



Ref. No.: TTL/COSEC/SE/2025-26/21

May 28, 2025

BSE Limited

Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai- 400001, India.

Scrip Code: 544028

National Stock Exchange of India Limited

Exchange Plaza, C-1, Block G,
Bandra Kurla Complex, Bandra (E),
Mumbai – 400 051, India.

Trading symbol: TATATECH

Dear Sir / Madam,

Subject: Business Responsibility and Sustainability Reporting

Pursuant to Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report ('BRSR') for Financial Year 2024-25, along with an Independent Practitioners' Reasonable Assurance Report on the sustainability disclosures in the BRSR Core Format ('Statement'), provided by KPMG Assurance and Consulting Services LLP. The BRSR and Statement both form an integral part of the Annual Report of the Company for the Financial Year 2024-25.

This is for your information and records.

For **Tata Technologies Limited**

Vikrant Gandhe
Company Secretary and Compliance Officer

Encl: as above

TATA TECHNOLOGIES
Tata Technologies Limited

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

During the year, your Company continued to contribute to various initiatives that promote equitable access to opportunities, enhance employability and support environmental stewardship. These efforts are designed to meet compliance requirements and make a genuine difference in the communities where your Company operates.

For more details, please refer to page number 82 of this Annual Report

Internal control systems and their adequacy

Your Company has a robust internal control mechanism in place commensurate with the size and nature of its business. The internal control systems comprising policies and procedures are designed to ensure that operations are efficiently managed and aligned with the strategic objectives of your Company and address various aspects of governance, compliance, audit, control and reporting. The internal controls are responsible for complying with the regulatory requirements, preventing fraud and errors, safeguarding your Company's assets and finances, and preserving the accuracy and reliability of financial transactions and reporting. Your Company maintains an adequate internal control system, which provides, among other things, reasonable assurance of recording the transactions of its operations in all material

aspects and of providing protection against significant misuse or loss of Company's assets. Your Company's internal audit committee periodically reviews the adequacy of the internal control systems. Key observations and recommendations are communicated to the management, who takes appropriate corrective measures as deemed fit to maintain the efficiency and effectiveness of the internal controls.

Cautionary statement

The Management Discussion and Analysis may contain some statements describing your Company's objectives, plans, projections, outlook, estimates, expectations and others which may constitute 'forward-looking statements' within the meaning of applicable securities laws and regulations and are based on informed judgments and estimates. Actual results may differ materially from those expressed or implied due to external and internal factors beyond your Company's control. Your Company does not undertake any obligation to publicly amend, modify or revise these forward-looking statements based on subsequent developments, information or events.

Business Responsibility & Sustainability Report



SECTION A: GENERAL DISCLOSURES

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

I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Company	L72200PN1994PLC013313
2.	Name of the Company	TATA Technologies Limited
3.	Year of Incorporation	1994
4.	Registered Office Address	Plot No. 25, Rajiv Gandhi Infotech Park, Hinjawadi, Pune, 411057
5.	Corporate Address	411057
6.	Email Address	investor@tatatechnologies.com
7.	Telephone	+91 20 66529299
8.	Website	http://www.tatatechnologies.com
9.	Financial Year Reported	2024-25
10.	Name of the Stock Exchanges where shares are listed	BSE Limited National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 81,13,37,060
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Sujit Dixit (Global Head Internal Audit and Sustainability) Email address: sujit.dixit@tatatechnologies.com Telephone: +91 20 66529080
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The report is prepared on a consolidated basis. The Business Responsibility and Sustainability Reporting (BRSR) is in conformance with the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. The information/data measurement techniques used, and the basis of calculations and estimates have been mentioned in the relevant sections of this report. The scope of this BRSR excludes an associate company - BMW Tech Works India Private Limited, which we believe is not material, both qualitatively and quantitatively for the preparation of this BRSR. There are certain restatements in this report for the comparative year due to change in approach, methodology, re-computation of certain attributes and enhancement of boundary to align with consolidated reporting boundary. The effects and reasons have been included under the respective sections of this report. Restatements have been done on the following attributes - energy consumption, Scope 1 and Scope 2 GHG

	emissions, water consumption, water discharge, waste generation, waste disposal, PPP adjusted intensities for environmental attributes, POSH, concentration of purchases and sales; and input materials from MSME/ small producers. These restatements would enable consistency and comparability of information for the current year and the previous year.
14. Name of assurance provider	KPMG Assurance and Consulting Services LLP, Mumbai
15. Type of assurance obtained	Reasonable assurance has been provided on BRSR Core indicators.

II. Products/Services

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

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

Tata Technologies provides design, consulting ,education and digital product services using computer and software to the manufacturing sector, government departments and leading companies globally.

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

Sl. No.	Product/Service	NIC Code	% of total turnover contributed
1.	Other information technology and computer service activities n.e.c	62099	100.0

Tata Technologies provides design, consulting ,education and digital product services using computer and software to the manufacturing sector, government departments and leading companies globally.

III. Operations

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

Location	Number of plants	Number of offices*	Total
National	NA	13	13
International	NA	15	15

*National locations include delivery centres and offices

*International offices include entities and branch offices excluding India

19. Markets served by the Company

a. Number of locations

Locations	Number
National (No. of States)	5
International (No. of Countries)	14

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

31.4%

c. Types of customers

Tata Technologies serves globally reputed customers across multiple industry verticals including the automotive industry, industrial heavy machinery, aerospace and defence in manufacturing sector. Additionally in India, it also serves various State governments and education institutes in area of education.

IV. Employees

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	11,921	10,027	84.1	1,894	15.9
2.	Other than Permanent (E)	717	572	79.8	145	20.2
3.	Total employees (D + E)	12,638	10,599	83.9	2,039	16.1
WORKERS						
4.	Permanent (F)	NA	NA	NA	NA	NA
5.	Other than Permanent (G)	NA	NA	NA	NA	NA
6.	Total workers (F + G)	NA	NA	NA	NA	NA

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

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	8	7	87.5	1	12.5
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	8	7	87.5	1	12.5
WORKERS						
4.	Permanent (F)	NA	NA	NA	NA	NA
5.	Other than Permanent (G)	NA	NA	NA	NA	NA
6.	Total workers (F + G)	NA	NA	NA	NA	NA

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

21. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	28.6
Key Management Personnel	3	1	33.3

- CEO & Managing Director is part of Board of Directors and KMP

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

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.4	16.9	16.6	17.5	14.8	17.2	24.6	23.5	24.5
Permanent Workers		NA			NA			NA	

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

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

Sl. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	Tata Motors Ltd.	Holding	53.3	No
2	TATA Technologies Pte Ltd.	Subsidiary	100.0	Yes
3	Tata Manufacturing Technologies Consulting (Shanghai) Limited	Subsidiary	100.0	Yes
4	Tata Technologies (Thailand) Limited	Subsidiary*	100.0	Yes
5	INCAT international Plc.	Subsidiary	100.0	Yes
6	Tata Technologies Europe Limited	Subsidiary	100.0	Yes
7	Tata Technologies Nordics AB	Subsidiary	100.0	Yes
8	Tata Technologies GmbH	Subsidiary	100.0	Yes
9	Tata Technologies Inc. (US)	Subsidiary	99.8	Yes
10	Tata Technologies de Mexico, S.A. de C.V	Subsidiary*	99.8	Yes
11	Cambric Limited, Bahamas	Subsidiary	99.8	Yes
12	Tata Technologies SRL, Romania	Subsidiary	99.8	Yes
13	BMW TechWorks India Pvt Ltd.	Associate	50.0	No

* Under liquidation.

VI. CSR Details

24. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes
 (ii) Turnover (in ₹): 3,024.5 crore
 (iii) Net worth (in ₹): 1,654.7 crore

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web link for grievance redressal policy)	FY 2024-25			FY 2023-24		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes, mechanism# in place.	0	0	None were filed in the year	0	0	-
Investors (other than shareholders)	NA	NA	NA	-	NA	NA	-
Shareholders	Yes, the shareholders can register their grievances at https://scores.sebi.gov.in/	33	0	-	467*	0	-
Employees and workers	Yes, mechanism in place but not publicly available**	14	2	-	21	2	Action taken and closed.
Customers	Yes, mechanism in place but not publicly available**	0	0	-	0	0	-
Value Chain Partners	No	0	0	-	0	0	-
Others	NA	NA	NA	NA	NA	NA	NA

#<https://www.tatatechnologies.com/in/contact-us/>

*In FY 2023-24, Tata Technologies listed in Oct-Nov, so the investor complaints were reported in Investor (other than shareholder). But post listing, all the investors have become shareholders. As a result, it is now being reported under Shareholder section

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

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

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Innovation and clean business opportunities	O	Climate change has presented challenge to manufacturing sector to optimize use of clean energy and improve product performance using green and latest technologies. This trend presents number of opportunities to innovate and provide product solutions.		Positive

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Employee well-being and talent management	O & R	Opportunity : Can lead to improved talent retention, customer engagement, reduced legal dispute and better market reputation to attract talent for growth opportunities. Risks : Providing benefits and has associated costs and if not taken care can lead to long term increased operational cost.	Implementing inclusive people practices, providing opportunities for learning and growth and inclusive and supportive work environment.	Negative
3	Data privacy and risk management	R	Increasing incidents of cyber-attacks pose risk to personal and product data security. There is also need to comply with personal data security regulations.	Strengthen IT infrastructure security and GDPR compliance framework deployment.	Negative
4	Business ethics	R	Any exposure to ethical issues may pose risk related to reputation, legal consequences, impact on employee morale, ability retain high performance talent and investor confidence.	By maintaining high ethical standards, leveraging strong policies and controls, trainings company can mitigate the risks.	Negative
5	Climate change	O & R	Opportunity: Climate change affects product preferences, product demand and change in product strategies causing more product design and development work Risk: Change in climate may adversely affect markets and areas TATA TECHNOLOGIES operates causing health and safety issues for the employees and possible geo economic issues in the market.	Leverage Tata Technologies's vast experience in product design to co create products to meet end customer needs by continuous communication and understanding of changing preferences.	Positive

Note: A third-party materiality assessment was carried out during FY 2024-25.



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 services 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 their 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.

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

10. Details of review of NGRBCs by the Company:

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

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

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

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

*Sustainable sourcing policy is shared with the suppliers as part of the procurement process.
 More policies can be accessed at: <https://www.tatatechnologies.com/in/corporate-governance/>

SECTION C:
PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1:

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

Essential Indicator:

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

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors	20	During the year, the Board of Directors of the Company were familiarized on topics relating to company, markets, competition, economy, emerging trends, strategic changes, environment, TBEM, Social and Governance, CSR and regulatory updates at the respective Board and Committee meetings. To appraise them of the activities of the Company, the Directors visited Axia Lab, Digital Studio at the Company's Registered office at Hinjewadi. New directors familiarization documents containing Company's Corporate Presentation, Tata Code of Conduct, Directors role, responsibility and liabilities, Corporate Vision, Mission and Values are shared.	100.0
Key Managerial Personnel	20	The KMPs are provided trainings on topics like human rights, TCoC, ethics, POSH, values, governance Training on Prohibition of Insider Trading, TBEM and other domain-specific updates. These trainings are imparted through Tata Technologies internal training platforms and organized by the TATA group or external training partners.	100.0
Employees other than Board of Directors and KMPs	150+	Diversity, Equity and Inclusion e-Learning programs Stakeholder – Client, Employees Engagement Tata Code of Conduct Anti-bribery and anti-corruption policy Safety Awareness and Training Prevention of Sexual Harassment Training	95.0
Workers	NA	NA	NA

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

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

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	NA	NA	Nil	NA	NA
Settlement	NA	NA	Nil	NA	NA
Compounding fee	NA	NA	Nil	NA	NA

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

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

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

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

Yes, it does. The purpose of this Anti-Bribery and Anti-Corruption Policy ("[ABAC Policy](#)") is to outline guiding principles and adequate procedures to prevent any activity or conduct relating to bribery, facilitation payments, or corruption.

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

	FY 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	NA	NA

No law enforcement agency has taken disciplinary action against any of the Company's Directors, Key Management Personnel (KMPs), employees, or workers for charges related to bribery or corruption.

6. Details of complaints with regard to conflict of interest

Particulars	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

NA

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	89	97

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

Parameter	Metrics	FY 2024-25	FY 2023-24*
Concentration of Purchases	A. Purchases from trading houses as % of total purchases	2.5	5.4
	B. Number of trading houses where purchases are made from	28	43
	C. Purchase from top 10 trading houses as % of total purchases from trading houses	77.6	68.9
Concentration of Sales	A. Sales to dealer / distributors as % of total sales	Nil	Nil
	B. Number of dealers / distributors to whom sales are made	Nil	Nil
	C. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	Nil	Nil
Share of RPTs in	i) Purchases (Purchases with related parties as % of Total Purchases)	3.2	3.0
	ii) Sales (Sales to related parties as % of Total Sales)	50.3	43.3
	iii) Loans & advances given to related parties as % of Total loans & advances	0.0	88.4
	iv) Investments in related parties as % of Total Investments made	0.0	0.0

*The financial figures for the period 1 April 2023 to 31 March 2024 have been restated to improve accuracy and clarity in reporting following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The values as disclosed in the BRSR for the year ended 31 March 2024 were: Purchases from trading houses as % of total purchases (0.90%), Number of trading houses where purchases are made from (292), Purchases from top 10 trading houses as % of total purchases from trading houses (52%).

Leadership Indicators

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

Total number of awareness programs held	Topics/principles covered under the training	%age* of value chain partners covered (by value of business done with such partners) under the awareness programs
1	P1- Tata Code of Conduct	100.0
1	P3 – HSE, well-being and labor laws related to employees	100.0
1	P5 – POSH and wages	100.0
1	P9– Managing data and prevention of Loss of data	100.0
1	P 8 – Sustainable sourcing	100.0

Note: The Company has successfully completed multiple training sessions for its suppliers. In addition, it has disseminated email communications regarding the proper usage of the Ripple hire platform. The organization has also ensured that every Purchase Order includes hyperlinks to relevant policy documents, covering areas such as ESG, HSE, and Infosec. Furthermore, the company administered an LBE Survey and, in collaboration with EY, conducted a BRSR Assurance Assessment for its top spend supplier.

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

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

Yes, the Company has processes in place to avoid and manage conflicts of interest involving members of the Board. The Company requires Board members to disclose any potential conflicts of interest and prohibits them from gaining any undue advantage for themselves or their associates. This ensures transparency and fairness in decision-making.

Additionally, Board members are expected to exercise independent judgment and maintain confidentiality of all sensitive information. They must affirm their compliance with the Company's Code of Conduct annually, reinforcing their commitment to ethical behaviour and the avoidance of conflicts of interest.

Principle 2:

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



Essential Indicator:

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

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

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

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

2.
 - a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
Yes, Tata Technologies's sustainable sourcing policy outlines its commitment to making its supply chain more responsible and sustainable. The policies are shared with the suppliers as part of procurement process.
 - b. If yes, what percentage of inputs were sourced sustainably?
100% of the company's suppliers are covered under responsible sourcing program which covers compliance to TCOC, Health and safety and all applicable regulations.
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

(a) Plastic (including packaging)	
(b) E-waste	NA
(c) Hazardous waste	
(d) other waste	

Note: Not Applicable as Tata technologies provides engineering services and not involved in building physical product

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.
Not Applicable as Tata Technologies provides engineering services and not involved in building physical products.



Leadership Indicators

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

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

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

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

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

Particulars Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
Not applicable considering the nature of business		

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

	FY 2024-25			FY 2023-24		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						
Other waste						

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

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

Principle 3:

Business should respect and promote the wellbeing of all employees, including those in their value chains



Essential Indicator:

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)	
Permanent employees											
Male	10,027	10,027	100.0	10,027	100.0	NA	NA	10,027	100.0	NA	NA
Female	1,894	1,894	100.0	1,894	100.0	1,894	100.0	NA	NA	1,635	86.3
Total	11,921	11,921	100.0	11,921	100.0	1,894	100.0	10,027	84.1	1,635	13.7
Other than Permanent employees**											
Male	572	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	145	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	717	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

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

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

As a principal employer, Tata Technologies complies with employee well-being practices as per local laws and compliance.

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	-	-	-	-	-	-	-	-	-	-	-
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent Workers**											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

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

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

	FY 2024-25	FY 2023-24
Cost incurred on wellbeing measures as a % of total revenue of the company	1.14	1.12

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.0	NA	Yes	100.0	NA	Yes
Gratuity	100.0	NA	NA	100.0	NA	NA
ESI	NA	NA	NA	NA	NA	NA
Others- please specify	NA	NA	NA	NA	NA	NA

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

3. Accessibility of workplaces

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

- Yes, The Company has implemented accessibility features at its corporate office including access ramps, dedicated parking spaces, wheelchair availability, and specially designed washroom facilities for persons with disabilities at its premises.

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

- <https://tatatechnologies.sharepoint.com/:b:/r/sites/Global-HR/General%20Compliance/Equal%20Employment%20Opportunity%20Policy.pdf?csf=1&web=1&e=Dksd6H>

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	99.8	100.0	NA	NA
Female	99.2	100.0	NA	NA
Total	99.7	100.0	NA	NA

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

Case Details	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	NA
Other than permanent workers	
Permanent employees	Yes, to provide access to report grievance reporting and resolution as per the Ethics framework with access to the Chief Ethics Officer and Amber listening portal.
Other than permanent employees	

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

Category	FY 2024-25			FY 2023-24		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees/ workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Total Permanent Employees	11,921	0	0.0	11,780	0	0.0
- Male	10,027	0	0.0	10,001	NA	0.0
- Female	1,894	0	0.0	1,729	NA	0.0
Total Permanent Workers	NA	NA	NA	NA	NA	NA
- Male	NA	NA	NA	NA	NA	NA
- Female	NA	NA	NA	NA	NA	NA

- Based on the voluntary disclosures received and information available with the company.
- All workforce is categorized as employees and none as workers.
- Other than Permanent includes individuals on direct contract or third party contractors

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24*				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employees										
Male	10,027	9,768	97.4	9,401	93.8	8,666	8,666	100.0	5,985	69.1
Female	1,894	1,843	97.3	1,759	92.9	1,520	1,502	98.8	1,153	75.9
Total	11,921	11,611	97.4	11,160	93.6	10,186	10,168	99.8	7,138	70.1
Workers										
Male	NA					NA				
Female	NA					NA				
Total	NA					NA				

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

*Data for India operations only

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	10,027	9,669	96.4	10,001	10,001	100.0
Female	1,894	1,766	93.2	1,779	1,779	100.0
Total	11,921	11,435	95.9	11,780	11,780	100.0
Workers						
Male	NA			NA		
Female	NA			NA		
Total	NA			NA		

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

10. Health and Safety Management System:

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

Yes. Tata Technologies has implemented a health and safety management system in line with ISO 45001:2018 and is assessed for ISO 45001:2018 (HJW Corp & SEZ 4) & TATA BUSINESS EXCELLENCE MANAGEMENT Assessment-Safety Category for global locations. The Company has a Health and Safety management system for global locations.

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

The Company routinely monitors work-related hazards through regular assessments of work areas, employee reporting of complaints and observations, safety audits for compliance, and ISO certification audits. Additionally, non-routine assessments include incident investigations, reviews of past incidents, new facility planning reviews, and RCA workshops to mitigate incidents and near misses. This information is managed centrally by the OHS team and regularly reviewed by management.

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

Yes, there is a Safety Management System in place and a multi-channel communication system comprising of Email and Global Safety Management Portal to report the incidents, accidents and near Miss scenarios.

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

Yes, non-occupational access to medical and healthcare service is provided to all the employees and workers in India and in other locations (global) it is as per local laws.

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

Safety Incident /Number*	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	NA	NA
Total recordable work-related injuries	Employees	4	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

*The safety data presented herein pertains exclusively to incidents occurring within the Company's owned and leased operational premises. It does not include any incidents that may have occurred at client premises or third-party locations where our employees may be deployed.

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

The well-being of its employees is central to Tata Technologies's success and growth objectives. Tata Technologies is committed to ensuring safe workplaces by prioritizing the prevention of injuries and illnesses, consistently striving to eliminate hazards, and reducing occupational health and safety (OHS) risks. As a provider of customized technology solutions and IT services, Tata Technologies has implemented several measures to uphold these commitments:

- Quarterly mock drills
- Monthly wellness webinars
- Online safety sessions
- Gemba safety walks
- Toolbox talks
- Safety briefings for visitors
- OHS induction for new joiners
- Various OHS campaigns, such as safety weeks, training sessions, and free health testing (e.g., eye health)

Additionally, Tata Technologies conducts specific OHS campaigns, including Road Safety Week, Fire Safety Week, National Safety Week, and Electrical Safety Week. The company also offers OHS training in areas such as First Aid and Defensive Driving.

Furthermore, Tata Technologies provides a medical center at the HJW Corporate Campus, staffed with two doctors available on alternate days and a nurse available daily.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	170	0	-	Nil	Nil	NA
Health & Safety	34	0	-	Nil	Nil	NA

- Excluding sites managed by clients and remote working.

14. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)*
Health and safety practices	100.0
Working Conditions	100.0

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

* Two locations in India are certified under ISO 45001

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

1. The Hazard Identification in "ST_OHS_RO - Corporate Office" has been revised to address the hazards and risks related to DG sets.
2. The ST_Maintenance_Schedule for Infrastructure Management has been updated to include an Ultrasonic Test of the Hydrant system air vessel every six months and a Hydraulic Test every two years.
3. The SP_Operational_Planning_and_Control has been modified to include "Supervision of the work permit system through a site visit" to ensure correct closure.

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).

Employees – Yes

Workers – Not Applicable

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

Tata Technologies ensures that all relevant statutory payments concerning transactions undertaken by it, are deducted and deposited according to regulatory standards. This procedure undergoes scrutiny in both internal and external audits. The company anticipates its partners in the value chain, to follow business responsibility principles and maintain transparency and accounting values.

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

	Total No. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	NA	NA	NA	NA

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

- No. Company provides information on retiral process and benefits to all retiring employees.

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	Ongoing
Working Conditions	Ongoing

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

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.

- None. As per company policy, company takes undertaking from upstream value chain partners to adhere to laws and regulations related to health and safety practices and working conditions.

Principle 4:

Business should respect the interests of and be responsive to all its stakeholders



Essential Indicator:

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

In the Company’s framework, individuals, groups or institutions contributing value to its business chain are recognized as core or key stakeholders. This encompasses employees, shareholders, investors, customers, channel partners, regulators, lenders, research analysts, communities, suppliers, and others.

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

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



Leadership Indicators

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

Based on regular stakeholder interactions, the company informs board members during Board and Committee meetings about relevant concerns and feedback. The company’s leadership engages with stakeholders through various platforms to gather input on economic, environmental, and social topics, which is then incorporated into strategic decision-making processes.

To facilitate structured engagement, the company has established a Corporate Social Responsibility and Sustainability Committee that formulates and recommends CSR and Sustainability initiatives. This Committee also monitors CSR budget allocations, activities, and expenditures to ensure alignment with the company’s social responsibility objectives.

The Stakeholders’ Relationship Committee evaluates statutory compliances and services related to dividend payments, security holders, and the performance of Registrar and Transfer Agents, enhancing trust and transparency in stakeholder interactions.

Additionally, the company provides shareholders with the opportunity to interact with all board members during the Annual General Meeting. This forum enables direct communication with stakeholders, reinforcing the company’s commitment to accountability and responsiveness to stakeholder interests.

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

Yes, stakeholder feedback is used to support identification and management of topics. As part of Sustainability, for a particular program, employee’s feedback was taken and the majority of the activities under the program were designed as per their feedback.

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

As part of the Company’s CSR and Sustainability engagement, most of the initiatives are for the vulnerable and marginalized stakeholder groups. For instance, there was a need identified by one of the CSR partners to go beyond classroom training. Keeping this mind, the first PPP (Public Private Partnership) model was initiated wherein a community tinkering lab was established for children to experience and enhance STEM learning.

The company facilitated knowledge exchange between its CSR partners in India. Two partner organizations visited and collaborated with a third partner to develop and implement structured, experiential learning programs for the beneficiaries. This collaborative approach enhanced the quality and effectiveness of the educational initiatives.

Principle 5:

Business should respect and promote human rights



Essential Indicator:

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	11,921	11,701	98.2	10,186	10,186	100.0
Other than Permanent	717	230	32.1	487	487	100.0
Total Employees	12,638	11,931	94.4	10,673	10,673	100.0
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than Permanent	NA	NA	NA	NA	NA	NA
Total Workers	NA	NA	NA	NA	NA	NA

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

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	10,027	NA	NA	10,027	100.0	10,001	NA	NA	10,001	100.0
Female	1,894	NA	NA	1,894	100.0	1,779	NA	NA	1,779	100.0
Other than Permanent										
Male	572	NA	NA	572	100.0	730	NA	NA	730	100.0
Female	145	NA	NA	145	100.0	131	NA	NA	131	100.0
Workers										
Permanent	Not Applicable					Not Applicable				
Male										
Female										
Other than Permanent										
Male	Not Applicable					Not Applicable				
Female										

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

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

a. The details are provided below:

Gender	Male		Female	
	Number	Median remuneration / salary / wages of respective category (₹ Lakh / Yr)	Number	Median remuneration / salary / wages of respective category (₹ Lakh / Yr)
Board of Directors (BoD)*	2	29.2	2	27.2
Key Managerial Personnel	2	536	1	185
Employees other than BoD and KMP	10,025	12	1,893	9.18
Workers	NA	NA	NA	NA

* In line with the internal guidelines of the Company, no payment is made towards commission / sitting fee to the Non-Executive Directors of the Company, who are in full time employment with any other Tata company and Managing director is included in Key Managerial Personnel.

- Company does not differentiate in wages and compensation calculation for similar grade, location, experience, role and skillset.

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	12.80	12.87

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

Yes, the company conducts trainings on Human Rights issues such as POSH and Ethics. The company has provided mechanism to report such incidents in confidence and the issues are reviewed by Ethics and POSH Committee.

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

The Company has established comprehensive internal processes for addressing grievances on Human Rights. It has also implemented the Whistleblower mechanism to receive and manage complaints and feedback regarding this. Under this policy, any employee, director or affiliated individual can make a protected disclosure regarding violations why maintaining organizational interests. The mechanism delineates clear procedures for lodging complaints, receiving and handling them, conducting investigations, assigning responsibilities, and ensuring non-retaliation. Furthermore, the company has in place a TCOC & POSH policy that delineates a grievance mechanism, including procedures for reporting sexual harassment, conducting inquiries, specifying the members of the scrutiny committee, outlining complaint investigation procedures, and providing avenues for redressal.

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

The details are provided below:

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	3	2	Under Review*	2	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labor	Nil	Nil	NA	Nil	Nil	NA
Forced Labor/Involuntary Labor	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other Human rights related issues – Ethical conduct	11	0		Nil	Nil	NA

*Action planned to be complete in FY 2025-26.

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

	FY 2024-25	FY 2023-24*
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	3	2
ii) Complaints on POSH as a % of female employees / workers	0.15	0.11
iii) Complaints on POSH upheld	1	2

*The % PoSH complaints per employee/ worker for the year ended 31 March 2024 have been restated basis the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The % PoSH complaints per employee/ worker as disclosed in the BRSR for the year ended 31 March 2024 was 0.0008%.

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

Tata Technologies handles concerns regarding discrimination and harassment with strict confidentiality. Any form of retaliation against individuals reporting such concerns in good faith is not tolerated. Those found targeting individuals raising such complaints will face disciplinary action.

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

Yes; human rights requirements form part of business agreements and contracts.

10. Assessment for the year:

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labor	100.0
Forced Labor/Involuntary Labor	100.0
Sexual Harassment	100.0
Discrimination at workplace	100.0
Wages	100.0
Other- please specify	NA

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

Company internally assesses compliance to applicable regulations and policies covering 100% of its locations.

No observation is reported by third Party or local authorities in FY 2024-25.

Leadership Indicators

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

For addressing the human rights grievances/complaints, group Policy on Human Rights, Whistle-blower policy, TCOC, Diversity & Inclusion, POSH, Equal opportunity for employees is in place. For global business, the Modern Slavery Act is in place. The web link of the policy are as follows: <https://www.tatatechnologies.com/in/modern-slavery-act/>. Re-ignite program for women to encourage them to start working post a career break, policy for differently abled at workplaces among others.

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

The human rights due diligence is conducted as part of the compliance audits which have enabled Tata Technologies to address grievances on ethics and changes to the Internal Complaints committee.

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

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed*
Sexual Harassment	20.0
Discrimination at workplace	20.0
Child Labor	20.0
Forced Labor/Involuntary Labor	20.0
Wages	20.0
Others – please specify	

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

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

Not Applicable

Principle 6:

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



Essential Indicator:

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

Parameter	FY 2024-25	FY 2023-24*
From renewable sources		
Total electricity consumption (A)	91.3	89.64
Total fuel consumption (B)	0	0
Energy consumption from other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	91.3	89.64
From non-renewable sources		
Total electricity consumption (D)	43,233	39,217
Total fuel consumption (E)	8,795	5,510
Energy consumption from other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	52,028	44,727.00
Total energy consumed (A+B+C+D+E+F)	52,119.3	44,816.64
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ/₹)	0.0000010	0.00000087
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/\$)	0.0000208	0.0000177
Energy intensity in terms of physical output	NA	NA
Energy intensity per full time equivalent – (GJ / FTE)	4.31	–

* The values of energy consumption for the year ended 31 March 2024 have been restated, owing to expansion in coverage of this disclosure to meet the reporting boundary of consolidated operations. This restatement has resulted in an increase of 23% in total energy consumed disclosed in the BRSR for the year ended 31 March 2024.

The intensity adjusted for PPP has been restated basis the guidelines provided in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from the IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

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

Yes, KPMG Assurance and Consulting Services LLP has provided reasonable assurance on data reported under this indicator.

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.

Not Applicable

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

Parameter	FY 2024-25	FY 2023-24*
Water withdrawal by source (in kiloliters)		
(i) Surface water	14,878	9,335
(ii) Groundwater	0	0
(iii) Third party water	1,27,252	98,955
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,42,131	1,08,290
Total volume of water consumption (in kilolitres)	1,11,468	84,928
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (kL/₹)	0.0000022	0.0000017
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (kL/\$)	0.0000446	0.0000339
Water intensity in terms of physical output	NA	NA
Water intensity per full time equivalent (kL/FTE)	9.21	NA

* The values of water withdrawal and water consumption for the year ended 31 March 2024 have been restated, owing to expansion in coverage of this disclosure to meet the reporting boundary of consolidated operations. The water withdrawal and water consumption values as disclosed in the BRSR for the year ended 31 March 2024 were 89,175 kL and 89,175 kL respectively.

Additionally, the values of water withdrawal and water consumption are based on estimations for locations where primary data was not available.

The intensity adjusted for PPP has been restated basis the guidelines provided in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

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

Yes, KPMG Assurance and Consulting Services LLP has provided reasonable assurance on data reported under this indicator.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24*
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	30,663	23,362
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	30,663	23,362

*The values for water discharge for the year ended 31 March 2024 have been restated due to change in methodology wherein the values are estimated for locations where primary data was not available. The water discharge value as disclosed in the BRSR for the year ended 31 March 2024 was 0 kL.

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

Yes, KPMG Assurance and Consulting Services LLP has provided reasonable assurance on data reported under this indicator.

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

No, the Company has not implemented a mechanism for Zero Liquid Discharge. However, the company's corporate office has installed STP facility and all other facilities are continuously looking at opportunities to optimize water usage by fixing leakages, using eco-friendly tap designs and reusing of water for potable and non-potable purposes.

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

Parameter	Unit	FY 2024-25	FY 2023-24
NOx	Mg/NM ³	94	120
SOx	Mg/NM ³	106.15	123.40
Particulate matter (PM)	Mg/NM ³	41.09	59.64
Persistent organic pollutants (POP)	-	0	0
Volatile organic compounds (VOC)	-	0	0
Hazardous air pollutants (HAP)	-	0	0
Others – please specify Mercury, Cadmium, Chromium etc.	-	0	0

*The company does not have any continuous source of emission for above discharges. Primary source is its DG set operation during the power outages and is not material.

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

No

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

Parameter	Unit	FY 2024-25	FY 2023-24*
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂	701	514
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂	7,293	6,445
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ / ₹	0.00000015	0.00000014
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ / \$	0.00000320	0.00000278
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	NA	NA
Total Scope 1 and Scope 2 emission intensity per FTE	Metric tonnes of CO ₂ / FTE	0.6607	NA

* The values for Scope 1 and Scope 2 for the year ended 31 March 2024 have been restated, owing to expansion in coverage of this disclosure to meet the reporting boundary of consolidated operations, and application of appropriate emission factors. The Scope 1 and Scope 2 values as disclosed in the BRSR for the year ended 31 March 2024 were 134 tCO₂ and 7,705 tCO₂ respectively.

The intensity adjusted for PPP has been restated basis the guidelines provided in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

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

Yes, KPMG Assurance and Consulting Services LLP has provided reasonable assurance on data reported under this indicator.

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

The Company continuously looks at opportunities to reduce green gas emissions via selection of operating equipment's, and use of solar energy at its facilities for illumination and generation of electricity. It has installed solar energy generation equipment at its EIDC ,UK campus and solar street lighting at its Pune corporate campus.

One of the core focus areas is an increase of green cover as part of GHG reductions. Within the office premises, about 45 saplings have been planted resulting in a sequestration potential of 900kgs and as part of client engagement in partnership with an external agency, 1165 trees have been planted resulting in a sequestration potential of 23,300kgs.

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

Parameter	FY 2024-25	FY 2023-24*
Total Waste generated (in metric tonnes)		
Plastic waste (A)	3.05	2.5
E-waste (B)	8.62	21.58
Bio-medical waste (C)	0.40	0.33
Construction and demolition waste (D)	24.36	33.3
Battery waste (E)	8.73	0.83
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	18.53	15.59
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	138.34	116.37
Total (A+B + C + D + E + F + G + H)	202.03	190.57
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations) (MT/₹)	0.0000000039	0.0000000037
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/\$)	0.080756307	0.076088008
Waste intensity in terms of physical output	NA	NA
Waste intensity per FTE (MT/FTE)	0.01669842	NA
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	17.35	22.41
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	17.35	22.41
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	3.45	22.90
(ii) Landfilling	181.23	165.26
(iii) Other disposal operations	-	-
Total	184.68	168.16

* The values for plastic waste, bio-medical waste, other hazardous waste, other non-hazardous waste generated & waste disposed to landfill for the year ended 31 March 2024 have been restated, owing to expansion in coverage of this disclosure to meet the reporting boundary of consolidated operations consolidated operations. The values of total waste generated as disclosed in the BRSR for the year ended 31 March 2024 was 92.44 MT. The values of total waste recovered and total waste disposed as disclosed in the BRSR for the year ended 31 March 2024 were 0 MT and 92.44 MT respectively.

The intensity adjusted for PPP has been restated basis the guidelines provided in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

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

Yes, KPMG Assurance and Consulting Services LLP has provided reasonable assurance on data reported under this indicator.

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

Tata Technologies does not manufacture anything and therefore does not use any hazardous or toxic chemicals in its processes. However, the company has adopted the below waste management practices to manage wastes:

1. **Waste Segregation:** Clearly labelled bins are provided to facilitate proper waste disposal.
2. **Composting Initiative:** Organic waste is locally converted into nutrient-rich compost.
3. **Sewage Treatment Plant:** Blackwater is treated on-site through a sewage treatment plant (STP) and the treated wastewater is reused for no potable purposes such as gardening, reducing freshwater demand.
4. **Water Conservation:** Measures such as aerators are implemented to reduce liquid waste volume.
5. **Digitalization:** Whenever possible, digital documents are preferred over paper, electronic communication is utilized, and documents are stored digitally to reduce paper waste and conserve resources.
6. **Repair, Refurbish And Repurpose:** Electronic items and wooden furniture are repaired or refurbished instead of discarded, and paper materials are reused when feasible (e.g., reusing envelopes).
7. **Recycling:** Waste materials, including IT equipment, electrical items, and bulbs, are disposed of through local recycling vendors.
8. **Spill Response Plans:** Spill response plans are in place for stored diesel for DG sets, outlining procedures for containing and cleaning up spills to prevent environmental contamination.
9. **Reduction of Single-Use Plastics:** Single-use plastic items are minimized, and reusable alternatives such as glass bottles and stainless-steel utensils are utilized to decrease plastic waste generation.
10. **Refillable Soap Dispensers:** Refillable soap single-use plastic bottles, reducing plastic packaging waste.
11. **Sanitary Waste Management:** Separate bins are provided in bathrooms, clearly labelled to guide users.
12. **Biomedical Waste Disposal:** Specialized biomedical waste disposal services are engaged in medical facilities to manage biomedical waste in compliance with regulations.

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:

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

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

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

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

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

Leadership Indicators

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

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

(i) Name of the area –

Bangalore, Thane, Chennai

(ii) Nature of operations –

Offices including delivery centres

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

Parameter	FY 2024-25	FY 2023-24*
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	3,428	2,666
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters)	3,428	2,666
Total volume of water consumption (in kiloliters)	2,965	2,306
Water intensity per rupee of turnover (Water consumed / turnover)	0.000000057	0.000000045
Water intensity (optional)–the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-

Parameter	FY 2024-25	FY 2023-24*
(iv) Sent to third-parties	-	-
- No treatment	463	360
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	463	360

*The value for water withdrawal, consumption and discharge in areas of water stress for FY 2023-24 have been restated due to change in methodology for computing water discharge for the sites where discharge data is unavailable.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)			
Total Scope 3 emissions per rupee of turnover	Currently, the company does not track Scope 3 emissions.		
Total Scope 3 emission intensity			

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

NA

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

Not Applicable

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

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	EV cars for office use	EV cars were purchased for office use.	Reduction of 9.46 tCO ₂ e
2	Solar Street lamps	Solar street lamps were installed last year.	Renewable power 2628 kWh was generated during reporting period.
3	EV charging station	EV charging station was inaugurated with % charging points (2 for four-wheeler and 3 for two wheelers in corporate campus to promote sustainable transportation and also contribute to reduction in carbon footprint.	The E charging station on an average is used for 5 hours each (25 hours).
4	Solar power generation	EIDC, UK centre is installed with solar power generation unit providing solar energy for facility operations.	-

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

Tata Technologies has established a robust Business Continuity Plan (BCP) framework to effectively address disruptions, as demonstrated during the COVID-19 crisis. This framework facilitates seamless operations during emergencies.

The company ensured remote work capabilities while maintaining customer service during the pandemic, reflecting adaptability in challenging circumstances. Comprehensive health and safety measures, including sanitization, medical staff availability, and social distancing, were prioritized to safeguard employee well-being.

Tata Technologies engaged suppliers to uphold human rights and compliance with its code of conduct, ensuring an ethical supply chain. Additionally, its Risk Management Policy and Business Continuity Coordinators emphasize disaster preparedness and risk mitigation strategies.

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

The Value Chain assessment or Supplier Assurance is ongoing and shall be completed in FY 2025-26.

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

This exercise is currently ongoing.

Principle 7:

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



Essential Indicator:

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

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

*International associations including India.

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

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



Leadership Indicators

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

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

Principle 8:

Businesses should promote inclusive growth and equitable development.



Essential Indicator:

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

Name and brief details of project	SIA Notification No	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
This section is not applicable as there were no projects that required Social Impact Assessment (SIA) to be undertaken under the law.					

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

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

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

As a TATA Group Company, Tata Technologies is governed by the TATA Code of Conduct (TCOC) which elaborates the possible Human Rights violations and associated risks. For partners under CSR, mechanisms such as reviews and site visits are carried out which are used to share challenges (if any). If the concerned grievances are still not resolved, the communities have access to the Business Leads and the Senior Leadership. The below web-link can be accessed for all matters related to the company <https://www.tatatechnologies.com/us/about-us/>

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

	FY 2024-25	FY 2023-24*
Directly sourced from MSMEs/small producers	15.3	10.1
Sourced directly from within the district and neighbouring districts.	15.3	10.1

*The financial figures for FY 2023-24 have been restated to improve accuracy and clarity in reporting. This revision follows the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum for BRSR Core. The values as disclosed in the BRSR for the year ended 31 March 2024 were: Directly sourced from MSMEs/ small producers (64%) and Number of trading houses where purchases are made from (64%)

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

Location	FY 2024-25	FY 2023-24
Rural areas	0	0
Semi-urban areas	0	0
Urban areas	100.0	100.0
Metropolitan areas	0	0

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
	Not applicable

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

Program	State	Aspirational District	Amount spent (In ₹)
STEM education and enhancement	Maharashtra	Osmanabad, Nandurbar, Gadchiroli & Washim	12,35,806
	Uttarakhand	Haridwar & Udham Singh Nagar	2,70,108

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

No, however preferential procurement guidelines are in place. These guidelines provide fair chance to compete and perform as follows: Access to opportunity and Selection – Selection evaluation criteria provide them to fairly compete and perform in the business. Business terms and conditions – Betterment and comply with all MSME payment term requirements. Performance evaluation– Not categorized based on MSME but 50% is MSME so they fall in the random sampling. Business continuity– BCP in place for MSME category related suppliers.

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

Currently, the Company does not procure from any marginalized/ vulnerable groups.

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

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

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

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

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

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	STEM Education and Enhancement	368712	Not Available
2	Ready Engineer 2.0	5174	Not Available
3	Empowerment Via Education (EVE) (Women Empowerment)	350	100.0
4	Empowerment Via Education (EVE) (Technical Education)	208	Not Available

CSR programs are mainly focused in underprivileged areas and sections of society.

Principle 9:

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



Essential Indicator:

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

Tata Technologies employs a multi-layered approach to gather customer feedback:

- 1. Net Promoter Score (NPS):** This annual feedback framework collects insights from executives and key stakeholders regarding Tata Technologies's services and performance. It aims to assess advocacy and the strength of relationships.
- 2. Customer Satisfaction (CSat):** This continuous feedback mechanism captures evaluations of service deliverables from client project teams.

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

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

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

Number of consumer complaints in respect of the following:	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	NA	NA	-
Cyber-security	1	Under investigation	-	Nil	Nil	-
Delivery of essential services	NA	NA	-	NA	NA	-
Restrictive Trade Practices	Nil	Nil	-	NA	NA	-
Unfair Trade Practices	Nil	Nil	-	NA	NA	-
Other	NA	NA	-	NA	NA	-

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

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

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

- Yes, Tata Technologies prioritizes data security and employs appropriate technologies and procedures to safeguard personal information. The company's information security policies and procedures align with recognized international standards and undergo regular review and updates to address business requirements, technological advancements, and regulatory compliance needs.
- Web-link: <https://www.tatatechnologies.com/in/privacy-policy/>

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

- There were no such actions taken by any regulatory authorities which required corrective actions to be taken against cyber security and data privacy of customers

7. Provide the following information relating to data breaches:

	Provide the following information relating to data breaches:
a. Number of instances of data breaches along-with impact	1
b. Percentage of data breaches involving personally identifiable information of customer	Under Investigation
c. Impact, if any, of the data breaches	Under Investigation

Note: Root Cause analysis of the incident is completed, and improvement plan is prepared to further strengthen the data leakage prevention.



Leadership Indicators

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

- All pertinent information on the company's services can be accessed at <https://www.tatatechnologies.com>

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

- Not applicable

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

- Web portal and email based customer communication by client partner

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

- Not Applicable



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Independent Practitioners’ Reasonable Assurance Report

To the Directors of Tata Technologies Limited

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

Assurance report on the sustainability disclosures in the Business Responsibility and Sustainability Reporting (BRSR) Core Format¹ (called ‘Identified Sustainability Information’ (ISI) of Tata Technologies Limited (the ‘Company’). The ISI is included in the Business Responsibility and Sustainability Reporting of the Company for the period from 1 April 2024 to 31 March 2025.

Opinion

We have performed a reasonable assurance engagement on whether the Company’s sustainability disclosures in the BRSR Core Format (refer to Annexure 1) for the period from 1 April 2024 to 31 March 2025 have been prepared in accordance with the reporting criteria (refer table below).

Identified Sustainability Information (ISI) subject to assurance	Period subject to assurance	Reference Section in the Annual Report	Reporting criteria
BRSR Core (refer Annexure 1)	From 1 April 2024 to 31 March 2025	“Business Responsibility and Sustainability Report” section of Annual Report	<ul style="list-style-type: none"> - Regulation 34(2)(f) of the Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements (SEBI LODR) - Guidance notes for BRSR format issued by SEBI - World Resource Institute (WRI) / World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol (A Corporate Accounting and Reporting Standards) [as applicable]

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

¹ Notified by SEBI vide circular number SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023

In our opinion, the Company’s Identified Sustainability Information in “Business Responsibility and Sustainability Report” section of the Annual Report for the period 1 April 2024 to 31 March 2025, is prepared, in all material respects, in accordance with the Regulation 34(2)(f) of the Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements (SEBI LODR) and basis of preparation set out in Section A: General Disclosures 13 of “Business Responsibility and Sustainability Report” of Annual Report.

Basis for opinion

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

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

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

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

Other information

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

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

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

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



Other Matter

The BRSR for the period 1 April 2023 to 31 March 2024 was not subject to limited/ reasonable assurance engagement and, accordingly, we do not express an opinion/ conclusion or provide any assurance on such information.

Our opinion/conclusion is not modified with respect to this matter.

Intended use or purpose

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

Our opinion is not modified in respect of this matter.

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

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

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

Those charged with governance are responsible for overseeing the reporting process for the Company's ISI.

Inherent limitations

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

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

Our responsibilities

We are responsible for:

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

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

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

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

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



Exclusions

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

- Any form of review of the commercial merits, technical feasibility, accuracy, compliance with applicable legislation for the project. We are not required to verify any of the judgements and commercial risks associated with the project, nor comment upon the possibility of the financial projections being achieved.
- The Company’s statements that describe the strategy, progress on goals (other than those listed under the scope of assurance), expression of opinion, claims, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Operations of the Company other than those mentioned in the “Scope of Assurance”.
- Aspects of the BRSR and the data/information (qualitative or quantitative) other than the ISI.
- Data and information outside the defined reporting period i.e., from 1 April 2024 to 31 March 2025.

Shivananda Shetty
Partner

KPMG Assurance and Consulting Services LLP

Date: 20 May 2025

Place: Gurugram

Annexure – 1

BRSR Core attributes

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