatory behavior is treated as a separate violation and is subject to disciplinary action.
- Employees have the right to escalate unresolved or sensitive concerns directly to the General Council via speakup@tanla.com, ensuring independent oversight and fair treatment.

These safeguards are built into Tanla's grievance mechanisms to protect the dignity, safety, and rights of all individuals.

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

Yes, Tanla includes clauses related to ethical conduct, non-discrimination, labour law compliance, and adherence to human rights in its vendor and partner agreements. These contractual provisions require all business partners to comply with applicable laws and uphold fundamental human rights standards in their operations, reinforcing Tanla's commitment to responsible and sustainable business practices.

10. Assessments of the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced/involuntary labour	
Sexual harassment	Tanla internally monitors compliance with all relevant laws and policies pertaining to these issues at 100% of its offices. No incidents identified on self-assessment.
Discrimination at workplace	
Wages	
Others – please specify	

11. Details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 10 above. ^[GRI 2-27]

No significant risks or concerns were identified in the assessments conducted. Therefore, no corrective actions are currently required or underway.

We continue to monitor its operations and value chain to proactively address any emerging risk.

Leadership Indicators

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

No human rights-related grievances or complaints were reported during the reporting period. Consequently, there were no changes or modifications made to existing business processes in this context. However, The Company continues to remain firmly committed to upholding human rights and robust mechanisms in place to address any such concerns, should they arise in the future.

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

During the reporting period, Tanla continued to uphold its commitment to human rights by embedding relevant principles within its existing policies and operational practices. We maintain committed to respecting human rights by aligning its approach with the UN guiding Principles on Business and Human Rights (UNGP) and relevant regulations. Human rights considerations continue to be integrated into employee welfare practices, ethical sourcing, and stakeholder engagement processes, prepared to undertake a formal due diligence process as part of evolving ESG roadmap.

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?

Yes, all our office locations are accessible to differently abled individuals, in compliance with the Rights of Persons with Disabilities Act, 2016. We are committed to fostering an inclusive workplace that ensures equal opportunity and access to essential infrastructure and resources. Our facilities are thoughtfully designed to support accessibility and ease of mobility for all.

4. Details on assessment of value chain partners: ^[GRI 414-1]

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	
Discrimination at workplace	
Child Labour	100% (Human rights requirements are part of our business agreements and contracts as well as our vendor code of conduct. All our value chain partners are required to abide by that.)
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above. ^[GRI 414-2]

No significant risks or concerns were identified from the assessment of value chain partners. Accordingly, no corrective actions are currently required or underway.

To monitor its operations and stakeholder interactions to proactively address any potential issue.

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



Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity ^[GRI 302-1, GRI 302-2, GRI 302-3, GRI 302-4]

Parameter	FY25	FY24
From renewable sources		
Total electricity consumption (A)- (Giga Joules)	3.46	2.59
Total fuel consumption (B)	0	0
Energy	0	0
Total energy consumed from renewable sources (A+B+C)	3.46	2.59
From non-renewable sources		
Total electricity consumption (D)	5,095.45	4,775.05
Total fuel consumption (E)	1,475.78	2,704.04
Energy consumption through other sources (F)	-	-
Total energy consumed from non- renewable sources (D+E+F)	6,571.23	7,479.09
Total energy consumed (A+B+C+D+E+F)	6,574.69	7,481.68
Energy intensity per rupee of turnover (Total energy consumed in GJ/ Revenue from operations in ₹ in Cr)	1.63	1.90
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed in GJ/Revenue from operations adjusted for PPP in US\$ in Cr)	33.72	42.67
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note:

- SGS India Private Limited, an external agency has carried out independent assessment/evaluation.
- The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF – for India. For the years ended March 31, 2025, and March 31, 2024, it is 20.66 and 22.40, respectively

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.

Tanla does not have any sites or facilities identified as DCs under the PAT Scheme. This is because our operations are primarily digital and service-oriented, with minimal energy consumption, and do not fall under the energy-intensive sectors targeted by the PAT Scheme. Consequently, no targets have been set or achieved under this scheme.

3. Details of the following disclosures related to water: ^[GRI 303-3, GRI 303-5]

Parameter	FY25	FY24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	0.00	0.00
(iii) Third party water (Municipal water supplies)	8,059.40	6,690.16

(iv) Seawater/desalinated water	0.00	0.00
(v) Others (Rainwater storage)	0.00	0.00
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	8,059.40	6,690.16
Total volume of water consumption (in kiloliters)	8,059.40	6,690.16
Water intensity per rupee of turnover (Total water consumption / Revenue from operations in ₹ in Cr)	2.00	1.70
Water intensity per rupee of turnover adjusted for PPP (Total water consumption / Revenue from operations adjusted for PPP in US\$ in Cr)	41.34	38.15
Water intensity in terms of physical output	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note:

- SGS India Private Limited, an external agency has carried out independent assessment/evaluation.
- The water data and figures for fiscal year 2024 have been restated based on evaluation.
- The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF – for India. For the years ended March 31, 2025, and March 31, 2024, it is 20.66 and 22.40, respectively.

4. Provide the following details related to water discharged. [GRI 303-4]

Parameter	FY25	FY24
Water discharge by destination and level of treatment (in kilo liters)		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment		
Total water discharged (in kiloliters)		

Note: SGS India Private Limited, an external agency has carried out independent assessment/evaluation.

5. Has the entity implemented a mechanism for Zero Liquid Discharge (ZLD)? If yes, provide details of its coverage and implementation. [GRI 303-1, GRI 303-2]

Tanla Platforms has not implemented a Zero Liquid Discharge (ZLD) system, as our operations are primarily digital and office-based, involving minimal water usage and no generation of industrial liquid effluents. While ZLD systems are typically relevant to manufacturing or process-intensive industries, we continue to uphold responsible water management practices by regularly monitoring consumption, maximizing reuse through STPs, and promoting conservation across all our facilities.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format: ^[GRI 305-7]

Parameter	Unit	FY25	FY24
NOx			
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)		Not Applicable	
Volatile organic Compounds (VOC)			
Hazardous air pollutants (HAP)			
Others			

Note: SGS India Private Limited, an external agency has carried out independent assessment/evaluation.

7. Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity: ^[GRI 305-1, GRI 305-2, GRI 305-4]

Parameter	Unit	FY25	FY24
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)	tCO ₂ e	102.52	193.94
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)	tCO ₂ e	1029.00	949.70
Total Scope 1 and Scope 2 emissions	tCO ₂ e	1131.52	1143.65
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations ₹ in Cr)	tCO ₂ e/₹ in Cr	0.28	0.29
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for PPP (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP US\$ in Cr)	tCO ₂ e/US\$ in Cr	5.80	6.52
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	-	-	-

Note:

- SGS India Private Limited, an external agency has carried out independent assessment/evaluation.
- The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF – for India. For the years ended March 31, 2025, and March 31, 2024, it is 20.66 and 22.40, respectively.

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

^[GRI 305-5]

Tanla is committed to reducing its environmental footprints as part of its broader ESG roadmap. However, we remain committed to environmental sustainability and are actively exploring energy-efficient practices and opportunities to transition to green energy sources as part of our broader ESG roadmap. Our ongoing initiatives in responsible e-waste management, digital-first operations, and resource efficiency indirectly contribute to reducing our overall environmental footprint.

9. Details related to waste management by the entity: ^[GRI 306-1, GRI 306-3, GRI 306-4, GRI 306-5]

Parameter	FY25	FY24
Total waste generated (in metric tons)		
Plastic waste (A)	0.08	0.15
E-waste (B)	0.25	0.45

Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0.04	0.04
Other Non-hazardous waste generated (H). Please specify if any. (Break-up by composition i.e. by materials relevant to the sector)	14.06	13.55
Total (A+B+C+D+E+F+G+H)	14.42	14.18
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations ₹ in Cr)	0.004	0.004
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP US\$ in Cr)	0.074	0.081
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	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes)		
Category of waste	-	-
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

Note:

- SGS India Private Limited, an external agency has carried out independent assessment/evaluation.
- All the wastes have been disposed of to the local municipal authorities, e-waste with respect to last year have been disposed off by authorised dealers.
- The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF - for India. For the years ended March 31, 2025, and March 31, 2024, it is 20.66 and 22.40, respectively.

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 waste.

In FY25, we reaffirmed our commitment to environmental sustainability by strengthening our e-waste management practices through a well-defined and comprehensive policy framework. Recognizing the environmental impact of electronic waste, we continued to ensure the safe disposal and recycling of e-waste exclusively through authorized and certified recyclers.

Our approach focuses on minimizing environmental harm, conserving natural resources, and reducing the volume of waste sent to landfills. By promoting energy conservation and pollution prevention, our e-waste policy supports broader climate goals and advances our journey toward a circular economy. Employees are actively encouraged to adhere to responsible disposal practices, reinforcing our culture of sustainability across the organization.

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: ^[GRI 304-1]

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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NA

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
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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:

S. No.	Specify the law/regulation/guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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NA

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): ^[GRI 303-1, GRI 303-3, GRI 303-4]

Not Applicable

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

(i) Name of the area: NA

(ii) Nature of operations: NA

(iii) Water withdrawal, consumption and discharge in the following format: NA

2. Please provide details of total Scope 3 emissions & its intensity, in the following format ^{[GRI 305-3, GRI 305-4].}

Parameter	Unit	FY25	FY24
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	985.93	1,876.00
Total Scope 3 emissions per rupee of turnover	tCO ₂ e/ ₹ in Cr	0.24	0.48

Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity

Note: SGS India Private Limited, an external agency has carried out independent assessment/evaluation.

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. ^[GRI 304-2]

Tanla Company's core operations are primarily digital and service-based, with no manufacturing or extractive activities. As such, Tanla not have a direct physical presence in ecologically sensitive areas and hence no significant direct impact on biodiversity has been identified.

Indirect impacts, if any, are minimal and may relate to energy consumption, electronic waste generation, and supply chain practices. To mitigate these, Tanla has implemented a robust policies, encourages green procurement, and is progressively

moving towards carbon neutrality.

We remain committed to environmental stewardship and continually assess our operations and value chain for any potential ecological impact. Preventive measures are embedded in our ESG framework to ensure responsible operations across all geographies.

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:

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Not Applicable			

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

Yes, Tanla has a robust Business Continuity Plan (BCP) and Disaster Management Plan (DMP) in place, which were further enhanced in FY25 to strengthen operational resilience. The BCP is designed to ensure uninterrupted delivery of critical services, even in the face of major disruptions. It identifies essential processes, evaluates potential risks, and outlines steps for incident response, recovery, and restoration. Our infrastructure allows for seamless continuity by leveraging unaffected offices, data centers, and recovery sites.

The DMP includes detailed sub-plans such as IT disaster recovery, succession planning, data backup, and emergency media management. Response teams are activated through a defined escalation matrix, ensuring rapid containment and resolution of any incident. These plans are tested annually, updated as needed, and serve as the foundation of our risk mitigation framework.

6. Disclose any significant adverse impact on the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard. ^[GRI 308-2]

Tanla is committed to environmental sustainability and has implemented several initiatives to mitigate adverse environmental impacts.

Our sustainability approach is guided by the principles of responsible resource use, emissions reduction, and circular economy practices. In FY25, we continued to embed environmental considerations across our operations and value chain.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. ^[GRI 308-1]

In FY25, Tanla has not conducted a formal environmental impact assessment of its value chain partners based on business value. While we engage with partners who comply with applicable environmental and regulatory standards, a structured assessment framework aligned with GRI 308-1 is yet to be implemented. We recognize the importance of evaluating environmental risks across our supply chain and are working towards integrating environmental criteria into our vendor selection and review processes in the coming years.

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

By the listed entity	Nil
By the top ten (in terms of value of purchases and sales, respectively) value chain partners	

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



1.a. Number of affiliations with trade and industry chambers/associations. ^[GRI 2-28]

One

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 with.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	The Federation of Telangana Chambers of Commerce and Industry	State

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities ^[GRI 206-1]

Name of authority	Brief of the case	Corrective action taken
NA	No case to report	NA

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/ Quarterly/ Others – please specify)	Web Link, if available
Not Applicable					

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development**Essential Indicators****1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year** ^[GRI 413-1].

Not Applicable, Tanla does not require to conduct social impact assessment.

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

Not Applicable

3. Describe the mechanisms to receive and redress grievances of the community: ^[GRI 2-25]

Tanla has a structured grievance redressal framework in place to address concerns arising from its community engagement and CSR initiatives. For each project, implementation and effective execution is ensured by monitoring, and timely follow-up on any community-related issues.

Regular interactions are maintained with community representatives, beneficiaries, and local stakeholders to ensure transparency and open communication. Although no grievances were reported during the reporting period, this proactive framework enables continuous feedback collection and allows the Company to respond promptly to any concerns that may arise.

This approach reinforces Tanla's commitment to responsible social engagement, trust-building, and accountability.

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

Parameter	FY25	FY24
Directly sourced from MSMEs/small producers	1.99%	2.06%
Directly from within India	71.47%	82.84%

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	FY25	FY24
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	-	-

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

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

Not Applicable

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

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

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

No

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

Not applicable

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

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 :

Not applicable

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

Not applicable

6. Details of beneficiaries of CSR Projects:^[GRI 413-1]

S. No.	CSR Projects	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	PILLARS (Project for Improvement of Learning Levels through Academic & Other Support in Rural Schools)	408	46%
2	Scholarship of IIT-M Computer Science students	15	40%

3	Sankranti Utsavam	842	29%
4	SHIELD 2025	1940	20%
5	Cyberabad Traffic Pulse	14480	42%
6	Sponsorship of education of students from low-income groups	2	100%

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



Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback. [GRI 2-25, GRI 2-29]

We have a well-structured system to receive, monitor, and respond to consumer complaints regarding the delivery of our services. The various modes for communication of complaints include emails, telephone calls, WhatsApp messages, CSAT and NPS surveys.

In line with our dedication to open and responsible practices, we disclose our dealings with government and law enforcement agencies regarding inquiries for customer data. During the previous fiscal year, we were approached with 69 requests for such information. Our approach is to prioritize both our legal responsibilities and the confidentiality of our customers. Each inquiry is meticulously evaluated to confirm its adherence to legal standards and our internal guidelines. As a result, 50% of these requests led to the disclosure of information. We continue to work diligently to balance the privacy rights of our customers with legal and regulatory.

Additional Mechanisms and Processes

- Introduced priority support for selected top customers to deliver faster resolution and better customer engagement.
- The dedicated Technical Account Manager (TAM) and Customer Success (CS) team are responsible for handling grievances and concerns, ensuring swift resolution and continuous improvement in customer satisfaction. Top customers are assigned dedicated SPOCs from TAM and CS team
- Quarterly Business Review Sessions by TAM team are organized with our customers to gather valuable feedback, identify challenges, and address customer needs promptly.
- Proactive customer communications help in setting the right expectations and winning the confidence of the customer.
- Our effective ticketing mechanism helps in tracking all customer issues leading to timely and effective responses.
- Regular updates and transparent communication with consumers about the status and resolution of their complaints.

2. Turnover of products and/services as a percentage of turnover from all products/service that carry information about: [GRI 417-1]

	As the percentage of total turnover
Environmental and Social parameters relevant to the product	<p>100%</p> <p>Tanla's core offerings are digital platforms and CPaaS services that inherently support dematerialization, reducing environmental impact by replacing traditional communication modes (e.g., paper invoices, physical mail).</p> <p>While revenue is not currently categorized under an ESG-specific label, 100% of Tanla's services support digital transformation for clients, which contributes positively to social and environmental outcomes such as accessibility, scalability, and energy efficiency.</p> <p>The ESG team reviews these attributes as part of product and platform evaluations; however, a monetary segmentation by ESG parameters is not yet applied.</p>

Safe and responsible usage	100% Tanla embeds data privacy, cybersecurity, and regulatory compliance as foundational elements in all products and services. Features such as secure message routing, consent-based communication, and ethical AI governance are standard across platforms. As these safeguards are built into every solution, 100% of Tanla's turnover is derived from offerings that promote safe and responsible usage. While not monetized separately, this remains a core attribute of our service delivery model.
Recycling and / or safe disposal	0% As a technology-first, platform-based company with minimal physical product output, Tanla has negligible involvement in material recycling or disposal processes. However, we adhere to prescribed e-waste management guidelines for its IT assets, ensuring responsible disposal through certified recyclers. Since this is not a revenue-generating activity, 0% of turnover is attributable to recycling and/or safe disposal.

3. Number of consumer complaints in respect of the following: ^[GRI 417-3]

	FY25			FY24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive trade practices	0	0	NA	0	0	NA
Unfair trade practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

4. Details of instances of product recalls on account of safety issues: ^[GRI 416-2]

Not applicable

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. ^[GRI 2-23]

Yes, we prioritize information security. Our internal policies and practices reflect a strong commitment to protecting information assets, ensuring confidentiality, and maintaining the integrity of our business operations, applications, data, and processes.

We follow multiple security and compliance frameworks based on the sector, geography and industry such as Information Security Management System (ISMS) framework, Privacy framework, Enterprise Risk Management (ERM) approach to identify, assess, and mitigate cybersecurity and data privacy risks. Our ISMS ensures continuous improvement through established security practices and procedures, while our ERM framework helps us proactively address risk exposures.

We are complaint with ISO 27001, ISO 20000, ISO 31000, CMMi L3, ISO 9001, ISO 22301, GDPR, DPDPA.

This policy applies to all employees and users of our information processing facilities. The CEO and senior management are responsible for overseeing the policy and ensuring its effective communication and implementation across the organization. Find the detailed privacy policy here: <https://www.tanla.com/privacy-policy>

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

Not applicable

7. Provide the following information relating to data breaches: ^[GRI 418-1]

- a. Number of instances of data breaches – 0
- b. Percentage of data breaches involving personally identifiable information of customers – 0
- c. Impact, if any, of the data breaches – NA

Leadership Indicators**1. Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).** ^[GRI 2-6]

Refer to <http://www.tanla.com/>

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

^[GRI 417, GRI 3-3]

Enterprise customers are informed and educated about the safe and responsible usage of services through structured onboarding processes. This includes clear communication of regulatory compliance requirements, consent management protocols, and platform-specific safeguards. These measures ensure that clients are equipped with the necessary understanding to operate within defined ethical, legal, and security standards, enabling responsible and compliant usage from the outset.

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

Customers are proactively informed of any potential risk of disruption or discontinuation of essential services at the earliest stage. Communications are made through predefined processes as part of client engagement protocols, ensuring that customers are aware and prepared to manage any potential service impact.

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) ^[GRI 417-1]

All product and service-related information is comprehensively captured through formal legal agreements executed with each customer, in line with applicable regulatory requirements.

In addition, the entity conducts bi-annual NPS survey to assess customer satisfaction across major services and key operational touchpoints. These surveys help gather structured feedback and inform ongoing improvements in service delivery and customer experience.

INDEPENDENT ASSURANCE STATEMENT

Independent Assurance Statement to Tanla Platforms Limited on its BRSR Report for the FY25

The Board of Directors,
Tanla Platforms Limited,
Madhapur, 16, Hitech City Rd,
Hyderabad, Telangana 500081

Nature of the Assurance

SGS India Private Limited (hereinafter referred to as 'SGS India') was engaged by Tanla Platforms Limited (the 'Company' or 'Tanla') to conduct an independent assurance of the Company's Business Responsibility and Sustainability Reporting (BRSR) (the 'Report') pertaining to the reporting period of April 1, 2024, to March 31, 2025. SGS India has conducted a Limited level of Assurance for BRSR core parameters. This assurance engagement was conducted in accordance with "International Standard on Assurance Engagements (ISAE) 3000 (Revised) and ISAE 3410.

Reporting Framework

The Report has been prepared following the

1. BRSR Core-Framework for assurance and ESG disclosures for value chain (SEBI vide Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122) dated July 12, 2023
2. BRSR reporting guidelines (Annexure II) as per SEBI Circular No. SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated May 10, 2021, and incorporated Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023 and as amended time to time.
3. Greenhouse Gas Protocol standard
4. Industry Standards on Reporting of BRSR Core (SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177) dated December 20, 2024

Intended Users of this Assurance Statement

This Assurance Statement is provided with the intention of informing all Tanla Platforms Limited's Stakeholders.

Responsibilities

The information in the report and its presentation are the responsibility of the management of the Company. SGS India has not been involved in the preparation of any of the material included in the report.

Our responsibility is to express an opinion on the text, data, and statements within the defined scope of assurance, aiming to inform the management of the Company, and in alignment with the agreed terms of reference. We do not accept or assume any responsibility beyond this specific scope. The Statement shall not be used for interpreting the overall performance of the Company, except for the aspects explicitly mentioned within the scope.

Assurance Standard

SGS has conducted a Limited level of Assurance for the BRSR core parameters under 9 ESG Attributes. This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3000(revised) and ISAE 3410 (Assurance Engagements other than Audits or Reviews of Historical Financial Information). The procedures performed in a limited assurance engagement are designed to support expectations regarding the direction of trends, relationships and ratios rather than to identify misstatements with the level of precision expected in a reasonable assurance engagement.

Statement of Independence and Competence

The SGS Group of companies is the world leader in inspection, testing and assurance, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS India affirms independence from the Tanla Platforms Limited, being free from bias and conflicts of interest with the organization and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and

comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance.

Scope of Assurance

The assurance process involved assessing the quality, accuracy, and reliability of BRSR Indicators (KPIs) within the report for the period April 1, 2024, to March 31, 2025. The reporting scope and boundaries include Tanla Platforms Limited's 7 offices spread across the different states of India.

Assurance Methodology

The assurance comprised a combination of desktop review, interaction with the key personnel engaged in the process of developing the report, on-site visits, and remote verification of data. Specifically, SGS India undertook the following activities:

- Assessment of the suitability of the applicable criteria in terms of its comprehensiveness, reliability, and accuracy.
- Interaction with key personnel responsible for collecting, consolidating, and calculating the BRSR core KPIs, BRSR non-core indicators and assessing the internal control mechanisms in place to ensure data quality.
- Application of analytical procedures and verification of documents on a sample basis for the compilation and reporting of the KPIs.
- Assessing the aggregation process of data at the Head Office level.
- Critical review of the report regarding the plausibility and consistency of qualitative and quantitative information related to the KPIs.

Limitations

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope.
- Data review outside the operational sites as mentioned in the reporting boundary.
- Validation of any data and information other than those presented in "Findings and Conclusion."
- The assurance engagement considers an uncertainty of $\pm 5\%$ based on the materiality threshold for Assumption/estimation/measurement errors and omissions.
- The Company's statements that describe the expression of opinion, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Strategy and other related linkages expressed in the Report.
- Mapping of the Report with reporting frameworks other than those mentioned in the Reporting Criteria above.

SGS India verified data on a sample basis; the responsibility for the authenticity of the data entirely lies with the Company. The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions. SGS India has not been involved in the evaluation or assessment of any financial data/performance of the company. Our opinion on financial indicators is based on the third-party audited financial reports of the Company. SGS India does not take any responsibility for the financial data reported in the audited financial reports of the Company.

Findings and Conclusions

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the data reported (as per Annexure A) in the BRSR report are not prepared, in all material respects, in accordance with the reporting criteria.

For and on behalf of SGS India Private Limited

Ashwini K. Mavinkurve,
Technical reviewer
Head – ESG & Sustainability Services, SGS India
Pune, India
June 24, 2025

Abhijit M. Joshi
Lead Verifier – ESG & Sustainability Services, SGS India
Pune, India
Team Members: Blessy Sen

Annexure A

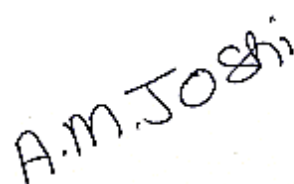
The list of BRSR Core Indicators that were verified within this assurance engagement is given below:

BRSR Core Attributes	BRSR Core Indicators
Greenhouse gas (GHG) footprint	<ul style="list-style-type: none"> Total Scope 1 emissions Total Scope 2 emissions GHG Emission Intensity (Scope 1 +2)
Water footprint	<ul style="list-style-type: none"> Total water Extraction Total water consumption Water consumption intensity Water Discharge by destination and levels of Treatment
Energy footprint	<ul style="list-style-type: none"> Total energy consumed % of energy consumed from renewable sources Energy intensity
Embracing circularity	<ul style="list-style-type: none"> Plastic waste E-waste Bio-Medical Waste Construction and Demolition waste Battery waste Radioactive Waste Other hazardous waste Other non-hazardous waste Total waste generated Waste intensity Total waste recovered through recycling, re-using or other recovery operations Total waste disposed by nature of disposal method
Employee well-being and safety	<ul style="list-style-type: none"> Spending on measures towards well-being of employees as a % of total revenue from operations of the Company Details of safety related incidents for employee
Enabling gender diversity in business	<ul style="list-style-type: none"> Gross wages paid to females as % of total wages paid Complaints on POSH
Enabling inclusive development	<ul style="list-style-type: none"> Input material sourced from MSMEs/ small producers as % of total purchases directly sourced from MSMEs/ small producers and directly from within India Job creation in smaller towns - Wages paid to persons employed in smaller towns as % of total wage cost
Fairness in engaging with customers and suppliers	<ul style="list-style-type: none"> 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
Openness of business	<ul style="list-style-type: none"> Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties



Ashwini K. Mavinkurve,
Head – ESG & Sustainability Services,
SGS India Pune, India

30th June, 2025



Abhijit Joshi
Lead Verifier – ESG &
Sustainability Services, SGS India
Pune, India